NEAH-KAH-NIE SCHOOL DISTRICT NO. 56

Regular Board Meeting 6:30 PM
March 14, 2022
New DO Board Room, Formerly Preschool
504 N. Third Ave.
Rockaway Beach, OR 97136

OFFICIAL MINUTES

District Office Staff

Present

Paul Erlebach, Superintendent

Mark Sybouts, Business Manager

Kathie Sellars, Administrative Assistant

Board Members

Sandy Tyrer, Chairman Carol Mahoney, Vice Chair Michele Aeder

Landon Myers Kari Fleisher

Renae Scalabrin

Mike Wantland Executive Session

EXECUTIVE SESSION 6:00 p.m. to 6:30 p.m.

Ms. Tyrer called to order executive session at 6:00 p.m. per ORS 192.660(2)(d) for the Board to receive an update on bargaining with licensed staff. Ms. Tyrer adjourned executive session at 6:37 p.m.

CALL TO ORDER

Approve Agenda

Motion to Approve

Sandy Tyrer, Chairman of the Board, called to order the regular meeting of the Neah-Kah-Nie School District Board of Directors at 6:44p.m. Ms. Tyrer welcomed patrons and staff. All present stood for the flag salute.

APPROVE AGENDA

M-Mahoney/2nd Aeder to approve the agenda as presented. Motion carried unanimously.

CONSENT AGENDA Consent Agenda

Approve the Minutes from the February 14, 2022 Regular Board Meeting 2022-23 Budget Committee
Approve 2021-22 Extended Calendar 2022-2023 Draft Annual District Calendar

Personnel

PERSONNEL

Contract Extensions School/District Administrators, Paul Erlebach Garibaldi Grade School, Janmarie Nugent Nehalem Elementary School, Kristi Woika Neah-Kah-Nie Middle School, Lori Dilbeck

Neah-Kah-Nie High School, Heidi Buckmaster

Hiring – Licensed Ali Duer as Nehalem Elementary 2022-23 PE Teacher Caitlin Whitfield as Neah-Kah-Nie High School 2022-23 Spanish Teacher

Hiring – Tutors

Cynthia Grelck as Neah-Kah-Nie High School After School Tutor
MaryLynn Marden as Neah-Kah-Nie High School After School Tutor
Andrew Johnson Neah-Kah-Nie High School After School Tutor through 2nd Trimester
Jenna Betts as Neah-Kah-Nie High School After School Tutor
Leslie Gibson as Garibaldi Grade School Tutor
Taelor Vanderhoff as Garibaldi Grade School Tutor
Amber Christin as Garibaldi Grade School Tutor

Personnel Continued

Retirement, Licensed

Nancy Medici as Elementary PE Teacher

Resignations, Licensed

Hannah Reynolds as Neah-Kah-Nie High School Social Studies Teacher Don Johnson as Neah-Kah-Nie Middle School Special Education Teacher Ellie Hilger as Neah-Kah-Nie Middle School Special Education Teacher Ali Duer as Nehalem Elementary 2/3 Classroom Teacher Matt Esselstrom as Neah-Kah-Nie Middle School PE Teacher

Resignations, Coach

Matt Esselstrom as Neah-Kah-Nie High School Head Football Coach

NON LICENSED PERSONNEL INFORMATION - Informational Only

Classified Resignations
Sydney Lee as Nehalem Elementary Special Ed IA, EOY
Val Zwald as Garibaldi Grade School 7 hr. IA

M-Aeder/2nd Fleisher to approve the consent agenda as presented. Motion carried unanimously.

Motion to Approve

Communications

COMMUNICATIONS

Oral Communication

Public Comment time provides an opportunity for constituents to address the Neah-Kah-Nie School District Board of Directors. The board has set aside 30 minutes for public comment and each participant's comment should be limited to approximately three minutes. Public comments will only be heard from those who have presented their request to the Board Secretary, in writing, no later than noon of the day the meeting is to be held. When you name is called, state your name and community of residence for the record. Speakers may offer objective criticism of District operations and programs, but the Board will not hear complaints concerning individual District personnel. Copies of the district complaint Policy KL will be provided on request. Undue interruption or other interference with the orderly conduct of Board business cannot be allowed. Defamatory or abusive remarks are always out of order. The Board Chair may terminate a speaker's privilege of address if, after being called to order, the speaker persists in improper conduct or remarks."

Public Input

Damian Laviolette submitted his comments in writing prior to the meeting they are attached to these minutes.

Student Input, Neah-Kah-Nie Middle School, Lori Dilbeck

Ms. Dilbeck along with Kelly Wiley and two students shared the middle school report. Their report is attached to these minutes.

Staff Input

Licensed Staff Update, Angie Douma

Ms. Douma shared the licensed staff update, her report is attached to these minutes.

Staff and Student Health & Wellness, Denise Weiss

Ms. Weiss stated that the CDC issued new guidance on February 26 and Oregon Department of Education and Oregon Health Authority finally aligned with the CDC. Tillamook County is currently in low risk so there is no requirement for masking. Today, the first day when students were not required to wear masks, middle school staff noticed that approximately forty percent of students continued wearing masks. Ms. Weiss reviewed the CDC risk level chart and how that guides masking requirements. The emergency declaration will be lifted on April 1.

Public Input

Student Input

Staff Input

Student Health & Wellness

Written Communication

Reports

Written Communications

Ms. Tyrer reviewed the following written communications.

Board and Administrator February 2022 Enrollment Report March 2022 Howler Neah-Kah-Nie Middle School February 2022 Newsletter Thank You Letter from Heaven Hartford to NTCWA Thank You Letter from Heaven Hartford to Manzanita Fresh Foods Thank You Letter from Heaven Hartford to Eileen Corren

Thank You Letter from Jennifer Hopkins to Community Donors

REPORTS

Neah-Kah-Nie School District Student Withdrawal Survey, Paul Erlebach

Mr. Erlebach shared that the District surveyed all parents who withdrew their children since the beginning of the pandemic. We received 36 responses out of 84 surveys sent out. There were two questions; 1) why did you withdraw your child(ren) from the district, and there were 14 different reasons a parent could choose from. The second question was if the parent planned to have their child(ren) return to Neah-Kah-Nie Schools once the pandemic was over. He reviewed the responses to question one where the greatest response was "other," with the second highest response being health and safety. Of the responses 26 percent stated yes or might re-enroll their student in the district, 17 percent stated that they would return and 54.percent stated that they would not return their child(ren) to Neah-Kah-Nie School District. Mr. Erlebach stated that the district has allowed parent's choice as much as we can. He stated that yes we have lost several students, but the whole state has lost approximately 36,000 students.

Mr. Myers asked if we had any information why families moved their child(ren) to another public school. Mr. Erlebach stated that one family that he talked to stated that there were more extracurricular activities. Ms. Tyrer stated that she had a conversation with a family who shared with her that their reason was a transportation issue. Ms. Scalabrin thanked the 36 people who responded to the survey. She asked about the home school numbers, the highest numbers. She stated that she was aware that other schools offered the opportunity for kids to remain in an online school in the district. Mr. Erlebach stated that Tillamook started an online school this year.

Unfinished Business

UNFINISHED BUSINESS

HVAC System Update, Steve Baertlein

Mr. Baertlein stated that the HVAC system is still in the engineering phase. KCL expects to go out to bid in August, award a contract in September if the bid is approved and begin construction in the winter, with a completion date of summer 2023. Mr. Myers asked if we would lose any of the ESSER funds? Mr. Erlebach stated that we would not be losing any of the funds.

Construction Trades Classroom Remodel Project, Steve Baertlein

The bid was awarded to Cove Built LLC. The contractor has instructed the sub-contractors to apply for permits and order supplies. There is approximately a two to three month process to receive permits.

District Housing, Steve Baertlein

The Duplex project has been advertised, bids are due by March 30, 2022. Mr. Baertlein stated that the District does not want to be landlords, but this project is necessary in order to hire teachers. There will be requirements on how long a teacher can live there and how the property must be maintained. He also stated that we own the property and the utilities are already in.

Mr. Wantland asked if we have to put this project out for bid. Mr. Baertlein stated that yes, we do have to put it out for bid due to the size of the project. Mr. Wantland asked about having students involved in the project. Mr. Baertlein stated that our insurance costs increase significantly. Ms. Scalabrin also asked about having the students build the duplex. Mr. Baertlein stated that having the students visit the site is okay, but they cannot

work on the project.

NEW BUSINESSNone at this time.

New Business

FISCAL
Revised Board Budget
Goals

2022-2023 Revised Board Budget Goals, Mark Sybouts

Mr. Sybouts explained that the previously adopted goals were incorrect from what the Board agreed to in February. The changes are listed at the bottom of the document.

Motion to Approve

M-Mahoney/2nd Scalabrin to approve the revised Board Budget Goals as presented. Motion carried unanimously.

Payment of Bills

No Board member raised an issue with the February check register.

Payment of Bills

Suggestions & Comments

Superintendent

Fiscal Summary Sheet, Mark Sybouts

Ms. Tyrer asked if any board member had any questions for Mr. Sybouts. No questions were raised.

Fiscal Summary Sheet

SUGGESTIONS AND COMMENTS

Superintendent

Mr. Erlebach shared the following:

- Lynn Shore, Food Service Consultant, conducted a walk-through of the NKN food service program on Feb. 28. Lynn was very impressed with the program and food service staff. Lynn's recommendations are included in a report I shared with the board and Ashley Arthur, NKN Food Service Director.
- The school district received a \$125K grant to renovate the construction trades classroom. Crystal Green, NWRESD, and Dan Gernert, NKN HS construction trades teacher, were instrumental in writing this grant. The total cost to renovate the Construction Trades Classroom is \$350K
- HS and MS students and staff enjoyed the Portland Opera to Go performance, last week. This was a Mudd Nick Foundation funded event
- The school district surveyed parents who left the school district since the beginning of the pandemic. 84 surveys were emailed out and 36 were returned. As you can see from the graph, 29 percent of the 84 surveyed indicate their children may return to the district.
- Thank you Kathie, Steve, Jack, Levi, Karen, and others for preparing the expanded board room
- The NKN HS play "This was a test" was fabulous! Students did a commendable job with rehearsing and performing the play. Hopefully, there are many more plays in the future.
- Stephen Clark is the teacher.
- District-wide staff appreciation week is April 4-8
- We are interested in a program called All Kids Bike, Nestucca Valley School District is doing this program. We may start fundraising and involve our PE teachers

Mr. Sybouts shared that he received some information from the County Treasurer on how our timber dollars will come in, keeping in mind that we receive 68 percent of our funds through property tax and 32 percent from timber, which we receive in two different methods, direct payments and the county school fund. He budgets 75 percent of what the estimate is. We receive four payments a year, August, November, February, and May. This year the timber estimate was \$5,000,000, we budgeted \$3,753,000. The county school fund estimate was \$1,400,000 we only put \$1,069,000 in the budget. The third quarter estimate \$546,000 that we should receive from the direct method, which would leave us with a \$576,000 shortfall in the direct method for this year. For next year the direct method estimate \$2,500,000 and about \$759,000 from the county school fund, this is what we anticipate budgeting for the 2022-23 budget. We are anticipating \$1,100,000 reduction in revenue for this next year. We will be building the budget based on that information.

Timber Revenue Update

Ms. Mahoney thanked Mr. Sybouts for his hard work.

Suggestions & Comments
Board

Board

Mr. Wantland asked if Lynn Shore offered some sort of a Cadillac plan. Mr. Erlebach stated that any recommendations are included in the report. Mr. Wantland shared that he and Ms. Scalabrin participated in a meeting where all the community organizations that are feeding our kids, and how do we all get on the same page. Mr. Wantland would like the district to somehow to be involved.

Ms. Fleisher stated that she referred a developer to Mr. Erlebach who is looking to build low-income apartments in Bayside Gardens. The housing would be focused toward the elderly and families who are at 60 percent of Average Median Income (AMI).

Mr. Myers thanked everyone who made the room possible, he stated that it is good to be back in person. He mentioned the state timber revenue, he feels this is a huge concern. The way the state is going he does not see that getting any better, at least for a while. The state already owes Tillamook County \$332,000,000, which we will probably never see and that is not counting the \$90,000,000 a year in interest. We need to keep the timber revenue in mind going forward. He stated that he would be interested in the community committee that Mr. Laviolette mentioned; he would be willing to sit down with him along with another board member to explore what other schools have done. He has been thinking about things that we can do to encourage families to attend NKN. He stated that anything that we can do to expand programs especially the trades programs to generate interest in the District. We have made great strides over the last many years to build back those programs. Mr. Myers attended the Future Natural Resource Leader group competition at Knappa, he was very impressed with the group of kids, but he noticed that all the other clubs had sweatshirts or uniforms, and he would like to see our kids have something like that. He would like to invite Steve Albrechtsen to attend a board meeting to talk about the program and see what he needs for the students. He also thanked Marlene Acker who has been volunteering her time with this program. Mr. Erlebach stated that the district has met with our insurer, we have a couple things to do, but the way we are running the program is fine. Ms. Scalabrin asked how many students are involved in the program. Mr. Myers stated that the number varies, due to conflicting activities but there are about 10-12 students involved.

Ms. Aeder stated that she attended the play, it was really great. She also introduced Jerry Goodwin, the manager of First Student. The Inclusion Alliance minutes are all on the district website, as is the Equity Lens press release.

Ms. Scalabrin shared the notes from her meeting with Damian Laviolette. Here are some of his concerns:

- · Decreased enrollment
- Increased engagement of parents
- Lack of a differentiator for Neah-Kah-Nie School District, such as a focus on HVAC for example
- Parents have the option to opt out of the School Based Health Center (SBHC)
- Greater parental involvement in curriculum choices
- Consider a change in the board meeting to allow public comment to come later in the meeting
- A committee formed by the Board to address the issue above

Ms. Scalabrin stated that they had a nice time discussing these issues. Mr. Myers would like to sit down with Mr. Laviolette to get a better understanding of what he has in mind. Mr. Wantland stated that he would be interested in participating as well.

Ms. Mahoney thanked the audience for coming tonight. She really enjoyed the middle school slide show with all the different parts of school that has happened for kids again. She feels that we have drifted away from academic achievement. Having 12 students exit their interventions plan, that is a huge number of kids who were not on grade level and now are. As a former teacher, she wants to put more focus back on academic achievement. She also recognized the Mudd Nick Foundation who do so much for our kids. She also does not want us to forget the arts as we consider programs.

Ms. Tyrer shared that she is also thankful to be back in person. She touched briefly on the SBHC, she

reminded people that parents do have the option to opt out. She thanked everyone on the committee for all the hard work they have done.

Suggestions & Comments, Board Continued

ADJOURN Adjourn

Hearing nothing more to come before the Board, the meeting adjourned at 8:30 p.m.

NEXT MEETING Next Meeting

April 11, 2022 - Board Meeting April 25, 2022 First Budget Committee Meeting damian laviolette Feb 16, 2022, 11:24 AM

to me, Paul, Mike, Kari, Sandra, Landon, Michele, Renae, Carol, Teah

All,

Who should I reach out to from the Board to discuss topics of importance from our family, prior to the next meeting and/or the huge decisions that are upcoming?

My topics concerns include:

- Masking decisions post 31 March, seeing if at least one board member will present and/or represent a voluntary option for students/parents instead of just a yes or no solution.....regardless of inside and outside activities. I know there may be some variables and changes, but Teah and I were seriously considering returning our two boys to the district and if the masking decision is made to maintain them while inside the classroom without some kind of voluntary option we will likely steer clear.
- In-person meetings, I am not sure why we are still struggling as a district to do this. I have never said get rid of the remote/AV solution, but thankfully Landon discussed the fact that we should be Hybrid now and forever regardless of whether there is a pandemic or not. In-person should be an option, and one that's in place soon not in six months, or for the next school year, want to know how to do it...seek help from the community or others around you who are doing it today. Heck, many of you are around kids, educators, families, and others today and still some of you meet in a room in-person to discuss board topics.....let/facilitate those options for the public too.
- I love to hear about the health and wellness clinic and the great things it's doing, but I think you could also continue to notify the parents/members attending that there is an opt-out clause. I would in a heartbeat love to use a service like that at school for our kids when it comes to physicals, COVID tests, checkups, sick time, etc......Teah and I are just not huge fans of the fact that at 15 or older one of our kids could acquire some form of reproductive support/service/pill etc... without us being aware while in a school environment(we know she could walk, find a ride, buy products, steal products, borrow from a friend, etc......but it being at school makes it even easier for a child to do/and or maybe hide it from a parent as they should be there during the day). Hey, that's our choice we will have to suffer the decision, but to be fair not all parents or members of the District are paying attention as much as they should and they may not truly understand the reproductive services confidentiality/ease of location access at the school and ability to opt out. I think you would find the opt-out clause statement as part of the update would manage your risk and you would likely still have a very successful clinic as not everyone feels like Teah and I.
- Building more accessible housing for teachers and/or others. The community clearly has that need, and I definitely agree it is outside of the box/agile thinking. I also feel it should be balanced against other potential activities (again where are the risk metrics). Many have made mention of increasing trades, technology, or other differentiating educational options...how much money/time will be spent on building a house/homes by a school district, when you could go well beyond a revamped wood shop or existing trades building.
 - Unique welding training above and beyond the basics i.e. aluminum and stainless
 - HVAC training and skills
 - Plumbing trades training
 - More of the forestry/natural resources that Landon mentioned or even a room/learning environment and formal school program
 - Tech training room with full curriculum and instruction

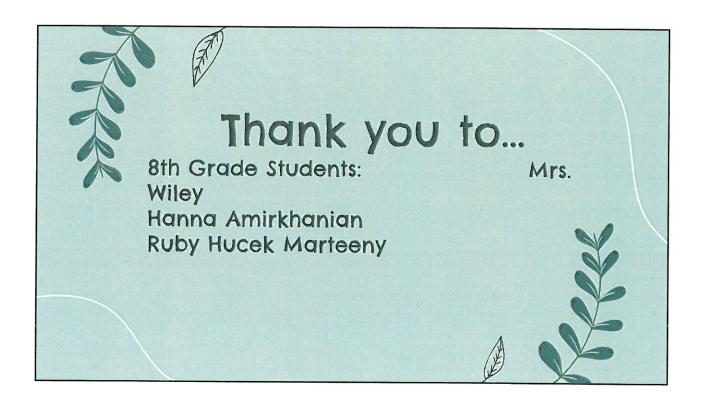
- o Ag or forestry technology, Geographic Information Systems (GIS)
- Maybe put together a projects and trades committee, a risk management committee, a curriculum committee (combine them all anything). I attend these meetings all the time and I never hear these are the 5 things we came up with to spend this dollar amount on, which one do we want to spend the money on. I rarely if ever either on these meetings or in the budget committee actually see specific risk metrics around decisions. Ask for help, form a team, poll the parents, get more inclusive with your decision-making and options. Don't let prior results stop you from attempting change realization.
- Possibly consider making public comments take place towards the end of the meeting, you may also want to reconsider no open topics being discussed. As a participant in the call something may come up during the meeting but after the upfront comment period. This would allow for someone to ask questions or bring up a concern.....about that topic.....true they/we could always reach out after the meeting or write in formally before 12 noon/the next meeting and put up a topic on the next agenda, but that seems kind of unwieldy and much of the value may be lost for others who won't hear the statement or will hear it 30 days later. Again others have overcome this dilemma, you have the ultimate control to mute/censor the speaker due to time or topic and let's face it public comment time is pretty low right now, so what is a little more time/a few more impromptu 3 min statements that you would not even formally have to respond to.

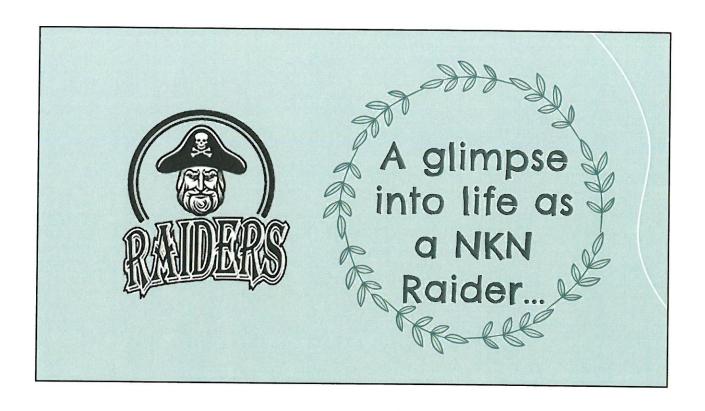
I know some might find it a little challenging to hear feedback, thoughts, complaints, suggestions etc... from people who have not walked in the administrative staff's shoes. So please let me know who if any want to meet in person or virtually to bring these topics to the board. I can meet with one or more individuals at a time in case anyone is worried about verbal/physical abuse....or the other craziness that was mentioned in other districts/areas of the world.

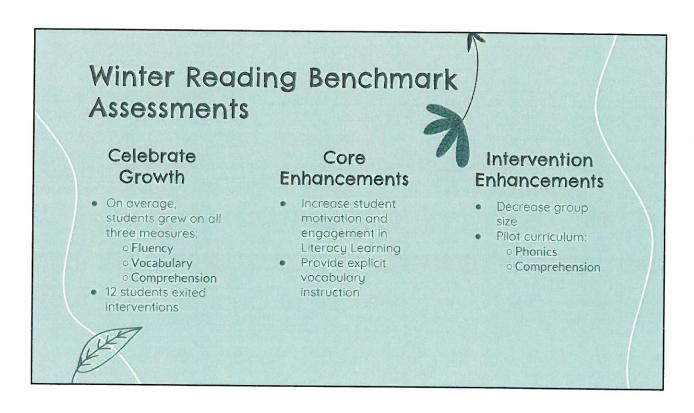
My phone number is 503-812-0909, and of course, my email as evident by this lengthy message is damian.laviolette@gmail.com. I look forward to a response hopefully at least a little bit before the next board meeting.

Damian









"Normal" School

Lunch/Break

6-7th grade eat lunch together in the cafeteria and share the MPR/Covered Area/Library for break.

8th Grade are split into three cohorts for lunch and combine for break in the upper gym and Markers Space.

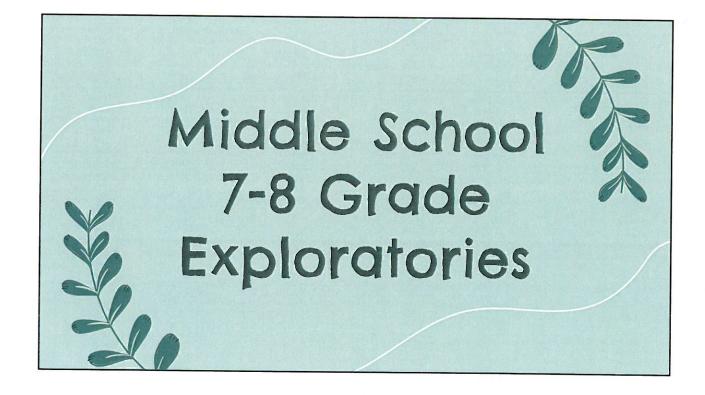
New Schedule

Beginning after Spring Break, our new schedule will include a 3-minute transition time between classes. This will allow students to access their lockers and use the restroom between classes.



Lockers

Students will be issued lockers and locks to store their school belongings. No more carrying their backpacks around campus!



Mr. Zaugg - Band Instructor

Because there was no beginning band last year all middle school grades are in beginning band.

7th and 8th graders are doing fantastic. There are lot of very motivated students in that group.

6th graders are moving along, but still struggling with understanding how a normal school environment operates, even half way through the year! They will eventually figure it out. They always do.

Our first concert will be on Tuesday, March 15th at 6:30 pm.



Ms. Harmon - Interactive Media

Thanks to a generous donation from the **Eugene Schmuck Foundation** - the NKN MS Makerspace got a new robotic pet!

Meet Crosby, a Roomba i3 who keeps the room tidy, and teaches students about robotics and engineering!

Students in Interactive Media are building LEGO robots that can solve tasks using sensor input. The class is creating LEGO cleaning robots - the goal is to collect pieces from the performance field and either pick them up or corral them into one location on the field.



Ms. Atwood - Personal Development

Students in personal development spent the first 6 weeks learning about social emotional topics with a strong focus on empathy, active listening, and respect. The second 6 weeks has been spent in the kitchen cooking! Thanks to a generous grant from the Muddnick Foundation, we have learned about several different cooking techniques and the culture behind the recipes. To finish out the trimester, the students participated in a food tour in the Mississippi District of Portland, getting to taste several delicious dishes and learn about the restaurant owner's journey.



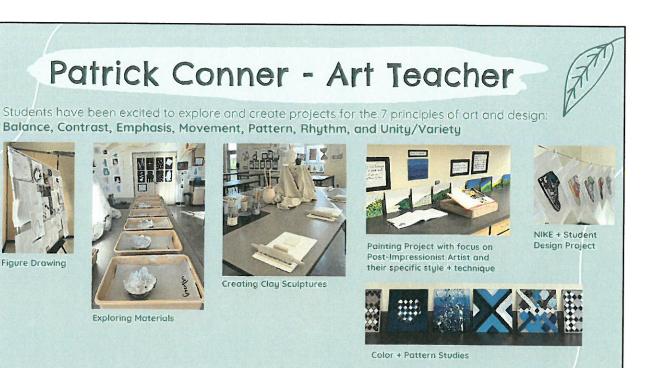
Mr. Simpson - Choir Instructor

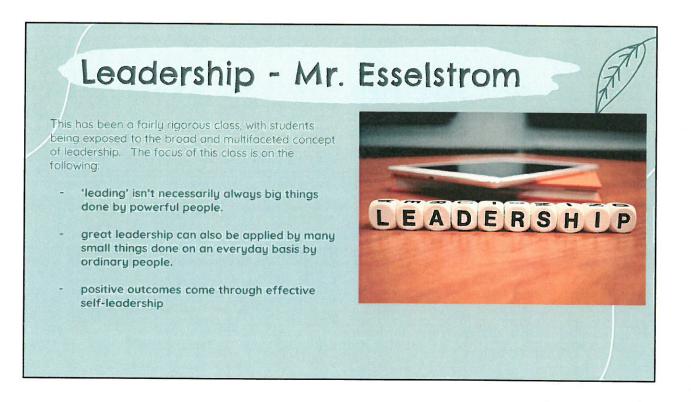
The Seven Eights Middle School Choir now has its core members who are dedicated to communicating through song. In the Fall of 2019 when the ensemble was reinstated, the group had just two performances before the shutdown in 2020. Tomorrow, the choir will have its first performance since then.

Last December, these singers felt slighted by the fact that Mr. Simpson composed and recorded original music to lyrics written by the 2nd-5th graders at the elementary schools for their respective concerts. So, he offered all of the singers from the Seven Eights to write and approve a vast majority of the phrases in the epic original bilingual song, "Somos Heroes (We Are Heroes)": a message of humanity's resiliency and of people uniting during troubled times. Several Spanish-speakers in the ensemble have helped English speakers with proper pronunciation and vice-versa during rehearsal.

"Somos Heroes" will have its premiere on Tues. March 15th in the upper NKN HS gym at 6:30pm. All of our young vocalists and instrumentalists would be very pleased to have board members, administrators, and other arts supporters attend this concert.







Jay Blake - Speech and Drama

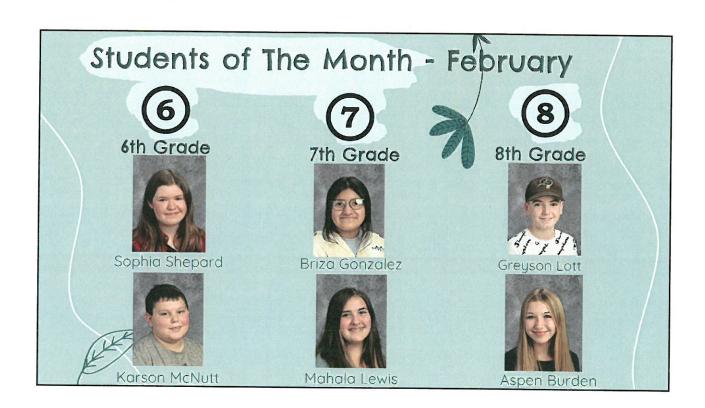
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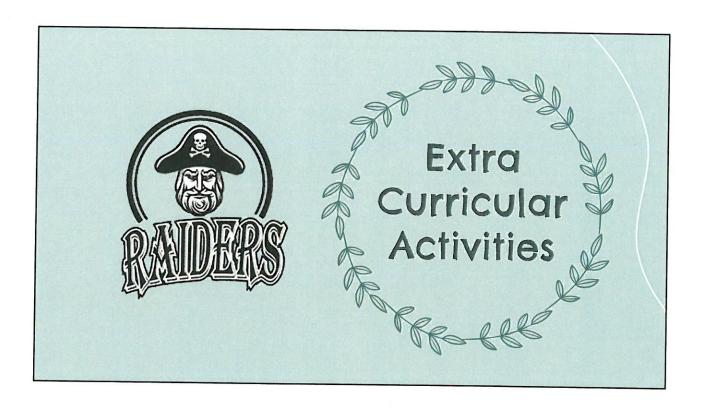
Speech and Drama Exploratory has multiple goals:

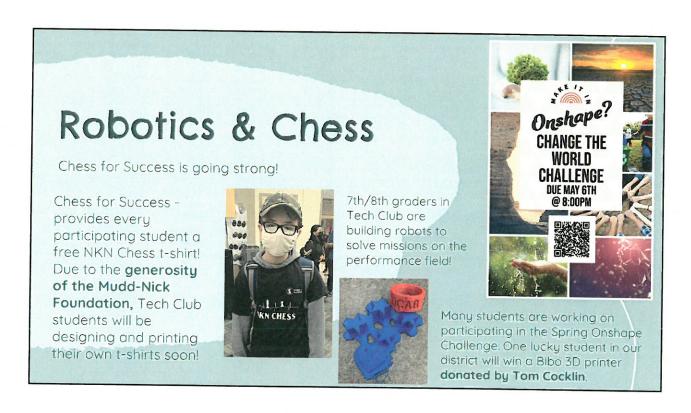
- 1. Students should improve their comfort levels in making presentations to small groups and the whole class.
- 2. Students should improve their ability to think on their feet
- 3. Students should understand multiple perspectives in media and plays.

We have worked on improvisation skills, speech organization, and reader's theater. Below, a group of students present a commercial for a time in a mystery box with 10 minutes to write and practice the commercial. Students discover a love for performing.

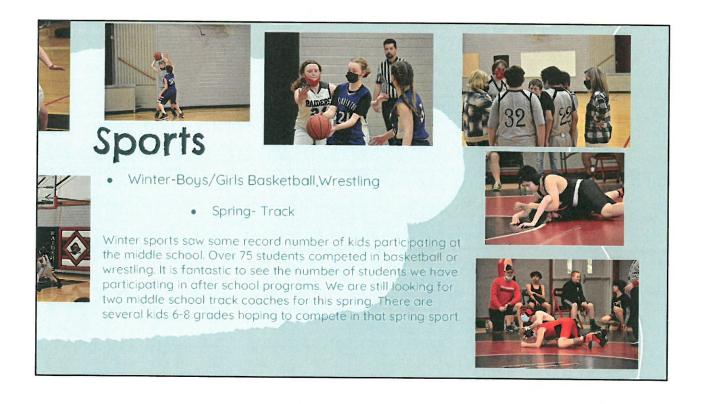






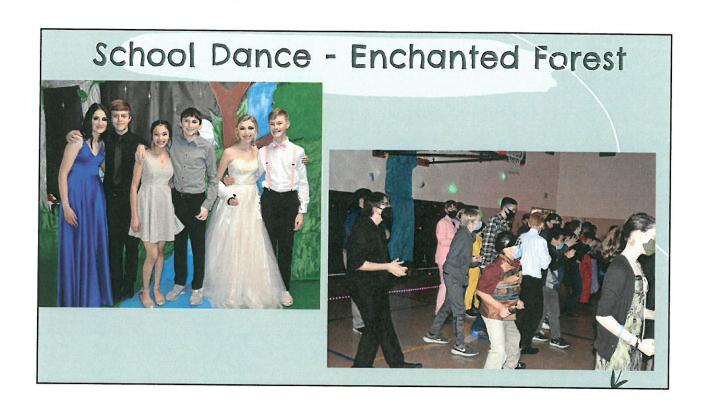




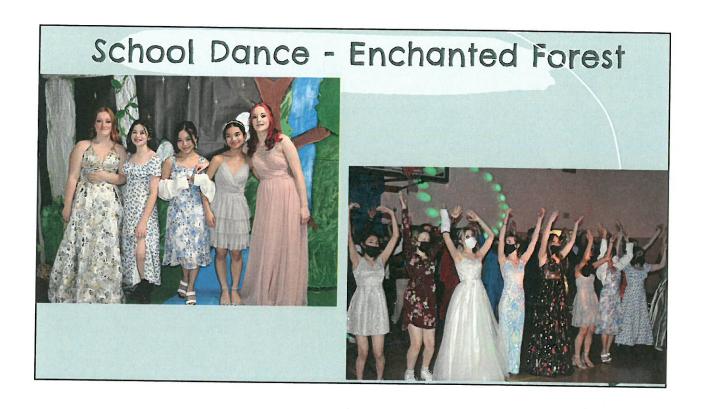


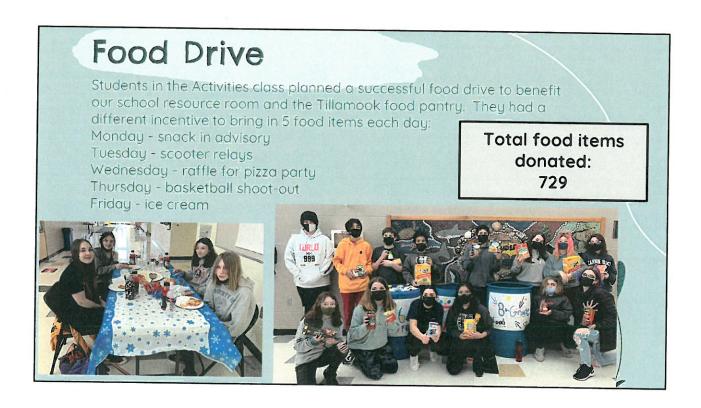


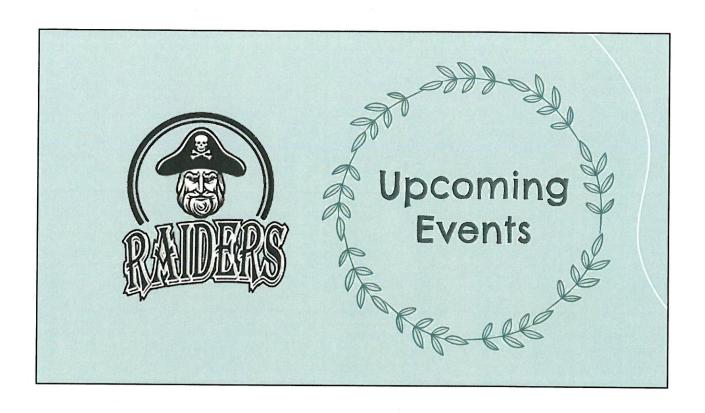




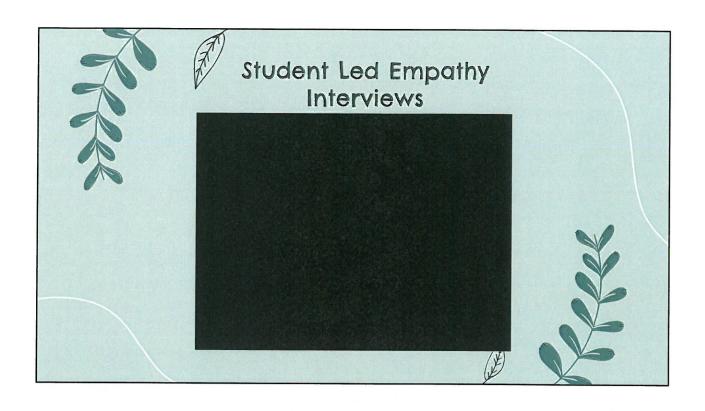


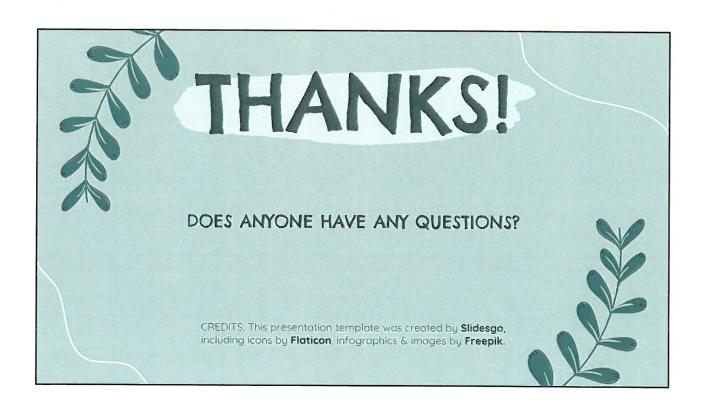












March 14, 2022 Certified Union School Board Report Information

	Professional Development	Collaboration	Family Engagement	Other
Garibaldi Grade School				
Nehalem Elementary				4th grade Students are excited to attend their first field trip in a few years the CCWF field trip tomorrow 3/15
NKN Middle School	Stevie Jackson of the ESD: Use of Interim Assessments in math and language arts as a tool for teaching, progress monitoring and to prepare for the 2022 SBAC	Grade level teams worked together to respond to the changes in guidance for covid protocols in order to make changes to systems and communicate those changes to students through advisory lessons.		The Enchanted Forest Formal Dance was a huge success. Mrs. Wiley and her 5th period class did a phenomenal job putting it on. Students had a great time and were well-behaved. Mrs. Atwood took a group of students on a foodie field trip to Portland where students had the opportunity to take in the sights and flavors of the city.
NKN High School		9th grade on track team is committed to helping 9th grade students be on track to graduate. Marden, Betts, and Grelk are staying after school one day a week to help students get caught up on assignments in their classes. The ELA Department met with Angie to align scoring and score freshmen and sophomore reading work samples, data was collected for future instruction		The Opera performance was awesome! Students were engaged and well behaved throughout the performance. The drama/theater class performed last week and their performance was impressive and hilarious! The kids did a great job! Huge thanks to Steven Clark for allowing us to witness the performance of the class! Esther did an amazing job planning, coordinating, and supporting 100% of students and their opportunity to engage in mock interviews with adults from around the community! Huge thanks to Esther for all the work she put in to helping the job application process be relevant to all students.

Professional Development	Collaboration	Family Engagement	Other
	plans and other forms of planning. The Engineering Design class participated in STEM week the first week of March. Guest Speaker Ken Brown came in person to answer questions about 3D modeling, and students got to zoom into a STEMhub presentation on the Mark Hatfield Science Center's very cool innovation lab in Newport.		NKN hosted the league tournament for wresting and Coach Douma organized the basketball league tournament in Vernonia. Basketball players were honored with all league awards and coach Douma was named the NW League Girls basketball coach of the year.

Other Comments for the Board: