



**BOARD OF EDUCATION  
July 28, 2008**

**Administration Center  
525 Mill Street  
Springfield, OR 97477**

**5:00 p.m.  
Special Board Meeting  
Board Room**

**AGENDA**

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1. Call Meeting to Order and Flag Salute Chair Weber
  
2. PUBLIC COMMENTS
  
3. ACTION ITEM
  - A. Wildish Community Theater Partnership Agreement and Funding Alternative, Resolution #08-09.001 Jeff DeFranco
  
4. CONSENT ITEMS
  - A. Personnel Action, Resolution #08-09.002 Dawn Strong
  - B. Board Policies Approval, Resolution #08-09.003 Dawn Strong
  
5. Next Regular Meeting: ***August 11, 2008, 7:00 p.m.***
  
6. Adjournment

WILDISH THEATER PARTNERSHIP AGREEMENT

RELEVANT DATA:

The District has been negotiating a partnership agreement between the school district, Willamalane, the City of Springfield, and the Springfield Renaissance Development Corporation (SRDC) for the purchase and management of the Wildish Community Theater. The intent is to form a new nonprofit, tax-exempt corporation to own and operate the Wildish Community Theater. To reach this goal, the agencies will need to pay off the \$600,000 long-term debt owed on the Theater. Staff has been negotiating the language of the agreement, which will provide that the school district will contribute \$200,000 toward retiring the note SRDC has with Siuslaw Bank.

The Wildish Community Theater was developed with the goal: "Provide Eugene/Springfield with high-quality theater facilities at reasonable prices to assure access and use by a wide variety of non-profit performing arts groups." The Wildish Theater has provided the school district with opportunities for student use ranging from theatrical and music performances to graduation ceremonies. There has been a close relationship between the Theater and the Academy for Arts and Academics.

Jeff DeFranco is available to answer questions.

RECOMMENDATION:

It is recommended that the Board of Directors authorize the Superintendent and Board Chair to finalize and sign the Wildish Community Theater Partnership Agreement.

SUBMITTED BY:

Jeff DeFranco  
Director of Communications & Facilities

RECOMMENDED BY:

Nancy Golden  
Superintendent

RESOLUTION: #08-09.002

DATE: July 28, 2008

## PERSONNEL ACTION

### RELEVANT DATA:

Each month the board of Directors is asked to approve personnel action involving licensed employees. Tonight the Board is being asked to approve the attached list of new hires, change of contract status, resignations and retirements for licensed personnel. If the Board of Directors would like to discuss any of these recommendations in executive session, in accordance with ORS 192.660(2)(f) Exempt Public Records, the employee should be identified by the number preceding the name and it will be withdrawn pending further instruction from the Board. Dawn Strong is available for questions.

### RECOMMENDATION:

It is recommended that the Board of Directors approve the personnel action for licensed employees as reflected in this resolution and any addendum presented along with this resolution. Categories include:

- New Hires
- Change of Contract Status
- Resignations
- Retirements

### SUBMITTED BY:

Dawn Strong  
Director of Human Resources

### RECOMMENDED BY:

Nancy L. Golden  
Superintendent

<b>NO</b>	<b>NAME</b>	<b>CURRENT BUILDING ASSIGNMENT</b>	<b>STATUS</b>	<b>FTE</b>	<b>EFFECTIVE DATE</b>	<b>NOTES</b>
	<b>NEW HIRES</b>					
1	WAKEROBIN ARDEN-GENDEL	HMS	PROB 1	FT	8/26/08	NEW HIRE
2	AMY BATSON	DOUGLAS GARDENS	PROB 1	FT	8/26/08	NEW HIRE
3	JAMIE BAYNES	YOLANDA	PROB 1	FT	8/26/08	NEW HIRE
4	KRISTINE CAMPBELL	MAPLE/YOLANDA	PROB 1	FT	8/26/08	NEW HIRE
5	RYAN CHRISTNER	YOLANDA	PROB 1	FT	8/26/08	NEW HIRE
6	SUSAN COLEMAN	ADMINISTRATION	PROB 1	PT	8/26/08	NEW HIRE
7	TAMARA DILLON	MT VERNON	PROB 1	FT	8/26/08	NEW HIRE
8	COURTNY EGBERT	MAPLE	PROB 1	FT	8/26/08	NEW HIRE
9	ADAM FINE	YOLANDA	PROB 1	FT	8/26/08	NEW HIRE
10	ELIZABETH FISHER	HMS	PROB 1	PT	8/26/08	NEW HIRE
11	NATALIE FLINDT	ADMINISTRATION	PROB 1	FT	8/26/08	NEW HIRE
12	ANGELA FRITSCH	HMS	PROB 1	PT	8/26/08	NEW HIRE
13	CHRISTINE GENTILE	BMS	PROB 1	PT	8/26/08	NEW HIRE
14	MELISSA GLOVER	THS	PROB 1	FT	8/26/08	NEW HIRE
15	LAURIE GROTE	THS	PROB 1	FT	8/26/08	NEW HIRE

16	MARY HARWOOD	TES	TEMPORARY	FT	8/26/08	TEMPORARY HIRE 2008/2009
17	CAROLYN HOSHAW	MOFFITT	PROB 1	PT	8/26/08	NEW HIRE
18	SARA HOSKINSON	RIVERBEND	PROB 1	FT	8/26/08	NEW HIRE
19	HOLLY HUMPHREY	ASMS/SMS	PROB 1	FT	8/26/08	NEW HIRE
20	STEPHANY JOHNSON	TMS	PROB 1	FT	8/26/08	NEW HIRE
21	EVA LA MAR	RIVERBEND	PROB 1	FT	8/26/08	NEW HIRE
22	ERIN NICHOLSON LANGSDORF	SHS	PROB 1	FT	8/26/08	NEW HIRE
23	MATTHEW MAHR	MAPLE	TEMPORARY	FT	8/26/08	TEMPORARY HIRE 2008/2009
24	JOHNIE MATTHEWS	MAPLE	TEMPORARY	FT	8/26/08	TEMPORARY HIRE 2008/2009
25	ZACHARY MORROW	THS	PROB 1	FT	8/26/08	NEW HIRE
26	BENJAMIN MUIR	HMS	PROB 1	PT	8/26/08	NEW HIRE
27	LISA ROBBINS	MAPLE	PROB 1	PT	8/26/08	NEW HIRE
28	NIKOLE SMITH	MAPLE	PROB 1	FT	8/26/08	NEW HIRE
29	ANA MARIA VERGARA	CENTENNIAL	PROB 1	FT	8/26/08	NEW HIRE
30	JONI WAREHAM	MOFFITT	PROB 1	PT	8/26/08	NEW HIRE
31	JOHN ZRELIAC	ASMS	PROB 1	FT	8/26/08	NEW HIRE

	<b>CHANGE OF CONTRACT STATUS</b>					
32	BRANDY EDWARDS	DOUGLAS GARDENS	PROB 3	FT	8/26/08	TEMPORARY CONTRACT TO PROB 3
33	ASHLEY JESSEN	MAPLE	PROB 2	FT	8/26/08	MOVED FROM PART TIME TO FULL TIME STATUS
34	RACHAEL OVERALL	DOUGLAS GARDENS	PROB 2	FT	8/26/08	TEMPORARY CONTRACT TO PROB 2
35	COURTNEY WEEKS	CAMP CREEK	PROB 2	FT	8/26/08	TEMPORARY CONTRACT TO PROB 2
36	NICOLE WENGER	SHS	PROB 1	FT	8/26/08	MOVED FROM PART TIME TO FULL TIME STATUS
37	KEVIN WRIGHT	TMS	PROB 1	FT	7/08	MOVED FROM CONTRACT TEACHER TO PROB 1 ADMIN
	<b>RESIGNATIONS</b>					
38	SUSAN H. AYERS	MAPLE	CONTRACT TEACHER	FT	10/31/08	RESIGNATION
	<b>RETIREMENTS</b>					
39	JACOLYN BARRETT	BMS	CONTRACT TEACHER	FT	6/30/09	RETIREMENT
40	BETTY ORCUTT	MT VERNON	CONTRACT TEACHER	FT	8/28/08	RETIREMENT
41	FRANK SULLIVAN	ADMIN	CONTRACT TEACHER	FT	8/31/08	RETIREMENT
42	BRUCE VOGEL	THS	CONTRACT TEACHER	FT	8/31/08	RETIREMENT

RESOLUTION #08-09.003

DATE: JULY 28, 2008

BOARD POLICY FOR APPROVAL

RELEVANT DATA:

A language change in the Collective Bargaining Agreement with the Springfield Education Association has required a change in Board Policy GCBAB, relating to the salary schedule for professional staff. This policy was reviewed as first reading by the Board at the June 23, 2008, board meeting.

The submitted policy is revised with new language in bold and language recommended for deletion denoted by strike through.

Dawn Strong is available to answer questions.

RECOMMENDATION:

It is recommended that the Board of Directors approve the following board policy:

- GCBAB – Professional Staff Salary Schedule Advancement

Submitted by:

Dawn Strong  
Director of Human Resources



## BOARD POLICY: GCBAB

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### PROFESSIONAL STAFF SALARY SCHEDULE ADVANCEMENT

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- A. Effective July 1, 1988, upon initial employment teachers will be placed on the salary schedule according to the standards established by this policy. After employment, teachers who meet the criteria for higher salary columns, as established by this policy, may advance to such higher columns in accord with District procedures.
- B. Salary Schedule                      Initial Placement Criteria
1. "B"                                      The teacher has been granted a Bachelor's degree from an accredited college or university.
  2. "B+23"                                The teacher has taken and passed 23 graduate credit quarter hours after the date of award of a Bachelor's degree.
  3. "B+45"                                The teacher has taken and passed 45 graduate credit quarter hours after the date of award of a Bachelor's degree.
  4. "B+68 or M"                        The teacher has taken and passed 68 graduate credit quarter hours after the date of award of a Bachelor's degree or the teacher has been awarded a Master's degree from an accredited college or university.
  5. "B+90 or M+22"                    Teachers may satisfy requirements for this salary column in any of three ways:
    - a. The teacher has taken and passed 90 graduate credit quarter hours after the date of award of a Bachelor's degree, or
    - b. The teacher has taken and passed 67 graduate credit quarter hours after the date of award of a Bachelor's degree and has been awarded a Master's degree from an accredited college or university, or
    - c. The teacher has been awarded a Master's degree from an accredited college or university and has taken and passed 22 graduate credit quarter hours after the date of award of the Master's degree



6. M + 45 To attain this salary column, teachers must satisfy either of the following requirements:
- a. The teacher has taken and passed 90 graduate credit quarter hours after the date of award of a Bachelor's degree and has been awarded a Master's degree from an accredited college or university, or
  - b. The teacher has been awarded a Master's degree from an accredited college or university and has taken and passed 45 graduate credit quarter hours after the date of award of the Master's degree.
7. **Ph.D./Ed.D. The teacher has been granted a doctoral degree from an accredited college or university.**
- C. Degrees and credits must be awarded by an accredited college or university in order to be applied for initial placement or advancement on the salary schedule. Practicum courses taken and passed after September 1, 1983 may be applied toward salary column placement if they meet all of the other standards in this policy for salary schedule credit.
- D. Placement on the salary schedule will be based on full-year teaching experience. Experience will not be awarded for substitute teaching or partial years service.
- E. Initial placement on the salary schedule will not be made above step 10 on the salary schedule without superintendent authorization.
- F. Administrators recommending placement on the salary schedule above step 10 must petition the superintendent or his/her designee. If placement above step 10 on the salary schedule is determined to meet the needs of the District, the employee will be placed on the salary schedule based on actual experience. Placement on the salary schedule will not exceed the maximum step of the current salary schedule.
- G. After initial placement on the salary schedule, step advancement down a column will be awarded only for appropriate teaching experience. Hours used toward advancement from one column to another must be earned from an accredited college or university. Hours or credits earned must be classified as Graduate Hours, except for non-Graduate hours or credits related to the member's current assignment, performance goals for District evaluation, or Continuing Professional Development Plan for re-certification. In order to be counted, undergraduate hours or credits must be earned after January 1, 2004. The number of hours used to advance to the next column is based on "quarter hours." Each semester credit earned at a college or university will count as 1.5 quarter hours. The Superintendent or designee reserves the right to award non-

accredited hours for coursework deemed by the District to be equivalent to hours awarded by accredited institutions.

- H. Teachers who hold special vocational certificates and do not hold a basic, standard, transitional, initial or continuing teaching certificate will be placed on a Bachelor's column.
1. Step placement on the Bachelor's column for these teachers shall be determined by crediting one year of teaching experience for each two full years of paid, trade-related experience at the journeyman's level prior to employment.
  2. Teachers who do not hold a basic, standard, transitional, initial or continuing teaching certificate must hold a five-year vocational certificate to advance beyond the Bachelor's column of the salary schedule.
- I. Teachers hired to teach approved vocational courses, and who hold a special vocational license in addition to a basic or standard certificate, will be placed, in accord with this policy, on the salary column that reflects their academic training.
1. Initial step placement for these employees will be determined by granting credit for teaching experience in accord with this policy plus one salary schedule step for each two years of paid, trade-related experience at the journeyman's level.
  2. After initial placement on the salary schedule, step advancement down a column will be awarded only for appropriate teaching experience.
- J. If the superintendent or designee determines there are not reasonable opportunities available for teachers to earn graduate-level credit from an accredited college or university in courses related to the content of particular components of the District's curriculum, the superintendent or designee may authorize teachers assigned one-half time or more in those curricular areas to submit proposals for alternative forms of training to earn advancement at a higher salary column.
1. The superintendent or designee will have final authority to approve such proposals and may appoint an advisory committee to assist in the evaluation of proposals. Proposals must be approved in advance of completion of proposed training activities.
  2. Proposals submitted under this section may include combinations of graduate courses, work experience, and/or undergraduate courses.
    - a. At least one-third of the number of hours needed to advance to the next salary column will be earned in graduate-credit courses designed to improve the teacher's understanding of the instructional process, e.g., methods of teaching, evaluation of learning, curriculum construction, etc.

- b. Not more than one-third of the hours necessary to qualify for the higher salary column will be earned in work experience.
- c. Work experience approved for credit for salary column advancement must meet all of the following criteria:
  - (1) One-half credit shall be given for each forty (40) contract hours of work experience.
  - (2) Work experience must be directly related to the teacher's assignment.
  - (3) Work experience must take place after the initial date of employment of the teacher with the District.
  - (4) Work experience completed in conjunction with a college or university course shall not count for both work experience credit and college credit.
- d. If an approved proposal for salary column advancement includes training in an industrial school, trade school, community college program, or other training program in which credit is not designated for courses, column advancement credit will be awarded at the rate of one-half credit for each forty (40) hours of attendance in the approved training program.

END OF POLICY

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Legal References:  
ORS 342.815(5)

Other:

Adopted: 11-27-95  
Amended: 9-8-97, 6-23-97, 2-24-2004, 5-23-2005, 4-23-2007  
Replaces: 3510.1, 3500, 3510, GCBA