



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**

June 8, 2022

7:00 PM

Virtual Meeting

I.	6:00p - Executive Session	2
II.	7:00p - Call to Order and Land Acknowledgement	3
III.	7:05p - Public to be Heard	5
IV.	7:20p - School and Department Improvement Plans	6
V.	7:40p - Action Items	
	A. RAA MOU on Retention and Recruitment Bonuses	16
	B. OSEA Bus Driver Compensation MOU	20
VI.	8:00p - Adjourn	24



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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: Executive Session
Policy: [Executive Session – BDC](#)
Date: June 8, 2022

Action	<input type="checkbox"/>
Report	<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 at 6:00p, under ORS 192.660(2)(d) Negotiations.

Executive Session is closed to the public.



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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: Call to Order

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

Date: June 8, 2022

Action	<input checked="" type="checkbox"/>
Report	<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. Roll Call
 - Position 1: Director Aaron Muñoz
 - Position 2: Director Spencer Chao
 - Position 3: Director Michael Reyes
 - Position 4: Director Cayle Tern
 - Position 5: Vice Chair Yesenia Delgado
 - Position 6: Chair Ana Gonzalez Muñoz
 - Position 7: Director Francisco Ibarra
- c. Land Use Acknowledgement

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: June 8, 2022

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

Connection to School Board Core Beliefs and Commitments

Safety Equity Instructional Practice Organizational Culture

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.

To: Board of Directors

From: Dr. Koreen Barreras-Brown, Chief Academic Officer

Prepared by: Rachel Aazzerah, Director of Assessment and Systems Improvement

Subject: Presentation: School and Department Improvement Plans

Policy: [Academic Achievement – IK](#), [Instructional Goal – IA](#)

Date: June 8, 2022

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

Connection to School Board Core Beliefs and Commitments

Safety Equity Instructional Practice Organizational Culture

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:

Rachel Aazzerah, Director of Assessment and Systems Improvement, will give an update on the School and Department Improvement Plans (SIP/DIP) process for the 2021-2022 school year, as well as explain how the perception data from the Educational Effectiveness Survey conducted in April will be used to plan for the 2022-2023 school year.

Previous Board Action:

Not Applicable

Background:

Not Applicable

Financial Implications:

Not Applicable

Alternatives:

Not Applicable

Staff Recommendation:

Not Applicable

Motion:

Not Applicable



School and Department Improvement Plans

June 8, 2022

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



MISSION

We lead with equity to educate and support all students to graduate with the skills and confidence to thrive.



VISION

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

CORE BELIEFS & COMMITMENTS



SAFETY

We believe that all students, families, and staff deserve a safe and secure learning environment.
We commit to providing physical and emotional safety across the Reynolds community.



EQUITY

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.



INSTRUCTIONAL PRACTICES

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.



ORGANIZATIONAL CULTURE

We believe that the heart of a high-performing organization is its people.
We commit to becoming an inclusive and positive organizational culture.

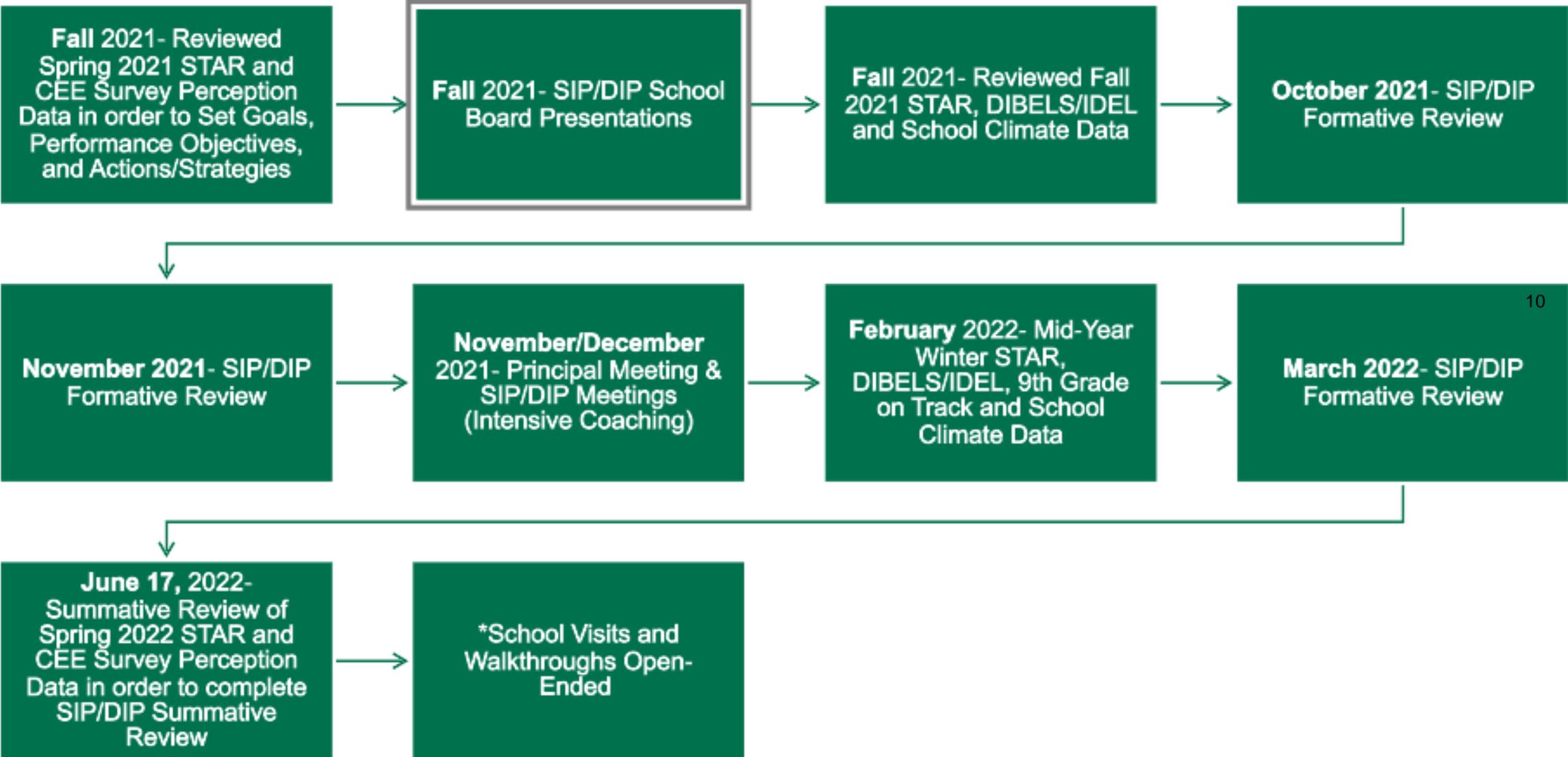
Visionary Governance



9

STUDENT OUTCOMES DO NOT CHANGE UNTIL ADULT BEHAVIORS CHANGE

SIP/DIP Process 2021-2022



Educational Effectiveness Survey™



Reynolds School District partnered with the **Center for Educational Effectiveness (CEE)** to provide **online surveys** to all families with students in Reynolds schools, students in grades 4–12, and school and district staff members. The surveys were active **April 4th – 28th, 2022**

- **Estimated survey completion time is 15 minutes**
- Parents were surveyed for their **perspectives** and **experiences** at their student's **school**.
- **Surveys** were available **online** in **various languages** and **paper copies** were also available in **various languages**.

Educational Effectiveness Survey Perception Data Based Goals

- Marginalized Students - In order to give voice to our marginalized population, by June 2022 Davis will show an increase of 5% on the participation Spring CEE data
- As a result of the Hartley Elementary School focus on student and staff wellness CEE participants will respond 5% higher in the "Almost Always True" and "Often True" categories in the CEE data section Social Supports- Ensuring Psychological Safety and a Sense of Belonging
- As a result of the Glenfair Elementary School focus on student and staff wellness CEE participants will respond 5% higher in the "Almost Always True" and "Often True" categories in the CEE data section Social Supports- Ensuring Psychological Safety and a Sense of Belonging

12

Summative Review and Next Year's Recommendation

Goal 1
Goal 2
Goal 3
Goal 4

Highlight Overdue Strategies/Actions

Goal 1

In order to give voice to our marginalized population Wilkes will show an increase of 5% on the participation Spring CEE data.

Performance Objective 1

Wilkes will create opportunities that allow voices that have been historically marginalized to be honored and elevated.

Evaluation Data Sources

Summative Evaluation

Next Year's Recommendation

Exceeded Performance Objective

Met Performance Objective

Significant progress made toward meeting Performance Objective

Some progress made toward meeting Performance Objective

No progress made toward meeting Performance Objective

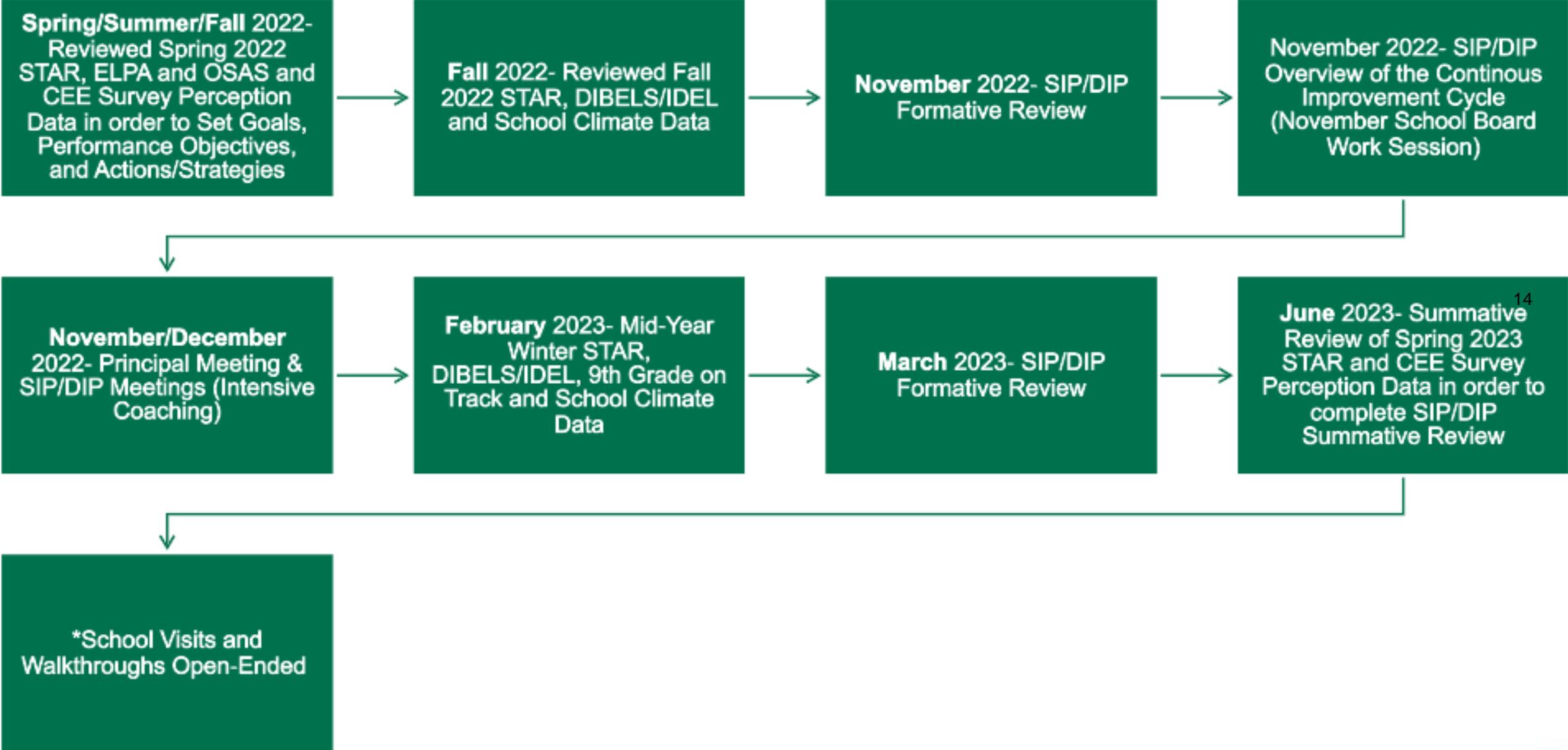
Please select a Summative Evaluation ^

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community meetings to

action of students

SIPs/DIPs Process 2022- 2023





Questions?



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To: Board of Directors
From: Dr. Christopher Ortiz, Deputy Superintendent
Prepared by: Sarah Winters, Administrative Analyst, HCM
Subject: RAA Retention and Referral Stipend
Policy: [Board Powers and Duties - BBA](#)
Date: June 8, 2022

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

This retention and referral stipend agreement between Reynolds School District (RSD) and the Reynolds Administrators Association (RAA) addresses the current, nation-wide, and regional staffing shortages in the K-12 employment sector.

Please refer to the following attachment(s): RSD-RAA Retention and Referral Stipend Agreement.

Previous Board Action:

The Board approved the RAA Group Agreement: 2021-2024 on October 27, 2021.

Background:

In order to recruit and retain qualified staff, the District has been working with labor partners to develop retention and recruitment proposals to address current, nation-wide and regional staffing shortages within the K-12 employment sector.

Financial Implications:

This agreement will cost the district \$340,000 over the next 12 months.

Alternatives:

If not approved, the District will not be able to offer incentives for retention and recruitment of qualified staff.

Staff Recommendation:

Staff recommends the Board approve the Retention and Referral Stipend Agreement between RAA and RSD as proposed.

Motion:

- A. Motion Made by Board Member:
 - a. I move that the Board approves the retention and referral agreement between RAA and RSD as presented.
- B. Motion Seconded by Another Board Member
- C. Points of Clarification / Discussion
- D. Call for Board Vote

To: Dr. Danna Diaz, Superintendent
From: Wade Bakley, RAA Representative
Re: Retention Stipend/ Referral Stipend Proposal
Date: May 23, 2022

The district will issue a retention stipend to RAA members for the amount of \$4000 with the following stipulations:

1. The first retention stipend will be issued with the June 2022 corrections payroll in the amount of \$2000. In order to qualify for the June 2022 retention stipend, an employee must have been employed by the District and reported for duty by Monday, January 3, 2022, plan to continue employment with the District in the School Year 2022-2023, and must not have resigned from district employment for the School Year 2022-2023. RAA members who have resigned from district employment are not eligible for the retention stipend
2. The second retention stipend will be issued with the November 2022 payroll in the amount of \$1000. In order to qualify for the November 2022 retention stipend, an employee must have been employed by the District and reported for duty by Monday September 30, 2022 and must still be employed at the time of the second retention stipend payment.
3. The third retention stipend bonus will be issued with the May 2023 payroll in the amount of \$1000. In order to qualify for the May 2023 retention stipend, an employee must have been employed by the District and reported for duty by Monday April 3, 2023 and must still be employed at the time of the third retention stipend payment.
4. Part-time employees will receive the full retention stipend amount and will not be prorated based on full-time equivalency (FTE).
5. Employees who are no longer employed by the District prior to the cut-off dates listed above, will not receive a prorated retention stipend based on the time previously worked.
6. Employees who receive the first retention stipend in June of 2022, who are no longer employed in the district as of September 30, 2022 will not receive the second or third retention stipend in November 2022 and May 2023.
7. Effective April 1, 2022 through December 31, 2022, new employees hired in the following job classifications will be eligible for a \$4000 sign-on stipend. Eligible job classifications included:
 - a. Site administrator

- b. Program administrator
 - c. Director
8. The first sign-on stipend will be issued with the January 2023 payroll in the amount of \$2000. In order to qualify for the January 2023 sign-on stipend, an employee must have been employed by the District and reported for duty by Monday, January 2, 2023.
 9. The second sign-on stipend will be issued with the June 2023 payroll in the amount of \$2000. In order to qualify for the June 2023 sign-on stipend, an employee must have been employed by the District and reported for duty by Thursday, June 1, 2023.
 10. All new employees who qualify for the sign-on stipend shall not qualify for the retention stipend.
 11. Effective April 1, 2022 through December 31, 2022, school site administrators who refer a candidate and who meet all the following criteria are eligible for a \$500 referral stipend:
 - a. Referring employee remains employed by RSD through the payment date;
 - b. Referring employee is designated by the candidate as the referring employee on the application for employment;
 - c. The referred candidate is new to RSD; meaning the candidate has not previously been an RSD employee;
 - d. The referred candidate is successfully hired for the 2022-2023 school year and remains employed through January 30, 2023.
 - e. The referral stipend will be paid to eligible employees no later than the second payroll date immediately following the end of the candidate's 120-day probationary period.



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To: Board of Directors
From: Dr. Christopher Ortiz, Deputy Superintendent
Prepared by: Sarah Winters, Administrative Analyst, HCM
Subject: OSEA Bus Driver Compensation MOU
Policy: [Board Powers and Duties - BBA](#)
Date: June 8, 2022

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

This Memorandum of Understanding (MOU) between Reynolds School District (RSD) and the Oregon School Employees Association Chapter #37 (OSEA) in an effort to work collaboratively on recruiting and retaining highly qualified bus drivers, special needs drivers, and specialized classification positions, agree to increase wages for highly qualified bus drivers, special needs drivers and specialized classification positions for the duration of the parties’ current Collective Bargaining Agreement.

Please refer to the following attachment: OSEA Bus Driver Compensation Memorandum of Understanding.

Previous Board Action:

The Board approved the OSEA Collective Bargaining Agreement: 2021-2024 on October 27, 2021.

Background:

RSD and OSEA recognize the wage disparity between neighboring districts and Reynolds SD. This has exacerbated the current staffing shortages, as RSD has been unable to secure sufficient qualified drivers to transport students to and from school.

Financial Implications:

This MOU will cost the district \$51,000.

Alternatives:

If not approved, the District will not be able to offer an incentive for recruitment and retention of bus drivers.

Staff Recommendation:

Staff recommends the Board approve the Bus Driver Compensation Memorandum of Understanding between RSD and OSEA as proposed.

Motion:

- A. Motion Made by Board Member:
 - a. I move that the Board approves the Bus Driver Compensation Memorandum of Understanding between OSEA and RSD as presented.
- B. Motion Seconded by Another Board Member
- C. Points of Clarification / Discussion
- D. Call for Board Vote

Bus Driver Compensation MOU 6/3/22

Memorandum of Understanding
Between
Reynolds School District
And
Oregon School Employee Association – Reynolds Chapter #37

The Reynolds School District (hereafter referred to as the “District”) and the Oregon School Employee Association (hereafter referred to as the “Union”) in an effort to work collaboratively on recruiting and retaining highly qualified bus drivers, special needs drivers, and specialized classification positions, propose the following: The parties involved recognize the wage disparity between neighboring districts and Reynolds S.D. This has created a crisis, as RSD has been unable to secure qualified drivers to transport students safely to and from school. Therefore, the parties hereby agree to what is outlined below:

1. The District and the Union agree to this MOU to increase wages for highly qualified bus drivers, driver trainers and specialized classification positions for the duration of the parties’ current Collective Bargaining Agreement. This increase allows for the funding of a range change effective July 1, 2022 for the following classifications:

Mechanic I/ Bus Driver Step 1 will become Mechanic II Step 1 and start at \$21.89

2. All highly qualified drivers in the Mechanic I/ Bus Driver who are below Mech II Step 1, on June 30, 2022 (est. 75 drivers), will be moved to salary schedule Mech II Step 1. Drivers whose hourly rate on June 30, 2022 is at or above Mech II Step 1 will be provided with step increases resulting in a wage one step higher than their current rate (example: Mechanic I/Bus Driver Step 5 would move to Mechanic II Step 2).
3. Effective the July 1, 2022, bus drivers and driver trainers will be placed on the following Mech II/Bus Driver salary schedule for the duration of the parties’ current Collective Bargaining Agreement. Please note that the **Mechanic II** classification will become **Mechanic II/ Bus Driver**, but this change will not be reflected in the CBA as it has already been printed.

Mechanic I/ Bus Driver Current placement (2021-2022 scale):

Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
\$19.44	\$20.22	\$21.03	\$21.87	\$22.74	\$23.65	\$24.60	\$25.58	\$26.61	\$27.66

Moves to: **Mechanic II (Bus Driver)**

Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7

New 2022-2023 Mechanic II/ Bus Driver Scale

Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7
\$22.60	\$23.51	\$24.45	\$25.43	\$26.44	\$27.50	\$28.60

Bus Driver Compensation MOU 6/3/22

- 4. This adjustment represents the utilization of the following resources:
 - a. Student transportation costs are reimbursable by the state at 70%
 - b. Reduced overtime expenses
 - c. Highly qualified drivers for the Reynolds School District are required to maintain licensure(s) (CDL) and mandatory certifications (CPR/First Aid) and annual minimum training requirements, ODE recertification annually or bi-annually (including medical exam).

For the Chapter:

DocuSigned by:
Susan Mutschler 6/3/2022
20985B54453B4CA...
Susan Mutschler Date
President

DocuSigned by:
Teri Staudinger 6/3/2022
2E203EDEF152464...
Teri Staudinger Date
Field Representative

DocuSigned by:
Cindy Dominiak 6/3/2022
6EF33CE070D147C...
Cindy Dominiak Date
OSEA

For the District:

DocuSigned by:
Shaunice Silas 6/3/2022
011503BC099A4B9...
Shaunice Silas Date
Executive Director of HCM

DocuSigned by:
Wade Bakley 6/3/2022
1DCBA950E4DA448...
Wade Bakley Date
Principal, RHS

DocuSigned by:
Dr. Danna Diaz 6/3/2022
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Dr. Danna Diaz Date
Superintendent

DocuSigned by:
Dr. Christopher Ortiz 6/3/2022
503B002B70B0473...
Dr. Christopher Ortiz Date
Deputy Superintendent

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: June 8, 2022

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

Adjournment

