



*As a community, we prepare lifelong learners to achieve their full potential in a complex and interconnected world.*

**Reynolds School District  
Board of Education Working**

December 8, 2021

7:00 PM

Virtual Meeting

I.	<b>6:00p - Executive Session</b>	<b>2</b>
	The Reynolds School Board and the Superintendent will recess into Executive Session at 6:00p, under ORS 192.660(2)(b) Personnel, ORS 192.660(2)(d) Negotiations, ORS 192.660(2)(e) Real Estate, and ORS 192.660(2)(h) Legal Counsel. Executive Session is closed to the public.	
II.	<b>7:00p - Call to Order</b>	<b>3</b>
	A. Land Acknowledgement	4
III.	<b>7:05p - Public to be Heard</b>	<b>5</b>
IV.	<b>7:25p - 2022-2023 Budget Priorities</b>	<b>6</b>
V.	<b>8:30p - Adjourn</b>	<b>36</b>



*As a community, we prepare lifelong learners to achieve their full potential in a complex and interconnected world.*

To: Board of Directors  
From: Dr. Danna Diaz, Superintendent of Schools  
Prepared by: Kaylie Jeffries, Executive Assistant to the Superintendent  
**Subject: Executive Session**  
Policy: [Executive Session – BDC](#)  
Date: December 8, 2021

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

**Connection to School Board Core Beliefs and Commitments**

Safety     Equity     Instructional Practice     Organizational Culture

**Strategic Plan Goal Topic 3: Student and Staff Wellness**

We will promote a healthy learning and working environment which provides students and staff with the skills, social support, and environmental reinforcement they need to adopt long-term, healthy behaviors.

**Summary:**

The Reynolds School Board and the Superintendent will recess into Executive Session under ORS 192.660(2)(h) Negotiations.

Executive Session is closed to the public.



*As a community, we prepare lifelong learners to achieve their full potential in a complex and interconnected world.*

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 08, 2021

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

**Connection to School Board Core Beliefs and Commitments**

- Safety     
 Equity     
 Instructional Practice     
 Organizational Culture

**Strategic Plan Goal Topic 3: Student and Staff Wellness**

We will promote a healthy learning and working environment which provides students and staff with the skills, social support, and environmental reinforcement they need to adopt long-term, healthy behaviors.

**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 Adopted 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.



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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 08, 2021

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

**Connection to School Board Core Beliefs and Commitments**

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**Strategic Plan Goal Topic 1: Marginalized Students**

In order to give voice to our marginalized populations, we will remove barriers, hold high academic expectations, and elicit and honor all voices.

**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.

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.



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To: Board of Directors  
From: Anthony Lebron, Chief Financial Officer  
Prepared by: J.R. Shellmire, Executive Assistant to the CFO  
**Subject: Budget Input Sessions**  
Policy: [Budget Priorities - DBD](#)  
Date: December 08, 2021

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

**Connection to School Board Core Beliefs and Commitments**

Safety       Equity       Instructional Practice       Organizational Culture

**Strategic Plan Goal Topic 3: Student and Staff Wellness**

We will promote a healthy learning and working environment which provides students and staff with the skills, social support, and environmental reinforcement they need to adopt long-term, healthy behaviors.

**Summary:**

Budget Input Sessions were held with Reynolds School District staff and community throughout the month of November. The purpose of these input sessions was to facilitate open discussion on priorities for the 2022-2023 Budget with staff, students, family, and community. These sessions were a combined interactive process, with a presentation for the development of a basic understanding of Reynolds’ budgets and breakout meeting rooms for group discussions. A comprehensive report from these sessions has been put together for the Board.

**Previous Board Action:**

The Board reviews the budget input information and creates Board priorities every year.

**Background:**

Budget input sessions were held by Reynolds School District with the intention of putting forth information and sharing this input with the Board with the goal of helping the Board determine which priorities to focus budgeting efforts towards for the 2022-2023 budget cycle.

**Financial Implications:**

Not Applicable

**Alternatives:**

Not Applicable

**Staff Recommendation:**

Not Applicable

**Motion:**

Not Applicable



# Budget Board Work Session

December 8<sup>th</sup>, 2021

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





# Agenda

- **Budget Input Sessions**
- **Purpose, Process, and Agreement**
- **2022-2023 Budget Process timeline**
- **Refining our process**
- **Results**
- **Group Work:**
  - **Themes Discussion**
  - **Prioritize**
- **Next Steps**
- **Adjourn**

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# Staff & Community Input Sessions



Reynolds School District invites our staff members to attend one of the upcoming Budget Goals & Priorities Sessions. The school board welcomes your suggestions and recommended priorities for the 2022-23 school year budget and will consider all feedback when preparing budget goals in December 2021. Please join us so your voice can be heard!

## Budget Goals & Priorities Session 1 (STAFF ONLY)

**MONDAY, NOVEMBER 1, 2021**  
**4:00-5:30pm**

Virtual Meeting (online only)

<https://rsd7-net.zoom.us/j/95436902827>

## Budget Goals & Priorities Session 2 (STAFF ONLY)

**WEDNESDAY, NOVEMBER 10, 2021**  
**\*NEW TIME\* 4:30-5:30pm**

Virtual Meeting (online only)

<https://rsd7-net.zoom.us/j/95436902827>

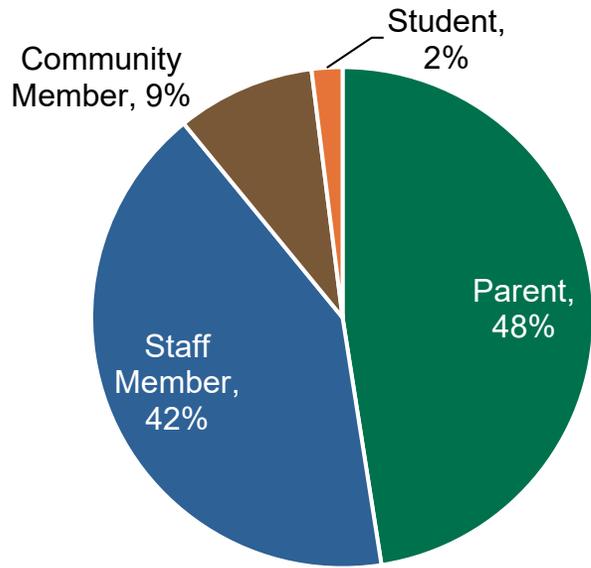
**ON-DEMAND RECORDING AND SURVEY AVAILABLE ONLINE NOVEMBER 1-15, 2021**

<https://www.reynolds.k12.or.us/district/2022-23-budget>

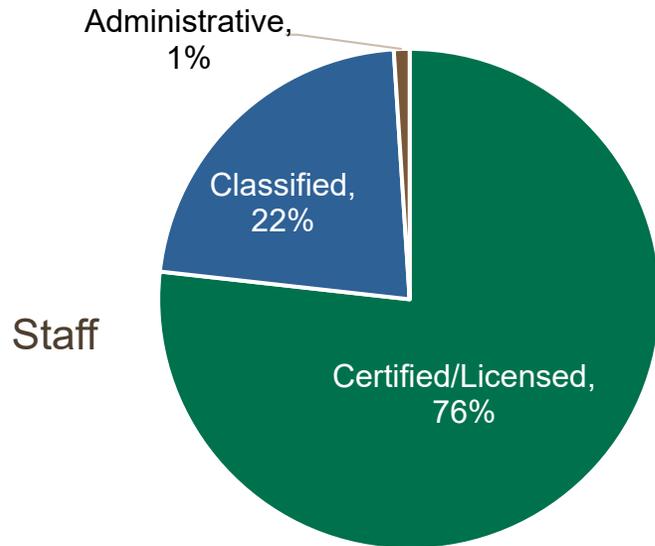
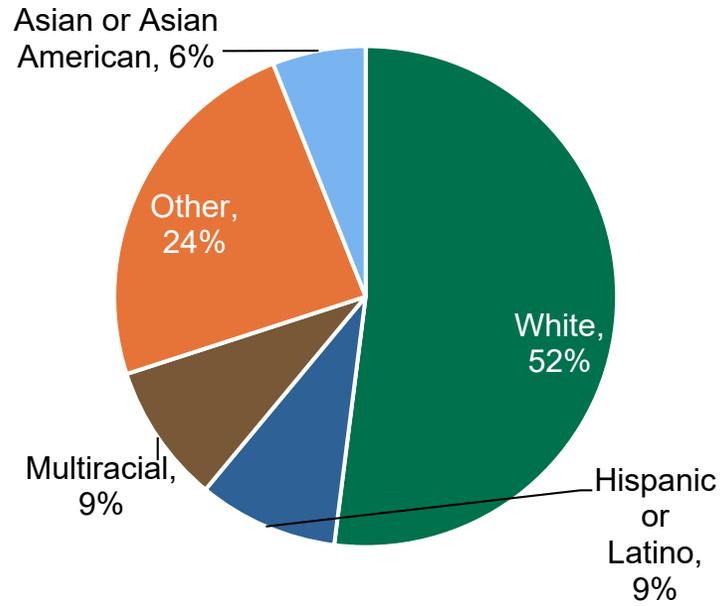
For more information, please visit [www.reynolds.k12.or.us](http://www.reynolds.k12.or.us) or call (503) 661-7200.

**Total Input:**  
Staff = 76  
Parents = 83  
Students = 10  
Community = 15

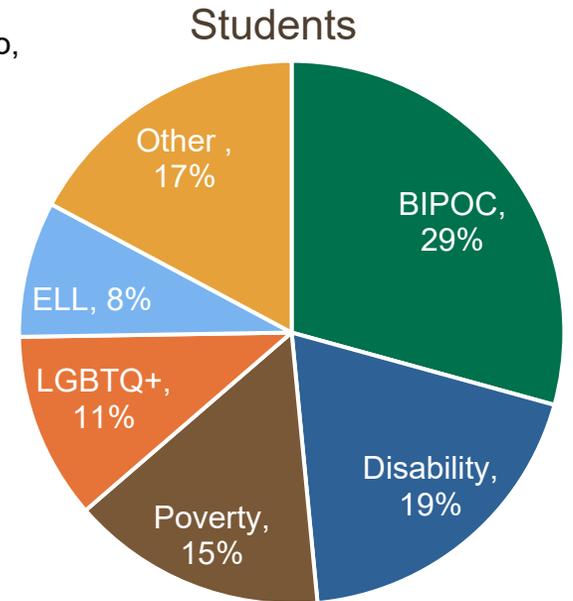
# Participants Demographics



All Participants



Staff



Students



## Purpose

- To facilitate open discussion and input on priorities for the 2022-2023 Budget with staff, students, families, and community.
- Your role is to develop basic understanding of Reynolds budgets.

## Process

- Interactive process with presentation and breakout meeting rooms for group discussion.
- One person from each breakout room will share a summary of group discussion with larger group.

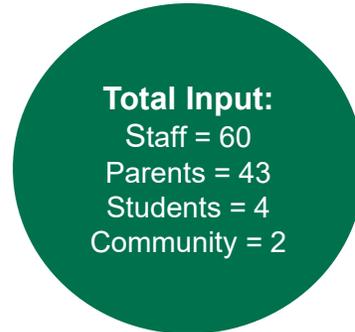
## Agreement

- Reynolds School District will share this input with the Board for deliberation on the 2022-2023 Budget.

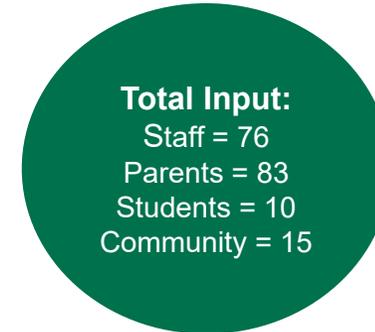
# Restructuring Budget Process

- Challenges
  - Staff and the community are not engaged in the budget process.
  - Perpetuating the trust gap between district and community.

FY21-22



FY22-23



- Options to improve engagement
  - Budget Advisory Committee
  - Participatory Budgeting

<https://vimeo.com/220012828>

# Key Findings – Budget Input Questions

**Question 1** – If budget reductions are needed, please let the Board know what is important to you. What positions, programs, and services should NOT be reduced?

*(Summarized categories in order of response rate)*

- **Mental Health Supports** - no reductions to mental health resources for staff nor students.
- **Salaries and Wages** - provide teachers a better salary.
- **Retain Current Staff Levels** - prioritize staff in the classrooms by not reducing teacher nor support staffing level.
- **Library Media** - Maintain current level
- **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
- **Safety** - School Resource Officers, Health and Safety Assistants, SMTs, Custodial staff and cleaning supplies/disinfectants

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# Key Findings – Budget Input Questions (cont.)

**Question 2** – If the District receives more funding than projected, please let the Board know what is important to you. What positions, programs, and services should be ADDED?

*(Summarized categories in order of response rate)*

- **Mental Health Support** - Counselors, Social Workers, Social Emotional Learning and Multi-Tiered System of Support (MTSS).
- **Teachers and support staff**- students are in need of more Educational Assistants.
- **Music, Art & PE** – provide a more robust PE, Music, and other afterschool programs.
- **Class Size** - Maintain small class size for the elementary schools
- **Teachers salary** - adequate teachers and staff salaries
- **Curriculum** - Include basic life skills classes.
- **Library Media** – Invest more in books which will increase literacy.

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# Key Findings – Budget Input Questions (cont.)

**Question 3** – What can we do better to reduce academic disparities, specifically with our underserved and marginalized youth?

*(Summarized categories in order of response rate)*

- **Restorative Justice Practices**- bring back the program to continue the work.
- **Increase diversity in staff**- accountability to increase the number of BIPOC staff.
- **Increase support for Special Education**
- **Increase support for ELD**
- **Music, Art & PE** – provide a more robust PE, Music, tutoring, and other afterschool programs.
- **Cultural specific support**- DEI training for teachers and staff.
- **Curriculum** - Include basic life skills classes.
- **Library Media** – Invest more in books which will increase literacy.

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# Key Findings – Budget Input Questions (cont.)

**Question 4** – How can we better meet students’ mental or behavioral health needs?

*(Summarized categories in order of response rate)*

- **Increase Social Workers-** invest in staff that has experience and know how to manage student behaviors.
- **School-wide behavioral programs-** programs specific to student traumas and parenting engagement classes.
- **Increase diversity in staff-** accountability to increase the number of BIPOC staff.
- **Restorative Justice Practices-** bring back the program to continue the work.
- **Increase support for ELD**
- **Music, Art & PE** – provide a more robust PE, Music, and other afterschool programs.
- **Cultural specific support-** DEI training for teachers and staff.

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# Key Findings – Budget Input Questions (cont.)

**Question 5** – How can we establish and strengthen partnerships with community groups to increase academic achievement?

*(Summarized categories in order of response rate)*

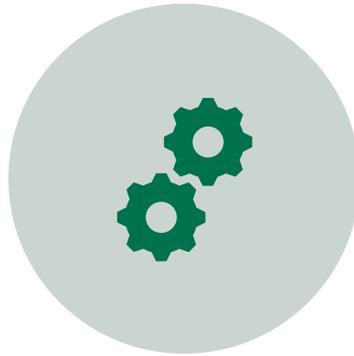
- **Increase collaboration-** allow community organizations be part of strategic decision making.
- **Create fundraising partnerships**
- **Improve outreach**
- **Invite local business and organizations to talk to kids, career day, higher education.**
- **More events in our schools**

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# Board Work



REVIEW INPUT  
CATEGORIES



PRIORITIZE  
INPUT



DISCUSSION

# Budget Input Themes

## Class Sizes

Add more teachers and support staff to lower class sizes

Add more educational assistants to provide more 1:1 student/staff interaction

Absolutely no cuts to teachers nor classroom staff

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# Budget Input Themes

## Arts, Music, Sports

Add sports program for all schools. It could help provide an outlet for students.

Add full time Music and Arts teachers

More events that will create a sense of community using theatre, music, arts, and sports.

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# Budget Input Themes

## Salaries and Wages

Increase salaries for teachers and school staff

Better salaries will increase morale and productivity.

Attract seasoned teachers into the district

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# Budget Input Themes

## Safety

No reductions to Safety

Fences around schools and SROs

More custodians to maintain clean schools

HVAC system repairs

Better discipline and alternatives for students who struggle to behave.

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# Budget Input Themes

## Mental Health Support

No reductions to any Mental Health Support services nor personnel.

Additional mental health services for teachers, support staff, and students

Social workers services for parents. More knowledge of resources available parents

More support to Restorative Justice Practices. Sports can be an outlet for some students.

Increase parent involvement. Build student-teacher mentoring programs

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# Budget Input Themes

## Literacy

No reductions to the added Library media Specialist

Expand on the Library reinvestment plan

Increase budget for books and media.

Bring back Title 1 Reading

Afterschool reading and writing support programs

# Budget Input Themes

## Parent Engagement

Create and track parent engagement programs

More information about school and community resources available for parents

Cultural-Specific parenting classes and educational support

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# Budget Input Themes

## Staff Diversity & DEI Training

Hire and retain teachers and support staff of color.

Provide comprehensive DEI training for teachers

Restorative Justice Program. Trainings for teachers on student trauma

More special education and ELD teachers.  
Better translation services on every school.

More events to celebrate diversity in RSD

# Budget Input Themes

## Curriculum

There is a need for more Life Skills classes

Behavioral and mental health training/classes for students

Add STEM classes

Add awards programs, TAG, student merit.

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# Strategic Plan Goal Topics



Goal Topic #1: Marginalized Students

Goal Topic #2: Culturally Responsive Instruction

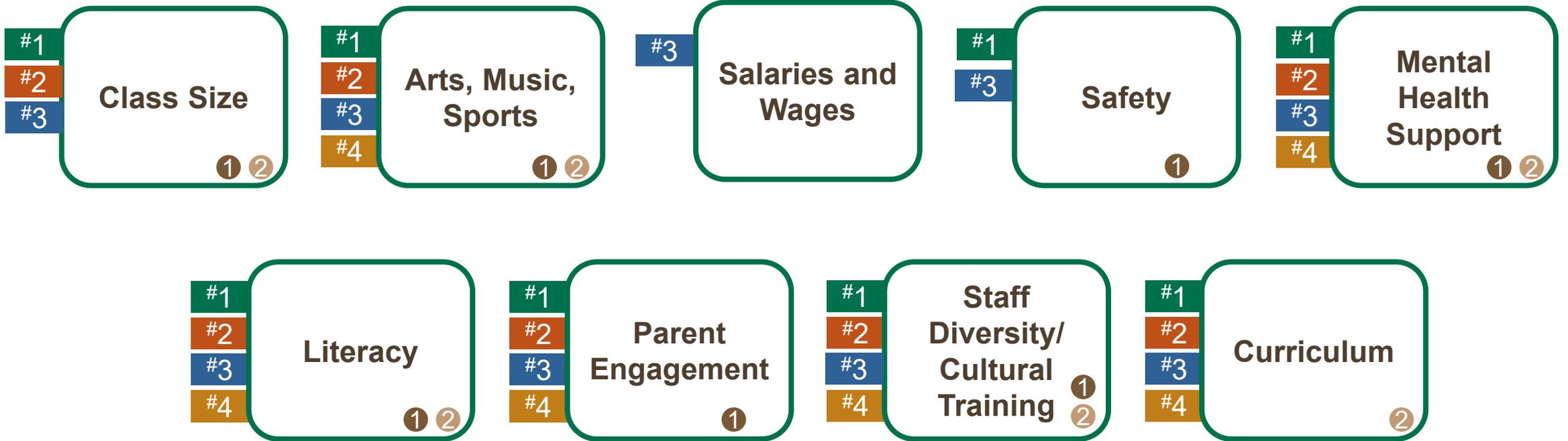
Goal Topic #3: Student and Staff Wellness

Goal Topic #4: Professional Development

# 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



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Prioritize themes



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# Next Steps

## November 2021

- Staff & Community Budget Input Sessions  
*November 1<sup>st</sup> and November 10<sup>th</sup> 2021*
- Summary of Staff & Community Discussion/Recommendations Published

## January 2022

*January 26<sup>th</sup> 2022*  
Board Adopts Final Budget Goals & Priorities for 2022-2023 School Year

## December 2021

*December 8<sup>th</sup> 2021*

- Continuous Improvement Plan Submitted to ODE
- Budget Work Session to Discuss Budget Goals and Priorities

1

2

3

4 33

## September & October 2021

- Internal Budget Process Calendar
- Budget Priority Input Session Planning

# Next Steps

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## May 2022

Budget Committee 5/05/2022  
Budget Committee 5/12/2022  
Budget Committee 5/19/2022 (if needed)  
*All Open to the Public*

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## June 2022

Board of Directors Budget Hearing &  
Board Meeting to Adopt the Budget  
06/22/2022

7

## July 2022

Adopted Budget gets Filed  
with County Recorder

8 34

## April 2022

Budget Training 4/07/2022  
Budget Training 4/14/2022  
Proposed Budget Published  
4/28/2022 *Open to the Public*



Thank you!



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FOR A WORLD YET TO BE IMAGINED*

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 07, 2021

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

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**Connection to School Board Core Beliefs and Commitments**

Safety     Equity     Instructional Practice     Organizational Culture

**Strategic Plan Goal Topic 3: Student and Staff Wellness**

We will promote a healthy learning and working environment which provides students and staff with the skills, social support, and environmental reinforcement they need to adopt long-term, healthy behaviors.

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**Adjournment**

