

On August 10, 2020, members of the Central Linn School Board met to discuss the need to improve the District's stance on anti-discrimination. The meeting began at approximately 6:00 p.m. in Central Linn High School's courtyard.

Members Present: Jennifer Duringer, Brian Tenbusch, David Karo, Rebekah Schneiter, Parker Leigh, Randy Smith and Tony Isom

Others: Brian Gardner, Celeste Van Cleave, Dena Crowell, Jamie Derrickson, Heidi Hermansen and Dena Weber

The Board met on to address the need to improve the District's stance on racism and discrimination. The Board was in consensus that current Board Policy AC, Non-discrimination is NOT ENOUGH in light of recent nationwide tensions on discrimination. The Board will address its stance either through a resolution or by writing new policy to make it clear that Central Linn Schools will not tolerate discrimination or complacency in the face of known discrimination. Superintendent Gardner discussed the legal differences between adopting a resolution and policy. If the Board chose to address discrimination through a resolution, it is a statement of the Board's desires or beliefs whereas policy is the Board's 'walk'. If there was opposition to an adopted resolution on anti-discrimination, there will be no consequence whereas if there was opposition to Board adopted policy, there could be legal consequences. Lawyers may say "don't put additional burdens on ourselves through policy when the issue can be addressed through a resolution". If the issue is important enough and the Board feels passionate about creating a strong unified stance on the matter, that expectation can be achieved through policy. The

Board Policy AC, Non-Discrimination was brought to the work session with drafted non-discrimination/anti-discrimination revisions. The Board, after reading the revisions, felt that additional language needed to be added to make it sound more like standard policy. An AR will be written once policy has been adopted.

When looking at PRIDE data, Central Linn show to no discipline differently based on race though we have a small pool of students. We are in a rural community that tends to lack diversity without a lot of integration; discrimination tends to be subtle.

There are state standards at every grade level and discussing race and ethnic background are very explicit. Often students don't know the impact of their words' impact because they may not know the meanings behind their words. Trying to reteach students to be aware of the words they're using and how they are using them in context.

A lot of Restorative Practices work involves having the conversation with students about their words and their intent; that words are hurtful.

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Dena Crowell, Board Secretary

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Board Chairman

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Date Approved

Board meeting minutes approved on August 21, 2020.  
Original minutes with signatures on file at the District Office.