

HILLSBORO SCHOOL DISTRICT 1J BOARD OF DIRECTORS
Administration Center, 3083 NE 49th Place, Hillsboro, OR 97124

Board Meeting Agenda
Tuesday, May 10, 2022
5:15 PM

Please note that the estimated times for specific items on Board meeting agendas are subject to change; if audience members wish to be present for specific agenda items, they are encouraged to arrive at least 15 minutes prior to the estimated time.

1. **5:15 PM - Executive Session**
 - A. Call to Order Executive Session
Presenter: Mark Watson
Time: 5:15 PM
 - B. ORS 192.660(2)(i) - Evaluation of the Superintendent
Presenters: Mark Watson
Time: 5:15 PM, 20 minutes
 - C. ORS 192.660(2)(d) - Labor Negotiator Consultation
Presenter: Kona Lew-Williams
Time: 5:35 PM, 10 minutes
 - D. Recess Executive Session
Presenter: Mark Watson
Time: 5:45 PM
2. **5:45 PM - Work Session**
 - A. Call to Order
Presenter: Mark Watson
Time: 5:45 PM
 - B. Latino Parent Advisory Committee Report and Discussion
Presenters: Francesca Sinapi / Olga Acuna
Time: 5:45 PM, 30 minutes
 - C. Career and College Pathways (CCP)
Presenters: Amanda Bethune / Arcema Tovar / Brooke Nova
Time: 6:15 PM, 20 minutes
 - D. Workforce Education Update
Presenter: Travis Reiman
Time: 6:35 PM, 15 minutes
 - E. Middle School Update
Presenters: Dayle Spitzer / Audrea Neville
Time: 6:50 PM, 10 minutes
 - F. Equity Update
Presenter: Francesca Sinapi
Time: 7:00 PM, 20 minutes
 - G. Discuss Superintendent Contract
Presenter: Mark Watson
Time: 7:20 PM, 10 minutes
 - H. Discuss Board Candidate Interview Questions
Presenter: Mark Watson
Time: 7:30 PM, 10 minutes
 - I. Board Leadership Planning
Presenter: Mark Watson
Time: 7:40 PM, 10 minutes

- J. Recess Work Session
Presenter: Mark Watson
Time: 7:50 PM
- 3. **8:00 PM - Regular Session**
 - A. Call to Order and Flag Salute
Presenter: Mark Watson
Time: 8:00 PM, 5 minutes
 - B. Approval of Agenda
Presenter: Mark Watson
Time: 8:05 PM, 5 minutes
SAMPLE MOTION: *I move that the Board of Directors approve the Agenda as printed.*
 - C. Action Items
 - 1. Ratify Agreement with Hillsboro Education Association
Presenter: Kona Lew-Williams
Time: 8:10 PM, 10 minutes
SAMPLE MOTION: *I move that the Board of Directors approve the three-year collective bargaining agreement with Hillsboro Education Association, effective July 1, 2021, through June 30, 2024, as tentatively agreed to by the District bargaining team.*
 - D. Discussion Time
Presenter: Mark Watson
Time: 8:20 PM, 25 minutes
-NSBA Conference Report
-Student Reps
-Superintendent
-Board Members
 - E. Recess Board Meeting
Presenter: Mark Watson
Time: 8:45 PM
 - F. Next Meetings of the Board of Directors
 - May 24, 2022 Board Work / Regular Session
 - June 21, 2022 Board Work / Regular Session

The complete Board meeting packet may be downloaded from the District website at: <https://www.hsd.k12.or.us/board>.

HILLSBORO SCHOOL DISTRICT 1J
May 10, 2022
LATINX PARENT ADVISORY COMMITTEE REPORT AND DISCUSSION

SITUATION

The role of the Hillsboro School District's Latino Parent Advisory Committee (HSD Latino PAC) is to advise HSD staff members on matters concerning planning, developing, administering, and evaluating of the District's parent engagement program, and to consequently make recommendations regarding State policies and guidelines, project proposals, and other matters of interest to the Latino parent community.

Further, the Latino PAC collaborates and consults with the District's Office of Federal Programs, which receives federal funds under Every Student Succeeds Act (ESSA), to 1) raise achievement for low-income and/or otherwise disadvantaged children; 2) provide access and opportunities for parent involvement; 3) increase family engagement in schools; and 4) enhance collaboration between educators and parents.

RECOMMENDATION

The Superintendent recommends that the Board of Directors listen to this report and ask any questions they may have.

HILLSBORO SCHOOL DISTRICT 1J
May 10, 2022
CAREER AND COLLEGE PATHWAYS (CCP)

SITUATION

Throughout the last year, the Hillsboro School District has been working in partnership with the Hillsboro School Foundation on a PK-6 Career and College Pathways initiative titled “Imagine Your Adventure/Imagina tu Aventura”. Through the introduction of grade-level specific teaching kits, elementary school students will be exposed to various careers and occupations incorporated with our adopted Wonders/Maravillas reading curriculum during their school day.

These kits will contain career and education specific books, materials, and activities designed around the exploration of twelve different career learning areas within: Agriculture, Food & Natural Resource Systems; Arts, Information, and Communications; Business & Management; Health Sciences; Public Service; and Industrial & Engineering Systems. A complete series of kits along with bilingual and bicultural books will be given to each elementary school in our district over the next 3 years.

This project connects directly to the Hillsboro School District’s middle and high school Career & College Pathways programs. The program will provide our elementary schools with the ability to explore a spectrum of career possibilities. The goal is that Hillsboro students will leave elementary school with a better understanding of the different opportunities available to them in our community because students will have had the opportunity to explore ideas and awareness around potential careers, bringing with them excitement and interest in learning more.

Tonight, we will share updates on our “Imagine Your Adventure/Imagina tu Aventura” project and highlight the first four kits that will be going out to all HSD elementary schools in the 2022-23 school. The first four kits include a kindergarten exploration, first grade industrial engineering systems, third grade aerospace and sixth grade health care. We will provide time for questions and discussion from our Board members.

RECOMMENDATION

The Superintendent recommends the Board of Directors review this presentation and ask any questions they may have.

HILLSBORO SCHOOL DISTRICT 1J
May 10, 2022
WORKFORCE EDUCATION UPDATE

SITUATION

The Board will hear an update on career pathways opportunities in advanced manufacturing and health professions. This update will include data on regional workforce needs, plans to expand opportunities for HSD students, and current partnerships in development to create clear, viable career pathways for all students.

RECOMMENDATION

The Superintendent recommends that the Board of Directors listen to the presentation and ask any questions they may have.

HILLSBORO SCHOOL DISTRICT 1J
May 10, 2022
MIDDLE SCHOOL UPDATE

SITUATION

This year, Hillsboro middle schools moved to a seven period day in order for students to have more access to electives and support classes. We will share some of the highlights of the shift and data that has allowed our students to have more experiences in support of career and college pathways as well as Math and Language Arts data that shows the growth of our students over the course of the year.

RECOMMENDATION

The Superintendent recommends that the Board of Directors listen to the presentation and ask any questions they may have.

HILLSBORO SCHOOL DISTRICT 1J
May 10, 2022
EQUITY UPDATE

SITUATION

The Board has been engaged in diversity, equity, and inclusion work for the past several years. The Board will hear updates on the professional development focused on this year centered on equity, access and engagement in order to gain understanding. The Board will engage in an activity to understand how social and emotional learning is a lever for our equity work in HSD.

RECOMMENDATION

The Superintendent recommends that the Board of Directors listen for understanding and fully engage in this opportunity.

HILLSBORO SCHOOL DISTRICT 1J
May 10, 2022
DISCUSS SUPERINTENDENT CONTRACT

SITUATION

The Board will discuss the Superintendent's contract. The Superintendent's compensation must be discussed in a public session, per state public meeting laws (42 Op Atty Gen 362 [1982]).

HILLSBORO SCHOOL DISTRICT 1J
May 10, 2022
DISCUSS INTERVIEW QUESTIONS FOR SCHOOL BOARD CANDIDATES

SITUATION

On March 15, 2022, Director Yadira Martinez announced her resignation from the Hillsboro School District Board of Directors, effective at the conclusion of the May 24, 2022, Board meeting. On April 12, 2022, the Board approved a process for filling the position 7 vacancy through the end of the term (June 30, 2023). Following the meeting, a news release was sent to the newspapers, and application information was posted on the District's website. Applications were accepted through May 3, 2022.

During tonight's work session, the Board will discuss interview questions for School Board candidates.

RECOMMENDATION

The Superintendent recommends that the Board of Directors discuss interview questions for School Board candidates.

Hillsboro School District
Board Applicant Interview Questions
June 21, 2022

1. Why are you interested in filling the open school board seat?

2. What does “stable and adequate funding” mean to you?

3. How will you help this board and this district close the achievement gap?

4. Where do you think your strengths and weaknesses fit in with the current board?

5. What are your top three priorities for the Hillsboro School District?

6. One of our top board priorities is equitable community engagement across diverse groups. Board members must be passionate about community outreach and engagement. Please tell us about your experience with community engagement and communicating across cultures.

Supplemental Questions

7. What are the factors on which you will base your decisions as a school board member?

8. How do you believe a school board member can be most effective in making long-lasting, substantial, positive changes for students?

9. Why do you believe you are the best applicant for this position?

HILLSBORO SCHOOL DISTRICT 1J
May 10, 2022
BOARD LEADERSHIP PLANNING

SITUATION

The Board takes time each year to discuss the election of officers for the subsequent year. The election of Chair and Vice Chair will take place during the Board meeting in June. All seven Board members are eligible to run for office. The Board Chair will facilitate a discussion that allows each Board member to express an interest in running for office, and gives Board members an opportunity to ask questions, express the qualities they would like to see in the Chair and Vice Chair, and consider the decisions they must make for leadership.

RECOMMENDATION

The Superintendent recommends that the Board of Directors discuss Board leadership planning for 2022-23.

HILLSBORO SCHOOL DISTRICT 1J
May 10, 2022
RATIFY AGREEMENT WITH HILLSBORO EDUCATION ASSOCIATION

SITUATION

On May 19, 2021, the District began negotiating the Licensed Collective Bargaining Agreement with Hillsboro Education Association (HEA). The scope of bargaining has included the following:

- Opening 17 of the 20 articles
- Memorandum of Understandings

On May 3, 2022, the District bargaining team reached a tentative agreement with HEA for a new three-year contract, July 1, 2021, to June 30, 2024. An overview of the key points of the tentative agreement is provided below:

SALARY

- All employees receive a step during each year that they are eligible (retroactive to July 1, 2021)
- General Salary Increase, (GSI) formerly called COLA, added to the salary schedule
 - 2021-22: 3%
 - 2022-23: 3%
 - 2023-24: 3%
- Employees who were not eligible for step advancement for 2020-21 due to being on the maximum step of their respective salary schedule shall be placed on the revised salary schedule
- Beginning in the 2021-22 school year: GSI increase added each year to extra duty stipends and hourly amounts, aligning with the GSI increase added to the salary schedule
- 2022-23: One-time longevity stipend of \$250 for employees who have been at the top step of the salary schedule for more than one year, and have ten or more years of licensed experience in the District
- 2023-24: One-time longevity stipend of \$500 for employees who have been at the top step of the salary schedule for more than one year, and have ten or more years of licensed experience in the District
- Beginning in the 2021-22 school year:
 - Addition of District Nurse stipend
 - Activities Coordinators will receive up to five (5) additional days paid at per diem for summer and evening work throughout the year.

- Elementary School Split Classroom Teachers - Staff who are assigned to split level classes by the administrator shall receive an annual stipend.
- Adjustments to the Dual Language Program stipend for all PK-12 bilingual dual language program teachers
- With the start of the 2022-23 school year, staff who are bilingual in languages designated by the District that are representative of numerically significant portions of our diverse student population may qualify for the annual stipend of \$1,200.
- Normal step increases for eligible employees will take place in all three years.

INSURANCE

- 2021-22: \$40.00 increase to the insurance cap to \$1290 per month (not retroactive to July 1, 2021; new rate is applied in June)
- 2022-23: \$40.00 increase to the insurance cap to \$1330 per month
- 2023-24: \$40.00 increase to the insurance cap to \$1370 per month

LEAVE:

- There are no substantive changes in the leave language other than the Sabbatical Leave language is held in abeyance for the length of the contract.

ADDITIONAL CHANGES OF NOTE

- For positions known to be greater than 60 days but less than 191 days, the district may choose to forgo the posting and interview process and place a substitute in the position. However, after 20 consecutive student contact days, if the same substitute is still in the position, they will become a temporary employee for the remainder of the position. Positions known to be a full year will be posted and treated as temporary positions.
- Juneteenth will be an unpaid holiday
- Absent unforeseen circumstances, a draft of the secondary master schedule will be made available by June 30. Subsequent changes will be made known to unit members as soon as possible.

RECOMMENDATION

The Superintendent recommends that the Board of Directors take action on the following motion:

I move that the Board of Directors approve the three-year collective bargaining agreement with Hillsboro Education Association, effective July 1, 2021, through June 30, 2024, as tentatively agreed to by the District bargaining team.