



Corvallis
SCHOOL DISTRICT

NOTICE

NOTICE IS HEREBY GIVEN of a meeting of the Corvallis School District Board of Directors.

Date & Time	Meeting Type	Location	Agenda
Tuesday, November 12, 2019 6:15 PM	Special	District Office Board Room, 1555 SW 35th Street, Corvallis, OR 97333	See attached.

Accessibility: *To request accommodations for board meetings, please contact Kim Nelson at 541-757-5841 or kim.nelson@corvallis.k12.or.us at least 48 hours before the meeting.*

If you would like to watch live-streaming of the School Board meeting, please navigate to the District's YouTube channel: <https://www.youtube.com/channel/UC9Jtp5dmilZl9kySBJbVQ?>
A recording of the meeting will also be posted to that channel.

POSTED: Corvallis School District Administration Building
Hans Boyle, Education Editor, Gazette Times (Via Email)

For more information, please contact Kim Nelson at 541-757-5841 or at kimberly.nelson@corvallis.k12.or.us



Corvallis

SCHOOL DISTRICT

Tuesday, November 12, 2019
6:15 PM

AGENDA
Special Meeting of the
BOARD OF DIRECTORS
Corvallis School District 509J

Meeting Details: Tuesday, November 12, 2019, 6:15 PM in the District Office Board Room, 1555 SW 35th Street, Corvallis, OR 97333.

If you would like to watch live-streaming of the School Board meeting, please navigate to the District's YouTube channel: <https://www.youtube.com/channel/UC9Jtpte5dmilZI9kySBjbVQ?> A recording of the meeting will also be posted to that channel.

- I. CALL TO ORDER AND ROLL CALL (6:15 p.m.)
- II. PLEDGE OF ALLEGIANCE
- III. ACCEPT THE RESIGNATION OF DIRECTOR BRANDY FORTSON AND
DECLARE A VACANT POSITION ON THE BOARD
- IV. ADOPT A PROCESS FOR THE SELECTION OF AN INTERIM BOARD
MEMBER (6:30 p.m.)*



Interim School Board Member Selection Process
Position #6; Term: January 9, 2020 – June 30, 2021*

November 12, 2019	School Board declares vacancy and adopts selection process.
	To qualify, an applicant must: • Have been a resident of the District for one year as of the date of appointment. • Be a qualified voter of the District. • Not be an employee of the District. • Attend the (date TBA) School Board meeting and participate in the selection process. The School Board seeks greater diversity in its membership.
December 6, 2019; 5:00 pm	Applications due by 5:00 p.m.
	In order to be considered, a letter of application must be received by the deadline and include all of the following information: • Applicant's: ♦ Name as it appears on the voter registration record ♦ Date of birth (for voter registration verification) ♦ Home address ♦ Email address ♦ Telephone number • Reason applicant wants to serve on the board. • Applicant's qualifications for the position. • Skills applicant would bring to the board. • Names and telephone numbers for two personal references and one professional/business reference. • Answers to the following questions: ▪ Effective board members must engage in a variety of relationships; for example, with the superintendent, staff, other board members, parents, and the community. How do you perceive a board member's relationship with each of these? ▪ Looking ahead to the end of your appointment in June 2021, what do you think will be the two most difficult issues facing the school district, and what would you do to address them? ▪ What is your definition of equity in the school district, and what would you do to improve equity in the district? ▪ Are you interested in the position only until the end of the interim term (June 30, 2021) or do you plan to run for election for the remaining two years of the term?
December 9-28, 2019	Board members conduct reference checks.
January 9, 2020	Board conducts interviews and makes selection during a public meeting
	• Applicants must attend the (Date TBA) board meeting. • Applicants must participate in the selection process. • Failure to attend and/or participate will eliminate an applicant from further consideration.

*Applicants who desire to remain in position #6 beyond June 30, 2021, must file for the May 2021 election through Benton County Elections. There is no guarantee the interim appointee will be elected.



Corvallis

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V. BOARD MEMBER COMMENTS (7:30 p.m.)*



Corvallis
SCHOOL DISTRICT

Superintendent's Update

Shared with the Corvallis School Board during the November 12, 2019 meeting.

Safe, Inclusive, and Welcoming Schools

The social media crisis surrounding a school board member's tweet has caused me to reflect on a number of issues and concerns for our district, but a pressing question is: What do we do when we disagree?

I strongly disagree with the tweet by Director Brandy Fortson last week. We value our partnership with local law enforcement and we depend on them to help keep our schools safe. Brandy's comment, whether taken out of context or not, does not align with our district's values or our relationship with law enforcement officers. While some might agree or disagree on the original tweet, I strongly condemn the resulting social media backlash which included many comments that were demeaning and in some cases, abusive, malicious and threatening toward Brandy.

Words have power; we need to choose them carefully. The language that we are seeing on social media surrounding this issue has a tangible impact on people, including our students. I could list a number of board policies but I want to focus on our students. We want our students to be respectful and kind and to be in a school environment where they feel safe and welcome.

What do we do when we disagree? We have students and staff whose loved ones are law enforcement officers and we have students and staff whose gender identity or a loved one's gender identity is non-binary. We have an obligation and a deeply held belief in our responsibility to make this a safe space where all kids feel safe, welcome, and included.

In the Corvallis School District, we strive to uphold and model our core values.

- We are committed to building community because I believe we are all in this together.
- We are committed to nurturing relationships of trust because our students and staff deserve to feel safe and known.
- We are committed to seeing and celebrating our diversity and being inclusive in our educational practices and school communities.

This is our work every day.

As superintendent, it is my job to ensure that we are teaching young people how to talk, how to listen, how to think critically, and perhaps most importantly how to advocate for themselves and for others. We must teach our students to be respectful, despite our differences, and in fact, because of our differences.

Every single day, we have the opportunity to teach students that they are safe and that they are welcomed and valued members of our school communities. This is our commitment to our students.

Statement in Response to Fortson Tweet Incident

Vincent Adams | November 12, 2019

In times of upset or uncertainty it is important for those in leadership positions to make clear to their constituents their thinking and approach to decision making. While the past few days have been disruptive for the community and shone a spotlight on the school board, I have lost no faith in the ability of the Corvallis School Board and district leadership team to continue to strive toward the goal of providing each and every child in our community access to a quality education in a safe, motivating environment. I want to express my appreciation for our board leadership and district staff as they have navigated interacting with the public during this difficult event, especially those on the communications team who have been moderating the district's social media channels to remove inappropriate content.

I would also like to extend my appreciation to our law enforcement community. Our schools and children have benefitted from a long and healthy relationship with our law enforcement agencies, and I want to applaud the good work of recently retired school resource officer Karin Stauder and our new officer Evan Hull. I can't speak for other communities, but I know that here in Corvallis our school resource officers are an essential part of fostering a safe and nurturing learning environment for our children. Their presence and stabilizing influence is welcome and appreciated.

Clearly, the statement by Brandy Fortson on Twitter condemning all law enforcement officers without exception was inaccurate and unjust. It was the type of statement that any person who cares about social justice should find repugnant. Considering the response from the community in recent days, it is apparent that Brandy would be very challenged in being effective on the board and I appreciate that they had the presence of mind to resign swiftly. This resignation is a considerable loss to the board. As a board director, Brandy brought valuable insight from their personal and professional experience that will be missed. Unfortunately, it is clear that effectiveness in office is not the only reason for Brandy's resignation. I have been shocked by the barrage of personal attacks that Brandy has endured

over the last few days. It is essential that the public censure inappropriate speech by public officials. However, it is inappropriate to attack the identity of a person. The denigrating language and actions inflicted on Brandy has been reprehensible, and the threats against their children unconscionable. I understand the need to depart the board at this time and I wish Brandy and their family the very best and hope they find peace soon.

All that said, not all comments in the public realm have been incivil, and to those individuals who have been thoughtful and deliberate in their discourse I would like to extend my sincere thanks. This tumult over a tweet has been centered around the misbehavior of adults, both the offending initial statement and the ensuing backlash that has included hate speech, menacing messages, and threats to stop donating to schools. What I feel has been overlooked is our children, even by many people who cite the potential impact of Fortson's tweet on children. In education we are in the business of building the future because our students are the adults of tomorrow. That cliché endures because it is the truth. Make no mistake, our children have been watching us closely and learning from our example. As a community, what have we been teaching our children over the last few days? What have they learned about how to speak online? What have they learned about engaging people that may have views different than their own? I'm not sure we have shared the lesson we want to be giving them.

While I am compelled to condemn incivil speech in person or online, I also want to call to action my fellow board members, the district leadership and staff, and our community. Corvallis is a special place and a community that places a premium on the value of reasoned, thoughtful, and compassionate discourse. We cannot affect the way the pundits, partisans, and politicians in the rest of the nation treat each other, but we can choose how we treat each other here at home, and we have a responsibility to model for our children the type of community we would like to become. The next time you have a heated encounter with someone wearing a MAGA hat or a "Feel the Bern" t-shirt, when your cursor is poised over the "post" button on Facebook I want you to ask yourself a question:

Is this right for children?

Will this conversation, comment, epithet, article, meme...whatever it is, will it make the world a better place for our children? Will it help them understand how to get along with the myriad different people who live in

America? Consider how what you intend to say might impact a child. Would you want your child to hear what you are about to say? Would you like your mother to hear what you are about to say?! My ask of you is to take just one moment to draw a breath and consider if what you are about to say will make our community and nation a better place, a better place for our children...and then rewrite that post accordingly.

Statement by Vice-chair Sarah Finger McDonald

Nov. 12, 2019 Corvallis School Board Meeting

I want to be clear that these comments are my own personal views. I have not been given authority to speak for the board. Even as vice-chair, I can only speak as an individual.

I want to express that I believe Director Fortson's tweet was irresponsible and inappropriate as a public statement from someone who was elected to direct our school district. It did not set the example we expect our kids to follow. One of the challenges of being elected to public office is that we always represent our office and must act in a way that does not compromise our ability to carry out our duties. The benefit we get in exchange is a seat at the table and the privilege of doing the important work of striving to create an educational system that supports our kids and allows them to thrive. I believe that Director Fortson choosing to resign from the board because of a conflict managing this challenge would be appropriate. Unfortunately, there is more at issue today than Director Fortson's tweet.

If we are going to express condemnation of public statements and speech we also must look at the broader community. We have had members of the LBGTQ community on our board in the past who served without incident. Yet members of this board have been harassed and threatened. And their families have been threatened. This was happening before Director Fortson's tweet and it goes far beyond name calling. It is calls for violence against children. Being afraid to send your children to school should not be the cost of volunteer, public service.

These threats are clearly hate speech and not the way anyone who wants to build an inclusive school district, community, and world where ALL of our children can learn and grow should behave. No adult should be setting the example that personal attacks and threats of violence are acceptable behavior. It is not acceptable. And it must end now.

There has been substantial time and energy and outrage spent over Director Fortson's tweet. We need to focus on why we are here, sitting at this table. We are here to educate children, all children. I sincerely hope that we are able to move forward with that critically important work in a civil, respectful, and kind way. Especially in a kind way. Thank you.

Remarks- Board member- Jay Conroy, for 509J Board meeting, 11/12/19.

Perspective

Board member 2 years.

Community member for over 45 years.

Former attorney that worked both for defendants accused of wrongdoing and also for municipality prosecuting accused wrongdoers with police being central to those cases.

Worked in schools for nearly 30 years, relying on character and effort of city police, sheriff deputies, School Resource Officers and, FBI to work as partners to protect students and staff.

Finally, as a classroom social studies teacher and high school principal, often talking with juniors and seniors helping them to understand our government system, representative boards, decision making and our cherished rights, including free speech.

Given that perspective-

1. Director Fortson ran for the position, was unopposed and was elected, and like all of us agreed to work for the best interests of our district's students, staff and whole community. Brandy, all of us, also agreed to do so in a manner that was respectful of all members of the community, as we deliberated about sometimes controversial matters.
2. Brandy's tweet, which was clearly made for widespread public consumption because of the reach of Brandy's nearly 1000 followers and those 'followers' ability to pass it along on the web, was false, mean-spirited, and seriously harmful --to law officers and their families and to the district, our students, staff and families.
3. In our society and as an elected representative, Brandy has the right to exercise free speech and to raise concerns, including concerns about law enforcement behavior. But as a Board member and as a citizen, Brandy and all of us, need to exercise that right and that role in an appropriate manner. During our Board's deliberations, Brandy has made not one comment—negative or positive regarding our community's law enforcement. By tweeting to 'kids' the untruthful, slanderous charge against 'all' police, Brandy seriously failed the district, the board and, most importantly, our students and their families.
4. An important interjection I sincerely and adamantly add—threats of harm to Brandy, Brandy's family or friends, are equally wrong and damaging to victims and our schools, our district. If it is being done—I expect and urge swift response by school and law enforcement representatives to bring those threats to an immediate halt.
5. Finally, as to our board's 'legal' response to such inappropriate communication by a board member. I visited directly on day 1 with Chair Sami about our response and my position and I

support 100% the response he and Superintendent Noss gave to the community, renouncing the tweet, clearly signaling our support for and great relationship we have with our law enforcement community, and for no tolerance for threats against Brandy, her family or supporters.

As for the Board's further response, I have told community members, and I would tell students in my senior government class if I were teaching today -- the School Board doesn't have the power to remove directors with whom we have serious concerns. We can vote to censure; we can publicly criticize; we can 'call for' a board member's resignation; we can join in a 'recall effort'. Voters have the power and duty of the ballot to remove board members with whom they disagree.

In this case, all of those actions are moot. Brandy has resigned. Our job now is to select Brandy's replacement.

My personal response going forward: 1) Say thank you to Brandy for the work done, the contribution made, and the willingness to initially step up to serve;

2) Say thank you Brandy for resigning, avoiding the divisive and angry conversation in our district and community that would surely arise if you hadn't.

3) I will not support any further call to censure or vote for 'disapproval' of Brandy. Such action is for the most part pointless, and is more likely akin to 'personal virtue signaling' which I dislike on any issue;

4) Finally, I respectfully and with sincere hope call for members of this community to step forward or support others to step forward to serve as a school board member with a clear understanding of and commitment to our mission to help our kids and their families get a great education in a safe, richly challenging and stimulating environment. If you're unsure about our duties or the time commitment or the very real rewards of such work, I would be happy to visit with you.

Statement by Board Chair Sami Al-AbdRabbuh
Nov. 12, 2019 Corvallis School Board Meeting

I am reminded by the late Civil rights hero and congressman, John Lewis when he said to a graduating class that .. “ ... You have a moral obligation, a mission and a mandate, when you leave here, to go out and seek justice for all. You can do it. You must do it.” and here is the most important part.. he said, "You must find a way to get in the way and get in good trouble, necessary trouble."

The tweet was not 'good trouble'. Words matter. We must choose our words wisely. We should stand up and speak kindly. While we speak up against the injustices in the world, we must be thankful for our allies in every color, identity, and uniform who stand up for our values every day. This includes our local safety officers who are dedicated to serve and protect all of our children and their families. I want to thank every one of you who reached out to us and spoke up

kindly and that the words Director Fortson has tweeted were not ok. In my view, they were not ok. They were not responsible.

Today is the #NationalRunForOfficeDay. I'm thankful for Director Forston for stepping up and running for office. I am also thankful for them standing up early 2017 and rallying hundreds of protestors in less than 24 hours at the footsteps of our County courthouse when our immigrant, Muslim, and Latino communities were under attack. However, Director Fortson's tweet last week on its face value was a disappointing generalization that does not reflect my personal values or the values of my constituents.

As board members, we are elected by the people. You decide who represents you. We are accountable toward our constituents and cannot be removed by anyone but the voters. For that, I am thankful for those who spoke up kindly. For those who want to enact a change, I want to take the opportunity to urge you to run for office

and stay engaged with your elected officials and candidates to ensure that they reflect your values.

Let us be clear, we will continue to have the voices of our students and community heard. We will continue to empower every one of our children. We will stand up for women's rights, we will stand up for racial equity, we will stand up for our LGBTQ+ students, staff, board members, and their families.

I am thankful for your interest in holding your elected officials accountable. You hold the most important role in our community and nation, the office of the engaged citizens who hold their elected officials accountable. Thank you for taking that responsibility seriously. We are honored to be serving you and your children.

Meanwhile, I am worried that the threats that actually led Director Fortson to resign are very concerning. Despite my deep disappointment with the tweet, a threat to a member of our board

or their family is a threat to all of us. I have seen a language that is reminiscent of the extremist views that call for violence against groups of people. This is not ok and we stand firmly against it. The only way we resolve our disagreements and stand up for our values is through civil discourse and honest and tough conversations. this is how we do business in Corvallis.

This is a town and a nation that stands indivisible with liberty and justice for all. We begin with that belief in every meeting, and we will continue. This district is a flagship in its high graduation rates, excellent investment and stewardship of hundreds of millions of taxpayer dollars, and its vision to make the future a better place for our children. I'm confident that we will continue our leadership for a better and stronger future where our children's education empowers them to achieve their dreams and be who they aspire to be.

I would like to start off by saying;

I respect that every individual has the right to access the first amendment, and express their viewpoints. I also know that accessing this right as a public servant comes with much scrutiny, and the effects are far reaching.

While I do not agree with the non contextual blanketed tweet by Mx Fortson, I recognize the importance of having discourse and the need to have a platform to express such discourse. Civil discourse is an effective tool to facilitate conversation around difficult issues. It is a way for everyone to have a seat at the table and to share their experiences, and viewpoints, whether they are in agreement or opposition. As a community member and as an individual myself who identifies as non-binary, am deeply concerned with the dialogue on social media that is filled with hatred, bigotry, and threats towards Mx Fortson based on their gender identity and appearance. Hate and bigotry have no place here in our community or our schools.

I believe It is important to model civility toward one another when we are having these hard discussions, modeling the behavior we would like to see in our children as they grow into adults.

Because that is what we are all here for. To create an inclusive environment where children feel safe, nurtured and heard while they grow and learn. We can do this by fostering an environment where we as a community can come to the table and contribute to the discussion with integrity, honorable intentions and offering some grace.

So, I am just going to leave everyone with a quote from Maya Angelou "Do the best you can until you know better. Then when you know better, do better"

Tina Baker



Corvallis

SCHOOL DISTRICT

VI. PUBLIC COMMENT REGARDING THE RESIGNATION OF DIRECTOR
BRANDY FORTSON (8:00 p.m.)*

NOTE: To indicate your desire to comment, please arrive several minutes before the start of the meeting, complete a request card; then, turn it in to the Board Secretary before the meeting begins. See attached guidelines for providing input to the School Board.



PROVIDING INPUT TO THE SCHOOL BOARD

(Revised 11-11-19)

The Corvallis School Board values the opinions and input of students, staff, parents, and community members. Comments may be provided during certain meetings, via telephone, and via written correspondence, as outlined below.

Public Comment at School Board Meetings

This option is available when *Public Comment* is an item on the agenda. To offer comments:

- A. Complete all of the requested information on a “Comment Request” card, which can be found on a table near the entrance to the meeting room, and give it to the Board Secretary at the head table **before** the meeting begins. Your testimony may be delayed until all of the information is provided.
- B. When you provide public comment, your name, address, and comments are matters of public record; however, students and staff do not need to provide their addresses.
- C. Keep your comments within the specified time allotted, usually three minutes, to allow time for others to comment. Please be respectful of those who wish to provide comments after you.
- D. Direct your comments to the School Board. The Board Chair will refer questions or requests for action to staff for response at a later date.
- E. If you read from a prepared statement, you may choose to leave your written comments with the Board Secretary to post online with the informational packet of the meeting and to file with the official minutes of the meeting. Handouts are not required but should you wish to provide them, please bring 13 copies and give them to the Board Secretary to distribute.
- F. Speakers may offer objective criticism of District operations and programs but the Board will not hear complaints concerning individual District personnel.
 - Complaints shall be handled following the steps outlined in Board Policy KL and Administrative Regulation KL-AR, copies of which are available at meetings and online at <http://policy.osba.org/corvall/KL/index.asp>.
 - Complaints regarding budget, programs, or other District issues also should be handled by first following the steps outlined in policy KL.
- G. Undue interruption or other interference with the orderly conduct of Board business cannot be allowed.
 - Defamatory or abusive remarks are always out of order.
 - The Board Chair may terminate a speaker’s privilege of address if, after being called to order, the speaker persists in improper conduct or remarks.

Written Correspondence

Letters, emails, and other written materials submitted to the School Board are considered public record. They may be submitted via U.S. mail to: Corvallis School Board, 1555 SW 35th Street, Corvallis, OR 97333. Emails sent to: schoolboard@corvallis.k12.or.us, will reach all Board members as a group as well as the following District staff: Superintendent, Assistant Superintendent, Human Resources Director, Finance and Operations Director, Communications Coordinator, and Executive Assistant to the Superintendent and Board of Directors (also known as Board Secretary).

Telephone Calls

Vincent Adams	541-240-4055	Sarah Finger McDonald	541-908-3756
Sami Al-AbdRabbuh	541-283-6611	Terese Jones	541-230-1673
Tina Baker	541-223-1997		
Jay Conroy	541-912-4380		



Corvallis
SCHOOL DISTRICT

VII. ADJOURNMENT

*All times are approximate.

Note: The Chair of the Board may alter the order of business as they deem proper and necessary.



Corvallis

SCHOOL DISTRICT

Agendas – Agendas and supporting materials are available online at <https://v3.boardbook.org/Public/PublicHome.aspx?ak=1000829> a few days before each School Board meeting. For more information, please contact Kim Nelson at kimberly.nelson@corvallis.k12.or.us.

Communication With The School Board – Communication with the Board can be made by telephone, letter, e-mail and public testimony. Letters may be addressed to individual Board members or the Board as a whole and sent to 1555 SW 35th Street, Corvallis, OR 97333. E-mail may be sent to schoolboard@corvallis.k12.or.us and will be sent to all board members simultaneously as well as to key District Office staff. For more information, please contact Kim Nelson at kimberly.nelson@corvallis.k12.or.us.

Consolidated Action Agenda – The purpose of the consolidated action agenda is to expedite action on routine agenda items. All agenda items that are not held for discussion at the request of a Board member or staff member will be approved/accepted as written as part of the consolidated motion. Items designated or held for discussion will be acted upon individually.

Public Comment –

Guidelines are at: <https://www.csd509j.net/about-us/school-board/provide-input-and-be-informed/>

Executive Session – Permissible purposes of Executive Sessions include: ORS 192.660(2)(a) – Employment of Public Officers, Employees and Agents; ORS 192.660(2)(b) – Discipline of Public Officers and Employees; ORS 192.660(2)(d) – Labor Negotiator Consultations; ORS 192.660(2)(e) – Real Property Transactions; ORS 192.660(2)(f) – Exempt Public Records; ORS 192.660(2)(h) – Legal Counsel; ORS 192.660(2)(i) – Performance Evaluations of Public Officers and Employees; ORS 192.660(2)(j) – Public Investments.

Grievance Process - ORS 192.705

Grievances alleging a violation by a governing body of provisions in Public Meetings Law may be submitted in writing to Kim Nelson at kim.nelson@corvallis.k12.or.us or submitted between 8:00 am – 5:00 pm Monday through Friday at 1555 SW 35th Street, Corvallis, OR 97333. Additional information is available on the district website.

SCHOOL BOARD MEMBERS			
Judah Largent	541-231-8415	Terese Jones, Co-Vice Chair	541-230-1673
Sami Al-Abdrabbuh	541-283-6611	Shauna Tominey, Co-Vice Chair	541-829-8411
Chris Hawkins	541-602-2045	Luhui Whitebear, Chair	541-714.3305
Bernie Wang	541-704-7298		

EXECUTIVE STAFF MEMBERS	
Ryan Noss, Superintendent	541-757-5841
Melissa Harder, Assistant Superintendent / Human Resources Director	541-766-4857
Lauren Wolfe, Finance Director	541-757-5874
Byron Bethards, Student Growth & Experience Director	541-757-5470
Kim Patten, Operations Director	541-757-3849
Kim Nelson, Executive Assistant to the Superintendent; Board Secretary	541-757-5841