



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
Thursday, May 23, 2019 6:30 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/UC9Jtpte5dmilZl9kySBJbVQ?>
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

Thursday, May 23, 2019
6:30 PM

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

Meeting Details: Thursday, May 23, 2019, 6:30 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 (6:30 p.m.)
- II. EXECUTIVE SESSION – 4:45-6:15 p.m. The Board will meet in Executive (closed) Session under ORS 192.660(2)(d) to consult with persons designated for labor negotiations. **Note: this is not part of the public meeting.**
- III. PLEDGE OF ALLEGIANCE
- IV. FAREWELL TO DEPARTING BOARD MEMBER
- V. BOND UPDATE (6:45 p.m. approx.)



Corvallis

SCHOOL DISTRICT

Prepared for: Corvallis School Board
Prepared by: Kim Patten, Director of Facilities and Transportation
Meeting Date: May 23, 2019

Bond Program Update

For Information

Background

Wenaha Group provides project management services for the Facilities Improvement Bond approved by voters in May 2018. Wenaha Group's project managers will prepare a monthly report to communicate status and progress on bond projects. The report will be included in a board packet each month, published on the district website, and shared with key communicators.

In addition to the monthly report, Wenaha Group will be presenting on the equity work happening within the bond.

Direct questions regarding bond projects to kim.patten@corvallis.k12.or.us



CORVALLIS SCHOOL DISTRICT BOND PROGRAM UPDATE May 23, 2019



GENERAL PROGRAM UPDATE

The bond team is working on Schematic Design reviews and budget alignment on several of the projects. This process involves estimates of the work by either our CM/GC contractors and/or an independent cost estimator. Bond promises are reviewed to ensure they are being met and that budgeted funds are in alignment with the identified scope. The bond leadership team has been working on decision-making and approval processes for accessing bond reserves when needed.

The Master Bond Schedule has been updated. Key adjustments include the alignment of Adams, Jefferson and Wilson to be designed and constructed parallel with each other, and the shifting of Mt. View and Franklin to construction in 2022. In addition, Cheldelin is shifting to construction in two phases in 2020 and 2021, and Harding is moving to 2022. Schedules are very dynamic and may need to be adjusted due to capacity or market conditions.

New Consultants

- Solar Assessment
- Traffic Engineers

Currently Procuring

- Solar Partner for District Office Array and Battery Storage (for IT continuity and as part of the 1.5% renewable energy bond obligation)
- Commissioning Agents

Construction this Summer

- Seismic Projects at Adams, Jefferson and Wilson
- Track Improvements at Linus Pauling, Cheldelin and Corvallis High
- Sports Field and Track Improvements at Crescent Valley
- Boiler Replacement at Crescent Valley Building A
- Softball Facilities Improvements at Corvallis High School
- Taylor Field Light Replacement

CONTACT INFORMATION

For questions, comments or additional information, please contact:

Dave Fishel
Project Principal
Wenaha Group
davef@wenahagroup.com



CORVALLIS SCHOOL DISTRICT BOND PROGRAM UPDATE May 23, 2019



PROJECT PHOTO GALLERY



Bond Expo held at Garfield Elementary showcasing Garfield, Lincoln, Hoover Elementary schools, and Crescent Valley High School



CORVALLIS SCHOOL DISTRICT BOND PROGRAM UPDATE May 23, 2019



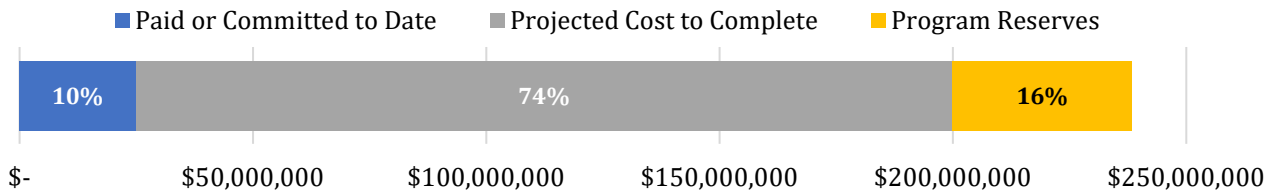
FINANCIAL SUMMARY AS OF April 30, 2019

Voter Approved Issuance Authority	\$ 199,916,925
Bond Sale Premium	28,699,499
Bond Interest Earnings	1,754,335
OSCIM Grant ¹	6,234,147
Other Funding ²	1,861,116
Total Resources	\$238,416,022

Paid to Date	\$ 4,307,087
Committed to Date	20,574,124
Projected Cost to Complete	175,035,714
Total Projected Cost	199,916,925
Program Reserves	38,499,097
Total Requirements	\$238,416,022

¹ **Oregon School Capital Improvement Matching (OSCIM) Grant.** The district qualified to receive a matching grant through this state program. These funds are restricted to the Lincoln Elementary project.

² **Other Funding.** Additional grants and reimbursements are available from several sources including energy conservation reimbursements, seismic rehabilitation grants, and ODE Technical Assistance Program (TAP) grants. These funds are restricted to specific projects.



BUDGET SUMMARY AS OF April 30, 2019

	Original Estimate	Current Budget	Paid or Committed	Projected Total Cost	Budget Variance
Adams Elementary	\$ 12,165,241	\$ 11,594,457	\$ 1,051,255	\$ 11,594,457	\$ -
Garfield Elementary	21,435,804	20,431,066	1,871,991	20,431,066	-
Hoover Elementary	37,084,000	35,345,308	2,429,405	35,345,308	-
Jefferson Elementary	12,928,559	12,322,158	1,124,798	12,322,158	-
Lincoln Elementary	36,917,098	35,185,922	2,268,479	35,185,922	-
Mt View Elementary	9,341,711	8,904,029	770,945	8,904,029	-
Wilson Elementary	12,388,876	11,807,766	1,064,698	11,807,766	-
Franklin K-8 School	9,335,022	8,897,336	612,806	8,897,336	-
Cheldelin Middle School	10,759,962	9,992,479	1,450,638	9,992,479	-
Linus Pauling Middle School	400,000	400,000	291,200	400,000	-
Corvallis High School	8,375,406	7,982,711	1,737,815	7,982,711	-
Crescent Valley High School	17,025,447	16,226,898	1,851,080	16,226,898	-
Harding Center	11,759,799	11,208,697	1,361,402	11,208,697	-
Program Administration	<i>included in estimates above</i>	9,618,098	6,994,699	9,618,098	-
TOTAL	\$199,916,925	\$199,916,925	\$24,881,211	\$199,916,925	\$ -



CORVALLIS SCHOOL DISTRICT BOND PROGRAM UPDATE May 23, 2019



ADAMS ELEMENTARY SCHOOL MAJOR ADDITION AND REMODEL

Project Manager: **Wenaha Group**
Architect: **DLR Group**
CM/GC Contractor: **Fortis Construction**

PROJECT DESCRIPTION

Add five (5) permanent classrooms, create collaborative/small group learning areas, create dedicated PE space by adding multi-use cafeteria, renovate existing classroom space for student support services, improve ADA accessibility, install energy efficient lighting, replace covered play shelter, upgrade finishes in hallways and shared spaces including floors, paint, and ceilings, upgrade mechanical infrastructure including electrical, heating, and plumbing systems, replace emergency communication systems, secure front entry, and office modifications.

SCHEDULE

Key Milestones	Start	Completion	% Complete	Comments
Pre-Design	Nov 2018	March 2020	20%	
Design & Permitting	March 2020	March 2021	0%	Seismic work not reflected
Construction	April 2021	Nov 2021	0%	

CURRENT ACTIVITIES

- Preparing for summer 2019 seismic project.

ACTIVITIES SCHEDULED FOR NEXT QUARTER

- Investigation regarding possible underground fuel oil tank.
- Seismic construction to start in June.
- Working with principal, teachers, steward, department, maintenance department and IT to coordinate the work. Plans are being developed for office requirements both in June and August, and the Kinder Academy function scheduled for late July/early August.

HIGHLIGHTS

- Guaranteed Maximum Price (GMP) for the seismic work was approved by the board.

CHALLENGES AND SOLUTIONS

- N/A



CORVALLIS SCHOOL DISTRICT BOND PROGRAM UPDATE May 23, 2019



BUDGET SUMMARY 4/30/19

Original Estimate	Current Budget	Paid/Committed to Date	Projected Total Cost	Budget Variance
\$12,165,241	\$11,594,457	\$1,051,255	\$11,594,457	\$0

Current budget is exclusive of program administration costs

PROJECT PHOTO GALLERY

ADAMS ELEMENTARY SCHOOL

VOLUNTARY SEISMIC UPGRADE (B1) - CORVALLIS SCHOOL DISTRICT

1615 SW 35th STREET
CORVALLIS, OR 97333

BID AND PERMIT SET

MARCH 21, 2019



PROJECT TEAM

OWNER
CORVALLIS SCHOOL DISTRICT
1655 SW 35th STREET
CORVALLIS, OR 97333
CONTACT: KIM PATTON
PH: (541) 757-5811

OWNERS REPRESENTATIVE
WENHA GROUP
3711 PACIFIC AVENUE, SUITE 301
TACOMA, WA 98418
CONTACT: ERIC ECKFIELD
PH: (253) 433-3995

GENERAL CONTRACTOR
FORTIS CONSTRUCTION
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PORTLAND, OR 97205
CONTACT: BRIAN GRUENEMAY
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ARCHITECT
DLR GROUP
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ENVELOPE ENGINEER
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CONTACT: TYLER SMITH
PH: (503) 222-1715

DLR Group

REGISTERED ARCHITECT
STATE OF OREGON

ADAMS ES - 2019 SEISMIC UPGRADES
BID AND PERMIT SET
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CORVALLIS SCHOOL DISTRICT BOND PROGRAM UPDATE May 23, 2019



GARFIELD ELEMENTARY SCHOOL MAJOR ADDITION AND REMODEL

Project Manager: **Wenaha Group**
Architect: **DLR Group**
CM/GC Contractor: **Fortis Construction**

PROJECT DESCRIPTION

Addition of six (6) classrooms, create collaborative and small group learning areas, expand the library/media center, renovation of existing classroom spaces, add covered play shelter, improve ADA accessibility, renovate restrooms, repair concrete floor foundation, replace the kitchen flooring, upgrade finishes in shared spaces with floors, paint, and ceiling, secure front entry, office modifications, improve site circulation and parking, repair/replace sidewalk, seismic upgrades, and upgrades to mechanical, electrical, and plumbing.

SCHEDULE

Key Milestones	Start	Completion	% Complete	Comments
Pre-Design	Oct 2018	Jan 2019	100%	
Design & Permitting	Jan 2019	Feb 2020	40%	
Construction	June 2020	Aug 2021	0%	

CURRENT ACTIVITIES

- We continue to work on site logistics and phasing plans. The current plan is to start construction in June of 2020 and complete in August of 2021 so we are only impacting one school year.
- DLR continues to meet regularly with the core team to advance the design.
- The initial schematic design estimate from Fortis was over budget so we are working through several options to reduce costs.

ACTIVITIES SCHEDULED FOR NEXT QUARTER

- We are currently working on scheduling a meeting with Garfield neighbors to provide an update and seek feedback on the current design.
- The schematic design and project estimate will be finalized so DLR can transition into the next phase of design (design development).

HIGHLIGHTS

- Full engagement with the Garfield staff and neighbors continues.
- Luisa Ardila continues being involved with the Friday Latino Parent Group and the Latino community as a whole.



CORVALLIS SCHOOL DISTRICT BOND PROGRAM UPDATE May 23, 2019



CHALLENGES AND SOLUTIONS

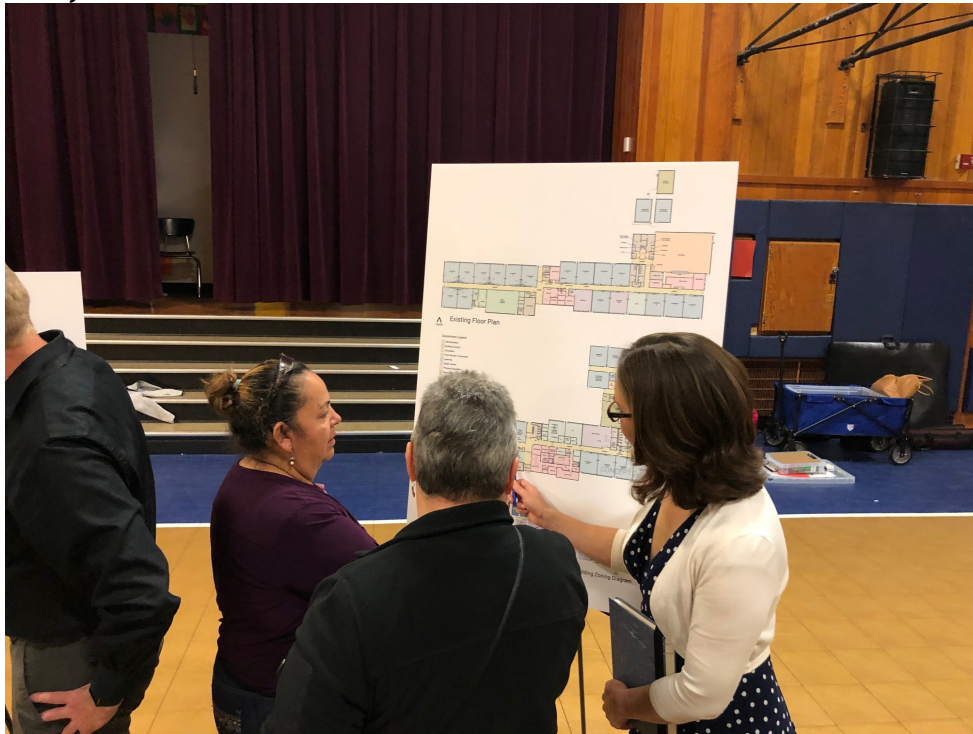
- The current design exceeds the budget. The team is working through options to reduce costs without compromising the bond promise. Code and safety concerns are driving the parking and site design significantly above what was anticipated in the bond promise.

BUDGET SUMMARY 4/30/19

Original Estimate	Current Budget	Paid/Committed to Date	Projected Total Cost	Budget Variance
\$21,435,804	\$20,431,066	\$1,871,991	\$20,431,066	\$0

Current budget is exclusive of program administration costs

PROJECT PHOTO GALLERY



DLR Group Architect discussing potential floor plan at Bond Expo



CORVALLIS SCHOOL DISTRICT BOND PROGRAM UPDATE May 23, 2019



DLR Group Architect discussing proposed site plan at Bond Expo



CORVALLIS SCHOOL DISTRICT BOND PROGRAM UPDATE May 23, 2019



HOOVER ELEMENTARY SCHOOL REPLACEMENT SCHOOL

Project Manager: **Wenaha Group**
Architect: **DLR Group**
Contractor: **TBD**

PROJECT DESCRIPTION

Construct new elementary school and demolish existing school. Create new play areas and fields once demolition is complete.

SCHEDULE

Key Milestones	Start	Completion	% Complete	Comments
Pre-Design	Aug 2018	Dec 2018	100%	
Design & Permitting	Jan 2019	March 2020	30%	
Construction	April 2020	Nov 2021	0%	

CURRENT ACTIVITIES

- Currently reviewing Schematic Design and preparing estimate for the project.
- DAC Meeting #3 occurred May 1, 2019.

ACTIVITIES SCHEDULED FOR NEXT QUARTER

- City of Corvallis land use and permitting meetings are being scheduled.
- Design Advisory Committee meetings #4 will occur.

HIGHLIGHTS

- Principal Gosser is meeting regularly with the design team to discuss community needs and school design.
- District and Wenaha met with principal and staff to receive input on the schematic design.

CHALLENGES AND SOLUTIONS

- Removal of an existing underground fuel tank in the playground area to be dealt with through design process.



CORVALLIS SCHOOL DISTRICT BOND PROGRAM UPDATE May 23, 2019



BUDGET SUMMARY 4/30/19

Original Estimate	Current Budget	Paid/Committed to Date	Projected Total Cost	Budget Variance
\$37,084,000	\$35,345,308	\$2,429,405	\$35,345,308	\$0

Current budget is exclusive of program administration costs

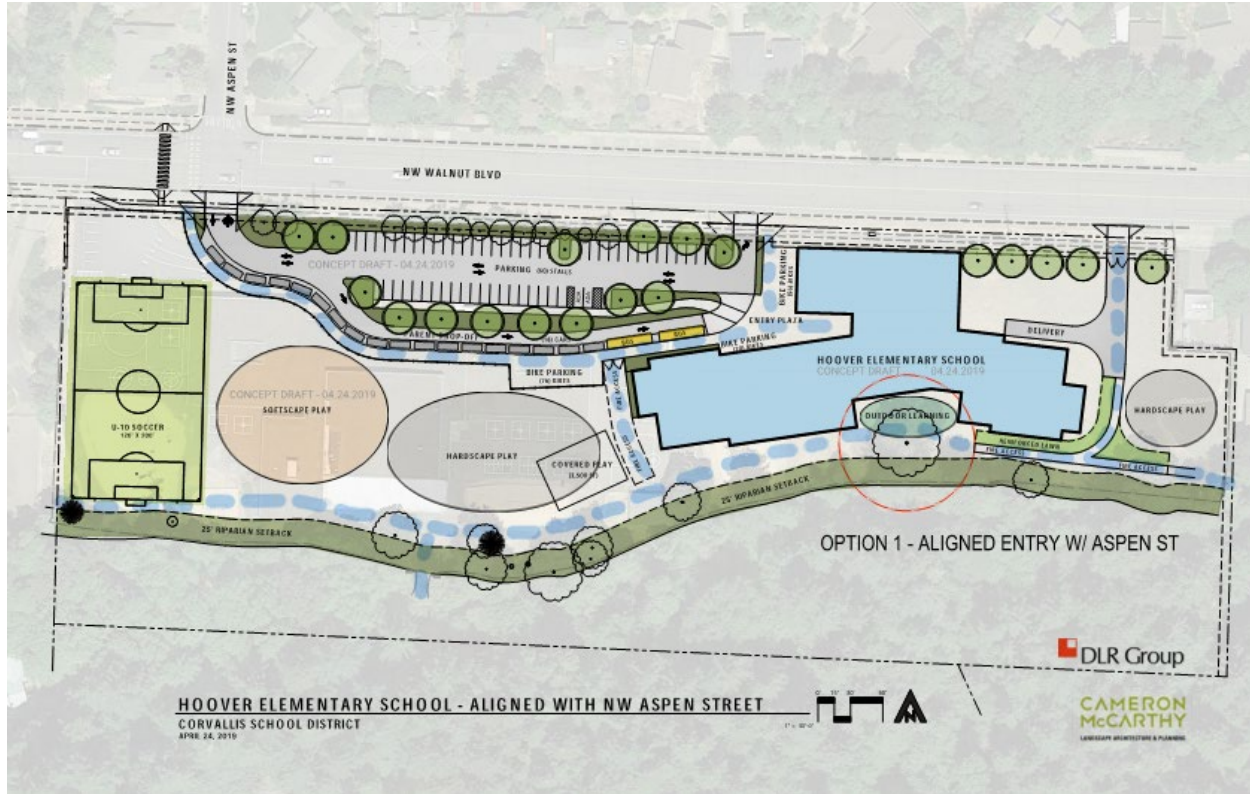
PROJECT PHOTO GALLERY



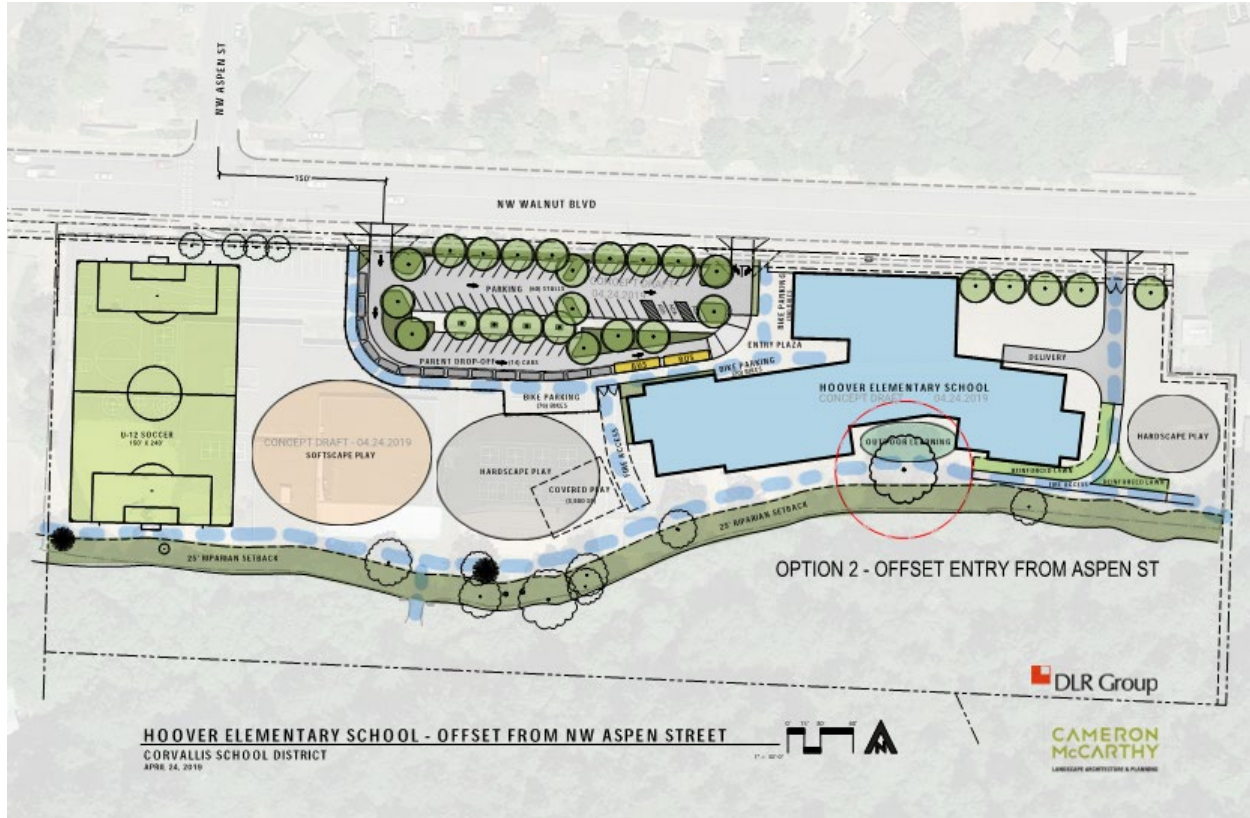
Hoover DAC #3 and Bond Expo



CORVALLIS SCHOOL DISTRICT BOND PROGRAM UPDATE May 23, 2019



Site Plan Option 1 - Align with Aspen



Site Plan Option 2 - Offset from Aspen



CORVALLIS SCHOOL DISTRICT BOND PROGRAM UPDATE May 23, 2019



JEFFERSON ELEMENTARY SCHOOL MAJOR ADDITION AND REMODEL

Project Manager: **Wenaha Group**
Architect: **DLR Group**
CM/GC Contractor: **Fortis Construction**

PROJECT DESCRIPTION

Add six (6) permanent classrooms, create collaborative/small group learning areas, create dedicated PE space by adding multi-use cafeteria, renovate existing classroom space for student support services, add ADA accessible restrooms in Life Skills classrooms, improve ADA accessibility, install energy efficient lighting, replace covered play shelter, upgrade finishes in hallways and shared spaces including floors, paint, and ceilings, upgrade mechanical infrastructure including electrical, heating, and plumbing systems, improve emergency lighting, improve site circulation and parking, replace emergency communication systems, replace sidewalk, secure front entry, and office modifications.

SCHEDULE

Key Milestones	Start	Completion	% Complete	Comments
Pre-Design	Nov 2018	March 2020	20%	
Design & Permitting	March 2020	March 2021	0%	Seismic work not reflected
Construction	April 2021	Nov 2021	0%	

CURRENT ACTIVITIES

- Preparing for summer 2019 seismic project.

ACTIVITIES SCHEDULED FOR NEXT QUARTER

- Investigation regarding possible underground fuel oil tank.
- Seismic construction to start in June.
- Working with principal, teachers, steward, department, maintenance department and IT to coordinate the work. Plans are being developed for office requirements both in June and August, and the Kinder Academy function scheduled for late July/early August.

HIGHLIGHTS

- Guaranteed Maximum Price (GMP) for the seismic work was approved by the board.

CHALLENGES AND SOLUTIONS

- N/A



CORVALLIS SCHOOL DISTRICT BOND PROGRAM UPDATE May 23, 2019



BUDGET SUMMARY 4/30/19

Original Estimate	Current Budget	Paid/Committed to Date	Projected Total Cost	Budget Variance
\$12,928,559	\$12,322,158	\$1,124,798	\$12,322,158	\$0

Current budget is exclusive of program administration costs

PROJECT PHOTO GALLERY

JEFFERSON ELEMENTARY SCHOOL

VOLUNTARY SEISMIC UPGRADE (B2) - CORVALLIS SCHOOL DISTRICT

1825 NW 27th STREET
CORVALLIS, OR 97330

BID AND PERMIT SET

MARCH 21, 2019



PROJECT TEAM

OWNER
CORVALLIS SCHOOL DISTRICT
1555 SW 35th STREET
CORVALLIS, OR 97333
CONTACT: KIM PATTON
PH: (541) 757-5811

OWNERS REPRESENTATIVE
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ARCHITECT
DLR GROUP
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CONTACT: TY KOELLMANN, AIA
PH: (503) 274-9808

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ENVELOPE ENGINEER
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CONTACT: TYLER SMITH
PH: (503) 222-1715

DLR Group

REGISTERED ARCHITECT

JEFFERSON ES - 2019 SEISMIC UPGRADES

BID AND PERMIT SET

19-10-005

COVER SHEET

G0.0S



CORVALLIS SCHOOL DISTRICT BOND PROGRAM UPDATE May 23, 2019



LINCOLN ELEMENTARY SCHOOL REPLACEMENT SCHOOL

Project Manager: **Wenaha Group**
Architect: **DLR Group**
Contractor: **TBD**

PROJECT DESCRIPTION

Construct new elementary school and demolish existing school. Create new play areas and fields once demolition is complete.

SCHEDULE

Key Milestones	Start	Completion	% Complete	Comments
Pre-Design	Aug 2018	Dec 2018	100%	
Design & Permitting	Jan 2019	March 2020	30%	
Construction	April 2020	Nov 2021	0%	

CURRENT ACTIVITIES

- Currently reviewing Schematic Design and preparing estimate for the project.
- DAC Meeting #3 is scheduled for 5/29/19.

ACTIVITIES SCHEDULED FOR NEXT QUARTER

- City of Corvallis land use and permitting meetings are being scheduled.
- Design Advisory Committee Meetings #4 to be scheduled.

HIGHLIGHTS

- Principal Hale is meeting regularly with the design team to discuss community needs and school design.

CHALLENGES AND SOLUTIONS

- N/A



CORVALLIS SCHOOL DISTRICT BOND PROGRAM UPDATE May 23, 2019

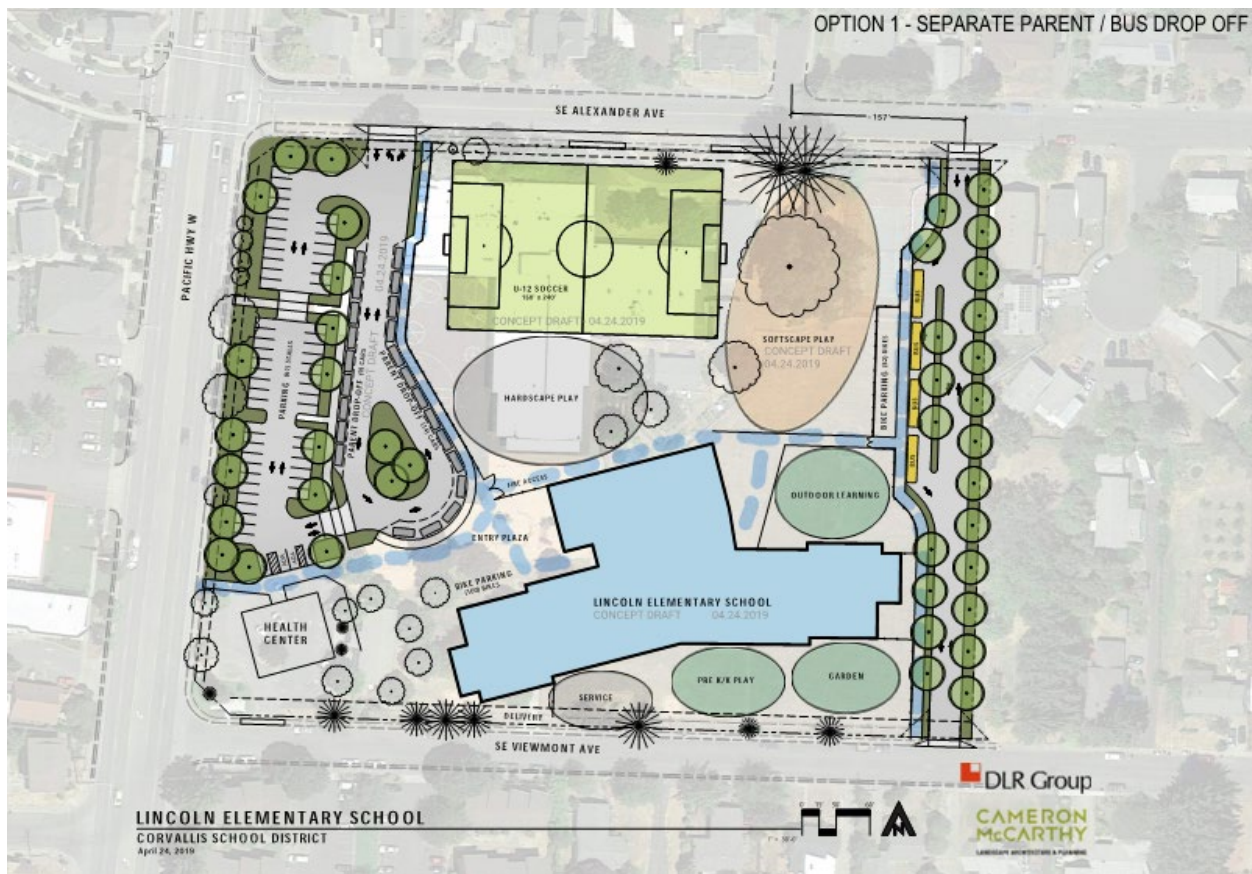


BUDGET SUMMARY 4/30/19

Original Estimate	Current Budget	Paid/Committed to Date	Projected Total Cost	Budget Variance
\$36,917,098	\$35,185,922	\$2,268,479	\$35,185,922	\$0

Current budget is exclusive of program administration costs

PROJECT PHOTO GALLERY



Site Plan Option - Separate Parent / Bus Drop Off



CORVALLIS SCHOOL DISTRICT BOND PROGRAM UPDATE May 23, 2019



MOUNTAIN VIEW ELEMENTARY SCHOOL MAJOR ADDITION AND REMODEL

Project Manager: **Wenaha Group**
Architect: **DLR Group**
CM/GC Contractor: **Fortis Construction**

PROJECT DESCRIPTION

Add three (3) permanent classrooms, convert existing office to classroom space, create collaborative/small group learning areas, improve ADA accessibility, install energy efficient lighting, replace kitchen flooring, upgrade finishes in hallways and shared spaces including floors, paint, and ceilings, upgrade mechanical infrastructure including electrical, heating, and plumbing systems, enhance emergency communication systems, improve emergency lighting, improve seismic safety, improve site circulation and parking.

SCHEDULE

Key Milestones	Start	Completion	% Complete	Comments
Pre-Design	Dec 2018	Dec 2020	5%	
Design & Permitting	Jan 2021	Mar 2022	0%	
Construction	Apr 2022	Oct 2022	0%	

CURRENT ACTIVITIES

- N/A

ACTIVITIES SCHEDULED FOR NEXT QUARTER

- Upcoming hazardous material sampling and testing

HIGHLIGHTS

- N/A

CHALLENGES AND SOLUTIONS

- N/A



CORVALLIS SCHOOL DISTRICT BOND PROGRAM UPDATE May 23, 2019



BUDGET SUMMARY 4/30/19

Original Estimate	Current Budget	Paid/Committed to Date	Projected Total Cost	Budget Variance
\$9,341,711	\$8,904,029	\$770,945	\$8,904,209	\$0

Current budget is exclusive of program administration costs

PROJECT PHOTO GALLERY

N/A



CORVALLIS SCHOOL DISTRICT BOND PROGRAM UPDATE May 23, 2019



WILSON ELEMENTARY SCHOOL MAJOR ADDITION AND REMODEL

Project Manager: **Wenaha Group**
Architect: **DLR Group**
CM/GC Contractor: **Fortis Construction**

PROJECT DESCRIPTION

Add three (3) permanent classrooms, create collaborative/small group learning areas, create dedicated PE space by adding multi-use cafeteria, renovate existing classroom space for student support services, improve ADA accessibility, install energy efficient lighting, replace covered play shelter, upgrade finishes in hallways and shared spaces including floors, paint, and ceilings, upgrade mechanical infrastructure including electrical, heating, and plumbing systems, enhance emergency communication systems, improve emergency lighting secure front entry, and office modifications.

SCHEDULE

Key Milestones	Start	Completion	% Complete	Comments
Pre-Design	Nov 2018	Mar 2020	20%	
Design & Permitting	March 2020	March 2021	0%	Seismic work not reflected
Construction	April 2021	Nov 2021	0%	

CURRENT ACTIVITIES

- Preparing for summer 2019 seismic project.

ACTIVITIES SCHEDULED FOR NEXT QUARTER

- Investigation regarding possible underground fuel oil tank.
- Seismic construction to start in June.
- Working with principal, teachers, steward, department, maintenance department and IT to coordinate the work. Plans are being developed for office requirements both in June and August, and the Kinder Academy function scheduled for late July/early August.

HIGHLIGHTS

- Guaranteed Maximum Price (GMP) for the seismic work was approved by the board.

CHALLENGES AND SOLUTIONS

- N/A



CORVALLIS SCHOOL DISTRICT BOND PROGRAM UPDATE May 23, 2019



BUDGET SUMMARY 4/30/19

Original Estimate	Current Budget	Paid/Committed to Date	Projected Total Cost	Budget Variance
\$12,388,876	\$11,807,766	\$1,064,698	\$11,807,766	\$0

Current budget is exclusive of program administration costs

PROJECT PHOTO GALLERY

WILSON ELEMENTARY SCHOOL

VOLUNTARY SEISMIC UPGRADE (B3) - CORVALLIS SCHOOL DISTRICT

2701 NW SATINWOOD STREET
CORVALLIS, OR 97330

BID AND PERMIT SET

MARCH 21, 2019



PROJECT TEAM

OWNER
CORVALLIS SCHOOL DISTRICT
1555 SW 35th STREET
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CONTACT: KM PATTON
PH: (541) 757-5811

OWNERS REPRESENTATIVE
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GENERAL CONTRACTOR
FORTIS CONSTRUCTION
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ENVELOPE ENGINEER
305 SE THIRD AVE., SUITE 305
PORTLAND, OR 97214
CONTACT: TYLER SMITH
PH: (503) 222-1715

PHOTO COURTESY OF CORVALLIS SCHOOL DISTRICT

PROJECT TEAM

WILSON ES - 2019 SEISMIC UPGRADES

BID AND PERMIT SET

COVER SHEET

G0.0S



CORVALLIS SCHOOL DISTRICT BOND PROGRAM UPDATE May 23, 2019



FRANKLIN K-8 MAJOR REMODEL

Project Manager: **Wenaha Group**
Architect: **DLR Group**
CM/GC Contractor: **Fortis Construction**

PROJECT DESCRIPTION

Create collaborative/small group learning areas, renovate 2 classrooms to support middle school science instruction, improve ADA accessibility, install energy efficient lighting, renovate restrooms, replace exterior windows, flagpole, kitchen flooring, and roof, upgrade finishes in hallways and shared spaces including floors, paint, and ceilings, upgrade mechanical infrastructure including electrical, heating and plumbing systems, improve emergency & exterior lighting, improve seismic safety, repair sidewalks, replace emergency communication systems, secure front entry, and office modifications.

SCHEDULE

Key Milestones	Start	Completion	% Complete	Comments
Pre-Design	Jan 2019	Dec 2020	5%	
Design & Permitting	Jan 2021	Mar 2022	0	
Construction	June 2022	Dec 2022	0	

CURRENT ACTIVITIES

- N/A

ACTIVITIES SCHEDULED FOR NEXT QUARTER

- Upcoming hazardous material sampling and testing.

HIGHLIGHTS

- N/A

CHALLENGES AND SOLUTIONS

- Removal of an existing underground fuel tank that is already decommissioned. This work will be incorporated into the project design.



CORVALLIS SCHOOL DISTRICT BOND PROGRAM UPDATE May 23, 2019



BUDGET SUMMARY 4/30/19

Original Estimate	Current Budget	Paid/Committed to Date	Projected Total Cost	Budget Variance
\$9,335,022	\$8,897,336	\$612,806	\$8,897,336	\$0

Current budget is exclusive of program administration costs

PROJECT PHOTO GALLERY

N/A



CORVALLIS SCHOOL DISTRICT BOND PROGRAM UPDATE May 23, 2019



CHELDELIN MIDDLE SCHOOL MAJOR RENOVATION

Project Manager: **Wenaha Group**
Architect: **Pivot Architecture**
Track Contractor: **Field Turf USA**
CM/GC Contractor: **Gerding Builders**

PROJECT DESCRIPTION

Resurface existing track: Scope also includes enlarging the high jump area to accommodate two jumping areas and improving drainage around the long jump area.

Renovation: Renovate classroom to create a STEM lab, renovate library/media center, improve ADA accessibility, install elevator to upper gym for ADA access, renovate cafeteria, renovate restrooms, replace kitchen flooring, upgrade mechanical infrastructure including electrical, heating, and plumbing systems, improve emergency lighting, improve seismic safety, replace wooden bleachers in the gym.

SCHEDULE

Key Milestones	Start	Completion	% Complete	Comments
Pre-Design	Jan 2019	June 2019	10%	This project is being
Design & Permitting	May 2019	Feb 2020	10%	moved forward in the
Construction	June 2020	Oct 2021	0%	master schedule

CURRENT ACTIVITIES

- Work on the track will begin as soon as school is out and be complete by mid-August.
- Initial design kick of meetings are scheduled before the end of the current school year.

ACTIVITIES SCHEDULED FOR NEXT QUARTER

- The design team will work through the summer on the schematic design and prepared for further engagement with staff in the fall.
- Design Advisory Committee will kick off in September 2019.

HIGHLIGHTS

- Bids for the track improvement work came in on budget.
- The work at Cheldelin has been moved forward in the master schedule.



CORVALLIS SCHOOL DISTRICT BOND PROGRAM UPDATE May 23, 2019



CHALLENGES AND SOLUTIONS

- N/A

BUDGET SUMMARY 4/30/19

Original Estimate	Current Budget	Paid/Committed to Date	Projected Total Cost	Budget Variance
\$10,759,962	\$9,992,479	\$1,450,638	\$9,992,479	\$0

Current budget is exclusive of program administration costs

PROJECT PHOTO GALLERY



CORVALLIS SCHOOL DISTRICT BOND PROGRAM UPDATE May 23, 2019



LINUS PAULING MIDDLE SCHOOL

RESURFACE TRACK

Project Manager: **Wenaha Group**

Architect: **N.A.**

Contractor: **Field Turf USA**

PROJECT DESCRIPTION

Resurface existing track. Additional scope includes enlarging the high jump area to accommodate two jumping areas, improving drainage around the long jump area, removing the pole vault pad and adding track surface to the javelin runway.

SCHEDULE

Key Milestones	Start	Completion	% Complete	Comments
Pre-Design	N.A.	N.A.	N.A.	
Design & Permitting	Jan 2019	March 2019	90%	
Construction	June 2019	Aug 2019		

CURRENT ACTIVITIES

- Planning is underway to begin work on the track as soon as school is out.
- The permit is working its way through the City Building Department.
- Meeting with staff to finalize track layout and markings.

ACTIVITIES SCHEDULED FOR NEXT QUARTER

- Work on the track will begin as soon as school is out and be complete by mid-August.

HIGHLIGHTS

- Bids for this work came in on budget.

CHALLENGES AND SOLUTIONS

- The track area will be fenced off all summer for construction. The District is coordinating with groups that typically use the facility during the summer so they can make alternate plans.



CORVALLIS SCHOOL DISTRICT BOND PROGRAM UPDATE May 23, 2019



BUDGET SUMMARY 4/30/19

Original Estimate	Current Budget	Paid/Committed to Date	Projected Total Cost	Budget Variance
\$400,000	\$400,000	\$291,200	\$400,000	\$0

PROJECT PHOTO GALLERY

N/A



CORVALLIS SCHOOL DISTRICT BOND PROGRAM UPDATE May 23, 2019



CORVALLIS HIGH SCHOOL MAJOR RENOVATION

Project Manager: **Wenaha Group**
Architect: **Pivot Architecture**
CM/GC Contractor: **Gerding Builders**

PROJECT DESCRIPTION

Expand covered outdoor learning area for career technical education, renovate classroom spaces for career and technical education, improve softball facilities, including restroom and concessions, install ADA door openers, install covered walkway to applied technology buildings, replace artificial turf field, replace hallway carpet, replace roof on main building & greenhouse roof, resurface track, enhance video surveillance system, increase restroom connections to emergency generator, toilets & faucets, replace field lighting at Taylor Field.

SCHEDULE

Key Milestones	Start	Completion	% Complete	Comments
Pre-Design	Nov 2018	Oct 2019	10%	Initial CTE Planning
Design & Permitting	Nov 2019	Oct 2020	75%	Athletic Improvements
Construction	Nov 2020	Sept 2021		

CURRENT ACTIVITIES

- Application for Conditional Development Permit modification has been submitted to the City Planning Department for the Taylor field and Softball improvements. We expect full approval by the end of May.
- Planning is underway for summer 2019 projects which include, Taylor Field light replacement, track resurfacing and Varsity Softball improvements.

ACTIVITIES SCHEDULED FOR NEXT QUARTER

- Track resurfacing will take place during three weeks in July.
- Taylor Field light replacement will occur in early August.
- Softball improvements are scheduled to start in early July and be complete by November.
- Planning and design will begin this summer for the re-roofing project scheduled for summer of 2020.



CORVALLIS SCHOOL DISTRICT BOND PROGRAM UPDATE May 23, 2019



HIGHLIGHTS

- Summer projects have been closely coordinated with all users to make sure the process is clearly understood and impacts are minimized.

CHALLENGES AND SOLUTIONS

- Bids for the Softball project came in significantly over the original bond promise amount requiring use of project contingency to cover the difference.

BUDGET SUMMARY 4/30/19

Original Estimate	Current Budget	Paid/Committed to Date	Projected Total Cost	Budget Variance
\$8,375,406	\$7,982,711	\$1,737,815	\$7,982,711	\$0

Current budget is exclusive of program administration costs

PROJECT PHOTO GALLERY



CORVALLIS SCHOOL DISTRICT BOND PROGRAM UPDATE May 23, 2019



CRESCENT VALLEY HIGH SCHOOL MAJOR RENOVATION

Project Manager: **Wenaha Group**
Architect: **Pivot Architecture**
CM/GC Contractor: **Gerding Builders**

PROJECT DESCRIPTION

Expand covered outdoor learning area for career technical education, renovate and expand classroom spaces for career and technical education, install a new artificial turf field, improve ADA accessibility, install elevator in gym building and replace main ramp for ADA access, refurbish, repair, and weatherize building exterior, Replace fire suppression system in kitchen, resurface bus drop-off/pick-up lane, resurface track, upgrade mechanical infrastructure including electrical, heating, and plumbing systems, enhance video surveillance system, improve seismic safety, increase power connections to generator circuit, replace access control system, and replace emergency communication systems.

SCHEDULE

Key Milestones	Start	Completion	% Complete	Comments
Pre-Design	Oct 2018	Dec 2018	100%	
Design & Permitting	Jan 2019	Feb 2020	33%	
Construction	June 2020	Aug 2021?	0%	Might require 2 nd phase in summer 2021.

CURRENT ACTIVITIES

- The boiler replacement project bid on March 28th. The base scope came in right on budget, however during the design process it was discovered that additional scope needed to be added to the project to fix some non-functioning drains. This added approximately \$70,000 to the project which will be funded by project contingency.
- The improvements to the athletic field will bid on April 23rd.
- Pivot provided the initial schematic design documents for the CTE improvements on April 12th. Gerding will develop an initial estimate from these documents which will provide our first good picture of how the intended improvements compare to the budget.
- Pivot is also working on the initial design for the seismic improvements and the team is working on determining if the project could be eligible for a State funded seismic grant.
- The first Design Advisory Committee meeting will be held on April 17th.



CORVALLIS SCHOOL DISTRICT BOND PROGRAM UPDATE May 23, 2019



ACTIVITIES SCHEDULED FOR NEXT QUARTER

- Work will begin as soon as school is out on the boiler replacement and athletic improvements.
- The design process will continue on the balance of the planned improvements with construction planned to begin at the end of 2019.

HIGHLIGHTS

- Pivot Architects have “hired” six CVHS students as interns during the spring term, giving them a great opportunity to better understand what a career in Architecture would look like. Additional internships with Wenaha and Pivot are planned for the fall.
- The schematic design for the CTE improvements is nearly complete. This has been a very complex and time-consuming process involving a significant amount of input from staff and administration.
- The Building A boiler replacement and athletic field improvements will start as soon as school is out. The boiler replacement will be complete in August and the athletic improvements will be complete by November. Home games are being relocated to off-site venues.

CHALLENGES AND SOLUTIONS

- Depending on the scope of the seismic improvements we may consider breaking the projects into two phases to minimize disruption to school operations. This could extend the schedule into summer of 2021.
- The bids for the Athletic Improvements came in over budget requiring use of project contingency to cover the difference.

BUDGET SUMMARY 4/30/19

Original Estimate	Current Budget	Paid/Committed to Date	Projected Total Cost	Budget Variance
\$17,025,477	\$16,226,898	\$1,851,080	\$16,226,898	\$0

Current budget is exclusive of program administration costs



CORVALLIS SCHOOL DISTRICT BOND PROGRAM UPDATE May 23, 2019



PROJECT PHOTO GALLERY



Bond Oversight Committee members looking at CTE spaces



Architect with Pivot Architecture discussing CTE space during the Bond Expo



CVHS Design Advisory Committee Meeting #1



CORVALLIS SCHOOL DISTRICT BOND PROGRAM UPDATE May 23, 2019



HARDING CENTER

MAJOR ADDITION AND REMODEL

Project Manager: **Wenaha Group**

Architect: **Pivot Architecture**

CM/GC Contractor: **Gerding Builders**

PROJECT DESCRIPTION

Adds multi-use cafeteria, renovate two (2) classrooms to support science construction, improve ADA accessibility, renovate locker rooms, replace cabinetry in classrooms, replace roof and gutter system, upgrade mechanical infrastructure including electrical, heating, and plumbing systems, improve emergency lighting, improve seismic safety in one story portion of the building, install access control system, replace emergency communication systems, replace fire monitoring system.

SCHEDULE

Key Milestones	Start	Completion	% Complete	Comments
Pre-Design	Nov 2018	Feb 2019	100%	
Design & Permitting	March 2019	Dec 2019	33%	
Construction	Jan 2020	Oct 2020	0%	

CURRENT ACTIVITIES

- Pivot Architecture continues meeting with the Site Team to finalize schematic design.

ACTIVITIES SCHEDULED FOR NEXT QUARTER

- The project team is exploring the feasibility of improving the older, two story portion of the building that is currently only used for storage of curriculum materials. This scope is not part of the bond promise and would only be undertaken if additional funds are available and approved by the School Board. The Bond Leadership Team has decided to pause the design process and move the Harding project to later in the schedule when it will be known if there are funds available to consider this additional scope.
- Schematic design is nearly complete and an initial cost estimate will be available by the end of June. Design efforts will be paused at that point until a decision is made about whether or not to pursue improvements to the historic portion of the facility.
- To mitigate the effects of delaying the project the District will move forward with the land use and permitting process for the "high tunnel" seasonal greenhouse and the larger permanent greenhouse building as quickly as possible.



CORVALLIS SCHOOL DISTRICT BOND PROGRAM UPDATE May 23, 2019



HIGHLIGHTS

CHALLENGES AND SOLUTIONS

- The planned improvements at Harding will likely trigger significant site improvements required by the City that were not contemplated in the original bond budget. The total scope of the site improvements will not be known until we work through the land use approval process.

BUDGET SUMMARY 4/30/19

Original Estimate	Current Budget	Paid/Committed to Date	Projected Total Cost	Budget Variance
\$11,759,799	\$11,208,697	\$1,361,402	\$11,208,697	\$0

Current budget is exclusive of program administration costs

PROJECT PHOTO GALLERY

N/A

Corvallis School District - 2018 Bond Projects - Master Schedule

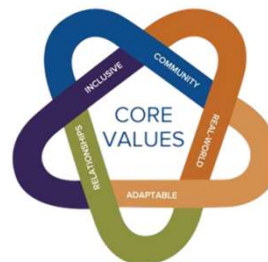


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EQUITY in ACTION

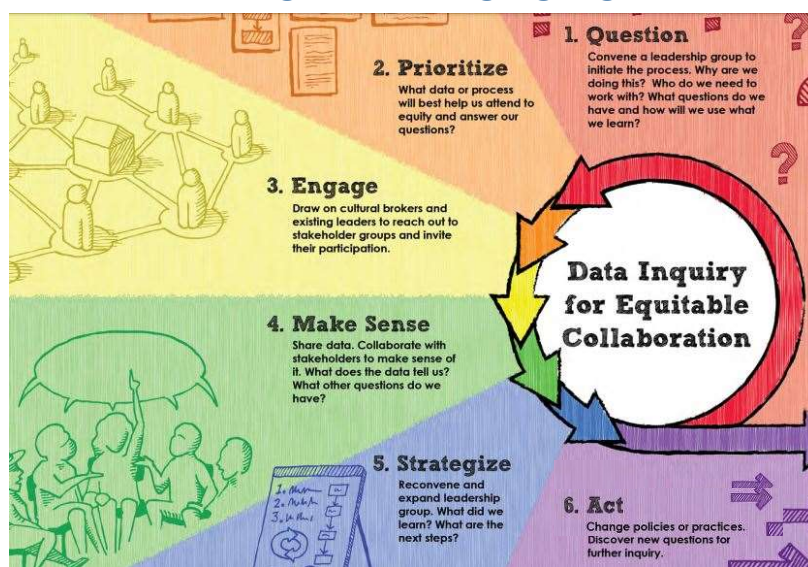
Bond Program Equity Efforts



- ★ Design Advisory Committee – Equity Look Fors
- ★ Community Engagement
- ★ Safe, Welcoming Restrooms for Every Student



How can our Design Advisory Committees be safe, welcoming, and engaging for all?



1. Question

Convene a leadership group to initiate the process. Why are we doing this? Who do we need to work with? What questions do we have and how will we use what we learn?



District Equity Leadership Team Advisory (DELTA) members provided their perspectives and guidance on how best to engage with culturally, linguistically diverse participants

2. Prioritize

What data or process will best help us attend to equity and answer our questions?

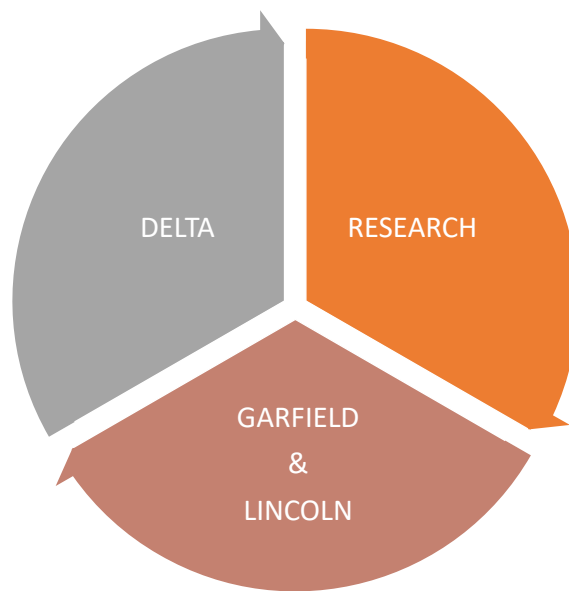
DELTA members' lived experiences became the foundation that guided our equity work



3. Engage

Draw on cultural brokers and existing leaders to reach out to stakeholder groups and invite their participation.

Multiple perspectives influenced and helped inform the evolving work



4. Make Sense

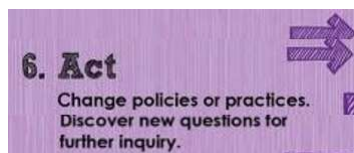
Share data. Collaborate with stakeholders to make sense of it. What does the data tell us? What other questions do we have?



A continuous loop of on-going feedback provided by DELTA, Administrators, & the Bond Project Team influenced the development of a set of guiding questions



**Continuous discussion
and collaboration**



Design Advisory Committee Equity Look Fors

Equity within Design Advisory Committees requires an adaptive and transformational approach that impacts behaviors, mindsets, institutional norms, programs, and policies.

6. Act

Change policies or practices.
Discover new questions for
further inquiry.



Building relationships creates warm, welcoming and safe meetings.

- In what ways are people referred to by name and have opportunities to get to know one another at each meeting?
- How do meeting activities encourage collaboration, opportunities for advocacy and empowerment?
- What types of meeting activities allow for opportunities to reflect and share with one another?
- How might facilitation strategies encourage safe risk taking (room set-up, creating a calm, welcoming environment, group agreements/norms), specifically to maintaining an equity lens?
- How do the meeting activities provide equal power to lived experiences as being considered experts of their children and communities along with those participants that bring formal training and education?
- How can considerations be given to allow adequate wait time for participants' responses?

Stakeholder Training & Further Application

- School Administrators
- Bond Project Team
- External Partners – Architects

Equity Look Fors & Reflective Tool Principal Training

Today's AGENDA

- How the Tools Were Created
- Purpose of the Tool
- Tool Review & Application
- Questions

Today, we will learn about and clarify our role with the DAC Equity Look Fors and Reflection Tool with at least one other person in room.



You will learn about the following:

- Equity and Equality
- Mind-Set & Strategy
- Cultural Competency



Evidence of how are Design Advisory Committees are safe, welcoming, and engaging for ALL



Community Engagement Leads to Trust & Authentic Partnerships



Community Engagement Building Bridges Equity in ACTION



Restrooms



Safety



Supervision

Privacy



Safe and Welcoming Student Restrooms

What factors informed the draft design for elementary student restrooms?

- Design Guidance Principles
- Stakeholder perspective
- Construction codes and requirements
- School Board policy JBC

Safe and Welcoming Student Restrooms

Design Guidance Principle #7

Mental health and well-being for all is encouraged and supported. A diverse, adaptive and inclusive range of spatial attributes honoring age, citizenship, color, sex, sexual orientation, ability, gender expression, gender identity, national origin, parental status, marital status, race and religion is incorporated.

Safe and Welcoming Student Restrooms

Design Guidance Principle #8

The learning environment is inclusive and reflects, supports, and inspires the education of all.

Safe and Welcoming Student Restrooms

Which stakeholders have provided input on student restrooms design?

A work group consisting of school administrators & staff, facilities staff, and representatives & advocates from the LGBTQ community, met three times to study student restrooms. They provided input on the architect's preliminary designs which were presented to the Bond Leadership Team for review.

Safe and Welcoming Student Restrooms

Key Features of Elementary Student Restrooms

Student restrooms will be designed to provide increased privacy including single restrooms with standard, locking doors. Doors and walls extend all the way to the floor without gaps.

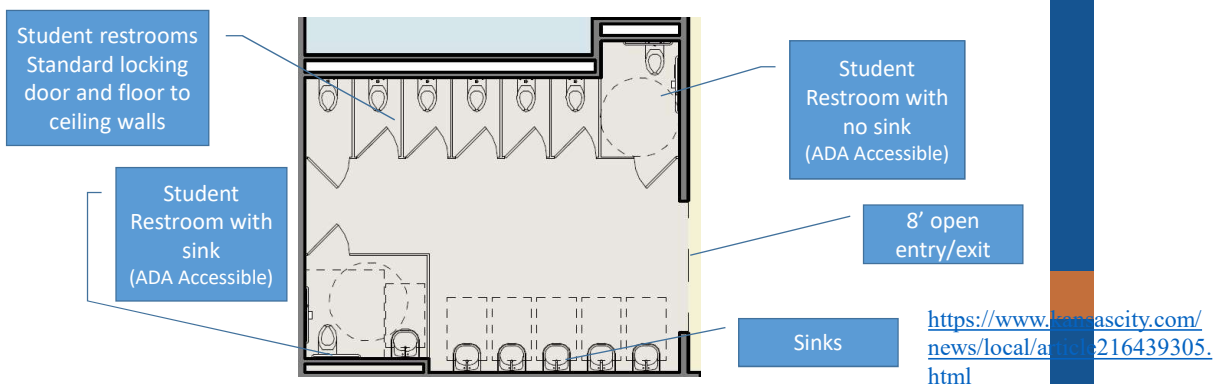
ADA accessible restrooms will also be included.

Supervision is enhanced with 8' wide entrance to student restroom area.

Safe and Welcoming Student Restrooms

Increased safety and privacy

DRAFT Elementary Design



Safe and Welcoming Student Restrooms

Restroom Practices

One student at a time in private restroom. Student locks door while using restroom.

If the lock says "occupied", politely wait outside the handwashing area if restrooms are not available.

Handwashing area is not a gathering space.

Restrooms are technology free zone.

Adult visitors invited to use adult restrooms near the office.

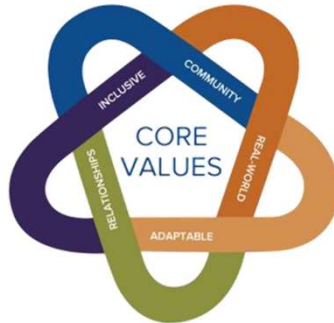
Safe and Welcoming Student Restrooms

Next steps

- Finalize Student Restroom Design Guidelines in June
- Research designs for middle and high schools



Removing barriers for students = our equity work in action



Bond Reserves

Bond Leadership Team will follow the Bond Management Plan in the recommendation for use of bond reserves. A strategy has been developed as follows:

- Approximately two-thirds of bond reserves will be made available to fund unexpected costs to ensure that all bond promises are met.
- The remainder of bond reserves will be set aside for additional scope, requiring board approval. We do not anticipate utilizing these funds until later in the bond program.



Corvallis
SCHOOL DISTRICT

VI. TALENTED AND GIFTED (TAG) UPDATE (8:00 p.m. approx.)



Corvallis

SCHOOL DISTRICT

Prepared for: Corvallis School Board
Prepared by: Eric Beasley and Kyle Mabry
Meeting Date: May 23, 2019

Talented and Gifted (TAG) Update

NO ACTION REQUIRED

Background

Talented and gifted (TAG) education is a needs-based program emanating from a student's identified need for TAG services. Once identification is established, the student should receive instruction aligned to their area of identified need(s) or strength(s).

Talented and Gifted Law

TAG law requires identification and services for students in the areas of math academics, reading academics, and general intellectual ability. Additionally, the opportunity for parent/guardian input on their student's needs is required by law. Personal TAG Plans are required in grades K-8 and updated at fall conferences; the State of Oregon required *Academic Plan and Profile* is utilized to develop personal plans for students in grades 9-12.

Identification for TAG Services

Corvallis School District utilizes classified assessment technicians to facilitate the identification in collaboration with building principals and certified staff. Identification of students qualifying for TAG services begins with review of progress monitoring, the District-chosen assessment *Naglieri Nonverbal Ability Test: Third Edition (NNAT3)*, and State of Oregon assessment *Smarter Balanced Assessment Consortium (SBAC)*. Assessments of students scoring in the 97th or higher percentile are reviewed by building administration and certified staff once additional confirming data is collected.

The District added an assessment to identify students in Spanish reading via a test called *Logramos*. To increase equity, a pathway to identification via "potential to perform" has been emphasized to identify students just below 97th percentile who are navigating a disability, culturally/linguistically diverse, or otherwise historically underserved students.

TAG-identified Students District-wide As of May 6, 2019	
General Intellectual = 299 (4.4%)	Academic Mathematics = 473 (7%)
Academic Reading = 455 (6.7%)	Potential to Perform = 19 (<1%)
Total number of unduplicated TAG students = 813 (12%)	

Attached is a summary of the estimated TAG population for 2018-19.

Equity and TAG

In the Corvallis School District, students of color are represented in TAG almost identically to the larger population at the 2nd – 5th grade levels. Students navigating poverty are growing in TAG representation in 2nd – 5th grades, but are still not aligned with their representative overall population.

TAG numbers by gender are mostly comparable to their total populations (gender counts are approximately 48% female, 52% male, 0.2% non-binary); however, there are differences when viewing a specific area of TAG. Males are represented higher in Math (54%), Intellectual (54%), and Potential (68%; note small n size here), while females are represented higher in Reading (60%).

Quick Facts

- Elementary schools utilize teacher leaders to serve as TAG Liaisons who meet and work collaboratively on TAG issues, to plan training, and to share best practices related to curriculum, instruction, and assessment.
- The District's TAG Parent Advisory Group meets monthly. We host two annual TAG Parent Nights focused on a variety of topics including identification; characteristics of gifted learners; social and emotional needs of TAG students; and, how educators meet the needs of diverse learners.
- Corvallis School District is required to submit a plan to state TAG coordinator Angela Allen. Ms. Allen has conducted teacher professional development in Corvallis and presented several times in recent years regarding social-emotional considerations for talented and gifted children.
- While outside-of-school enrichment doesn't meet the TAG law for adjusting rate and level of learning, Corvallis schools have built partnerships and a resource fair with OSU Pre-College Programs (i.e. Winter Wonderings, Adventures in Learning, Expeditions, and Outside the Box), the Corvallis-Benton County Public Library, City of Corvallis, and other local partners.
- TAG at the secondary level includes differentiated depth and complexity within course content and learning products. While advanced courses, such as Advanced Placement and Honors, do not meet TAG law requirements on their own, they are offered beginning in middle school.
- At the middle school level, advanced courses are available in Language Arts and Math. Both comprehensive middle schools offer math course sequences through Geometry. When necessary to meet the needs of students, higher level math classes are arranged with the high schools.

- Advanced Placement courses offered this year:

Biology	Calculus AB	Calculus BC
Chemistry	English Language & Composition	English Literature & Composition
Environmental Science	German	Government & Politics
Government & Politics B	Physics	Spanish
Statistics	US History	Art
Computer Science	Physics	

- Honors courses offered this year:

American Literature	20th Century History	Algebra 2
Geometry	Government	International Literature
International Studies	Introduction to Literature	Pre-Calculus
Algebra II/College	Global Studies	Pre-Calculus
World Literature	Biology	

2018-19 Estimated TAG Population, as of 5/6/2019

Source: SIS Export. Note: Counts may not match "official" final counts/percentages reported for 2018-19.

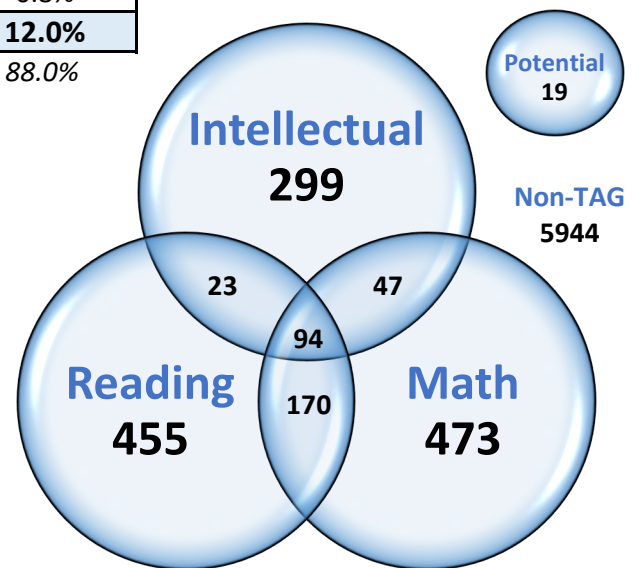
Total Active Enrollment = 6757

Total Active Enrollment Grades 2nd - 12th = 5825

(Generally, students are not formally identified prior to 2nd grade.)

TAG Category	# Students	% of Total Population
TAG-Intellectual	299	4.4%
TAG-Reading	455	6.7%
TAG-Math	473	7.0%
TAG-Potential	19	0.8%
TAG-Any Area (Unique Count)	813	12.0%
Non-TAG (includes K-1)	5944	88.0%

TAG Intellectual & Reading, Not Math	23
TAG Intellectual & Math, Not Reading	47
TAG Reading & Math, Not Intellectual	170
TAG All Three Areas	94



TAG - Any Area		
Grade	Count	% TAG by level
2	8	142 = 6.8% of all 2nd-5th graders
3	15	
4	41	
5	78	
6	87	252 = 16.5% of all 6th-8th graders
7	72	
8	93	
9	85	419 = 18.9% of all HS students
10	106	
11	101	
12	127	
TOTAL	813	14.0%

(% of Total 2nd-12th Population)

TAG - Any Area	TAG Students of Color		TAG White Students		TAG Total
2nd-5th grade	47	33.1%	95	66.9%	142
6th-8th grade	53	21.0%	199	79.0%	252
High School	109	26.0%	310	74.0%	419
Total	209	25.7%	604	74.3%	813

Total 2nd-12th	Students of Color		White Students		Total
2nd-5th grade	696	33.4%	1389	66.6%	2085
6th-8th grade	512	33.6%	1011	66.4%	1523
High School	722	32.6%	1495	67.4%	2217
Total	1930	33.1%	3895	66.9%	5825

TAG - Any Area	TAG Students Navigating Poverty	
2nd-5th grade	27	19.0%
6th-8th grade	18	7.1%
High School	30	7.2%
Total	75	9.2%

Total 2nd-12th Grade Students Navigating Poverty	
718	34.4%
530	34.8%
585	26.4%
1833	31.5%

TAG - Any Area	TAG Female		TAG Male		TAG Non-Binary	
2nd-5th grade	66	46.5%	76	53.5%		0.0%
6th-8th grade	131	52.0%	121	48.0%		0.0%
High School	211	50.4%	207	49.4%	1	0.2%
Total	408	50.2%	404	49.7%	1	0.1%

Total 2nd-12th	Female		Male		Non-Binary	
2nd-5th grade	996	47.8%	1088	52.2%	1	0.0%
6th-8th grade	743	48.8%	778	51.1%	2	0.1%
High School	1062	47.9%	1149	51.8%	6	0.3%
Total	2801	48.1%	3015	51.8%	9	0.2%



Corvallis
SCHOOL DISTRICT

VII. WORKFORCE RECRUITING STRATEGIES (8:15 p.m. approx.)



Corvallis

SCHOOL DISTRICT

Prepared for: Corvallis School Board

Prepared by: Jennifer Duvall, Human Resources Director

Meeting Date: May 23, 2019

Workforce Recruiting Strategies

NO ACTION REQUIRED

Background

We are committed to advancing racial equity in our district and part of that work includes increasing the hiring and retaining of a diverse workforce. Research shows that when school staff reflects student diversity, there are benefits to all students, including improved attendance, higher achievement, and increased graduation rates. Nationally, public education staff of color are significantly underrepresented despite the fact that schools are increasingly culturally and linguistically diverse. This is also true in our district. Currently, 33.1% of our students identify as Latino, Asian, Black, Native American, American Indian, or multi-racial, while 90.3% of staff identify as white.

We continually review and strive to enhance our recruiting practices. In the past, our district has attended out-of-state job fairs with a focus to recruit bilingual teacher candidates and staff of color. What we have learned is that new staff who move from outside the area don't have strong connections to the community and, therefore, don't tend to stay long. With this in mind, we use a number of different strategies for recruiting.

Internal Recruiting – Grow Your Own Program

In the spring of 2015, the Human Resources Department hosted an informational meeting for classified staff who were interested in becoming teachers, with a focus primarily on the District's bilingual needs. Five individuals took a leap of faith with us and started a program of individual study at Western Oregon University in the fall of 2015.

Each individual had their own educational path to complete based on prior education. The five also participated in a cohort that provided a sense of community and support for the journey. In addition to their regular work and family responsibilities, they took classes for just over two years and all have completed their coursework. While some are still working to complete licensure requirements, primarily subject matter tests, all are now teaching or will be ready to teach soon.

Based on this success, we are continuing to invest in this program. The District provides financial incentives, such as reimbursement for textbook and testing fees, and access to vouchers for reduced tuition. In exchange for the financial support provided, each person makes a two to three year teaching commitment with the District. The District's Classified Bargaining Agreement also provides for a pool of funds for tuition reimbursement. We recognize there are some potential barriers, primarily financial, to completing the

education required to become a teacher. Costs may be for tuition for additional classes needed before they can start a teacher education program or the financial implications of taking a leave from paid employment to complete student teaching requirements. We are exploring how the Grow Your Own program might be able to help with the latter and possibly provide additional tuition reimbursement.

Based on recommendations from school administrators, we expanded our Grow Your Own recruiting to include high school students. This year we formalized the process by having high school students apply for our program and participate in an interview before being accepted as a Grow Your Own teacher candidate. Next school year two former high school students will be the first to complete their student teaching in our schools; our goal is to interview them for regular teaching positions for the 2020-21 school year.

To date, five people have completed our Grow Your Own program. Two current staff are currently participating and we are in conversation with two others. Four former high school students and two current high school students graduating this year are also part of the program. Designated District staff regularly check-in throughout the year to maintain a connection as they work through their university teacher education program.

Other Recruiting Strategies and New Teacher Supports

District ELL and Equity Coordinator Marcianne Rivero Koetje and I attended training for OSU's Search Advocate program, which is focused on non-biased hiring practices. We are now training all District administrators to incorporate these practices into our hiring process.

With 2018-19 restructure in our mentoring program, we now provide intentional support to our new dual language teachers, which helps with our retention efforts. One mentor is focused on supporting this group of teachers.

In the spring of 2018, our district participated in a virtual job fair, an online event where employers and job seekers meet in a virtual environment. This type of fair is more convenient and accessible, and it allowed us to reach individuals worldwide. During that job fair, District administrators talked with over 60 job seekers with whom we normally wouldn't have connected.

Regional and Local Partners

The District is represented through my involvement in a number of state level groups that help us maintain best practices in recruiting. I serve on the State's Rule Advisory Committee with our licensing agency, Teacher Standards and Practices Commission (TSPC). Through this committee and after sharing our internal recruiting program (Grow Your Own), I was asked to participate in a work group on eliminating barriers. I also served on a panel to the TSPC Commission and assisted in writing a paper that will help the TSPC executive director advance the work of eliminating barriers for staff of color. This work led

to an invitation for me to serve on the Oregon Educator Equity Advisory Group (OEEAG) this year. All of these opportunities provide statewide contacts and advocacy on the topic of recruiting and retaining a more diverse workforce.

District administration has also been developing and maintaining collaborative relationships with leaders of education preparation programs at Oregon State University and Western Oregon University. These relationships have helped us advocate for support of our staff who are participating in their programs. For example, we called on one of our contacts to talk about barriers one of our staff was experiencing as they worked through the many teaching program requirements, all the while working full-time as a District employee. The positive outcome was some flexibility and additional support.

Attracting, increasing, and retaining a diverse workforce demands that we continually review and update our practices. We are actively working to strengthen our systems and hiring processes and are excited about the possibilities of the Grow Your Own program.



Corvallis

SCHOOL DISTRICT

VIII. BOARD MEMBER COMMENTS (8:45 p.m. approx.)

IX. ADJOURNMENT (9:00 p.m. approx.)

*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