

NEAH-KAH-NIE SCHOOL DISTRICT NO. 56

Regular Board Meeting 5:30 PM

September 13, 2021

Virtual Meeting

504 N. Third Ave.

Rockaway Beach, OR 97136

Present

PERSENT

Board members

Sandy Tyrer, Chairman

Carol Mahoney, Vice Chair, Virtually

Michele Aeder

Landon Myers, Virtually

Kari Fleisher, Virtually

Rena Scalabrin, Virtually

Mike Wantland

District Office Staff

Paul Erlebach, Superintendent

Mark Sybouts, Business Manager

Kathie Sellars, Administrative Assistant

Work Session Notes

Work Session Notes

Ms. Tyrer called the work session to order at 5:30 p.m. The purpose of the work session is to discuss the upcoming superintendent search and transition plan. Ms. Tyrer provided an update for Mr. Wantland and Ms. Scalabrin sharing that the Board had a previous discussion on Monday, May 20th to draw on the experience of Pat Ryan and Terry Kelly. Some of the decisions to be made are:

- ◆ When to begin.
- ◆ Process to be used.
- ◆ New superintendent job shadow current superintendent, if so, how long.
- ◆ The expense of job shadowing.
- ◆ Would the current superintendent be willing to act as a consultant?

No decisions were made at the May meeting.

Ms. Tyrer asked Mr. Erlebach to share his timeline. Mr. Erlebach stated that he would work this year and next year. He stated that normally the Board would begin a search, hire in the year that the current superintendent is leaving with the new superintendent beginning on July 1. Ms. Tyrer stated that there are three different ways the district could go about a superintendent search: 1) District run, 2) hire an independent consultant; 3) use OSBA. Ms. Tyrer stated that she does not want to do a district-run search, she does not feel the district has the expertise to do that. She also mentioned that before Mr. Ryan and Mr. Kelly left the board they recommended using OSBA. Ms. Tyrer asked Ms. Mahoney what she remembers. Ms. Mahoney stated that she remembered the same, that Mr. Kelly and Mr. Ryan both recommended going with OSBA because they know the state so well.

Ms. Scalabrin asked if we hired OSBA would we have a dedicated individual or a team. Ms. Tyrer stated that we would have an individual or a team designated for the District. OSBA would do the pre-screening and consider the best candidates that would meet our search criteria. Ms. Scalabrin asked about the cost of conducting a search with OSBA or a consultant. Ms. Tyrer stated that she believes that OSBA is a flat rate. We could also look into the cost of a consultant.

Ms. Tyrer stated that she has not been involved in a superintendent search in this district. None of the current board members have participated in a superintendent search in this district. Mr. Myers stated that he would be interested in know which route Tillamook School District used to hire Curt Shelly.

Discussion occurred about when to begin the process. Post in January of 2023, post both internally and externally. Ms. Sellars recommended starting the search process earlier than January of 2023, explaining that there is a lot of work that goes into determining what the district and board desire in the next superintendent. Discussion occurred on when to post, and the transition plan. Mr. Erlebach stated that he is willing to do whatever it takes to make the transition as smooth as possible. The transition plan will be influenced by who the district selects and the experience they bring with them.

Next steps

- ◆ Examine the costs
- ◆ Talk with Tillamook about the process they used
- ◆ Start the process earlier rather than later
- ◆ Contact OSBA and the other search firms regarding cost and when to request a proposal
- ◆ Landon will contact former Tillamook Board members to discuss the process they used.
- ◆ Ms. Tyrer and Mr. Erlebach will look into alternative search firms

Ms. Tyrer adjourned the work session at 6:28 p.m. Ms. Tyrer called for a five-minute break before the board meeting.

OFFICIAL MINUTES

Official Minutes

Call to Order

CALL TO ORDER

Ms. Tyrer called to order the meeting of the Neah-Kah-Nie School District Board of Directors at 6:33 p.m. Ms. Tyrer welcomed staff and patrons. All present stood for the flag salute.

APPROVE AGENDA

Approve Agenda

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

Motion to Approve

CONSENT AGENDA

Consent Agenda

Approve August 9, 2021 Regular Meeting Minutes
Elementary Student/Parent Handbook

PERSONNEL REPORT

Hiring – Coach
Sabrina Eisele as NKN HS Student Council Advisor
Taylor Winder as NKN MS Cross Country Coach

Resignations

Justin Sereno as NKN HS Advisory Leader

NON LICENSED PERSONNEL INFORMATION - Informational Only

Hiring
Caroline Dunne as NES IA/Second Cook
Heaven Hartford as NES Family Resource Coordinator
Sara Vega as NKN HS/MS Assistant Cook and Custodian 1
Amber Christin as GGS 3.5 hr Instructional Assistant

Retirements

Bev Baldwin as GGS Head Secretary Effective October 29, 2021
Joanne Rogers as GGS Sp. Ed. Instructional Assistant

Classified Resignations

Laurie Miller as NKN HS Sp. Ed. Instructional Assistant
Mia Burch as NES Sp. Ed. Instructional Assistant
Hannah Grider as NKN MS Head Secretary
Juan Pozos as Spanish Language Family Resource Coordinator
Sara Vega as GGS/HS Custodian 1

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

Motion to Approve

COMMUNICATIONS

Oral Communication

Public Input

Communication
Public Input

Damian Laviolette shared written comment with the Board in advance of the meeting. He had the following concerns:

- ♦ He would like his current comments and his previous comments from August 13 to be included in the public record. He is recommending a process of communication between the public and the board, in order to hold board members accountable for their decision-making.
- ♦ Enrollment numbers from September of 2019 to May of 2020, September 2020 to May of 2021 and then September of 2021. He would like to compare and identify if there has been a significant change in enrollment numbers. If so, what is the Board doing about it to correct these issues, if a problem exists. He is concerned that the district has lost a number of students as a result of COVID.

Ms. Tyrer stated that these issues are things that the board can consider. Ms. Tyrer stated that the District reinstated the "Let's Chat With Paul" meetings. Ms. Tyrer stated that meeting went very well. Ms. Tyrer asked Mr. Erlebach to address the enrollment report. Mr. Erlebach stated that the enrollment report is already available on the website in Boardbook. Mr. Laviolette's letters are attached to these minutes.

David Stone, step-father of a staff member raised a concern over a personnel matter. A Board member gave his opinion on this item and due to the nature of the issue Ms. Tyrer called for the meeting to be temporarily suspended. She requested that Ms. Sellars turn off the video and audio in the board room at 7:03 p.m. There was not a quorum of the Board present in the room. Ms. Tyrer requested that the meeting resume at 7:09 p.m.

Student Input, Heidi Buckmaster

Student Input

Ms. Buckmaster provided the student input. Her presentation is attached to these minutes.

Staff Input, Angie Douma

Staff Input

Ms. Douma shared a spreadsheet showing the number of activities that teachers were involved in over the summer and into September. Her presentation is attached to these minutes.

Written Communication

Written Communications

Board and Administrator

Neah-Kah-Nie Middle School Newsletter - August 10, 2021

Neah-Kah-Nie Middle School Newsletter, September 2, 2021

Safe Return to In-Person Instruction and Continuity of Services Plan

REPORTS

Board Discussion - Next Steps on School Reentry

Reports
Board Discussion –
Next Steps on School
Reentry

Mr. Erlebach asked for some guidance from the Tillamook County Health Department as to what would be the matrix to safely return students to in-person instruction. Mr. Erlebach stated that he would like to review case count on September 14 and 16 and then perhaps return to in person instruction on September 27. He did talk with Curt Shelly, Superintendent from Tillamook School District, he did not give him a number, but he did not feel that transmission was happening during the school day, but rather outside the school day. Mr. Erlebach stated that the county is still in extreme risk, there is a case count of 52, but there is a downward trend.

Ms. Scalabrin shared that her two children began CDL instruction for their first day of school. She stated that she is not sure that she can adequately express how amazing our staff are at Neah-Kah-Nie School District. The teachers engaged her children, and her children were happy. Today was amazing for both her children. She wants to be in CDL for the least amount of time as possible. She wants to transition her kids as soon as possible back to in-person learning.

Ms. Mahoney thanked Ms. Scalabrin for recognizing the teachers, she thinks that our teachers are amazing at teaching our kids. She has a problem with the recommendation from the Health Department. In the past we had metrics that we knew were our cutoff, she just does not feel it is safe to her. Ms. Mahoney would like to wait and see what happens in the second week of school with Tillamook School District. She would love to see kids back in school, but with 52 cases in a weekend it just does not feel safe.

Mr. Myers stated that we are in a good position right now. He feels it is easier to transition from CDL back to in-person than it is to go from in-person to CDL. He feels that waiting to see what happens with Tillamook School District in week two is a good plan. He wants to see kids back in the classroom as soon as it is safe to do so.

Ms. Fleisher stated that she would like to get kids back in school as soon as possible and perhaps starting with the younger kids first and begin working on transitioning students back to in person learning as soon as possible. Taking into consideration case counts. She is really concerned about the younger students who struggle using the Chromebooks. She agreed looking at the coming week's case count is a good plan.

Ms. Aeder stated that she is glad that we did not send kids back to in-person with the case counts being so high. Ms. Aeder stated that the Board had some correspondence from the administrators today about what it is like for them to transition. She too, would like to see the numbers next week. She wanted to hear from the administrators; what is a reasonable timeline to transition back to in-person learning if the case numbers continue on a downward trend.

Mr. Wantland would like to hear from the administrators what the timeframe is like for them to move from CDL to in-person. He is in favor of giving the administrators and their staff the time they need to transition back.

Ms. Tyrer thanked the members for their input, the administrators as well. Ms. Tyrer shared that she is in favor of reviewing the case count numbers on the 14th and 16th if the numbers are still trending downward, having staff take the 23rd and 24th to prepare to transition back to in-person learning on September 27. She wants the students in their seats, but wants them safely in their seats. She feels that Paul and the administrators have done a good job. Ms. Tyrer stated that we should allow Paul to do his job, it is within his purview to make the decision. Mr. Erlebach will continue to monitor the case count numbers.

M-Tyrer/2nd Wantland to allow Mr. Erlebach to make the decision to return to in-person or remain in CDL by monitoring the case count numbers on September 14 and 16, if the case counts are still trending downward, give staff September 23 and 24 to transition back to in-person learning with students returning to in-person learning on September 27. Motion carried unanimously.

Motion to Approve
School Reentry Plan

Extracurricular Participation and Soccer at the MS/HS, Corey Douma and Cynthia Grelck

Mr. Erlebach stated that before COVID we were talking about soccer at the middle and high school. He wanted to restart the conversation.

Extracurricular
Participation and
Soccer at the MS/HS

Ms. Grelck shared that in 2019 the District held a stakeholder meeting regarding soccer. They have decided to do an interest survey at the middle and high schools to see how many kids are interested. They thought a good first step would be to start by making it a club activity. NCRD is offering soccer from September 14 – November 4, K-12 soccer.

Mr. Douma stated that supporting local clubs already exist. He stated that he does not know what the long-term goals would be, does the district want to move to the OSAA level, if so, it would be a process. We would need to examine our facilities. The other districts around us are playing on turf fields. He encouraged the district to begin looking at turf fields. It allows for year round use of fields.

Ms. Grelck shared extracurricular participation numbers for last year. In 2020-21 they had an abbreviated season. They had flag football, cross-country, track, and boy's and girls' basketball. She had 55 participants over all those sports, 28 boys and 27 girls. They had 15 other than white participants, which is about 27 percent. Currently, football started last week, volleyball started today, with 21 girls turned out, 5 cross-country participants and 20 names on the list for football, for 55 participants. For football, we have a volunteer who is taking on the football program. Neah-Kah-Nie Youth Athletics was not able to field a 3rd through 5th grade team, so the middle school is working with them and the younger kids are able to practice at the same time that the middle school is practicing. They are able to run the same drills that the middle school players are, and the middle school players are running the same drills and plays as the high school. That program continuity will benefit the program into the future.

Mr. Douma stated that the numbers at the high school are close to the middle school. Last year the participation numbers were down across all sports. He stated it is good to keep this data and watch for trends. He also recommended tracking the data for clubs as well.

Mr. Wantland suggested coming up with a soccer club, he feels that our community would benefit from it. Mr. Erlebach stated that when the track was renovated the drainage issues were remedied and that is a major expense that has been addressed when discussing a turf field.

Preschool Participation, Janmarie Nugent & Kristi Woika

Preschool Participation

Ms. Woika stated that she has been full with 20 students since last spring, and they have six on a waiting list. She has 17 four year olds and 3 three year olds. Of those 20 students, one parent has requested a partial day for a short period. The preschool parents met with the teachers last week to talk about the best way to deliver instruction, so they are sending home packets right now. It is going well, all 20 showed up for one on one meetings.

Ms. Nugent, shared that they had parent meetings last week. She has 20 students she had a couple students on a wait list. Half of her students are three year olds and half are four year olds. She had a couple parents who are interested in partial day due to the age of the students. They are doing packets and staying in touch with families. They will have a full program with 20 students. She will follow-up with the two families that were unsure.

Superintendent
Evaluation Plan

Superintendent Evaluation, Paul Erlebach

2019-2023 Neah-Kah-Nie School District Continuous Improvement Plan, Paul Erlebach

Mr. Erlebach stated that he and the administrators reviewed the plan and surprisingly they stuck to the plan. He reviewed the plan for the Board members.

Superintendent's Evaluation Timeline

Superintendent Evaluation Workbook, Kathie Sellars

Ms. Sellars reviewed and explained the evaluation tool. The Board will evaluate Mr. Erlebach on the nine different standards as well as the evaluation of the superintendent goals.

M-Fleisher/2nd Mahoney to use the OSBA Superintendent Evaluation Template, parts one and two. Motion carried unanimously.

Motion to Approve
Superintendent
Evaluation Plan

UNFINISHED BUSINESS

Unfinished Business

Summer Projects Update, Steve Baertlein

Mr. Baertlein reported on the following:

- ◆ Nehalem Play Shelter Wall – complete
- ◆ Nehalem Elementary Under Stair Project – complete
- ◆ Nehalem and Garibaldi Solar Projects – Nehalem is complete. The City of Garibaldi has signed off on the plan and we are waiting on an approval from Tillamook County

Unfinished Business
Continued

- ♦ Garibaldi Grade School retaining wall and sewer line project. This is in the process of being replaced, and should be done by the end of the week. We had a sewer line repair project at Garibaldi that has also been completed.
- ♦ Neah-Kah-Nie High School Parking Project, the pavement is in, the striping is not done due to a nation-wide shortage of paint.
- ♦ Neah-Kah-Nie High School Construction Trades Exterior Door Project, the door is in, the garage door is on its way.
- ♦ Neah-Kah-Nie Student Health & Wellness Center is complete. We have an electrician coming in tomorrow to move an outlet and some data wiring. Staff are moving in.

New Business

NEW BUSINESS

None at this time

Fiscal

FISCAL

Payment of Bills

Payment of Bills

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

Fiscal Summary

Fiscal Summary Sheet

Mr. Sybouts shared that we have received our first state timber turnover for the year. This payment was a good start. Recovery of prior year expense is a refund of the administrative fee from our sub caller system. Our expenditures are looking good.

HVAC Engineering
Project Award

HVAC Engineering Project Award

Mr. Sybouts shared that we advertised on August 3 and 4 in the Headlight Herald and the Daily Journal of Commerce. Proposals were due by August 27, 2021. We received four proposals. Mr. Baertlein, Mr. Sybouts and Mr. Erlebach evaluated the proposals independently. They each identified KCL Engineering and ZCE Engineering & Architecture as their first choice and recommend them to the Board.

Mr. Erlebach stated that the district received \$1.5 million dollars in ESSR III funds, 20 percent of those funds must to be spent on getting students back in school. The plan is to review our HVAC systems. A lot of our old building have old HVAC systems. We know that proper ventilation reduces the amount of COVID in these indoor spaces. A large percentage of that money will be spent on HVAC systems. It might be under or it might be over, if over administration would need to come back to the board. This step is to approve the engineering design phase. Ms. Mahoney wanted to know how long of a process this would be. Mr. Sybouts stated that engineering firms will come up with a timeline for the project, but the grant also has a timeline. The ESSER II and ESSER III grants require a close out of no later than August of 2024. Mr. Sybouts stated that you have to have the engineering done first. Ms. Scalabrin stated that we would have to enter into negotiations with the engineering firm for a cost on just the engineering.

Motion to Approve

M-Aeder/2nd Mahoney to award HVAC Architect/Engineering contract to design HVAC systems for Garibaldi Grade School, Nehalem Elementary School and Neah-Kah-Nie High School to KCL Engineering and ZCS Engineering & Architecture and authorize Superintendent Erlebach to negotiate the contract. Motion carried unanimously.

Suggestions &
Comments -
Superintendent

SUGGESTIONS AND COMMENTS

Superintendent

Mr. Erlebach shared the following:

- Thanked staff, especially the new staff who did not have any experience in CDL. Staff have done an amazing job in a short amount of time. Staff are doing great work.
- The Let's Chat with Paul went very well.
- We did double the number of hours dedicated to nursing services this year. We have hired a very

good nurse. Our vaccination rates are as follows: Overall 90 percent of staff are vaccinated; 10 received an exception, 86 percent of classified staff are vaccinated, and 96 percent of our licensed staff are vaccinated.

Suggestions &
Comments,
Superintendent
Continued

Board

Board

Ms. Aeder stated that the Inclusion Alliance committee will meet again on September 21 at 5:30 p.m. She also reiterated her thanks to all our staff for all their work and transitioning so quickly.

Adjourn

ADJOURN

Hearing nothing more to come before the board the meeting adjourned at 8:51 p.m.

Next Meeting

NEXT MEETING

October 11, 2021

Re: Suggestion/Recommendation

damian laviolette <damian.laviolette@gmail.com>

Fri, Aug 13, 2021 at 11:25 AM

To: Sandra Tyrer <sandrat@nknisd.org>

Cc: Paul Erlebach <pauale@nknisd.org>, Carol Mahoney <carolm@nknisd.org>, Michele Aeder <michelea@nknisd.org>, Landon Myers <landonm@nknisd.org>, Kari Fleisher <karif@nknisd.org>, Renae Scalabrin <renaes@nknisd.org>, Mike Wantland <mikew@nknisd.org>, Kathie Sellars <kathies@nknisd.org>

Board Chair Tyrer, members of the Neah-Kah-Nie School Board, and Superintendent Erlebach:

I would gladly do so, but again I am not sure about your time/presentation constraints during the structured meeting.

Fundamentally the school board normally has a dual role:

- To represent the concerns of the citizens, taxpayers, and parents to the school administrators, and to represent the needs of the students and school district to the citizens, taxpayers and parents of the community.
- The school board does not operate the district on a day-to-day basis; that is the job of the superintendent, who is the district's chief executive. Rather, the school board sets the policies, goals, and objectives for the district – and it holds the superintendent responsible for implementing the policies and achieving the goals.

The first bullet is where my ask really comes from (where I feel we are really falling down as a district), how does a board member elected in a certain zone represent the concerns of the citizens, taxpayers, and parents from that zone if there is no prior communication before the board meeting with their constituents? I believe/its the responsibility of the board/district to make itself available to the above groups through technology and/or in person for transparency, educational success, risk management, and regulatory compliance.

- Are board members just expected to show up and know all of the emailed topics and have a formulated response on how their zone is leaning?
- Maybe some of the constituents don't even really use email
- The same goes for public comment presented in the scheduled board meetings, does the member have the appropriate amount of time to digest in the meeting and get the feedback from their zone before commenting and/or voting on critical issues?
- How does a board member go back to their specific zone to identify if the school/board is working on or doing something in or out of alignment with the zones/constituents desired direction/wants/needs.
- Do other members of the public have time to consider or respond to the emailed or public statements provided during the board session?

Potential Options:

- I would imagine in the current schedule of events, the board could host individual/grouped zone meetings, workshops, caucuses, etc..(especially for topics of importance i.e. larger financial activities, pandemic, curriculum, CRT, clinics, etc.). These types of events could be held, the Sunday prior to the Board Meeting (which seems to be normally on a Monday) or at another time prior to the board meeting. The zone board member/members could hold open topic discussions as well as cover the coming Monday Board agenda to see if there are any issues/feedback in regards to documented topics. This discussion could be held in a school gymnasium or at multiple gymnasiums with zone board members present at each location. These discussions could be combined with online/phone conferencing or recording services.
 - School gymnasiums offer a lot of potentials. They are large enough to hold a lot of people (even if we have social distancing)
 - Remote dial in and recording capabilities can be easily added to these areas at a low cost (I can help with technical solution suggestions that are mobile and easy to put in place)
 - School property could be a solid strategic advantage as the district might have some help reserving them on whatever day is selected
- Meeting times could be adjust depending on topics and attendance/dialog trends
- The board could consider extending the meetings and allowing for more discussion, I would recommend placing public comment more towards the middle/back of the agenda, however. More often than not I would imagine the public "us" wants to comment on what "you" the board/administrators/teachers/students/etc... have said/responded. Any voting/board decisions would be held until the end after public comment. Or you could have two periods one upfront and one in the middle after most discussions have taken place. This option although better than nothing does not really allow for thoughtful exploration of public comment or dialog, but is better than what is occurring today)
- The board could host a 60-minute public forum prior to the actual board meeting (similar to bullet #2 above this would not really allow for thoughtful exploration of the public comment or dialog, but is better than what is occurring today)
- Comprehensive survey's are also in my opinion a strong addition to meetings, but if you can't/won't do meetings then survey's kind of become a must:
 - These surveys should be inclusive of your enrolled student numbers, if you have 500 families you should strive to get at least 250 responses and not just the normal 50 who are always responding and then case closed.
 - These surveys should if possible show some of the risk as well as the rewards (as every action has both reward and risk):
 - productivity reward - time saved away from school for student physicals
 - productivity reward - reproductive education and services for those in need
 - reputation reward - ability to serve the students and the community
 - liability risk - a service that is provided on school grounds/during school hours that might injure or cause loss of life with/without parental permission
 - reputation risk - protracted battle or resentment of some families over non-necessary (opinion) services vs some families over necessary (opinion) services
 - The Headlight Herald or other media outlets can be used as a facilitation location to get families/more families involved, as well as tax base responding to your survey's
 - Results should be formally posted/shown, and hopefully discussed in zone/pre-board public meetings, not just discussed in Board sessions, working groups, or sub-committees.
- You could created a Board sub-committee called the Public Outreach Committee or something similar to the Equity Committee (and likely just as important) for public outreach and it could be their function to go out and meet the public /collect feedback and provide it to the board in addition to normal public comment.
- All of, some of, or none of the opitons/examples above could be used. Serious consideration should be made to do something.

To be fair and honest (not just act like a hypocrite) before the pandemic (April of 2020), the school board was only a mild area of interest of mine. **I was totally at fault for not being aware of its critical importance and an active participant, which is why we attend each meeting now/why I will continue to do so in the future, and why I ran for the board.** I think for some families, we thought the Board was important, but just figured it would get done in a way (opinion) it seemed to have always done in the past. The pandemic has been an eye opening experience for some families (opinion) into the true importance of the board and its decisions, and that many families need to pay more attention, because in some families (opinion) it may not be getting done the way it should. It also allowed some families to truly find out about/understand some of the other activities that have been going on (opinion), again that maybe some families should have been paying more attention to (opinion).

There is no perfect solution or even a single solution out there to be sure (mine or others), but the enrollment numbers alone over the past 24 months alone should be representative of why the board needs more public interaction, let alone looming challenges around cirriculum opinion and now the return of pandemic controls.

An example of a good open forum puplic feedback topic could be something as follows:

Last year in August 2020 at the Jetty Fishery we had a great young 15 year old Neah-Kah-Nie student working for us, when my wife and I asked him if he was excited to go back to school even if it was online, he stated he was not going to go to school this year, nor was he going to be home schooled, basically just dropping out. Although we worked to diligently in many ways to encourage him to attend school in any fashion, we believe he just fell off the radar. These are the type of discussions that would be suited for zone/board member meetings. During the year calendar year 2020/2021 there were very few actual discussions from the board or public in regards to these students who just fell off the radar/are no longer enrolled. I understand that some of these kids may likely have done the same in any year, but with our deep drop in enrollment numbers we should have put together a board working group to find these kids and get them back.

I will, should you want make myself available to come in and discuss and solutions/options to make these meetings happen (without as much opinion), and will also make an effort should these meetings/events occur make us (the families of the district) respect board and administrators time and be a champion of the need for attendance.

Damian

On Wed, Aug 11, 2021 at 2:40 PM Sandra Tyrer <sandrat@nknsd.org> wrote:
[Quoted text hidden]

My items for your Board meeting today

5 messages

damian laviolette <damian.laviolette@gmail.com>

Mon, Sep 13, 2021 at 9:45 AM

To: Paul Erlebach <paule@nknisd.org>, Kari Fleisher <karif@nknisd.org>, Sandra Tyrer <sandrat@nknisd.org>, Michele Aeder <michelea@nknisd.org>, Landon Myers <landonm@nknisd.org>, Mike Wantland <mikew@nknisd.org>, Carol Mahoney <carolm@nknisd.org>, Renae Scalabrin <renaes@nknisd.org>, Kathie Sellars <kathies@nknisd.org>, Teah Laviolette <teah.laviolette@gmail.com>

All,

I am submitting these items as requested in advance. I ask that you add this email along with my previous email on the 13th of August outlining options to improve Board communication with students, parents, and residents to your formal record.

----Start of formal public comments from Damian and Teah Laviolette----

Paul,

I want to say that I respect your decision to alone make the call to open the school as CDL only (with the understanding that there may be some special needs children coming in), that's a tough call for a single person to do. Especially when it directly impacts our children's wellbeing and long-term education and growth/success. We think you knew you were going to get some heat one way or another. Teah and I do however disagree that you should have made the decision without formally asking the board. Last year you asked the board in December, January, and the spring to make the call/support your decision. This year you just made the call, you said you asked around, but during the meeting, at least two Board members seemed to feel otherwise. You mention that you had the full support of the Board, if that is the case please have them support a decision like this in writing formally. Is it important enough? Well what's the value of even 1 day of in person learning compared to CDL for some kids, not the kind of decision you make by feeling around on a phone call or email in my opinion.

Board team,

First, several comments were made at the most recent meeting about enrollment numbers and who is being enrolled/enrolling. There was the consensus that everything was normal similar to last year at the end of the school year. We are requesting that if possible the school district provide enrollment numbers in a simplistic manner as follows:

- September 2019 – total kids enrolled at start of school year
- May 2020 – total kids enrolled before seniors graduated
- September 2020 – total kids enrolled at start of school year
- May 2021 – total kids enrolled before seniors graduated
- September 2021 – total kids enrolled at start of school year

We would also ask that you formally publish these numbers to the community and address what is being done about the fact that these numbers are actually children/kids many of which are directly impacted by the decisions of the School Board and now the Superintendent to go to CDL. What's the cost to the community both locally and wide spread for 30 or more students lost, what are the downstream/long term costs....

We suspect that when you look at the numbers the district is more than just a normal yearly shift in enrollment, we are probably down significantly. The Board and the school administration needs to be held accountable for their decisions, and what is being done to correct / right the ship.

Teah and I are finding it harder and harder to come up with reasons to put our kids back into this school district, which is really a shame for multiple reasons (some of them on us/me), but leadership decisions in this district continue to plague us. We know we are not alone, last year Tillamook School District went back to school in person around the mid-year point, Neah-Kah-Nie leadership voted to not do so. There were no negative impacts directly/indirectly from a medical and/or Covid standpoint in either district (which was great for both districts), but there was a learning impact from the additional 2 months of CDL that our kids missed at NKN and Tillamook kids did not. Once again we are proceeding down the same road, except now this decision which is the exact same as the mid-year vote from last year is not being made formally by the school board.

Now we have kids sporting programs back in place due primarily to parental outrage. They are practicing, games are being played in the gymnasiums (even on the weekends). We understand that these may be lower-risk activities, but they represent risk nonetheless. Let the community through the Board make the decision, give families/taxpayers the option to make the call through the Board. Today you are accepting the risk for many short-term or in some cases medium-term sporting benefits. You won't however accept the risk for life long educational benefits. If you can play sports, use the school locker rooms, gymnasiums, and facilities, you might as well just get the kids back into school. Who can truly quantify what even one day of in-person learning value is worth to some of our kids? What we can quantify is the value of weeks or a couple of months and it's quantified as critical. At least it is to our kids.

Get the kids/students/families who want to go back and have families/parents who can support them going back into school back into school. Use some of the money you have in reserve or the HVAC monies/COVID dollars to make the impact on the kids now, We know there is long term value in a solid HVAC system, but lets face it that will be one to two years down the road. What is the cost to 300-700 kids missing out on weeks or months of in person learning. We can tell you the cost is much greater than 1.5 million, as a parent you want to give your kids every opportunity to succeed. What price tag would we put on a single day of more productive learning for our kids. If we send students back to the classrooms be prepared, if there is a COVID spike or quarantine event don't freak out we have seen how to survive them. You shift, clean, quarantine as needed, and return. Don't just complain about having to do all the phone calling, take some of the 1.5 million hire a few parents, contractors, or staff to temporarily/or for the year to make the phone calls, overcome it. You have the money, set aside some of it as an emergency retainer for a short notice cleaning crew (SERVEPRO etc...) 15-30K, they could have a 12-24 hour response time.

Second, its time to start holding the Board members accountable for their decisions/voting activities within their respective zones. Are our board members accurately representing the wants and needs of our zones' students, families, and community? We need to as parents, and voters, pay better attention to the voting patterns of our zone board members. It sure does seem like there are larger numbers of parents or residents especially in specific zones that want kids back to in-person learning, however, these zone representatives continue to vote/support the administration in an opposite fashion. Please remember that any/all school boards have two fundamental roles:

- To represent the concerns of the parents, families, citizens, and taxpayers to the school administrators, and to represent the needs of the students and school district to the citizens, taxpayers and parents of the community.
- The school board does not operate the district on a day-to-day basis; that is the job of the superintendent, who is the district's chief executive. Rather, the school board sets the policies, goals, and objectives for the district – and it holds the superintendent responsible for implementing the policies and achieving the goals.

We believe some of our board members are failing to represent the majority of their zones concerns and wishes. The board should also be holding the superintendent responsible for the enrollment challenges, decreased learning standards, and loss of academic and athletic opportunities resulting from the continued decision making. True COVID is not the superintendents fault and things are tough/a struggle to deal with, but other superintendents are actively working to figure out ways to move forward. Other districts are planning daily, managing daily, using financials opportunities daily, and leading their districts out of this mess.

We bleed the Red and Black of the Neah-Kah-Nie School District, our family and our business have supported all of the schools in the district for over 40 years with word, deed and money. Heck we even branded our business with pirates motifs and moved our kids from Connecticut to this school district because of our awesome experiences. Teah and I unfortunately have had to do what was needed to get our kids back into the classroom and that's Tillamook. There is a school just down the road that is moving forward with in-person learning and is taking this challenge head-on for the kids. We will continue to stay active in this district as a resident, taxpayer, budget committee member (as long as you'll continue to let me), and hopefully the parent of a future NKN graduate/or three. We hope that changes will be made and our children who should be in the school in person and who should be going to this school district can return.

Get your surveys out. Board members listen to your zones, represent your families/students/constituents, if you think you are, then survey them to make sure you are, if you're not in alignment fix yourself. We outlined some possible options on August 13th, if you don't like them come up with something else.

Damian and Teah Laviolette

----End of formal public comments from Damian and Teah Laviolette----

Kathie Sellars <kathies@nknsd.org>
To: damian laviolette <damian.laviolette@gmail.com>

Mon, Sep 13, 2021 at 9:48 AM

Daminan,
I have received your public comment.

[Quoted text hidden]

--

Kathie Sellars
Administrative Assistant/HR Coordinator
Neah-Kah-Nie School District
PO Box 28/504 N Third Avenue
Rockaway Beach, OR 97136
Phone: 503-355-3506
Fax: 503-355-3434

Kathie Sellars <kathies@nknsd.org>
To: Sandra Tyrer <sandrat@nknsd.org>

Mon, Sep 13, 2021 at 10:30 AM

Here you go

[Quoted text hidden]

[Quoted text hidden]

Rena Scalabrin <renaes@nknsd.org>
To: Kathie Sellars <kathies@nknsd.org>

Mon, Sep 13, 2021 at 2:49 PM

Hi Kathie -

I also wasn't sure how this worked? Is it part of written communications along with his other email?

----- Forwarded message -----

From: **damian laviolette** <damian.laviolette@gmail.com>

Date: Mon, Sep 13, 2021 at 9:45 AM

Subject: My items for your Board meeting today

To: Paul Erlebach <paule@nknsd.org>, Kari Fleisher <karif@nknsd.org>, Sandra Tyrer <sandrat@nknsd.org>, Michele Aeder <michelea@nknsd.org>, Landon Myers <landonm@nknsd.org>, Mike Wantland <mikew@nknsd.org>, Carol Mahoney <carolm@nknsd.org>, Rena Scalabrin <renaes@nknsd.org>, Kathie Sellars <kathies@nknsd.org>, Teah Laviolette <teah.laviolette@gmail.com>

[Quoted text hidden]

Kathie Sellars <kathies@nknsd.org>
To: Rena Scalabrin <renaes@nknsd.org>

Mon, Sep 13, 2021 at 4:42 PM

No, part of public comment.

K

[Quoted text hidden]

[Quoted text hidden]

1 NKNHS**School Board Report****2 Special Recognition:**

Student Representative to School Board: TBD

Students of the Month: September students will be selected and reported in October.

Students to Celebrate: Jacob McIlvenna, Daniel Pour, Noah Chick, Zoey Rayne, Sammy Mickey (prize winners from Freshmen Orientation)

Staff Recognition:

James Billstine- The welcome wagon

Andy Johnson- New Math Teacher

Angie Douma and Meagan Mower- Curriculum mapping and inclusive literacy practices PD at MS/HS

Esther Troyer and Margaret Whiting- SEL supports for students and staff

3 Athletic Team Updates:

Football: ...16 student-athletes...Our first game is home against Gaston at 7pm on Friday 9/24. Gaston is projected to be best in league this year, but I want to believe we will surprise some people with our overall grit and performance. Stay tuned.

Pirate Cross-Country:

Our young team of is working hard as we head into two competitive invitationals: The Logger Elk Run and the Meriwether Cross Country Classic.

4 Athletic Team Updates:

Pirate Volleyball:

As of now, we have 19 athletes participating in Volleyball this season! We played our first league matches last week (due to the one week freeze) one at Portland Christian and one at home vs. Nestucca. Our athletes are working hard everyday and have shown a lot of improvement, resilience and growth! We are looking forward to our upcoming contest as we travel to Mannahouse Christian tomorrow to take on the Lions!

Cheer:

The cheer team this year has one senior, 6 juniors, and 1 freshman. Four are returning members from football season, two have previously done winter season, and two are new to the team. We have been working on learning chants and cheers and getting back into shape. We happy to be able to practice together and are looking forward to performing at games.

5 **Activity Updates**

School Climate and Culture: The climate and culture team is proud to welcome Margaret to the team! We are continuing our work with the ESD this year in the Social, Emotional, and Mental Health Network to expand on the way we are promoting a better school environment and addressing some of the challenges in it.

Honor Society: Students involved in peer tutoring during summer session - did an awesome job!

Speech & Debate:

Robotics: This year's theme for FIRST Tech Challenge is: Freight Frenzy.

Our planned kickoff and start of season will hopefully happen in October.

Future Natural Resource Leaders: Participated in PD this summer at OSU's college of Forestry that will bring a John Deere Harvest Simulator to the NKN HS for a few weeks, and be able to attend HS student simulator trainings at OSU this next year.

Unified Champion Schools Club: The club will meet soon to select student leaders and make a plan for the year. Soccer is a potential for the fall followed by basketball in the winter trimester.

LEOS:

Choir: The choir will prepare for the Peace and Goodwill Mini-Tour performing at TBCC, NCRD, various assisted living centers, Fire Mountain, and our schools. Pieces of Six (elite vocal group) will have auditions for open slots this Autumn.

6 **Student Council- Sabrina Eisele**

7 **Site Council Report:**

Members: Heidi Buckmaster, Esther Troyer, Kathryn Harmon, Jaime Simpson, Jenni Stinnett

and new student representative! Jack Stanfield.

School Improvement Goals:

1. Increase the number of students on track to graduate at each grade level.
2. Improve equity in participation (CTE courses, Advanced courses, Activities and Athletics)
 - SEL- breakfast instruction will include stress management, coping strategies, social engagement, expressing gratitude, current events discussions, perspective taking and more...
 - Interventions- we will be exploring RTI in partnership with middle school in language arts. In addition, attendance and other academic intervention plans are being developed based on current data.
 - Angie Douma and Meagan Mower presented effective instructional strategies/ techniques/ classroom and lesson organization structures for MS/HS staff during inservice.

8 **College/Career Ready - Counselor Reports**

2020-2021 Dual Credit Report:

Total College credits earned for year: 1,112

10th grade: 193 11th grade: 559 12th grade: 460

AA degree earned by Dinah Schultz!

8 Dual Credit courses being offered this term including
new Intro to Literature class offered by Sabrina Eisele

Kudos to Hannah Dante and Rachel Lee for assisting as Peer Tutors during summer credit
recovery - they did a great job!

Two students and 2 staff members were able to complete the Foundations of Education
course at TBCC this summer as part of our focus on the Diverse Educator Pathway
Program.

Time was also spent this summer assisting a few of last years graduates in finalizing
college details as well as working with some of this years juniors on their senior projects.

9 **ASPIRE & Counselor Reports**

10 **School Updates**

Summer Learning Grant Activities: 65 students participated

- 253 total hours of ART (drawing, painting, ceramics)
- 722 total hours of PE (weight lifting, volleyball, basketball, track and field skills, and golf)
- 13 credit recovery courses were completed for a total of 6.5 credits.

11 **The End.**

September 13, 2021
Certified Union School Board Report Information

	Professional Development	Collaboration	Family Engagement	Other
Garibaldi Grade School	Being able to spend time collaborating with Nehalem to align math standards with our curriculum.		Because we have moved to CDL, once again it is nice to have the time to touch base with our families individually to connect and share common goals for their kids.	Hosted a successful 4 day kindercamp for 15 of our incoming kindergartners at the end of august
Nehalem Elementary	Thanks for the time to plan math across schools with our math coach!	We have been lucky enough to have time to plan as teams	Connecting with parents through phone calls prior to the start of school Meeting with new families to the district	
NKN Middle School	Angie Douma's trainings are excellent. She is an accomplished presenter and her thoughts on pedagogy relevant across our curriculum. Excellent job!	Collaboration 6-12 this inservice has been invaluable for introducing new educators to our philosophy and practice. Also - the new hires are exceptional.	Onboarding meetings with each family to ensure students and parents were informed and ready for school to start	Hosted a successful 5 day enrichment program attended by 43 students. WEB training for 8th graders and participation for 6th graders.
NKN High School	Kelly is the new Mandt trainer and attended her training in August in Eugene. She learned a lot of new things and was able to	Being able to work with the middle school and high school SPED department to align expectations		Coaches ran conditioning, weight-lifting, and skills camps.

	Professional Development	Collaboration	Family Engagement	Other
	<p>implement changes to our de-escalation training program across the district SPED departments.</p> <p>Curriculum PD between the middle and high schools.</p>	<p>was very beneficial.</p> <p>Each department is aligning their materials between the MS and HS</p>		