

**Attendance:** Nels H., Nicki P., Laura S., Sade R, Dave R., Scott K., Fara H, Chris B, Amanda McAdoo, Val Adell, Susan Hathaway, Kathy, Morgen, other community members

**Board members absent:**

Meeting called to order at 6:35

Community comment period, focused on the subject of beginning in-person school.

Parent (Heather) presents info and opinion in support of restarting in-person class.

Parent (Katie) presents opinion in support of restarting class

Parent (Emily) presents opinion in support of restarting class

Parent (Kate) presents opinion urging caution regarding starting in-person class during the high point of infections. Suggests beginning fieldwork over indoor meeting.

Parent (Jennifer) presents opinion in support of restarting class.

Parent (Rachael) presents opinion in support of restarting class.

Parent (Katt) presents opinion in support of not restarting in-person classes at least until Spring Break.

Amanda McAdoo gave a presentation about issues around reopening:

Opening now would invalidate the State HB 4402 protections. Guidance from ODE focuses on community infections are low, and that we can implement public health requirements with fidelity. We do not want to yo-yo between in-person and distance learning.

The decision whether to restart in-person, with a hybrid model will be made in March for the third trimester of 2020-2021.

Further discussion from community members until 7:59

Board takes up consent agenda. Scott moves to accept consent agenda, Sade seconds. Motion passes unanimously.

Nicki moves to approve financial statement for Dec. Scott seconds. Motion passes.

Scott moves to adopt All Students Belong anti-bias policy. Dave seconds. Motion passes- text follows-

“ The Cottonwood School believes that the full education of a student depends and relies upon a diverse, equitable and inclusive school environment. We value different lived experiences and integrate the voices of our school-community members, while also inviting insight from our larger community. We apply a culturally responsive approach to our teaching and our decision-making. We incorporate the histories, perspectives, and experiences of different groups of people who are traditionally left out of school curricula.

All students are entitled to a high quality educational experience, free from discrimination or harassment based on perceived race, color, religion, gender identity, sexual orientation, disability or national origin.

All employees are entitled to work in an environment that is free from discrimination or harassment based on perceived race, color, religion, gender identity, sexual orientation, disability or national origin. .

All visitors are entitled to participate in an environment that is free from discrimination or harassment [based on perceived race, color, religion, gender identity, sexual orientation, disability or national origin.

“Bias incident” means a person’s hostile expression of animus toward another person, relating to the other person’s perceived race, color, religion, gender identity, sexual orientation, disability or national origin, of which criminal investigation or prosecution is impossible or inappropriate. Bias incidents may include derogatory language or behavior directed at or about any of the preceding demographic groups.

“Symbol of hate” means a symbol, image, or object that expresses animus on the basis of race, color, religion, gender identity, sexual orientation, disability or national origin including, the noose, swastika, or confederate flag<sup>1</sup> , and whose display:

1. Is reasonably likely to cause a substantial disruption of or material interference with school activities; or

2. Is reasonably likely to interfere with the rights of students by denying them full access to the services, activities, and opportunities offered by a school.<sup>2</sup>

<sup>1</sup> While commonly referred to as the “confederate flag,” the official name of the prohibited flag is the Battle Flag of the Armies of Northern Virginia.

<sup>2</sup> The public charter school may add to these symbols of hate after consulting with legal counsel and in accordance with law.

Prior to adopting the symbols of hate prohibition, or adding other symbols to the list, the public charter school will document the reason the presence of these symbols will cause a “material and substantial interference with schoolwork or discipline” or collide “with the rights of other students to be secure and be let alone.” These reasons may include previous incidents, current conditions in the schools and other factors.

### All Students Belong – ACB 1-3

The Cottonwood School prohibits the use or display of any symbols of hate on school grounds or in any school-sponsored program, service, school or activity that is funded in whole or in part by monies appropriated by the Oregon Legislative Assembly, except where used in teaching curriculum that is aligned to the Oregon State Standards.

In responding to the use of any symbols of hate, the Cottonwood School will use non-disciplinary remedial action whenever appropriate.

The Cottonwood School prohibits retaliation against an individual because that person has filed a charge, testified, assisted or participated in an investigation, proceeding or hearing; and further prohibits anyone from coercing, intimidating, threatening or interfering with an individual for exercising any rights guaranteed under state and federal law.

Nothing in this policy is intended to interfere with the lawful use of the Cottonwood School facilities pursuant to a lease or license.

The Cottonwood School will use administrative regulation ACB-AR - Bias Incident Complaint Procedure to process reports or complaints of bias incidents.”

END OF POLICY

-discussion of plan to include Aviva in board retreat - planned for 2/7/2021 over Zoom.

Meeting adjourned at 8:22

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