

**Redmond School District  
School Board Work Session  
November 28, 2012**

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**In Attendance:** Chair Cathy Miller, Vice-Chair AJ Losoya, Directors Jim Erickson, Ric Little, Bob Perry, Superintendent Mike McIntosh, RSD Staff; Trish Huspek, Lynn Evans, Legal Counsel, Greg Colvin (for the discussion of two policy revisions) and Pat Reck

Board Chair Cathy Miller called the meeting to order with a quorum of five at 11:30 a.m.

**POLICY REVIEW**

The purpose of the work session is to review required and recommended policy language changes to existing Redmond School District policy.

**CPA – Layoff/Recall – Administrative Personnel – 1<sup>st</sup> Reading**

Lynn Evans, Director of Human Resources reviewed the recommended policy language changes that were highly recommended by the Oregon School Boards Association. The revised policy reflects language from ORS 342.934 which applies to licensed administrators below the rank of assistant superintendent.

*Board members concurred with the changes to the policy. The policy will be placed on the December 12, 2012 board meeting consent agenda for final approval.*

**EEA – Student Transportation Services – 1<sup>st</sup> Reading**

The policy is being revised to include language regarding transportation for preschool students with disabilities, who have transportation included as a related service, to include language that requires districts who use Type 10 School Activity Vehicles to add policy language consistent with policy language requirements for school buses, and to replace the Adequate Yearly Progress (AYP) designations and sanctions of NCLB based on the ESEA waiver.

Superintendent McIntosh reviewed the differences between the types of vehicles used in the district to transport students. Bob Perry requested clarification regarding the district's obligation to pick up any student (private or public school) living on our bus lines. Superintendent McIntosh confirmed that, "If a bus goes by my house and I am school age, I can get on the bus and go to whatever educational institution it goes by. However, the district is not required to reroute the bus to accommodate those students. Bob Perry asked that Superintendent McIntosh research and report back what the district's liability, if any, is if a student is dropped off at one of our schools and then walks to a private school.

*Board members concurred with the changes to the policy. The policy will be placed on the December 12, 2012 board meeting consent agenda for final approval.*

**EEAC – School Bus Safety Program – 2<sup>nd</sup> Reading**

The policy is being revised to comply with modifications made to SB 3590 regarding weight limits in relation to child safety systems. In addition, during the first reading of this policy, board members requested that our risk management department review the section regarding the process for investigating accidents to ensure it aligns with current practice. That review has taken place and recommended language changes were made.

Cathy Miller asked if the superintendent and the director of support services should both be notified of recommendations made to avoid similar accidents. Superintendent McIntosh stated, "This policy is specific to guaranteeing that we have done the appropriate training and speaks very little to the investigation process if an accident happens. It is more about making sure the appropriate type of training has been provided. I would receive an update regardless."

*Board members concurred with the changes to the policy. The policy will be placed on the December 12, 2012 board meeting consent agenda for final approval.*

#### **EEACC – Student Conduct on School Buses – 1<sup>st</sup> Reading**

OAR 581-053-0310, Administrative Requirements Pertaining to Type 10 School Activity Vehicles, was rewritten to require district who utilize Type 10 School Activity Vehicles to add policy language consistent with policy language requirements for school buses.

*Board members concurred with the changes to the policy. The policy will be placed on the December 12, 2012 board meeting consent agenda for final approval.*

#### **EEACD – Use of District Activity Vehicles for Student Transportation – 1<sup>st</sup> Reading**

At the May, 2012 State Board of Education meeting, a complete reorganization of the Pupil Transportation Rules were adopted. The only change to our current policy is the updating of legal references.

*Board members concurred with the changes to the policy. The policy will be placed on the December 12, 2012 board meeting consent agenda for final approval.*

#### **GCDA/GDDA – Criminal Records Checks/Fingerprinting – 1<sup>st</sup> Reading**

The Equal Employment Opportunity Commission (EEOC) has released new guidance related to an employer's use of applicant and employee arrests and/or convictions. How an employer uses an individual's criminal history in making employment decision could violate the prohibition against discrimination under Title VII of the Civil Rights Act of 1964. The new guidance states that "The employer's use of criminal history must be job related and consistent with business necessity."

Lynn Evans reviewed with the board the added policy language. "In the Redmond School District every employee or volunteer is subject to a criminal background check. We now do a national check so that we cover everything. The offer of employment is always contingent upon a successful background check, fingerprinting, and drug test. Current district policy goes beyond what is required by law.

*Board members concurred with the changes to the policy. The policy will be placed on the December 12, 2012 board meeting consent agenda for final approval.*

#### **IKF – Graduation Requirements – 4<sup>th</sup> Reading**

This is the fourth reading of this policy revision. At the last reading board members requested language be added regarding the requirements for passing the State of Oregon Essential Skills for each diploma offered in the district. During the current reading of the policy the board made minor language additions and order of placement in the policy. In addition, Jim Erickson requested that Superintendent McIntosh report back to the board how the credits are determined for the Extended Diploma.

*After the minor language changes are made to the policy, the board authorizes the policy be placed on the December 12, 2012 board meeting consent agenda for final approval.*

#### **IKFB – Graduation Exercises – 2<sup>nd</sup> Reading**

Revision on this policy was to update language to reflect current diploma options available in the Redmond School District. This is the second reading on this policy. During the first reading board members requested the following sentence be added to the policy; "Foreign exchange students are allowed to participate in the graduation exercises."

*Board members concurred with the changes to the policy. The policy will be placed on the December 12, 2012 board meeting consent agenda for final approval.*

### **IL – Assessment Program – 1<sup>st</sup> Reading**

Subsequent to the No Child Left Behind (NCLB) waiver from the U.S. Department of Education, and in consultation with ODE, some policies and administrative regulations have been identified for revision. The primary change is replacing the Adequate Yearly Progress (AYP) designations and sanctions of NCLB, effectively removing school choice language as it relates to AYP. Persistently dangerous designated school choice is still required as are the Title programs criteria.

Jim Erickson brought to the board's attention that proficiency, mastery, rigor or relevance isn't listed anywhere in the assessment. He believes that in a policy that speaks to the district's assessment programs those things should be included. Board members concurred with this recommendation. Superintendent McIntosh will take the policy to his team and come back to the board with recommended policy language that will address proficiency, rigor and relevance.

*The policy will be placed on an upcoming agenda for a second reading.*

### **IKC – Class Rankings – 1<sup>st</sup> Reading**

Superintendent McIntosh reviewed with the board the process for identifying valedictorians and salutatorian. Last year there were seven valedictorians that had a 4.0 GPA's as determined by a non-weighted system. It was the recommendation of Superintendent Mikalson that those grades should be weighted. Having a weighed grading system encourages rigor in choosing class work. Superintendent McIntosh believes a weighted system should be implemented to be able to rank students accurately. In trying to be fair to all students, this system would be used for the class of 2013-2014. Currently, the Redmond School District is the only district in the region that does not use a weighted grading system.”

*Board members concurred with the changes to the policy. The policy will be placed on the December 12, 2012 board meeting consent agenda for final approval.*

### **JCA – Student Transfers – 1<sup>st</sup> Reading**

Subsequent to the No Child Left Behind (NCLB) waiver from the U.S. Department of Education, and in consultation with ODE, some policies and administrative regulations have been identified for revision. The primary change is replacing the Adequate Yearly Progress (AYP) designations and sanctions of NCLB, effectively removing school choice language as it relates to AYP. Persistently dangerous designated school choice is still required as are the Title programs criteria.

Cathy Miller expressed concern regarding students who are credit deficient transferring into the district and how that can affect the district's data. Superintendent McIntosh stated, “We take all students and do the best we can. It is our job to create an environment where they are welcome and leave our system successful. While we do that, behind the scenes we work on projecting accurate information that reflects your data. The other thing that can affect affects our graduation rate statistics is the five year graduation rate. Those students are not reported as graduating until they get through that fifth year, essentially their first year of college. The RSD is the only district in the region that has a five year program.

*Board members concurred with the changes to the policy. The policy will be placed on the December 12, 2012 board meeting consent agenda for final approval.*

### **JECA – Admission of Resident Students – 1<sup>st</sup> Reading**

Recommended policy revision provides clarifying language regarding admissions for a student who is not yet 21 years of age at the beginning of the school year. In addition, in consultation with district legal counsel, Martha

Hinman, Executive Director of Students Services, is recommending deletion of the words “with disabilities” from the policy.

*Board members concurred with the changes to the policy. The policy will be placed on the December 12, 2012 board meeting consent agenda for final approval.*

#### **JECBB – Intra-District Transfer Students – 1<sup>st</sup> Reading**

Subsequent to the No Child Left Behind (NCLB) waiver from the U.S. Department of Education, and in consultation with ODE, some policies and administrative regulations have been identified for revision. The primary change is replacing the Adequate Yearly Progress (AYP) designations and sanctions of NCLB, effectively removing school choice language as it relates to AYP. Persistently dangerous designated school choice is still required as are the Title programs criteria.

*Board members concurred with the changes to the policy. The policy will be placed on the December 12, 2012 board meeting consent agenda for final approval.*

#### **JFCF – [Hazing], Harassment/Intimidation/[Menacing]/Bullying/Cyberbullying/Teen Dating Violence – Student – 1<sup>st</sup> Reading**

House Bill 4077 and Senate Bill 1555 both resulted in modifications to board policy and administrative regulation JFCF. House Bill 4077 addresses teens in a dating relationship and issues of violence in that dating relationship. The bill directs districts to adopt language on teen dating violence in policy. Martha Hinman, Executive Director of Student Services has reviewed the recommended changes and recommends adopting the optional language regarding “hazing” and “menacing.”

Board members requested that Superintendent McIntosh review the paragraph regarding hazing and simplify the language.

*The policy will be placed on an upcoming agenda for a second reading.*

#### **JHFE – Reporting of Suspected Abuse of a Child – 2<sup>nd</sup> Reading**

There is new language related to abuse by other students and who to report abuse to in the event the abuser is the person designated to take reports of abuse. In most cases “child abuse” was modified to read “abuse of a child” to reflect modifications made in HB 4016. This is the second reading on this policy. During the first reading board members requested a bulleted list of the steps a person should take in reporting suspected abuse of a child.

Greg Colvin, district legal counsel provided background information regarding the use of the term “abuse of a child” and how that relates to ORS 419B.005. “The term “child” by definition is someone under the age of 18.” Superintendent McIntosh reported that all district employees are mandatory reporters. Anyone having a reasonable suspicion that abuse of a child is occurring is required to immediately contact the Department of Human Resources or the local law enforcement agency.

*Board members concurred with the changes to the policy. The policy will be placed on the December 12, 2012 board meeting consent agenda for final approval.*

#### **JHFF – Reporting Requirements regarding Sexual Conduct with Students – 1<sup>st</sup> Reading**

House Bill 4016 made modifications to the term “child abuse” replacing it with “abuse of a child.” The bill also added new language related to abuse by other students and who to report abuse to in the event the abuser is the person designated to take reports of abuse.

Lynn Evans, Director of Human Resources recommended not creating an appeals process for volunteers who have a substantiated report against them. Ms. Evans reviewed the process used when a complaint is received against a licensed employee. It was further clarified that reference to “the investigation must meet any negotiated standards of an employment contract or agreement” it was clarified that any investigation must provide an expedient due process for the employee. Superintendent McIntosh stated that the police are always in control of the process for investigating such allegations. “We yield all of our regulations to authorities. It would be a crime

against us if we didn't follow law enforcement instructions. District legal counsel, Greg Colvin stated, "There are times when allegations are made that are not substantiated and that is the reason for the contract language. There is a fine line between sexual conduct and sexual abuse. In all areas we are going to rely on law enforcement to give us guidance."

Cathy Miller asked for confirmation that because the Redmond School District is the sponsor district for the Redmond Proficiency Academy that they are subject to the adopted policies of the Redmond School District. It was confirmed there is a contractual obligation of the RPA to follow district policies.

Board members requested minor language modifications and word order in the policy language.

*After the minor language changes are made to the policy, the board authorizes the policy be placed on the December 12, 2012 board meeting consent agenda for final approval.*

**ADJOURN**

*The work session was adjourned at 2:00pm*

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Cathy Miller, School Board Chair

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Trish Huspek, Executive Assistant