



*EACH AND EVERY CHILD PREPARED  
FOR A WORLD YET TO BE IMAGINED*

**Reynolds School District  
Board of Education Working**

December 9, 2020

7:00 PM

Virtual Meeting

I.	<b>7:00p - Call to Order and Land Acknowledgement</b>	<b>2</b>
II.	<b>7:05p - Public to be Heard</b>	<b>4</b>
III.	<b>7:25p - 2021-2022 Budget Priorities</b>	<b>5</b>
IV.	<b>8:30p - Adjourn</b>	<b>27</b>



To: Board of Directors  
From: Dr. Danna Diaz, Superintendent of Schools  
Prepared by: Kaylie Jeffries, Executive Assistant to the Superintendent

**Subject: Call to Order**

Policy: [Board Meetings BD/BDA, Conduct of Board Meetings BDDF](#)

Date: December 9, 2020

<b>Action</b>	<input checked="" type="checkbox"/>
<b>Report</b>	<input type="checkbox"/>

**Connection to Board Goals**

- Student Achievement    
 Equity    
 Fiscal Responsibility    
 Communications

**School Board Core Belief/Commitment #3:** We believe that high-quality first-time instruction will eliminate the opportunity gap. We commit to setting high expectations and providing intentional professional development for instructional leaders.

**Summary:**

- a. Call to Order
- b. Land Use Acknowledgement

On March 17, Governor Kate Brown temporarily suspended public gatherings in response to the COVID-19 pandemic. Because of this order, Reynolds School District Board Meetings will be virtual until further notice.

Although members of the board are not gathered in a central, physical location, we do have a quorum present at this meeting by video-conferencing.

**Land Acknowledgement**

We will open tonight’s meeting by acknowledging the traditional Indigenous inhabitants of this land. The purpose of these statements is to show respect for indigenous peoples and recognize their enduring relationship to the land. Practicing acknowledgment can also raise awareness about histories that are often suppressed or forgotten.

# Land Use Acknowledgment & Guidelines



*Approved and Apdopted on May 27, 2020*

Reynolds School District expresses our gratitude and appreciation to traditional village sites of the Multnomah, Kathlamet, Clackamas, bands of Chinook, Tualatin, Kalapuya, Molalla and many other Tribes who made their homes along the Columbia River, and which is now home to a vibrant native community representing over 400 different tribal nations.

We believe that it is our responsibility as a school district to educate our students, staff and families about the true history of colonialism and the continued need to address colonialism today. This land acknowledgement will encourage our community to reflect upon the land we are standing on and engage in conversations centered in honoring the land.

Land acknowledgments will take place in conjunction with the Pledge of Allegiance, which will be recited after the Land Use Acknowledgement, during the following times:

- School Board meetings
- District-wide community meetings
- School assemblies
- Athletic Competitions
- Parent and community school evening events

## Land Use Acknowledgment

We respectfully acknowledge that the land on which we are gathering today is the traditional homeland of a diverse array of indigenous tribes and bands. Multnomah County rests on traditional village sites of the Multnomah, Wasco, Cowlitz, Kathlamet, Clackamas, Bands of Chinook, Tualatin, Kalapuya, Molalla, and many other tribes who made their homes along the Columbia River, creating communities and summer encampments to harvest and use the plentiful natural resources of the area. Multnomah County is now home to a vibrant indigenous community representing over 400 different tribal nations.

We recognize Indigenous peoples as the traditional stewards of this land and acknowledge the enduring relationship between the land and the people since time immemorial. We make this acknowledgement to open a space of recognition, inclusion, and respect for our sovereign tribal partners and all indigenous students, families, and staff in our community.

To: Board of Directors

From: Dr. Danna Diaz, Superintendent of Schools

Prepared by: Kaylie Jeffries, Executive Assistant to the Superintendent

**Subject: Public to be Heard**

Policy: [Public to be Heard - BDDH](#)  
[Public Comment at Board Meetings - BDDH-AR](#)

Date: December 9, 2020

Action	<input type="checkbox"/>
Report	<input checked="" type="checkbox"/>

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**Connection to Board Goals**

Student Achievement     Equity     Fiscal Responsibility     Communications

**School Board Core Belief/Commitment #4:** We believe that the heart of a high-performing organization is its people. We commit to becoming an inclusive and positive organizational culture.

**Summary:**

Members of the public will address the Board with comments and the Board will listen only. The Board may choose not to address a request if it does not fall within the scope of Board Governance. Oregon law prohibits the Board from discussing specific employees or their job performance.

Those wishing to speak must complete a Public Comment Form on the RSD website between Friday at 5p and Monday at 5p, before the meeting.

Public comment will be limited to the first seven forms turned in. All other submissions will be given to the Board as written comment.

Those providing spoken comment will be moved from attendee to panelists during the Public Comment portion of the agenda. Each speaker will have three minutes. There will be a timer on the screen, giving them warnings when they have one minute left and again at 30 seconds left.

To: Board of Directors

From: Dr. Danna Diaz, Superintendent of Schools

Prepared by: Christina Weinard, Director of Financial Services

**Subject: Budget Focus and Input Results**

Policy: [District Budget - DB](#)

Date: December 9, 2020

Action	<input type="checkbox"/>
Report	<input checked="" type="checkbox"/>

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**Connection to Board Goals**

Student Achievement       Equity       Fiscal Responsibility       Communications

**School Board Core Belief/Commitment #4:** We believe that the heart of a high-performing organization is its people. We commit to becoming an inclusive and positive organizational culture.

**Summary:**

In preparing for the 2021-22 Budget, the Board will review and prioritize input from the community and staff input sessions. This report will contain the following:

- A. 2020-21 Budget Update
- B. General Fund Projected Financial Summary
- C. 2020-21 Extended ADMw
- D. 2020-21 Adopted Budget by Major Object – General Fund
- E. General Fund, Measure 98, and SIA Funding
- F. Student Investment Account Update
- G. Staff and Community Input Session Key Findings
- H. Strategic Plan Goal Topic Area
- I. Core Beliefs and Commitments
- J. Board Work
  - I. Review Input Categories
  - II. Prioritize Input
  - III. Discussion
- K. Next Steps

**Previous Board Action:**

None for this budget cycle but this is a step the Board takes annually.

**Background:**

The Board sets budget priorities every year to provide guidance and direction for the Superintendent to use when developing the annual budget.

**Financial Implications:**

Not Applicable

**Alternatives:**

Not Applicable

**Staff Recommendation:**

Not Applicable

**Motion:**

Not Applicable



# Budget Board Work Session

December 9, 2020

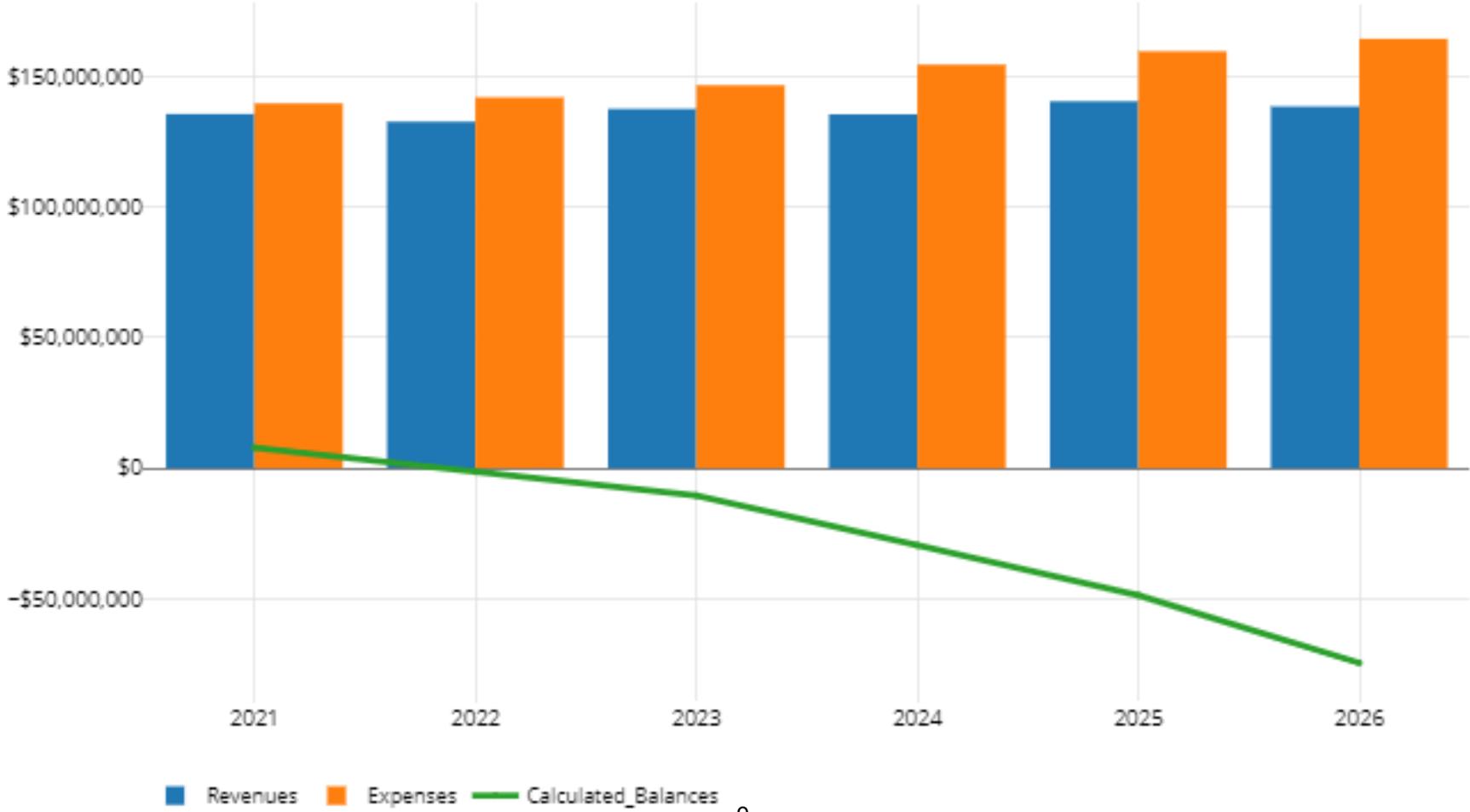
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# 2020-21 Budget Update as of 10/31/2020

10/31/2020	
Projected Beginning Fund Balance	\$ 16,075,308
Projected Resources	\$ 132,051,521
Projected Expenditures	\$ -141,503,761
Projected 2020-21 Ending Fund Balance	\$ 6,623,068

# General Fund Projected Financial Summary



# 2020-2021 Extended ADMw (includes Charter Schools)

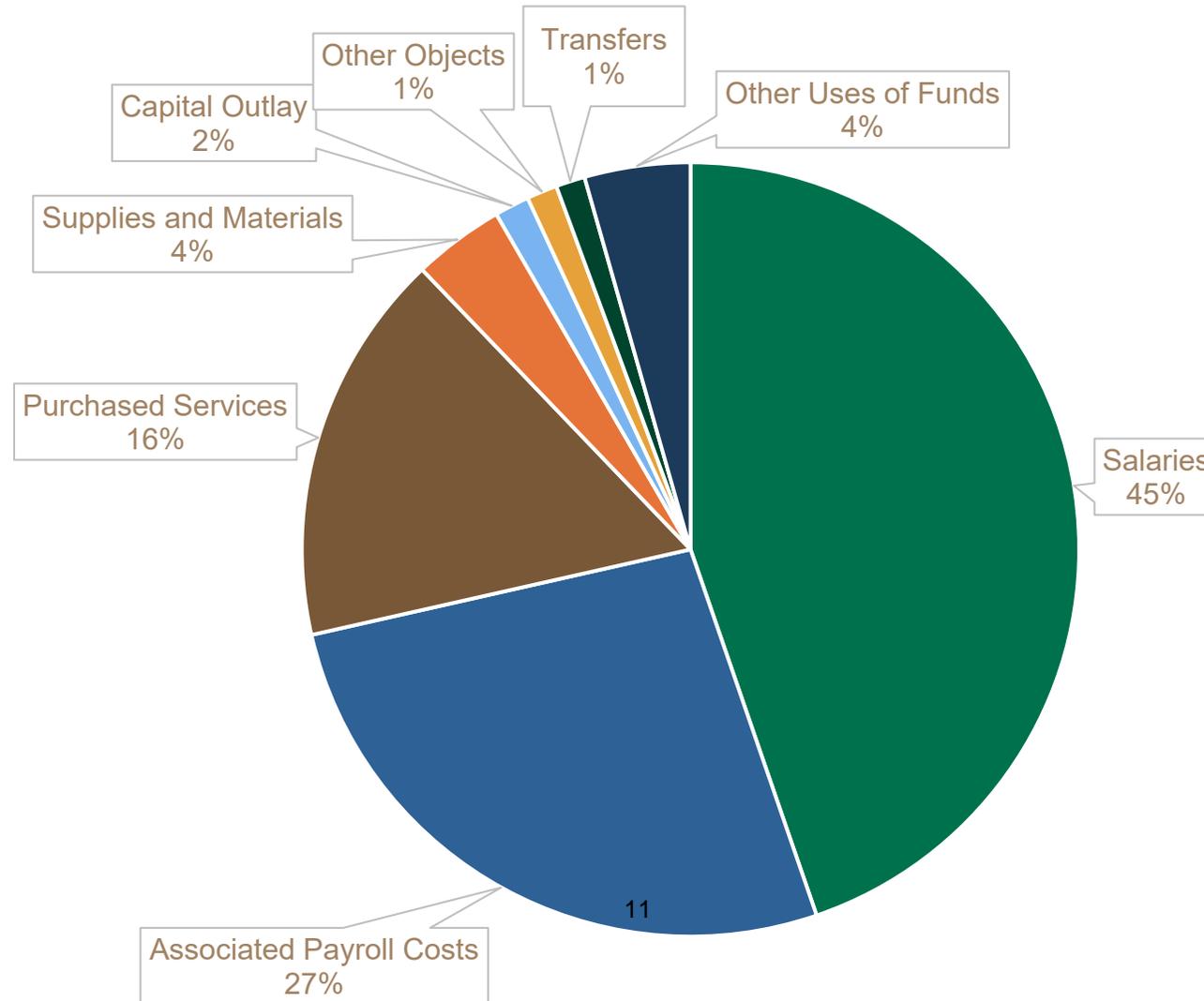
This is what is used for our SSF Payment

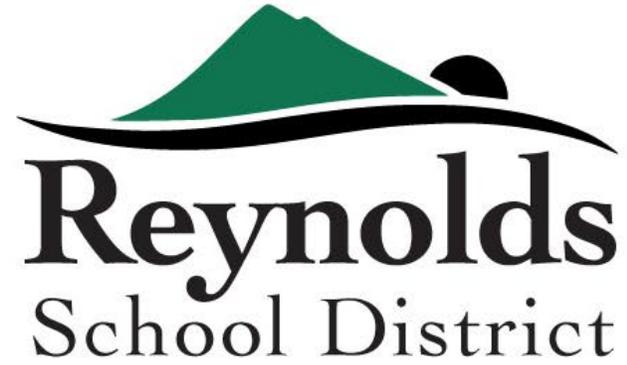


ADMw is a weighted average factoring in ESL, Pregnant and Parenting, Students experiencing Poverty, Students on IEP's and Students in Foster Care/Neglected/Delinquent

Prior to COVID-19 our ADMw was projected at 14,497.54 for 2020-21. This is about a \$1.9 million reduction in our SSF.

# Reynolds 2020-21 Adopted Budget By Major Object – General Fund

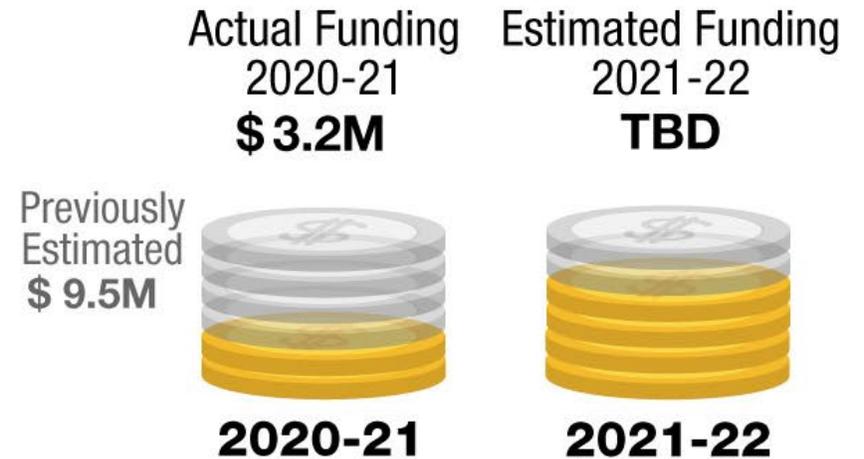




**Measure 98**  
(High School Success)  
Spending restricted to specific uses.



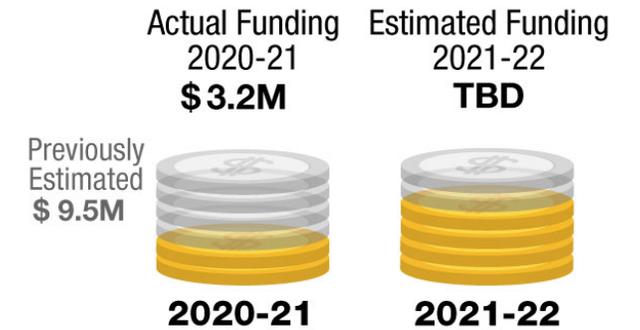
**Student Investment Account**  
4 Allowable Uses:  
Class Size, Well-Rounded Education,  
Instructional Time, Health and Safety



# Student Investment Account 2020-21

Estimated SIA Funds for 2020-21: \$9.5 million *(less charter school pass through)*

**Actual SIA Funds for 2020-21: \$3.2 million** *(less charter school pass through)*



Planned SIA expenditures using 2020-21 SIA Funds:

SIA Plan	Action in 2020-2021	2020-21 SIA Funds
<b>Mental Health Supports:</b> Add 10.0 FTE to school counselors Add 10.0 FTE to school social workers	Added 10.0 FTE school counselors Added 10.0 FTE school social workers	\$2.2 million
<b>Nursing Support:</b> Maintain 6 MESD school nurses	Maintained 6 MESD school nurses	\$600,000
<b>Assistant Principals at Comprehensive and Targeted Schools:</b> Provide each building with an Assistant Principal (6.0 FTE) to build capacity in building staff to respond to complex needs of students	<ul style="list-style-type: none"> <li>Moved 1.0 FTE Davis Elementary AP to SIA funding from School Improvement</li> <li>Added 1.0 FTE AP Salish Elementary</li> <li>Added 1.0 FTE AP Wilkes Elementary</li> <li>Added 1.0 FTE Hartley Elementary/Woodland Elementary shared AP (.5 SIA and .5 CARES Act)</li> </ul>	\$382,362

# Student Investment Account 2020-21 (continued)

Planned SIA expenditures using an alternate funding source:

SIA Plan	Action in 2020-2021	2020-21 SIA Funds
<p><b>Class Size Reduction:</b> Maintain added 13.17 FTE to support class size reduction in 2019-2020</p>	<p>Maintained with Title I (up to \$1.2 million)</p>	<p>Funded under Title I (under review for future funding)</p>
<p><b>Program Administrators:</b> Add 2.0 FTE Program Administrators to oversee added Student &amp; Family Services functions</p>	<p>Added 1.0 FTE District-level Program Administrator with CARES Act</p>	<p>1.0 FTE funded with CARES Act</p>
<p><b>Special Education TOSAs:</b> 5.0 FTE SPED TOSAs to train and mentor new SPED teachers, support all teachers in inclusionary practices, and develop written guidance for educators</p>	<p>Remains in current SPED funding (General Fund, IDEA) (\$926,825)</p>	<p>Remains in current funding</p>

# Student Investment Account 2020-21 (continued)

Planned SIA expenditures not funded:

SIA Plan	Action in 2020-2021	2020-21 SIA Funds
<b>Multi-Tiered System of Support TOSAs:</b> Add 10.0 FTE MTSS TOSAs to coach teachers and support building-wide work	Not added (\$1,507,688)	No
<b>Professional Development:</b> Social and Emotional Learning (SEL), Positive Behavior Interventions and Supports (PBIS), Multi-Tiered System of Supports (MTSS), and Restorative Practices (RP)	Not added (\$100,000)	No
<b>Culturally Responsive Curriculum:</b> Continue curriculum adoption cycles, enhance curricular programs to reflect students served, and purchase supplemental materials	Not added (\$567,439)	No
<b>Library Media Specialists:</b> Add 10.5 FTE to place full-time licensed Media Specialists in all elementary schools	Not added (\$1,143,155)	No
<b>Family and Parent Engagement Specialist:</b> Add 1.0 FTE Family and Parent Engagement Specialist to support family liaisons, working with families to increase academic achievement	Not added (\$182,343)	No

# Staff & Community Input Sessions



**Total Input:**  
Staff = 60  
Parents = 43  
Students = 4  
Community = 2

Reynolds School District invites our staff members to attend one of the upcoming Budget Goals & Priorities Sessions. The school board welcomes your suggestions and input on budget priorities for the 2021-22 school year budget and will consider all feedback when preparing budget goals in December 2020. Please join us so your voice can be heard!

Reynolds School District invites parents and community members to attend the upcoming Budget Goals & Priorities Session. The school board welcomes your suggestions and input on budget priorities for the 2021-22 school year budget and will consider all feedback when preparing budget goals in December 2020. Please join us so your voice can be heard!

**Budget Goals & Priorities Session 1  
(STAFF ONLY)**  
**THURSDAY, OCTOBER 15, 2020**  
**4:00-5:30pm**  
Virtual Meeting (online only)  
<https://www.reynolds.k12.or.us/district/2021-22-budget>

**Budget Goals & Priorities Session 2  
(STAFF ONLY)**  
**THURSDAY, NOVEMBER 5, 2020**  
**4:00-5:30pm**  
Virtual Meeting (online only)  
<https://www.reynolds.k12.or.us/district/2021-22-budget>

**RECORDING AND SURVEY AVAILABLE ONLINE OCTOBER 15 – NOVEMBER 15, 2020**  
<https://www.reynolds.k12.or.us/district/2021-22-budget>

**Budget Goals & Priorities Session**  
**RECORDING AND SURVEY AVAILABLE ONLINE**  
**OCTOBER 15 – NOVEMBER 15, 2020**  
<https://www.reynolds.k12.or.us/district/2021-22-budget>

# Key Findings – Budget Input Questions

**Question 1** – In the event RSD needs to budget for a constraint (current budget with fixed-cost increases not funded), what is non-negotiable or should not be changed?

*(Summarized categories in order of response rate)*

- **Class Size** - Maintain small class size for the elementary schools
- **Art, Music, P.E** - Create a baseline and formula to allocate FTE for Music and PE to the schools so that all students will have access and maintain current Art programs funded by the Portland Art Tax (elementary)
- **Retain Current Staff Levels** - Depending on state funding, we will keep the classrooms our priority to the greatest extent possible
- **Safety** - School Resource Officers, Health and Safety Assistants, SMTs, Custodial staff and cleaning supplies/disinfectants
- **Mental Health Supports** - Counselors, Social Workers, Social Emotional Learning and Multi-Tiered System of Support (MTSS)
- **Salaries and Wages** - All bargaining agreements are open this year
- **Library Media** - Maintain current level
- **Assistant Principals** - Maintain current level

# Key Findings – Budget Input Questions (cont.)

**Question 2** – In the event there is no change to the 2021-22 budget, are there new and innovative ways the General Fund should be prioritized?

*(Summarized categories in order of response rate)*

- **Music, Art & PE** - Create a baseline and formula to allocate FTE for Music and PE to schools so that all students will have access; and maintain current Art programs funded by the Portland Art Tax for elementary
- **Class Size** - Maintain small class size for the elementary schools
- **Technology** - Create a technology replacement cycle for student and staff devices and continue professional development cycles
- **Curriculum** - Maintain curriculum adoption cycle required by Oregon Department of Education
- **Library Media** - Maintain current level
- **Mental Health Support** - Counselors, Social Workers, Social Emotional Learning and Multi-Tiered System<sup>18</sup> of Support (MTSS)

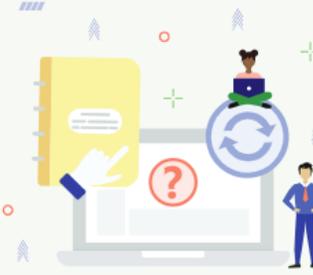
# Strategic Goal Topic Areas

- During the 2019-2020 school year, the Reynolds School District Strategic Plan 2026 process gathered input from:
  - 400+ Stakeholders
  - 18 Focus Groups
  - 4 Community Meetings
  - 7 Steering Committee Meetings



# Core Beliefs and Commitments (Pillars)

Throughout the process, RSD stakeholders were asked to view the District through the lens of the Board of Education’s Core Beliefs and Commitments.

 <p><b>PILLAR 1 EQUITY</b></p>	 <p><b>PILLAR 2 ORGANIZATIONAL CULTURE</b></p>	 <p><b>PILLAR 3 INSTRUCTIONAL PRACTICES</b></p>	 <p><b>PILLAR 4 SAFETY</b></p>
<p>We believe that equitable practices allow everyone within the Reynolds community to thrive.</p> <p>We commit to using equity as a foundation in all decision-making processes in order to eliminate inequities.</p>	<p>We believe that the heart of a high-performing organization is its people.</p> <p>We commit to becoming an inclusive and positive organizational culture.</p>	<p>We believe that high-quality first-time instruction will eliminate the opportunity gap.</p> <p>We commit to setting high expectations and providing intentional professional development for instructional leaders.</p>	<p>We believe that all students, families and staff deserve a safe and secure learning environment.</p> <p>We commit to providing physical and emotional safety across the Reynolds community.</p>

# High-Level Architecture

Utilizing community stakeholder input, the Steering Committee and Cabinet identified four major Goal Topic Areas that were vetted through the Four Pillars of the strategic plan.



Goal Topic #1: Marginalized Students

Goal Topic #2: Culturally Responsive Instruction

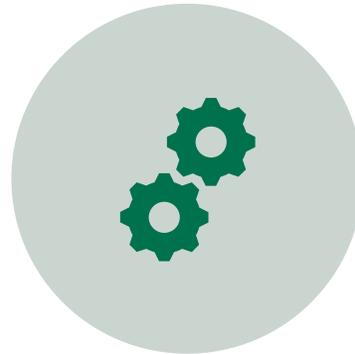
Goal Topic #3: Student and Staff Wellness

Goal Topic #4: Professional Development

# Board Work



REVIEW INPUT  
CATEGORIES



PRIORITIZE  
INPUT



DISCUSSION

# Budget Input Themes

- 1 Non-negotiable, do not change
- 2 New and innovative ideas

- Goal Topic #1: Marginalized Students
- Goal Topic #2: Culturally Responsive Instruction
- Goal Topic #3: Student and Staff Wellness
- Goal Topic #4: Professional Development

#1  
#3

**Class Size**

1 2

#1  
#2  
#3  
#4

**Art, Music,  
P.E.**

1 2

#1  
#2  
#3

**Retain  
Current  
Staff Levels**

1

#1  
#2  
#3  
#4

**Safety**

1

#1  
#2  
#3  
#4

**Mental  
Health  
Supports**

1 2

#3

**Salaries and  
Wages**

1

#1  
#2  
#3  
#4

**Library  
Media**

1 2

#1  
#2  
#3  
#4

**Assistant  
Principals**

1

#1  
#2  
#3  
#4

**Technology**

2

#1  
#2  
#3  
#4

**Curriculum**

2

# Next Steps



# Budget Input Communications Plan

## School Board Work Session: Budget Input and Priorities Discussion Summary

**January 7, 2021**

- RTT (Administrators) update

**January 8, 2021**

- All Staff email
- Post to all websites
- Post to social media
- Autodialer email to parents/guardians
- Remind app notification
- Family liaisons





To: Board of Directors  
From: Dr. Danna Diaz, Superintendent of Schools  
Prepared by: Kaylie Jeffries, Executive Assistant to the Superintendent

**Subject: Adjourn**

Policy: [Board Meetings - BD/BDA](#), [Conduct of Board Meetings - BDDF](#)

Date: December 9, 2020

Action	<input checked="" type="checkbox"/>
Report	<input type="checkbox"/>

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**Connection to Board Goals**

Student Achievement     Equity     Fiscal Responsibility     Communications

**School Board Core Belief/Commitment #2:** We believe that equitable practices allow everyone within the Reynolds community to thrive. We commit to using equity as a foundation in all decision-making processes in order to eliminate inequities.

**Adjournment**

