



Jefferson County School District 509-J
445 SE Buff Street, Madras, OR 97741
Board of Directors **BOARD MEETING** Minutes of:
Monday, July 22, 2019, 7:00pm

ATTENDANCE: Chair Courtney Snead; Jamie Hurd; Tom Norton, Jr.; Laurie Danzuka and Kevin Richards

ABSENT: None

REGULAR SESSION – 7:00pm

Board Chair Courtney Snead called the meeting to order followed by the Pledge of Allegiance.

AGENDA ADOPTION

Vice-Chair Jamie Hurd motioned to approve the agenda as presented. - **Approved 4/0** (Kevin Richards abstained).

ACTION – ACCEPT ABSTRACT OF VOTES OF MAY 21, 2019 ELECTION

Tom Norton moved to approve/accept the abstract of votes of May, 21, 2019 election. **Approved 3/0** (Courtney Snead and Kevin Richards abstained)

OATH OF OFFICE - The following members took the oath of office for their applicable position as follows: Courtney Snead, position #4 & Kevin Richards, position #5.

I, (applicable name) having been duly elected to the Jefferson County Education Service District Board of Directors, (applicable position #) do solemnly swear (or affirm) that I will support the Constitution of the United States and the Constitution of the State of Oregon. I will faithfully and honorably discharge the duties of the Jefferson County School District Board of Directors (applicable position #) to which I have been elected, to the best of my ability so help me God.

Congratulations to both Courtney Snead and Kevin Richards.

APPEAL HEARING – Jake & Julie Suppah (re: Janey Suppah)

Attorney Lauren Lester introduced herself and explained that she will be facilitating the appeal hearing for the two decisions that are being appealed and requested Mr. Suppah & Mr. Parshall take seats at the front of the room.

Attorney Lauren Lester explained the procedure for the appeal hearing (she sent via email previously to Jake & Julie Suppah, Superintendent Parshall and the Board). The complaint was originally filed on February 8, 2019 by Mr. Suppah. Mr. Parshall issued two separate decisions based on that complaint, both of which were provided to the Board and both parties. She explained the structure of the hearing – Mr. Suppah will be given ten minutes to speak and then Mr. Parshall will be given ten minutes to speak. She also informed Mr. Suppah that he can reserve some of his time to speak after Mr. Parshall speaks if he wants. After each party speaks there will be some time for questions from the board; the board will deliberate and render a decision to either uphold the superintendent’s decision, announce alternative decision or recess for further consideration to reconvene at a later date.

Attorney Lester also explained that a number of documents were requested by the parties for the board to review – she sent the documents to the board last week. The documents are: an investigation report prepared by Hank Stebbins and Jananey Suppah’s student records. She also noted, typically we would hear this type of hearing in executive session because we would be discussing protected student records, however, based on the request and consent of Jananey Suppah, the appeal hearing will be held in **OPEN SESSION**.

Attorney Lester asked that the both parties comply with State law and requested the following:

1. Do not divulge student information of other students (names or other identifying information) – please generalize in references.
2. We cannot hear specific complaints about staff members because there is a process of consent that is required to hear in open session. She further explained that they could certainly articulate why they do not agree, but please refrain from making complaints about specific staff members during this hearing.

Prior to the start of the hearing Attorney Lester asked both parties if there were any questions.

Mr. Suppah asked about the process for citizens that have signed in prior to the meeting. Attorney Lester explained the process of public comment period and that those who have signed in will be allowed to speak but it would be after the hearing as noted on the agenda.

Mr. Suppah noted that when he received the report (on Friday) that Attorney Lester referenced he was traveling and was not able to view it until Sunday and asked the board to take that in to consideration because there is information in the report that he had not seen prior and he may note inaccuracies if necessary if that is okay. Attorney Lester informed Mr. Suppah that if he sees anything in the report that he feels is inaccurate, this is the time to share it and he could absolutely bring it up.

Mr. Suppah – [summarized statement]

Introduced himself, his wife Julie and his daughter Janey and explained his history with JCSD, the board and the tribe. Mr. Suppah explained that the board worked with him back when he was trying to work on the MOU with the tribe but feels things have not changed in regards to bullying. He noted his biggest goal is to have a higher standard than there is now; to have a safe and inclusive learning environment. Janey went to the school district in AZ and did not have the issues she has here at JCSD. Mr. Suppah explained he and his wife went to JCSD K-12, many of the issues he faced growing up were self-induced, but Janey has been a model student. Janey was a straight A student, honor roll and took on challenges. Mr. Suppah said he does not think the information that the board was provided (letters back and forth with administration) is the actual full picture. He knows that the board is accountable for the policies and practices of the school district. He noted again that he received the document (110 pages) for the appeal hearing yesterday and feels like the letter was interpreting one side - gathering one issue. He said respectfully, Mr. Stebbins did not have the full picture of what is going on here – there are a lot of deep rooted things going on. The things he is seeing in his report are an over-generalization. Mr. Suppah shared there are a lot of things that go on in our community, a lot of things that Mr. Stebbins probably doesn't know a lot about because he is not from our community. Mr. Suppah stated that social media makes a difference. This really played into the issues here 'after the fact'. He said he cannot predict it, but cyber-bullying happens – kids do things online nowadays. Decisions were made by people who did not see the whole picture. He questions the administration on the way it was handled. It is 'guilty by association'. There are things based on suspicion, there have been actions by students (he can't mention them) but he would like a burden of proof. Parents sign a policy in sports for drug test if necessary; he questioned why they sign it if the testing will not be done. He expressed that he did not agree with the way it was handled and the way she was questioned; Mr. Stebbins' report did not read that way to him.

Attorney Lester thanked Mr. Suppah for his testimony and set the time for Mr. Parshall to proceed.

Mr. Parshall – [summarized statement]

Mr. Parshall said on February 15th he received a complaint letter from Mr. Suppah (dated February 8th), additional concerns were shared on the 26th of February and March 5th. After investigating the nature of their concern he sent a letter of response (March 7th) that after review, he felt the administration acted within district policy. The other thing he looked at are the consequences and whether they are reasonable and normal / standard. The Suppah's other concerns were referred back to the administration for initial review at the school level. After multiple complaints continued to come in from the Suppahs, the volume as such he could not ask the administrators to keep up with the response as they are running a high school. We received over one hundred emails from them. It was at that point they secured an objective investigator (from outside the district) to review the complaints; someone who would be thorough, take time to listen to the concerns thoroughly – that is the Mr. Stebbins they are referring to. He wanted to be sure the administrators followed policy. He (Mr. Stebbins)

sent his report stating that we cannot substantiate a violation of District policy occurred as a result of the suspension and subsequent treatment of Jananey: he did recommend one change to our student athletic policy in regards to the random drug testing “may” be done. Mr. Stebbins recommended that we remove that from the athletic handbook. Mr. Parshall said he also followed his recommendation to uphold the decision.

Attorney Lester opened it up for questions from the Board to Mr. Suppah or Mr. Parshall.

Tom Norton asked for clarification regarding ‘on suspicion’ and drug testing and shared he feels the policy is misleading.

Laurie Danzuka asked Mr. Suppah when did Jananey turn 18. She also asked if they were notified by staff.

Mr. Suppah said Jananey turned 18 in September. He stated that nobody notified him. Mr. Suppah also expressed that he did not think it was fair that they questioned her the way they did. He said she is 18, but he is still her guardian and they should have notified them – that is his opinion.

Attorney Lester finding it helpful for the Board, wanted to note that Jananey is now graduated and asked Mr. Suppah what remedy he is seeking now.

Mr. Suppah stated that he really wanted to see it handled right there and then and believes the root of the problem is it was all mishandled from the very beginning. He wishes it could have been handled differently and there was better communication. He does not want anything to negatively impact her (Jananey) in her student file and doesn’t want anything saying she used an illegal substance. He said, she is out of high school and over 18, she can decide if she wants to pursue anything further, but bottom line he would like her school records clear. Change should take place because when parents read these things, we know what we sign.

Julie Suppah interrupted and made a personal statement/plea to the Board of Directors on behalf of her daughter Jananey.

Jamie Hurd asked if the Board received everything that was sent. Attorney Lester confirmed that the board and both parties were provided the same information/report for this hearing.

Attorney Lester opened for deliberation and shared that with this being a Board level complaint, the board can now decide whether to uphold the superintendent’s decision, announce an alternative decision or recess for further consideration to reconvene at another date for a final decision.

The board deliberated prior to their final decision – here is a summary of their deliberation:

Tom Norton shared that if he were in their shoes he would respect an answer. He shared an emotional response that he does think the athletic policy needs changed and glad to hear that it is being worked on. He said he doesn't know Janey very well but has watched her grow up; she will be fine after all of this and it's important to remember that. He shared his respect for Jake and stated being on the Board all these years he believes they have made it a better place; not perfect, (it will never be perfect) but better, and we will continue to improve. His final remarks, he stated, he believes the Board was told the truth and encouraged Janey to continue working hard and doing well in the future.

Jamie Hurd shared, with times changing and technology always three-steps-ahead of us, something she is passionate about and has had previous conversations about is the internet and how it affects our kids. She expressed as a Board we should stay ahead of that and commit to staying informed because it is very complicated.

Laurie Danzuka asked Lauren to clarify the Board's decision in regards to the appeal and the remedy requested. Lauren explained that this hearing was an appeal on two decisions, the disciplinary issues and the aftermath issue.

Laurie Danzuka explained it is a struggle with the athletic policy and if it is fair it would be fine. She explained she has witnessed unfairness through the years. She said she does not disagree with the handling, but she does not agree with parents not being notified. She said, this issue rises to the level that parents should be notified. She explained it is easy to get confused on what is enough and what is not enough; and stated if it was her kid, it would not be enough. Laurie Danzuka asked about the process if there is no evidence or proof and how do they know; how do they know enough to determine a conclusion and final recommendation and, if there were suspicions but nothing was done about it until the following day.

Mr. Parshall explained that the Mr. Stebbins response was specific to the allegations that our administrators did not follow our district policy. His decision was based on that specific allegation.

Mr. Suppah recounted the allegations, his personal feelings about the community gossip and the unfortunate way things were handled. He expressed the desire to have the Board thoroughly review the policy and the importance of parents being notified and heard.

Laurie Danzuka said we want to avoid this kind of thing from happening in the future. She thanked Mr. Suppah for coming in and addressing this matter in a respectful manner. She shared that this is the hardest thing she has to do as a board member – because we are talking about kids. She said, the bigger picture is, we need to address this at a bigger level - I don't want to see this happen to our tribal kids.

Tom Norton stated his goal as a Board member is to make our district a better place and not lose friends because of it; and he believes he has done that thus far; but he is going to make a motion.

Tom Norton motioned to uphold the superintendent's decision as it was presented. - **Approved 4/1** (approved by Tom Norton, Jamie Hurd, Courtney Snead and Kevin Richards - **opposed** by Laurie Danzuka).

The board took a brief five-minute recess and reconvened at 8:05pm. Chair Courtney Snead called for nominations for board officers.

2019/2020 JCSD 509-J BOARD OFFICER NOMINATIONS

Laurie Danzuka nominated Jamie Hurd for the Board Chair position. With no further nominations and Jamie Hurd willing to accept the position, the position was unanimously **Approved 5/0**.

The board thanked Courtney Snead for her great work as board Chair and the gavel was passed to new Chair Jamie Hurd to continue the meeting.

Jamie Hurd nominated Laurie Danzuka for Vice-Chair. With no further nominations and Laurie Danzuka willing to accept the position, the position was unanimously **Approved 5/0**.

CORRESPONDENCE / COMMUNICATION / DISCUSSION ITEMS

- Superintendent Parshall shared the Board calendar as a courtesy for the new board member and opened up for discussion about time of meeting & the board leadership schedule. Conversation took place about work sessions and Courtney Snead stated she would like to see HR practices, (policies, strategies for recruiting, hiring, maintaining, exit interviews, etc. – 'cradle to grave') added as a work session. Tom Norton agreed. Superintendent Parshall suggested bringing it as a report rather than a work session. The Board agreed they would like to see it as a work session not a report.
- Jamie Hurd asked for board input regarding the Leadership Team meetings - she would like it earlier in the day (after 9am but before 2:30pm) if that would work for others. It was agreed that the Leadership Team meetings will take place at 9:30am the Tuesdays prior to board meetings.
- The thank you letter from Jennifer Rueter regarding the retiree luncheon and the retirement clock she received was shared with the board.

HEARING OF CITIZENS / DELEGATIONS

The 509-J Board of Directors reserves this time for citizens to share comments or concerns. Because time is limited, as a standard practice, as a courtesy to others and to maintain our meeting schedule, guests will be allotted three minutes to speak. If you have a group attending regarding the same topic, you will need to appoint one speaker. Each person wishing to speak will have signed in at the beginning of the meeting to be recognized.

The following citizens signed-in and were heard – here are their summarized statements:

[Summarized]

Joann Smith tribal member at Warm Springs – she spoke in native language in her introduction. She explained that it was suggested that she wear native attire to address the board; this evening she wore a breast plate. Her granddaughter is Janey. She shared that her husband just had an open heart surgery but she felt it that important to be here. She came representing courtesy, self-respect; standing up for what you believe if you feel strongly about something. The specific issue – she feels strongly that Janey’s incident should have been removed from her records as she heads to college - with her achievements and straight-A status; she thinks that should be considered. She said her reason for being here this evening is to talk about the purpose of our rules and regulations and look at the consent form that was presented to all parents. She explained they have a drug free work place policy at the tribe; she thinks it should be across the board. If there is a “suspicion of” – everyone across the board should be tested. As a role model – who’s responsibility is it? There is a right-and-a-wrong, she went to school K-12. She challenges all of us to learn about the tribe and to learn the rules. She said it has to stop – it, being ‘selective’ on who is reprimanded and who is not.

[Summarized]

William Bagley introduced himself and said he has a common interest on same subject; a lot of talk about policies. He has made suggestions on when parents are notified. He suggests try notifying parents before the questions not after the fact. He suggested having a student advocate - someone else sit in with student during questioning. Cyber-bullying is an issue and in his opinion it’s only going to get worse, he said he is not sure how to corral that (maybe education), but if it’s on the internet it is “out there”. As far as the policy goes – he would like to see them keep drug testing in; if it’s random that’s fine. If there is concern about the cost, that’s fine, put in the policy if the kid tests positive the family will pay for the test.

Julie Suppah asked if it is too late to get up and speak – Chair Jamie Hurd explained the policy is to sign-in beforehand.

The board proceeded in accordance with the agenda. Superintendent Parshall explained the consent agenda items.

ACTION ITEMS

Consent Agenda

Approval of Board Minutes of **June 24, 2019** *w/correction to Stan(d) name in board highlights*

Personnel Action

Courtney Snead moved to approve the consent agenda as amended. – **Approved 5/0**

Produce RFP – Authorize award to Aloha Produce of Central Oregon

Superintendent Parshall requested that CFO Martha Bewley explain the RFPs in the action items for the evening. Martha Bewley explained the RFP process, how long it was advertised, the evaluation committee and this request is to authorize to award Aloha Produce of Central Oregon for produce and Eberhard's Dairy for dairy.

Tom Norton asked a few questions about the process and clarification that the produce RFP is only produce – not meat, etc. Martha Bewley confirmed it is produce. No further questions from the board.

Courtney Snead motioned to approve / authorize / award **Aloha Produce of Central Oregon RFP** as presented - **Approved 5/0**.

Dairy RFP – Authorize award to Eberhard's Dairy

Laurie Danzuka motioned to approve / authorize / award the Dairy RFP to Eberhard's Dairy - **Approved 5/0**.

REMINDERS

Monday, August 12, 2019 - Board Work Session @5:30pm, *Board Goals, Superintendent Goals, Evaluation Process and Board/Superintendent Operating Agreement*

Monday, August 12, 2019 - Board Meeting @7:00pm

THINKING AHEAD – MARK YOUR CALENDARS:

- **November 14-17, 2019** – 73rd Annual Convention, Portland Marriott

BOARD & SUPERINTENDENT HIGHLIGHTS

- ✓ Sports programs are great.
- ✓ Thanks for welcoming the new board member – the process gave him more enthusiasm and optimism for the district.
- ✓ Band concert at the PAC was great.
- ✓ District staff have been working so hard; we appreciate all the hours.
- ✓ Legislative session is over – we so much appreciate OSBA and the work they do on behalf of the school board across the State.
- ✓ Appreciated our Work Session today - thank you.
- ✓ Bragging on the teachers for their time and involvement in the AVID, the National Equity Project and PLC work.

Jamie Hurd asked to include the back-to-school information at the next board meeting.

MEETING CLOSURE/ADJOURNED

With no further business Chair Jamie Hurd adjourned the meeting at **8:45pm.**

Tessa Bailey, Executive Assistant

Draft to Board for approval at next meeting.

~~1) Monday, August 12, 2019~~

2) Monday, August 19, 2019

Jamie Hurd, Board Chair

Ken Parshall, Superintendent

Date

Date