



Agenda

North Clackamas School Board
Thursday, August 12, 2021 - 6:30 PM
Zoom/YouTube
12400 SE Freeman Way
Milwaukie, OR 97222

**This Board meeting will be held electronically as allowed by House Bill 4212 (2020)
in response to COVID-19 public health concerns.**

Times listed on the agenda below are only estimates and may be adjusted.

OPEN SESSION

6:30	Call to Order	
	Native Land Acknowledgement	3
	Minutes - July 1, 2021	4
	Consent Agenda	
	A. Employment Changes	
6:35	1. Community Requests	
6:50	2. Board Recognitions	
6:55	3. Ready Schools Safe Learners Resiliency Framework - Presentation	7
	Presenters: Shay James, Cindy Detchon, Ivonne Dibblee	
7:25	4. Transportation Supplemental Plan (WalkZones) - Discussion	40
	Presenter: Cindy Detchon	
7:55	5. Board Liaison Committee Assignments - Report	47
	Presenter: Mitzi Bauer	
8:05	6. Protocols and Operating Agreements - Action	50
	Presenter: Libra Forde	
8:10	7. PERS Employee 6 Percent Contributions - Action	53
	Presenter: Gayellyn Jacobson	

8:15 8. Authorization to Purchase Replacement Intercom Systems - Action
Presenter: Cindy Detchon

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8:20 Adjourn



Native Land Acknowledgment

We acknowledge the land on which we sit and which we call the North Clackamas School District rests on the traditional and indigenous lands and village sites of the Native peoples of the Kalapuya, Chinook, Molalla, and the Clackamas. We take this opportunity to offer gratitude for the ability to learn, work, and be a community on this land, and we offer thanks to the original caretakers of this region. We recognize the historic policies of colonization, genocide, relocation, and assimilation that affected Indigenous and Native families both past and present and that will affect those in the future, and honor the resilience and revitalization of our Indigenous and Native communities. We pay our respects to the Elders, both past and present, who have been the stewards of this land throughout the generations.

**NORTH CLACKAMAS SCHOOL DISTRICT 12
CLACKAMAS COUNTY, OREGON
MINUTES — BOARD OF DIRECTORS REGULAR MEETING
July 1, 2021
Boardroom/Zoom/YouTube**

Open Session

With due notice having been given and a quorum present, Acting Chair Libra Forde convened open session at 6:33 p.m. with the following members present:

Libra Forde	–	Chair
Mitzi Bauer	–	Vice Chair
Jena Benologa	–	Director
Kathy Wai	–	Director
Orlando Perez	–	Director
Steven Schroedl	–	Director
Tory McVay	–	Director
Shay James	–	Superintendent
Sandra Henderson	–	Board Secretary

Also present virtually were Cindy Detchon, Derrick Brown, Ivonne Dibblee, Joe Bridgeman, Khaliyah Williams-Rodriguez, Petra Callin, Shelly Reggiani, and Vivian Garrison. District employees and community members were provided a live stream on YouTube.

Vice Chair Mitzi Bauer read the Native Land Acknowledgement. Director Jena Benologa led the flag salute.

R21/22-1 **Selection of Chair and Vice Chair** – Superintendent Shay James asked for nominations for Board Chair. Tory McVay nominated Libra Forde, Steven Schroedl seconded the nomination. No other nominations were offered. The nomination of Libra Forde as Chair for the 2021-2022 school year was approved unanimously. Libra Forde was named Chair for 2021-2022 and presided over the remainder of the meeting.

R21/22-2 Board Chair Libra Forde asked for nominations for Vice Chair. Kathy Wai nominated Mitzi Bauer, Jena Benologa seconded the nomination. No other nominations were offered. The nomination of Mitzi Bauer as Vice Chair for the 2021-2022 school year was approved unanimously. Mitzi Bauer was named Vice Chair for 2021-2022.

R21/22-3 **Minutes** – Jena Benologa moved, Steven Schroedl seconded the motion to approve the minutes of the regular Board meeting held June 24, 2021. Motion passed unanimously.

R21/22-4

Consent Agenda – Mitzi Bauer moved, Orlando Perez seconded the motion to adopt the consent agenda as recommended:

Employment Changes - Approve employment changes as listed, with a copy of the list made as part of the official minutes, as recommended by the Executive Director of Human Resources:

- Administrative* – appointments, transfer, termination
- Licensed* – terminations

Policy Revisions – Approve revisions to the following policies as recommended by the Policy Review Committee.

- Policy IIBGA – Electronic Communications System
- Policy INDB – Flag Displays and Salutes

Motion passed unanimously.

Community Requests

- Julie Skarphol, Milwaukie, spoke in support of reopening of schools without social distancing and requiring students to wear masks.
- 44 written comments were received were in support of removing the mask mandate, social distancing requirements and/or supporting five full days of school.
- 1 written comment requested continuation of mask wearing by students.

Summer and Fall 2021- Ready Schools, Safe Learners, Resiliency Framework – Superintendent Shay James and Assistant Superintendent of Operations Cindy Detchon provided a report to the Board regarding the new guidance from the Ready Schools, Safe Learners Resiliency Framework. The timeline and plans for development of the Operational Plan and recommendations regarding protocols for summer programs were shared. Questions and comments were addressed.

Technology Chromebook Lease-Purchase Agreement – Executive Director of Technology and Information Services Derrick Brown presented information regarding the purchase of Chromebooks, the method of full reimbursement through the Emergency Connectivity Fund, and addressed questions and comments from the Board.

R21/22-5

Orlando Perez moved, Jena Benologa seconded the motion to authorize utilizing the Board-adopted competitive cooperative purchasing rules to purchase approximately 9,700 additional Chromebooks for students in grades 6-12, costing up to \$4,000,000. Motion passed unanimously.

Governance

Declarations of Actual, Potential or Perceived Conflict of Interest – Board members made public declarations of actual, potential or perceived conflicts of interest as follows:

Steven Schroedl – *Perceived: Writes educational software, but would not charge North Clackamas to use his software.*

Jena Benologa – *Potential: Academic Director for an exchange program that places exchange students in District schools.*

Orlando Perez – *None stated.*

Kathy Wai – *Perceived: Also serves on Trimet Board of Directors where she could possibly discuss contracts or partnerships.*

Tory McVay – *Perceived: Wife is a volunteer (Treasurer) for the North Clackamas Education Foundation (NCEF) and his employer (Onpoint Credit Union) services NCEF. Also, he has been confirmed by the Senate to be on the fair dismissal appeals board for the state of Oregon regarding teacher dismissals.*

Mitzi Bauer – *None stated.*

Libra Forde – *Perceived: Chief Operating Officer of Self-Enhancement Inc. which does community work.*

Board Protocols/Operating Agreements – The Board reviewed the Board Protocols and Operating Agreements document. No changes were proposed.

Board Liaison Committee Assignments – The Board reviewed the list of liaisons for District and Board committees. Following a request by Kathy Wai, Chair Forde announced that she will be working with the Superintendent to create a Youth Council committee for student voice. Each board member was asked to submit their preferences for committee participation during the 2021-2022 school year to the Board Chairs.

Future Board Meetings – The Board discussed holding future meetings in public with streaming options still available for the community.

Mandatory Child Abuse Reporter Training – Superintendent Shay James provided the Board with a training handout and offered to provide additional support if needed.

There being no further business to come before the Board, the meeting adjourned at 7:57 p.m.

Unapproved

**READY SCHOOLS, SAFE LEARNERS
RESILIENCY FRAMEWORK**

REPORT/PRESENTATION

Agenda Item #3
August 12, 2021

REASON FOR BOARD CONSIDERATION:

Time is set aside on the agenda to update the Board regarding the reopening of schools in the fall.

BACKGROUND:

The draft guidance of Ready Schools, Safe Learners, Resiliency Framework was published by the Oregon Department of Education (ODE) on Friday, June 25, 2021. The following outlines the planning timeline and activities.

July 1, 2021	Presented the new changes to the School Board
July 2021	Worked on draft plan for the 2021 - 2022 school year
Mid-July, 2021	Survey assessing stakeholder impressions about masks in school settings
July 22, 2021	ODE released final guidance
July 22, 2021	Revised plan as necessary, based on the ODE guidance document and survey results
July 26 - 30, 2021	ThoughtExchange survey for staff, families, students, and the community
July 30, 2021	ThoughtExchange feedback to inform the final draft plan
August 2, 2021	OHA adopted a rule requiring face coverings in all K-12 indoor school settings (OAR 333-019-1015).
August 12, 2021	The final draft presented to the School Board

This presentation will include information about local guidance, what actions North Clackamas School District has taken to date, key points from NCS D’s Back to School Plan and Virtual Online Program updates.

ATTACHMENTS:

- Ready Schools, Safe Learners Resiliency Framework for the 2021-22 School Year
- Presentation Slides
- NCS D Back to School Plan

PRESENTER / STAFF CONTACT:

Shay James, Superintendent
Ivonne Dibblee, Assistant Superintendent of Education
Cindy Detchon, Assistant Superintendent of Operations



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**Ready Schools, Safe Learners
Resiliency Framework for
the 2021-22 School Year**

Updated August 3, 2021



**North Clackamas Schools
2021-22 Back to School Plan
August 13 2021**

North Clackamas Schools
DRAFT 2021-22 Back to School Plan
August 13 , 2021

Subject to change per state and public health authority guidance

Key Points

- **Full School Week:** Full-day in-person instruction for all students five days a week
- **Face Coverings:**
 - REQUIRED for all students, staff, and visitors when inside school buildings.
 - REQUIRED for all staff and students when on district transportation.
 - A culture of respect for each person's health and safety will be fostered.
- **Physical Distancing:** 3 feet between individuals will be maintained to the extent possible.
- **Hand hygiene:** Thorough and frequent hand washing and sanitizing will be encouraged. Sanitizing stations will remain in place throughout buildings.
- **Cohorting:** NCS D will maintain cohorts to the extent possible at the elementary level only. Cohorts are not feasible in middle and high school.
- **Quarantining:** NCS D will isolate and quarantine individuals according to public health authority guidance and regulations. Per ODE, in situations of potential exposure, students will not need to quarantine if 3 feet of physical distance is maintained and masks are worn.
- **Vaccines** for COVID-19 are strongly recommended for those eligible, but are not required.
- **Virtual Online Program:** This fully remote option is available for families to enroll for the 2021-2022 school year for a semester or a year.
- **Athletics:** Face coverings will not be required for athletes and spectators during outdoor school-sponsored activities. Face covering requirements for indoor sports and activities are to be determined.
- **Ventilation and Cleaning:** Stringent cleaning protocols will remain in place and measures to improve air quality will be continued.

COVID-19 Health and Safety Approach

In-person learning is our priority and aligns with the Oregon Department of Education's (ODE) mandate that schools must plan to provide full-time, in-person instruction for all students every school day for the 2021-22 school year. In collaboration with the Oregon Health Authority (OHA), ODE updated [The Ready Schools, Safe Learners Resiliency Framework](#) for the 2021-22 school year on August 3, 2021.

In response to rising cases of COVID-19 in the state and the emergence of the highly transmissible Delta variant, OHA implemented a new statewide rule (OAR 333-019-1015), effective August 2, that requires all students, staff, and visitors to wear face coverings when in school buildings. OHA will review this rule monthly to determine the need for it to continue.

In cases where students may have been exposed to someone infected with COVID-19, if students maintain at least 3 feet of physical distance and consistently wear well-fitting face coverings (and other general mitigation measures were in place in the school), then those students would not need to be quarantined. Taken together, these two steps will help ensure that fewer students will spend time out of school under quarantine or out sick with COVID-19.

It should be noted and emphasized that what happens with COVID-19 between now and during the school year may require changes in our state's response efforts, and the Back to School Plan would be updated to reflect any changes. COVID-19 continues to change with new variants and our knowledge of the mitigation efforts grows over time. For these reasons, the guidance for responding to COVID-19 also changes. Currently, the best tools to protect individuals are vaccination for those eligible, physical distancing, face coverings, ventilation and airflow, handwashing, and staying home if ill or exposed to someone with COVID-19.

Everyone in our community shares in the responsibility to keep our communities safe and healthy. This responsibility asks each person to both maintain their own health as well as respect the individual decisions of others regarding their own health and safety. This mutual respect shown by adults in our community provides a powerful example to our children in our community. It is expected that persons exhibiting COVID like symptoms should NOT enter any of our facilities.

The North Clackamas School District's 2021-22 framework was developed with input from parents, students, local health partners, and staff. NCS D will regularly re-assess the plan and update it as needed, including in response to changing state and federal guidance and regulations.

Equity

The North Clackamas School District remains committed to the health and safety of students, staff, and community, and the following guiding principles outlined by the Oregon Department of Education:

- Ensure safety and wellness. Prioritizing basic needs such as food, shelter, wellness, supportive relationships and support for mental, social, and emotional health of students and staff.
- Center health and well-being. Acknowledging the health and mental health impacts of this past year, commit to creating learning opportunities that foster creative expression, make space for reflection and connection, and center on the needs of the whole child rather than solely emphasizing academic achievement.
- Cultivate connection and relationships. Reconnecting with one another after a year of separation can occur through quality learning experiences and deep interpersonal relationships among families, students and staff.
- Prioritize equity. Recognize the disproportionate impact of COVID-19 on our Black, Indigenous and Other People of Color (BIPOC) communities; students experiencing disabilities; students living in rural areas; and students and families navigating poverty and houselessness. Apply an equity-informed, anti-racist, and anti-oppressive lens to promote culturally sustaining and revitalizing educational systems that support every child.
- Innovate. Returning to school is an opportunity to improve teaching and learning by iterating on new instructional strategies, rethinking learning environments, and investing in creative approaches to address unfinished learning.

Return to Existing State Requirements

For the 2021-2022 school year, schools and districts will be returning to the existing requirements listed below:

1. Maintain a communicable disease management plan (OAR 581-022-2220)
2. Exclude staff or students from school who have been exposed to COVID-19 (OAR 333-019-0010)
3. Maintain health care and space that isolates sick or injured students (OAR 581-022-2320)
4. Meet all standard instructional time requirements in Division 22 (OAR-581-022-0102(30) and OAR 581-022-2320)
5. Complete an independent adoption of any digital instructional materials used as core curriculum (OAR 581-022-2350)
6. Administer state assessments as required by state and federal law (ORS 329.485; OAR 581-022-2100)
7. Reinstate the 10-day drop rule for enrollment (OAR 581-023-0006(4)), attendance and reporting practices (OAR 581-023-0006(1)(f)) and notifications (ORS 339.071)

Stakeholder Engagement

Parent, Student, and Staff ThoughtExchange

In addition to a survey asking stakeholders to share their preference on the use of face coverings and physical distancing, NCSd solicited stakeholder input via a ThoughtExchange, asking parents, secondary students, and district staff to share feedback

on NCSD's Draft *Back to School Plan*. Some themes that emerged from the exchange were:

- Maintaining in-person learning is important
- Care and concern for keeping both students and staff safe
- Both feedback sessions showed our community is divided about requiring the use of face coverings in schools
- There was concern for limiting the number of people in any given space at one time

Face Coverings

In accordance with the Oregon Health Authority's new statewide rule (OAR 333-019-1015), **face coverings for all students, staff, and visitors will be required in school buildings and on district transportation with certain exceptions:**

- While actively eating or drinking,
- While playing a musical instrument that requires use of the mouth
- While engaged in certain sports during physical education classes
- While the sole occupant of a room and behind a closed door
- For children under the age of 2

The rule applies to individuals at school during regular hours, at school engaged in educational activities outside of regular school hours, as well as when engaged in educational activities such as field trips or off-campus classes during regular school hours.

OHA will review this rule monthly to determine the need for it to continue. Other COVID-19 mitigation protocols (physical distancing, airflow/ventilation, etc.) remain local decisions.

District staff will continue to work with all families to ensure:

- District, school and classroom culture respects each person's health and safety needs and preferences.
- Face coverings will continue to be made available to students and staff.
- Certain accommodations for medical needs or disabilities will be provided.

Physical Distancing and Handwashing

NCSD will support and promote maintaining physical distancing of 3 feet at all times to the extent possible. Students, staff and visitors will be asked to be mindful of physical distancing and to wash or sanitize their hands frequently. Staff will continue to provide instruction and positive reinforcement to remind, motivate and reinforce healthy practices with students.

NCSD will promote physical distancing by doing the following when possible:

- Support physical distancing in all daily activities and instruction, maintaining at least 3 feet between students to the extent possible.
- Consider physical distancing requirements when setting up learning and other spaces, arranging spaces and groups to allow and encourage at least 3 feet of physical distance.

- Minimize time standing in lines and take steps to ensure that required distance between students is maintained, including marking spacing on floor, one-way traffic flow in constrained spaces, etc.

It should be noted that not all daily activities will allow 3 feet of distancing, such as at lunchtime. However, it will be encouraged to the extent possible.

Cohorting

OHA and ODE strongly advise that schools design cohorts for students to the extent possible. Cohorting refers to establishing a consistent group of students that stays together for a significant portion of the school day. NCSd will maintain cohorting at the elementary level to the extent possible. Class cohorts are not feasible at the middle or high school levels.

Isolation & Quarantining

Isolation and quarantine are core components under the authority of public health (LPHAs and OHA) as described in ORS 431A.010, 433.004, 433.441, and 433.443. Schools and districts must cooperate with any LPHA investigations and requirements to protect the public health.

NCSd continues to encourage parents to keep children home who are exhibiting COVID-19 primary symptoms. The district will follow public health authority guidance and requirements regarding COVID-19 isolation and quarantine procedures.

In alignment with CDC, ODE and OHA recommendations, students in the K-12 classroom setting who are 3 or more feet from an infected student (where all involved students are engaged in the consistent and correct use of well-fitting face coverings) do not need to quarantine. By maintaining the use of face coverings, students will be less susceptible to quarantine and will be able to partake in more on-site school activities. All quarantine decisions and communication will be at the direction of our school nurses in consultation with the Clackamas County Public Health agency.

Free testing is now widely available in locations throughout our community. School staff will assist families in locating the free COVID-19 testing sites. For free COVID-19 testing resources, families can call 211 or click [here](#).

An exposure is defined as an individual who has close contact (less than 6 feet) for longer than 15 cumulative minutes in a day with a person who is infected with COVID-19.

Virtual Online Program

The district will continue its Virtual Online Program for families who commit to at least a full semester in this fully online program, taught by NCSd staff. While seats are limited, NCSd is committed to accommodating as many families as possible in this learning platform as an alternative to the in-person option. (This paragraph moved up from previous version)

For the 2021-22 school year, NCS D will not offer a comprehensive distance learning option for students and families. However, there may be special circumstances where a student is unable to attend school in person due to medical or related circumstances and are supported by special education or a 504 Plan. In those rare cases an individual support plan will be created by an educational team and implemented on an individual basis.

In the case of a COVID-related quarantine, students who are not able to attend in-person instruction for a limited time will be provided learning materials during their absence.

Vaccines

At this time, students and staff are not required to get COVID-19 related vaccinations, in order to attend school or be employed at the North Clackamas School District. In the event of a COVID-19 exposure, students and staff may voluntarily disclose their vaccine status and the quarantine time period may not be required. All NCS D staff have had the opportunity to be vaccinated. NCS D will continue to provide information to families regarding vaccination opportunities.

Ventilation & Cleaning Protocols

Ventilation and proper cleaning protocols are effective methods to reduce viral spread indoors and promote a healthy learning environment. The North Clackamas School District is committed to maintaining appropriate indoor air quality and routine cleaning in all schools. A full report on the ventilation and cleaning protocols can be found on the [district website](#). In summary, the district will use the following strategies:

- Increasing the amount of fresh outside air that is introduced into the HVAC system
- Exhausting air from indoors to the outdoors (air exchanges) and
- Cleaning the air that is recirculated indoors with effective filtration methods (e.g., HEPA filters) to remove virus-containing particles from the air
- Daily cleaning of high-touch surfaces

Breakfast and Lunch protocols

All NCS D students will receive school meals at no charge for the entire 2021-22 school year. To qualify, students must select at least three of five meal components (meat/meat alternative, grain, fruit, veggie, milk).

OSAA/Clubs/Sports/Activities

North Clackamas School District indoor and outdoor recreation will follow all Oregon Schools Activities Association (OSAA) guidance. Schools and athletic programs will adhere to facility capacity requirements, per state and local Fire Marshal inspection.

Face coverings will not be required for athletes and spectators during outdoor school sponsored clubs, sport competitions and practices, and activities. Face covering

requirements for indoor sports and activities are to be determined. Face coverings will be required on district-provided transportation.

Visitors & Volunteers

Visitors and volunteers will be allowed on campus and in our buildings this school year in a limited capacity and must adhere to all district health and safety protocols. All visitors and volunteers will be asked to sign in at the office. This will verify that visitors are not exhibiting COVID-19 symptoms and have not been exposed to COVID-19 or tested positive for COVID-19 within the past 10 days.

Parent pickup procedures will be at the discretion of individual buildings, and efforts will be taken to maintain physical distance during drop off and pick up times.

Staff Training

All staff will have access to training and clear guidelines to meet the health and safety expectations outlined by ODE, OHA and the District.

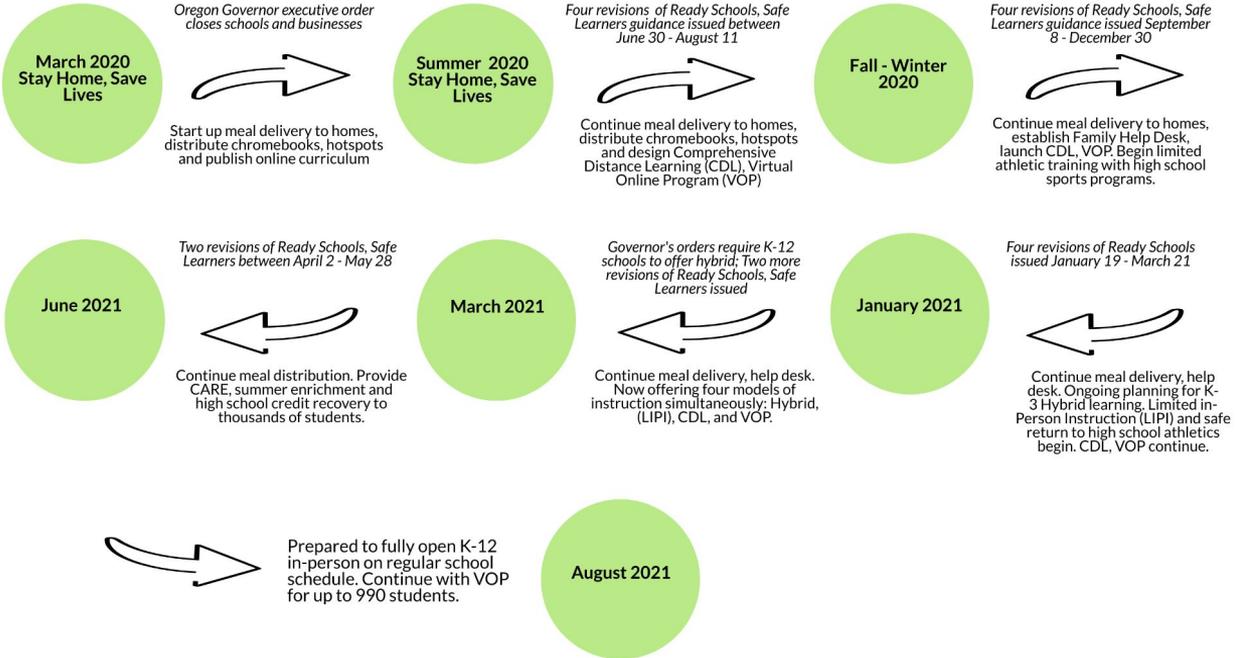
Back to School Plan 2021-22

Ready Schools, Safe Learners

Resiliency Framework



August ¹⁷12, 2021



Leading and learning in a time of constant change

Updates on state/local guidance

- July 30 - Governor Brown directs state agencies to align mask guidance with CDC recommendations to prevent disruptions to return to in-person instruction
- August 3 - Updated guidance from Oregon Department of Education (ODE) released requiring masks for all persons while at indoor school setting
- All other restrictions or requirements are now advisory as “highly recommended” for schools in collaboration with Local Health Authorities (LHA) & Oregon Occupational Safety and Health Administration (OSHA)
- School districts are at risk of losing the protections of HB 4402 (limited liability insurance) if it were to open for in-person instruction and not be in compliance with ODE or OHA advisory or mandatory guidance.

What we've done - getting ready for fall!

- Initiated brief survey of all families and staff on their opinions about face covering guidance
- Developed and distributed the DRAFT Back to School Plan 2021-2022
- Initiated ThoughtExchange as tool for families and staff to provide feedback on the DRAFT Back to School Plan 2021-22 ([Full Report](#))
- Initiated Resiliency Framework Planning Team
- Reviewed feedback and revised the Back to School Plan 2021-22
- Reinstated mask policy for all individuals while in any district facility





Family top thoughts:

- “Encourage those who are sick to stay home. We can't take a chance with this virus.”
- “It should very clear before school starts what the protocol are for everyone entering the buildings - Clear expectations.”
- “We need kids back in school .”
- “Ensure full curriculum and return to full-time in person learning.”

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Student top thoughts:

- “I want to make sure that all students get the help they need.”
- “I don’t know how to explain that we should all care about each other’s health and well-being. Distancing, vaccines and masks are how we protect one another. Please allow yourselves to understand that.”
- “In-person learning is good for students. We learn better, but we need to learn safely as well”





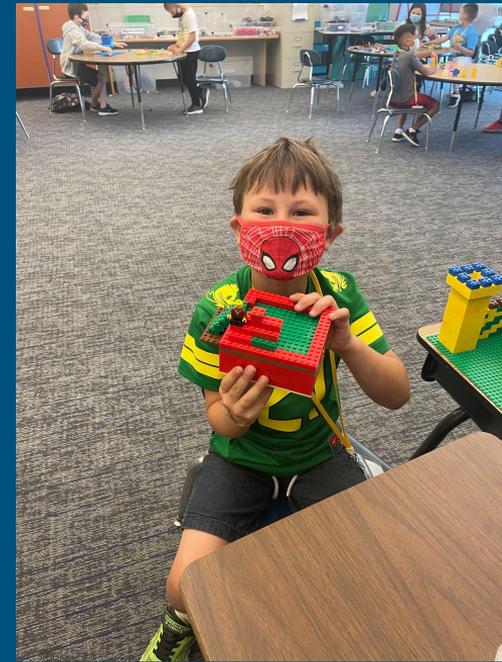
Staff top thoughts:

- “Staff who choose not to vaccinate should be masked up.”
- “I hope class sizes will be less than 28 students max this year. Smaller class sizes allow teachers to interact with and form goals for individual student needs. This may be more essential this year than ever.”
- “Classes of 30 - Social Distancing and good teaching is going to be hard with large class sizes.”



Back to School Plan Key Points (1)

- Full School Week: Full-day in-person instruction for all students five days a week
- Face Coverings:
 - REQUIRED for all students, staff, and visitors when inside school buildings.
 - REQUIRED for all staff and students when on district transportation.
 - A culture of respect for each person's health and safety will be fostered.



Back to School Plan Key Points (2)

- Physical Distancing: 3 feet will be maintained between individuals to the extent possible
- Hand hygiene: Thorough and frequent hand washing and sanitizing will be encouraged. Sanitizing stations will remain in place throughout buildings.
- Cohorting: NCSD will maintain cohorts to the extent possible at the elementary level only. Cohorts are not feasible in middle and high school.

Back to School Plan Key Points (3)

- Quarantining: NCSD will require individuals to isolate and quarantine according to public health authority guidance and regulations. Per ODE, in situations of potential exposure, students will not need to quarantine if 3 feet of physical distance is maintained and masks are worn.
- At this time, vaccines for COVID-19 are encouraged but not required for students to attend school or for staff to work in NCSD.



Back to School Plan Key Points (4)

- Virtual Online Program: This fully remote option is available for families to enroll for the 2021-2022 school year, (at least a semester commitment required). There are still seats available for the Fall.
- Athletics: NCS D will follow OSAA guidance. Face coverings will be required when not actively participating in an athletic event.
- Ventilation and Cleaning: Stringent cleaning protocols will remain in place and measures to improve air quality will be continued.



COVID Response Data During Hybrid Learning

Week ending	Employees Isolated	Students Isolated	Total	Employees Quarantined	Students Quarantined	Total
6/18	2	5	7	0	31	31
6/25	0	2	2	1	14	15
7/2	0	0	0	0	0	0
7/9	0	0	0	1	0	1
7/16	0	0	0	0	1	1
7/23	0	0	0	0	0	0
TOTAL 6/18-7/23	2	7	9 28	2	46	48

Virtual Online Program

- Enrollment as of June 28 and **August 6**, respectively:
 - K-5 = 231 **258**
 - 6-8 = 150 **164**
 - 9-12 = 205 **211**
 - Total = 586 **633**
- Ongoing enrollment
 - Families have the option to enroll via a new Google Form that opened in early June.
 - Enrollment is changing daily. (ODE guidance and semester option)
 - We are continuing to analyze staffing as enrollment fluctuates

Virtual Online Program Demographics 2021-2022

Ethnicity

Native Hawaiian...

0.7%

Two or More

8.1%

Black / African A...

2.2%

Asian

18.6%

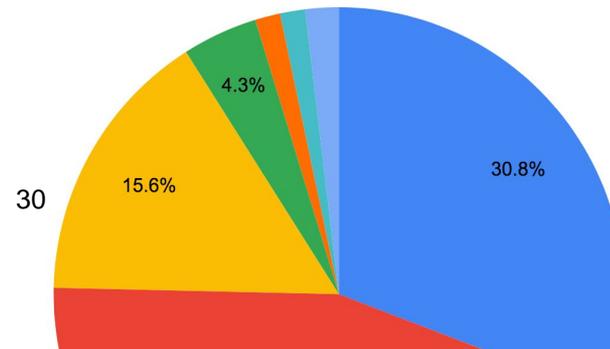
Hispanic

25.3%



* 20.9% of students with a documented disability

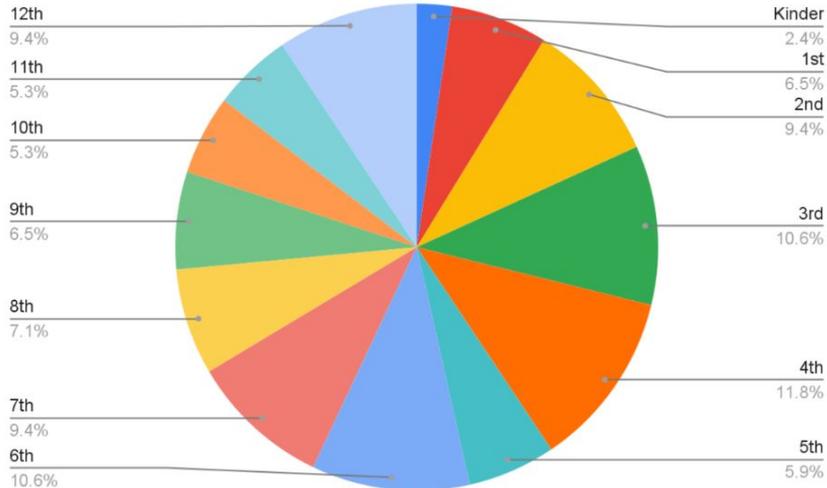
VOP Student Ethnicity - Aug 10, 2021



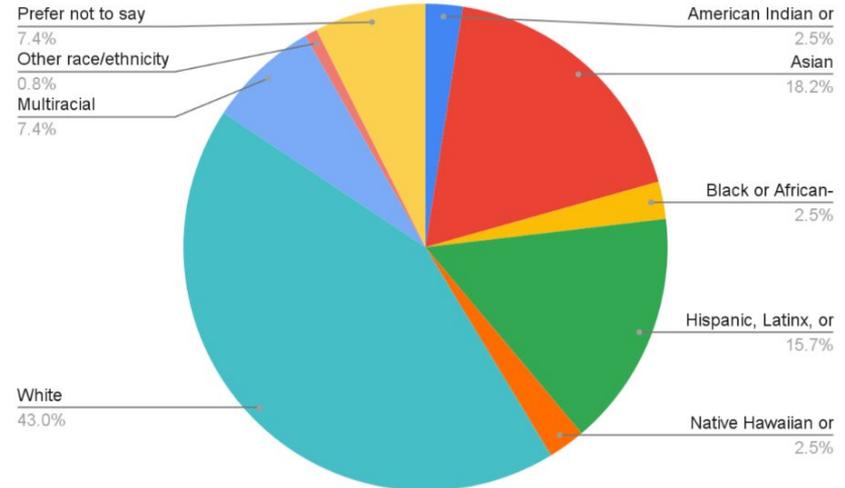
Parent Survey

- 120 responses representing 27.5% of the students enrolled
- 23.3 % on IEP and $\frac{2}{3}$ were in enrolled in VOP last year

Grade Level of Students

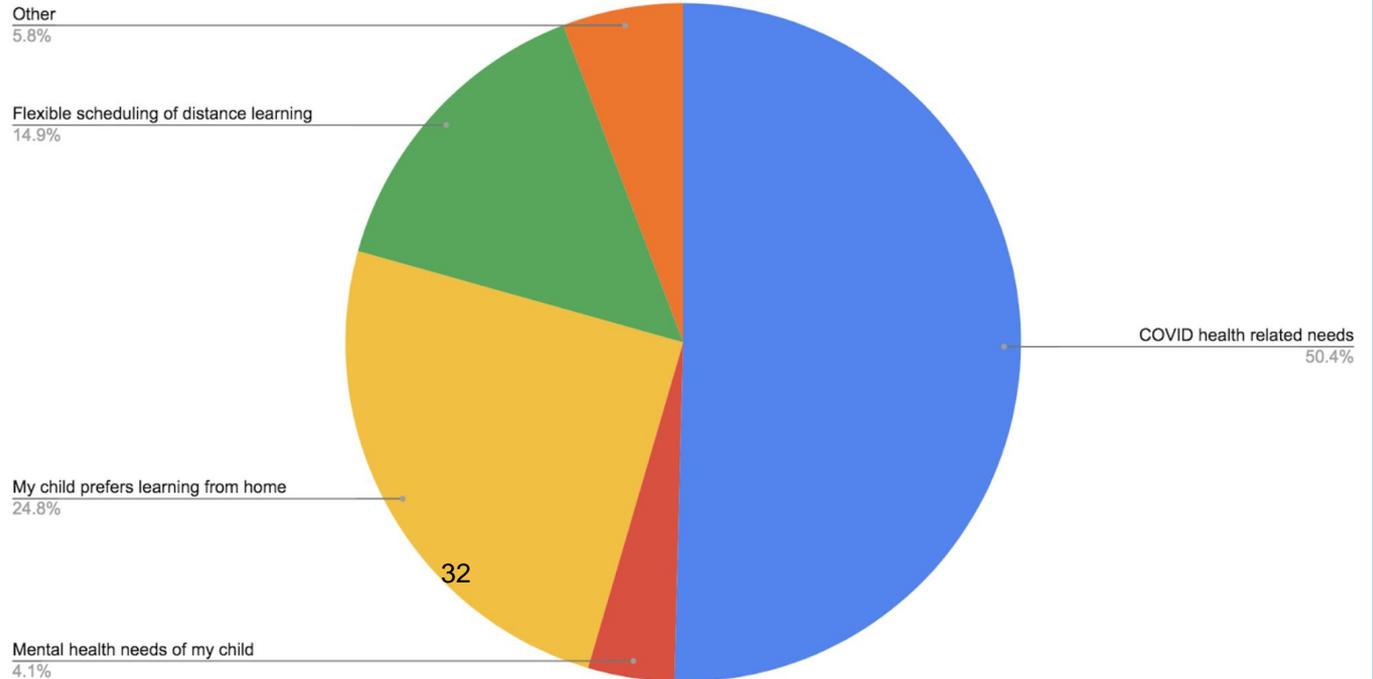


Race/Ethnicity



Reasons for Enrollment

WHY? Primary Reason Enrolled in VOP



Summary

- We are fortunate to be able to provide this option for students and families
- The full year option has moved to a semester option to accommodate various needs
- Returning to an in-person environment is subject to availability; students may need to return to a school where we have room for enrollment v. their home school

CARE and Extra-Curricular Activities

- CARE - 6 sites before/after school with same COVID protocols as school day
- After-school programs - to the extent possible will be fully back in place following same COVID protocols as school day
- Athletics - expecting full seasons on regular schedule following OSA guidelines
- Field Trips - to be determined

Family Support

- School supplies for Title I elementary schools will be distributed soon
- 600 backpacks will be handed out to elementary students
- 700 backpacks will be handed out to secondary students
- The Food Pantry and Clothes Closet continue to serve families for drive up service on Tuesdays and Thursdays from 10:00-4:00pm

Physical and Mental Health Support

Mental health providers and partners are available in each school

School-based health centers (SBHC) at Milwaukie High School and Rex Putnam High School are currently open for service.

The SBHC at Clackamas is anticipated to be finished mid-September

The SBHC at Nelson is anticipated to be ready to open mid-late August.



We are ready!

SUPERINTENDENT’S RECOMMENDATION:

Approval of the Addendum to the 2017 Transportation Walk Zone Supplemental Plan.

REASON FOR BOARD CONSIDERATION:

The safety of our students as they come to school is our first consideration. The last comprehensive analysis and submission of a Walk Zone Supplement Plan was in 2017. The district needs to periodically review the safety of walk zone and transportation areas. In addition to the opening of two new schools, the moving of one school and the resulting boundary changes, there are or have been four major roadway construction projects that have impacted our plan.

BUDGET IMPACT/SOURCE OF FUNDS:

To receive the full 70% reimbursement from the state for transportation expenses, the district must have all transportation provided in the walk zones documented and approved by the NCS D Board. Any bus stops within the walk zone that do not have documented hazards do not receive state reimbursement. The average cost to transport within the walk zone without a documented hazard is \$700 per student per year.

BACKGROUND:

The Supplemental Walk Zone Plan documents the analysis of hazards in school walk zones that may require a bus stop for safety. The Plan identifies the areas for recommended bus service within a one mile walking distance from each elementary and middle school and 1.5 mile walking distance from each high school. The walk zones have been evaluated for safe walking conditions including speed and volume of vehicles, width and condition of the street, shoulders and sidewalks, visibility, crossings, intersections, and any other potential hazards.

The Supplemental Walk Zone Plan is submitted to the Oregon Department of Education for approval and funding (70% of expense) for transportation services. The analysis of walk zones is based on a process and criteria approved by the North Clackamas School Board. That criteria assist in evaluating safe walking conditions including speed and volume of vehicles, width and condition of the street, shoulders and sidewalks, visibility, crossings, intersections, and any other potential hazards.

The 2017 Walk Zone Supplemental Plan is the product of an 18-month process including 9 months of physical evaluation of our walk zones by the Transportation Department, comprehensive review by an Advisory Committee composed from all stakeholder groups, and extensive community engagement efforts including PTO meetings at the schools most heavily impacted by recommended changes.

This addendum to the Walk Zone Supplemental Plan includes changes that reflect the following:

- Aligning the street names with conventional street names
- Reducing transportation bus stops in areas that have had recent road and walkway improvements for approximately 100 students who now have a safe walk path to school
- Adding NCS D’s two newest schools (Beatrice Morrow Cannady Elementary and Adrienne C. Nelson High School) to the plan
- Reflecting Rock Creek Middle School’s new location and transportation plan

Each of the recommended changes above have been thoroughly reviewed, physically walked and analyzed using the same board adopted criteria. Families who will be potentially impacted have all received notification about these potential changes and this board agenda item in their preferred language. Families are invited to share any concerns that they have with the Transportation Department.

ATTACHMENTS:

[North Clackamas School District Walk Zone Supplemental Plan 2017](#)

2021 Addendum to the NCSD Walk Zone Supplemental Plan

PRESENTER / STAFF CONTACT:

Cindy Detchon, Assistant Superintendent of Operations

Kathy Calkins, Director of Transportation

James Prichard, Assistant Director of Transportation

2021 Addendum to North Clackamas Transportation Supplemental Walk Zone Plan 2017

Background:

This addendum to the Walk Zone Supplemental Plan includes changes that reflect the following:

- Aligning the street names with conventional street names
- Reducing transportation bus stops in areas that have had recent road and walkway improvements for approximately 100 students who now have a safe walk path to school
- Adding NCSD's two newest schools (Beatrice Morrow Cannady Elementary and Adrienne C. Nelson High School) to the plan
- Reflecting Rock Creek Middle School's new location and transportation plan

In addition to the opening of two new schools and resulting boundary changes, there are four large construction projects underway that impact walkzones at the writing of this:

1. [Lake Road Improvements](#) - Slated to be completed the last week of August 2021.
2. [Linwood Ave. SAFE Project](#) - Slated to be completed in October 2021
3. [King Road Super Block Phase I](#) - done mid August. Happy Valley will start phase II impacting the north side of King Rd. in late 2022.

Changes:

The following are recommended edits and changes to the current "[North Clackamas Supplemental Walk Zone Plan 2017](#)".

- **Pg. 10** - Fields for both the name of the evaluator and the date of evaluation need to be incorporated into the form.
- **Pg. 12** - The desire is to have this page removed entirely as it should be an internal document and doesn't pertain to walkzones as much as overall Transportation policy. With that said, the verbage "not allowed" needs to be changed to something along the lines of "the District does not expect". Example: students cross the rail lines all the time in downtown Milwaukie even though we don't expect them to.
 - List 1:
 - 1. 82nd Avenue - **Change to "SE 82nd Ave."**
 - 2. Interstate 205
 - 3. HWY 212
 - 4. HWY 224
 - 5. Clackamas River and flowing tributaries - **Eliminate (not within a walk boundary)**

- 6. Kellogg Creek - Trolley Trail now goes over Kellogg Creek
- 7. Main Railroad Line (along Railroad Avenue) -
- 8. McLoughlin Blvd - Change to "SE McLoughlin Blvd." and allow for high school to cross at lighted intersections.
- 9. 82nd Drive - Eliminate (not within a walk boundary) or change to "SE 82nd Dr."
- 10. Sunnyside Road - Change to "SE Sunnyside Rd." and allow for high school to cross at lighted intersections.
- 11. Oatfield Road - Eliminate as it directly conflicts with the listing below on the same page and there are stretches of Oatfield that have been evaluated and are safe to cross with student load lights.
- 12. King Road: 42nd to 82nd - Change to "SE King Rd.: SE 42nd Ave. to SE 82nd Ave."
- 13. 42nd : King Road to Harrison - Change to "SE 42nd Ave.: SE King Rd. to SE Harrison St."
- 14. Harrison: McLoughlin to 42nd - Change to "SE Harrison St: From Hwy 224 to SE 42nd Ave."
- 15. Monroe: McLoughlin to 37th - Change to "SE Monroe St: From Hwy 224 to SE 37th Ave."
- 16. 42nd to Ardenwald - Eliminate as there is no Ardenwald Street or Drive and there have been improvements made to 42nd allowing students to cross 42nd safely.

○ List 2:

- 1. Johnson Creek Blvd - Change to "SE Johnson Creek Blvd."
- 2. River Road - Change to "SE River Rd."
- 3. Springwater - Change to "S. Springwater Rd."
- 4. Oatfield - Change to "SE Oatfield Rd."
- 5. Webster - Change to "SE Webster Rd."
- 6. Roots Road - Change to "SE Roots Rd."
- 7. Lake Road - Change to "SE Lake Rd." and include the stretches this applies to after City of Milwaukie improvements.
- 8. Thiessen - Change to "SE Thiessen Rd."
- 9. Idleman - Change to "SE Idleman Rd."
- 10. Jennings - Change to "SE Jennings Ave. between SE Webster Rd. and SE McLoughlin Blvd."
- 11. Linwood - Change to "SE Linwood Ave." and include stretches this applies to after City of Milwaukie improvements
- 12. 122nd - Change to "SE 122nd Ave." and include stretches this applies to after improvements
- 13. Clackamas Road: Johnson to McKinley - Change to "SE Clackamas Rd. from SE Johnson Rd. to SE McKinley Ave."

● Pg. 21 - Rowe Middle

- Hazard Area 5 - Unsafe to walk on the north side of Lake Rd. - With improvements complete in August, this should be eliminated. Small triangle between 36th and 35th. 0 students impacted.
- **Pg. 29 - Linwood Elementary**
 - Hazard Areas 2, 4 and 7 - Linwood Ave. - Eliminate. Reevaluated 7/20/2021. Will be safe to walk with City of Milwaukie improvements. 40 students impacted
 - Hazard Area 3 - Unsafe to walk along Harmony Rd. between Cedar Crest Dr. and Fuller Rd. - Map needs to reflect what is stated in the statement and make the stretch from Cedar Crest to Linwood not a hazard. 0 students impacted
 - Hazard Area 6 - Unsafe to walk along Furnberg St. - Evaluated 7/20/2021 and training evaluated and it's safe to walk Linwood to 64th. 2 students impacted
- **Pg. 45 - Sojourner School**
 - See notes on Linwood Elementary on page 29 as they have identical walkzones. 11 along Linwood and 2 on Fernburg.
- **Pg. 53 - New Urban High**
 - Hazard Area 2 - Unsafe to walk along Oak Shore Ln. - Eliminate as Transportation Services can't get a bus down Oak Shore, Risley (this section), or this section of River Forest. 0 students affected.
 - Hazard Area 4 - Unsafe to walk along River Rd. north of 23rd - Eliminate. Re-evaluated with City of Milwaukie improvements. 0 students affected.
- **Pg. 61 - Alder Creek Middle**
 - Hazard Area 4 - Unsafe to cross Webster Rd. - Eliminate. Reevaluated 7/27/2021 and it is safe to cross Webster at the light. Lighted crosswalks have been improved. 21 students affected.
- **Pg. 65 - Bilquist Elementary**
 - Hazard Area 4 - Unsafe to walk along Webster Rd., south of Roots Rd. and roads that access Webster Rd. - Modify to say "Hazard Area 4 - Unsafe to walk along SE Webster Rd., south of SE Roots Rd." The wording as it is written would make all roads that access SE Webster Rd. walkhazards and they aren't.
 - ADD HAZARD - Hazard Area 7 - Unsafe to walk along SE Webster Rd. north of SE Clackamas Rd. (aligns with Alder Creek's walk hazards)
- **Pg. 89 and 101 - Happy Valley Elementary and Middle**
 - Hazard Area 5 - Unsafe to walk along the east side of 145th between Happy Valley preschool and King Rd. Also along the east side of 147th between King Rd. and the south end of the 1-mile walk zone. - Eliminate. Reevaluated 6/28/21 with improvements, new developments and roundabout. Students can walk down the west side of 147th between King and Krause. 8 elementary and 9 middle school students affected.
- **Pg. 93 - Adrienne C. Nelson High (formerly Rock Creek Middle) - NEW walk boundary has been drawn**
 - Hazard Area 1 - Unsafe to cross 172nd Ave. - Eliminate as high school students will be permitted to cross SE 172nd Ave. at SE Rock Creek Blvd. 1 student affected

- Hazard Area 3 - Unsafe to walk on 162nd between Hwy 212 and Rock Creek Blvd. - Eliminate, as there's nothing Transportation can do to pick them up door-to-door. It's safer to have them walk to school
- Hazard Area 4 - Unsafe to cross at turnout at Big Timber Ln. - Modify to say "Unsafe to cross SE 172nd Ave. at the SE Big Timber Ct. turnout".
- **Pg. 97 - Verne Duncan Elementary**
 - Hazard Area 3 - Unsafe to walk on 162nd. - Eliminate, as there's nothing Transportation can do to pick them up door-to-door. It's safer to have them walk to school
 - Hazard Area 4 - Unsafe to walk past the turnout at Big Timber Ln. - Modify to say "Unsafe to walk past turnout at SE Big Timber Ct. along SE 172nd Ave." Students on Big Timber can walk. It's not safe to have students cross Big Timber at the roundabout. 0 students impacted.
- **Pg. 113 - Scouters Elementary**
 - Need to update the map to reflect that we do have walkers and a walkzone that accesses the campus from SW Star Lily Rd. (the development directly to the north of Scouters). 22 students are now walkers and these have been walkers for the past couple years.
- **Pg. 117 - Spring Mountain Elementary**
 - Hazard Area 3 - Only 1 place to safely cross Mt. Gate Rd. - Eliminate. Boundary changes put Mountain Gate in Happy Valley Elementary boundary. 54 students are now walkers to Happy Valley Elementary. The new walkers are a result of redistricting but the hazard needs to be removed.
- **NEW - Beatrice Morrow Cannady Elementary - Need to create all new entry**
 - 1 - Hazard area - Unsafe to walk along SE Vogel Rd. (results in everyone being transported for now)
- **NEW - Rock Creek Middle - Need to create all new entry**
 - While the walk zone is smaller than Clackamas High School's, the hazards would remain the same as what is referred to on page 85:
 - 1 - Hazard area - Unsafe to cross Major Arterial (Sunnyside Rd.)
 - 2 - Hazard area - Unsafe to walk along or cross a Highway (Hwy 212)
 - 3 - Hazard area - Unsafe to walk along the South and west side of SE Mather Rd.
 - 4 - Hazard area - Unsafe to walk along SE Mather Rd.
 - 5 - Hazard area - Unsafe to walk along SE Mather Rd. (Culvert) Students can cross to other side of SE Mather Rd. to avoid this section

Additional changes in the future:

Because of timeline constraints and additional analysis needs, changes to Oak Grove Elementary and Ardenwald Elementary walk zones will be evaluated in 2022.

Summary impact:

- Rowe Middle - 0 impacted
- Linwood/Sojourner - 55 impacted
- Alder Creek Middle - 21 impacted
- Bilquist Elementary - 0 impacted
- Happy Valley Elementary and Happy Valley Middle - 17 impacted
- Verne Duncan Elementary - 0 impacted
- Scouters Mountain Elementary - 22 impacted starting two years ago.
- Spring Mountain Elementary - impact as a result of redistricting. The hazard is no longer within Spring Mountain's boundary
- Adrienne C. Nelson High - an addition to supplemental
- Beatrice Morrow Cannady - an addition to supplemental - fundamentally all transported
- Rock Creek Middle - an addition to supplemental following pre existing hazards set by Clackamas High.

BOARD LIAISON COMMITTEE ASSIGNMENTS

REPORT
Agenda Item #5
August 12, 2021

SUPERINTENDENT'S RECOMMENDATION:

This time is set aside to notify Board members of the Board liaison committee assignments for 2021-2022.

ORIGINATED BY:

Annual agenda item.

ATTACHMENTS:

2021-2022 Committee Liaison Assignments

[Policy BCE/BCF](#)

PRESENTER:

Mitzi Bauer, Board Vice Chair

Bond Community Oversight Committee

Meets quarterly on a third Wednesday, 6:30-8:30 p.m. throughout the bond to review bond progress and compliance with bond commitment. Final meetings will be held on August 18, 2021 and October 20, 2021.

Liaisons = Kathy Wai, Mitzi Bauer, Orlando Perez

Community Equity Committee

Meets at least quarterly, 4:30 – 6:30 p.m. on Monday evenings

The purpose: Continued conversations with community regarding the District's on-going equity work.

Liaisons = Jena Benologa, Orlando Perez, Libra Forde

Employee Benefits

Typically meets monthly on the first Monday at 3:45-5:45 p.m. to review the health plan and other benefits. Except for Sept. 16 with no meetings in December and January.

Liaisons = Jena Benologa, Tory McVay, Steven Schroedl

Health Curriculum Committee (ad hoc)

Meets as needed (evenings) to review curriculum materials. Reviews supplemental health materials in areas that are possibly controversial and makes a recommendation to the Board for their use.

Liaisons = Libra Forde, Steven Schroedl

Legislative Advocacy Committee

Every other fall/winter prior to the long legislative session, Board liaisons would work with district staff and community members to draft the District's Legislative Agenda. After Legislative Agenda board adoption, Board liaisons would provide legislative outreach and advocacy throughout both legislative sessions in accordance and in alignment with the Board adopted Legislative Agenda.

Liaisons = Jena Benologa, Mitzi Bauer, Orlando Perez

NCEA/Collaborative Communications

Meets on the second Monday each month 4:30-5:15 p.m. Provides a forum to discuss major topics the District is working on which can involve our teaching staff.

Liaisons = Kathy Wai, Tory McVay, Alternate Mitzi Bauer

OSEA/Labor Management Meetings

Meets on the third Wednesday each month at 5:00-5:45 p.m. to clarify contract interpretation and other employment issues with classified employees.

Liaisons = Mitzi Bauer, Tory McVay

Policy Review Committee

Meets twice monthly on the first and third Tuesday at 2:00-3:30 p.m., or as needed, to discuss revisions to Board policies.

Liaisons = Jena Benologa, Orlando Perez, Steven Schroedl

Wellness Committee

Meets on the second Wednesday each month at 3:45 – 5:15 p.m. Committee researches programs and oversees grants to promote wellness for employees.

Liaisons = Jena Benologa, Orlando Perez

Student Advisory Committee

Committee name and details to be determined by Board Chairs and Superintendent in 2021.

Liaisons/Members = Jena Benologa, Kathy Wai, Mitzi Bauer

BOARD COMMITTEE - Superintendent Evaluation Committee

This committee will be responsible for drafting the superintendent's evaluation. The evaluation is drafted over 1-2 meetings in February. As this is a Board Committee it is subject to Oregon's Open Meeting Law.

Members = Kathy Wai, Mitzi Bauer, Libra Forde

BOARD PROTOCOLS AND OPERATING AGREEMENTS

ACTION
Agenda Item #6
August 12, 2021

BOARD CHAIR RECOMMENDATION:

Approve the revised Board Protocols and Operating Agreements.

ORIGINATED BY:

Annual agenda item.

BACKGROUND:

The Board reviewed the Board Protocols and Operating Agreements at the July 1, 2021 Board Governance meeting.

ATTACHMENTS:

Board Protocols and Operating Agreements

PRESENTER:

Libra Forde, Board Chair

NORTH CLACKAMAS BOARD OF DIRECTORS OPERATING AGREEMENTS

1. The Board will focus on governing through policy and strategic direction in support of student achievement.

2. The Board is committed to an ongoing, open dialogue with the community regarding student education.

3. The leadership and direction of district staff and the management of the school district is the direct responsibility of the superintendent, not the Board or any individual Board member. The Board and superintendent will work together to maintain open and honest communication based upon trust.

4. The Board acknowledges the primary responsibility of the superintendent, supported by administrative staff, is to achieve the strategic direction and accompanying goals set by the Board of Directors in collaboration with the Superintendent. Board members will work with the Superintendent's office in their interactions with staff.

5. The Board, representing the community members of the district, establishes strategic direction and goals. The Board assures the superintendent determines the data needed to measure and monitor the process, progress, and goals.

6. The Board commits itself individually and collectively to maintain standards of conduct, to "speak with one voice" once decisions are made, to maintain a positive culture and orderly decision-making processes, and to do its work openly.

BOARD PROCESS AND PROTOCOLS

1. All data and information provided by the district to one Board member will be provided to all board members.
2. Decisions made by the Board will not be made the first time an issue is brought before the Board except under exceptional circumstances.
3. Board member requests during open session will be recorded by the Superintendent, and will be acted upon in the most appropriate manner as ascertained by the Superintendent and Board Chairs.
4. Board member requests outside of open session will be acted upon as ascertained by the Superintendent and Board Chairs and response shared with all members.
5. Board members will strive to make decisions in an orderly fashion at meetings, expressing positions once during debate and using motions to end debate when discussions become repetitive.
6. Board members will share their perspectives succinctly and respect differing opinions.
7. Board members will refer community members with issues of concern regarding school district operations to the proper staff member or administrator directly responsible for the operational activity. In areas of major concern, Board members will refer community members to the Superintendent and copy the Board Chairs.
8. A copy of any written legal opinion regarding Board business, Board actions, or potential future Board actions or regarding any Board member(s) that is provided to the Board Chair or Superintendent will be provided to all Board members.
9. Board members and staff are respectful toward members of the community who address the Board.
10. The Board may appoint one of its members or another person to make authorized statements to the public or the media when the Board deems that, under the circumstances, the position of the district should be articulated by a single voice.
11. Board members agree that during meetings they will strive to:
 - a) Avoid springing surprises on each other.
 - b) Avoid hidden agendas.
 - c) Use Robert's Rules of Order Newly Revised to govern its deliberations and to control the meeting.
 - d) State their position and vote their conscience.
 - e) Treat all present with respect.
 - f) Attack issues, not attack people.
 - g) Refrain from debating issues with members of the audience.
 - h) Use discretion when addressing issues presented to the Board.
 - i) Direct questions or comments to the Board Chair when responding to issues presented to the Board by the public.
 - j) Limit deliberations/activities to Board work and not administrative/staff work.
 - k) Ensure only one person speaks at a time and that each member has an equal opportunity to participate.
 - l) Listen to each other and refrain from side conversations.
 - m) Refrain from long speeches.
 - n) Model the behaviors the Board expects of students, staff, and community members.
 - o) Maintain decorum and avoid using aggressive tactics.
 - p) Refrain from taking a position on an agenda item or issue until all relevant information is presented.
 - q) Praise publicly and challenge respectfully.
 - r) Monitor meeting process for compliance with laws and policy.
12. The Board may perform an annual self-evaluation.
13. The Board Chair may summarize action items & wrap up following official meetings.

**OREGON PUBLIC EMPLOYEES RETIREMENT (PERS)
EMPLOYEE CONTRIBUTION RESOLUTION**

ACTION
Agenda Item #7
August 12, 2021

SUPERINTENDENT’S RECOMMENDATION:

Adopt resolution to change the type of employee contributions made to the Oregon Public Employees Retirement System (OPERS/PERS) from Employer Paid Pre-Tax contributions to Member Paid Pre-Tax contributions for all members of the North Clackamas Education Association (NCEA), North Clackamas Administrators Association (NCAA), Confidential/Non-Represented Employees and Exempt Administrators.

ORIGINATED BY:

Employee Group Agreements approved by the Board at the June 24, 2021 Board Meeting for NCEA, NCAA, Confidential Employees and Exempt Administrators.

BUDGET IMPACT/SOURCE OF FUNDS:

The newly approved group agreements include salary schedule adjustments and increases to wages that are estimated to be of comparative value to the contributions previously paid into PERS by the district.

BACKGROUND:

The district historically has paid the six percent (6%) employee “pick-up” portion of PERS for all eligible employees. The above identified members have voted or agreed to add a comparative amount into the wage schedule and employees now will pay the six percent (6%) pick-up. The following table outlines the potential advantages and disadvantages:

Potential Advantages	Potential Disadvantages
<ul style="list-style-type: none"> • When calculating final average salary, PERS includes the employer paid 6% pickup in calculations for Tier 1 & Tier 2 members. The employer paid 6% is <u>not</u> included in the calculations for OPSRP members. Shifting the 6% pickup to wages would increase final average salary for OPSRP members, potentially providing more retirement dollars to employees • Social Security benefits, both employer and employee paid, would be calculated on the higher wages and therefore Social Security benefits at retirement would be increased • Shifting the 6 percent pickup to employees could be offset by a comparatively-valued increase in the overall salary schedules 	<ul style="list-style-type: none"> • The District and employee would now pay Social Security on the additional salary amount • The increase in employee salaries would now be subject to the PERS employer percentage

Board action is needed to make this change to serve as notification for PERS and to meet legal requirements of IRS tax code. If approved, this change will be effective July 1, 2021.

ATTACHMENTS:

- Resolution to change the type of employee contributions made to the Oregon Public Employees Retirement System (OPERS)

PRESENTER / STAFF CONTACT:

Gayellyn Jacobson, Chief Financial Officer

BEFORE THE BOARD OF DIRECTORS OF

North Clackamas School District 12

A resolution to change the type of employee contributions made to the Oregon Public Employees Retirement System (OPERS) for North Clackamas Education Association, North Clackamas Administrators Association, Confidential/Non-Represented Employees and Exempt Administrators of North Clackamas School District 12 (NCSD) from Employer Paid Pre-Tax (EPPT) contributions to Member Paid Pre-Tax (MPPT) contributions, as agreed upon in the Collective Bargaining Agreement and Memorandums of Understanding dated June 24, 2021 which changed the EPPT contributions, and to be deemed “Picked Up” for purposes of Internal Revenue Code Section 414 (h) (2).

WHEREAS, Section 414(h) of the Internal Revenue Code (IRC) provides an employer may treat the six percent (6%) PERS contribution by employee as a pick up on a pretax basis and the governing body of the NCSD has the authority to implement the provisions of IRC section 414(h)(2); and

WHEREAS, the NCSD has determined that even though the implementation of the provisions of IRC section 414(h)(2) is not required by law, the tax benefit offered by IRC section 414(h)(2) should be provided to NCEA, NCAA, Confidential/Non-Represented and Exempt Administrator members who are members of OPERS:

NOW, THEREFORE, BE IT RESOLVED:

1. That, effective July 1, 2021 the NCSD will implement the provisions of IRC section 414(h)(2) by making employee contributions pursuant to both Oregon Revised Statute (ORS) 238A.335(2)(a) and Oregon Administrative Rule 459-009-0200(3) to OPERS on behalf of OSEA who are members of OPERS. “Employee contributions” shall mean those contributions to OPERS which are deducted from the salary of employees and are credited to individual employee’s accounts pursuant to ORS 238A.330(2).
2. That IRC section 414(h)(2) provides a special rule that allows for contributions made by the NCSD to OPERS, although designated as employee contributions, are nevertheless treated as employer contributions if the contributions are picked up by the NCSD.
3. The employer’s employment policy(s) or agreement(s) is not retroactive in its application.
4. That employees shall not have the option of choosing to receive the contributed amounts directly instead of having them paid by the NCSD to OPERS.

5. That the NCSD shall pay to OPERS the contributions designated as employee contributions from the same source of funds as used in paying salary.
6. That the amount of the contributions designated as employee contributions and paid by the NCSD to OPERS on behalf of an employee shall be the entire contribution required of the employee by OPERS.
7. That the contributions designated as employee contributions made by NCSD to OPERS shall be treated for all purposes, other than taxation, in the same way that member contributions are treated by the OPERS.

PASSED AND ADOPTED by the governing body of the NCSD this 12th day of August 2021.

BY _____
Libra Forde, School Board Chair

**AUTHORIZATION TO PURCHASE REPLACEMENT
INTERCOM SYSTEMS**

ACTION
Agenda Item #9
August 12, 2021

SUPERINTENDENT’S RECOMMENDATION:

Staff recommends the Board grant advanced authorization to the Superintendent to enter into contracts with GB Manchester, Inc. for replacement intercom systems for Rex Putnam High School, Oak Grove Elementary School, and Milwaukie El Puente Elementary School. The total amount of the purchase is a not-to-exceed \$180,000.

BUDGET IMPACT/SOURCE OF FUNDS:

The source of the funds will be the 2016 Bond Funds.

BACKGROUND:

The voters approved a capital projects Bond measure in November 2016.

Safety was one of the guiding principles in our Bond commitments. An effective intercom system is integral to the safety in a school building. In addition, unfunded maintenance was a significant part of the bond work.

The Board-adopted Contracting Rules allows the Board to give advanced authority to the Superintendent to execute a particular District Contract or class of District Contracts.

As with all contracts, additional costs may be incurred for added or changed scope (e.g. change orders for unknowns, unforeseens, or agency requirements).

PRESENTER / STAFF CONTACT:

Cindy Detchon
Assistant Superintendent of Operations