

NEAH-KAH-NIE SCHOOL DISTRICT NO. 56

Regular Board Meeting 6:30 PM

October 12, 2020

Virtual Meeting

504 N. Third Ave.

Rockaway Beach, OR 97136

Present

**OFFICIAL MINUTES**

**PRESENT**

**Board Members**

Carol Mahoney, Chairman

Pat Ryan, Vice Chair

Terry Kelly

Landon Myers

Michele Aeder

Sandy Tyrer

Kari Fleisher

**District Office Staff**

Paul Erlebach, Superintendent

Mark Sybouts, Business Manager

Kathie Sellars, Administrative Assistant

Call to Order

**CALL TO ORDER**

Ms. Mahoney called the regular meeting of the Board of Directors of the Neah-Kah-Nie School District to order at 6:34 p.m. Ms. Mahoney welcomed staff and patrons of the District.

**APPROVE AGENDA**

Approve Agenda

**M-Tyrer/2<sup>nd</sup> Kelly to approve the agenda as presented. Motion carried unanimously.**

Motion to Approve

**VOLUNTEER ORGANIZATION OF THE MONTH**

Volunteer of the Month

Mudd-Nick Foundation Board of Directors, Paul Erlebach

Mr. Erlebach acknowledged Monica Isbell, one of the Mudd-Nick Foundation Board members for all the ways the foundation has benefited the students of Neah-Kah-Nie School District. The Board of Directors will be presented with a certificate of appreciation. Mr. Erlebach read a prepared statement. Ms. Isbell stated that it has been amazing to partner with the school district and it is nice to be recognized.

Consent Agenda

**CONSENT AGENDA**

Approve Minutes From September 14, 2020 Regular Board Meeting

Revised District Annual Calendar – this item will be tabled until November

Neah-Kah-Nie High School Extra Duty List

Neah-Kah-Nie Middle School Extra Duty List

Student Investment Act Grant Agreement Update – **the board does not need to take action on this item. It was removed from the consent agenda**

**PERSONNEL REPORT**

*Hiring - Licensed*

Sabrina Eisele as Neah-Kah-Nie High School Freshman Class Advisor

Margaret Whiting, Dan Gernert, and Justin Sereno as Advisory Committee Members

**NON LICENSED PERSONNEL INFORMATION - Informational Only**

*Hiring*

Lisa Stanfield as Garibaldi Grade School Assistant Secretary

Juan Pozos as Spanish Language Family Resource Coordinator

*Classified Resignations*

Lisa Stanfield as District Office Assistant Secretary

Juan Pozos as Neah-Kah-Nie High School Sp. Ed. IA

**M-Ryan/2<sup>nd</sup> Fleisher to approve the consent agenda with the exception of the revised district calendar and the SIA Grant application. Motion carried unanimously.**

Motion to Approve

## COMMUNICATIONS

### Oral Communication

#### Public Input

Public Input

None at this time.

#### Student Input

Student Input

Ms. Buckmaster reported that we do not have a student representative to the board at this time. Ms. Buckmaster provided the Neah-Kah-Nie High School board report. The high school report is attached to these minutes.

#### Staff Input, Angie Douma

Staff Input

Ms. Douma shared the following:

##### Garibaldi Grade School:

The Garibaldi staff have been working with Spring Chang and Ruth Weston, that time has been invaluable. Spring and Ruth work tirelessly to provide great training that is relevant and imperative to our needs in Comprehensive Distance Learning (CDL). Grade level teams are developing engaging units to keep kids excited about learning. Teams are collaborating nearly each day- having great professional discussions. We are integrating new technology with our curriculum materials to meet learning standards. We will have an elementary parent technology support meeting on Mondays from 3-4PM - it would be great to see more parents there! Teachers are sending daily emails/Seesaw messages of work in progress and due dates. The K/1 team is meeting with individual students daily to provide one on one instruction.

##### Nehalem Elementary:

The Nehalem Elementary staff are learning Jamboard. They too, are working with Spring and Ruth to further develop and help guide implementation for CDL. Teams are meeting daily and weekly to plan lessons, staff are working together to collaborate on content in grade level teams. Teachers are sending out classroom newsletters to families, and meeting with students who need extra support outside class time.

##### NKN Middle School:

Lori Dilbeck and Angie Douma have been going through the Distance Learning Playbook and will be sharing this information with the middle school staff through continuing professional development. The middle school Science and Social Studies Departments have been teaming up for some cross-curricular virtual lessons. In social studies, students have been studying the history and culture of Ancient Greece and have been able to take virtual field trips to study how buildings from that time appear today. In science, we have also traveled to Greece to study these buildings and monuments, but through a lens focusing on erosion and weathering and identifying how and why these structures change over time. The middle school Science and Social Studies Departments will be teaming up next for lessons on cartography and topography. Middle School staff have been holding weekly Family Support Sessions to give families an opportunity to connect with teachers and discuss any questions and/or concerns they may have. Ms. Dilbeck has also been hosting weekly Principal Chat sessions to further connect with students and families. Kelly Ceder has started staff workout classes twice a week after school. As of now, they are open to the middle school staff, but Kelly intends to invite the entire district once she figures out the logistics regarding space and safety.

##### High School:

Kelly Thayer, Jenna Betts, Corey Douma, and Justin Sereno have been doing the distance learning playbook on Wednesday evenings. They are also helping draft an equity statement and reviewing the All Students Belong guidelines to support making recommendations to implement. Steve Albrechtsen, Dan Gernert and Kathryn Harmon have been bringing Art and Drafting students through a series of lessons on using Onshape



a web-based CAD design program. Students are learning to create sketches and 3D models. We changed our secondary (MS and HS) parent tech support Zoom meetings to evening hours (6-7PM on Thursdays) we hope that more parents will be able to take advantage of these opportunities. Ms. Thayer was struggling with feeling isolated and alone, even while working in the building, so she sent out an email to all the staff inviting them to the track for lunch on Tuesdays to walk, eat, sit, and build each other up. Twelve other staff members showed up. While we are in the building, we are struggling and need to make sure that we are supporting each other.

Ms. Grelck repoted that she shared a document with Mr. Erlebach and all the board members and administrators the concerns that licensed staff are having with the move to Hybrid, the classified staff are working on a similar document. Mr. Elrebach stated that administrators will answer the questions that they can. Board members have access to all the documents.

#### Written Communications

Written  
Communications

Ms. Mahoney reviewed the following written communications

Board and Administrator – **was emailed out to board members due to the late arrival of the publication.**

September 2020 Enrollment Report - As of the end of September we are down 69 students district-wide.

NKN HS Pirate Newsletter

October Nehalem Nugget

Textbook Adoption

#### REPORTS

Reports

##### Distance Learning Update

Mr. Erlebach shared that he and the principals met today to reivew the timeline for return to face to face instruction on November 16<sup>th</sup> in a hybrid model pending safe matrix numbers. Staff would report back to work on November 2nd, currently staff have the opportunity to work at school or at home. Staff would be trained on the hybrid model on November 9, 10, 12, 13. They are discussing transition plans, but all this depends on the positive case counts in Tillamook County. The positive case numbers are currently on the rise. We do not want to move in and out of CDL He shared that it is the recommendation to wait to begin hybrid face to face instruction until after the first trimester. Teachers would come back for training in early December but students would not return until January 4<sup>th</sup>.

Nehalem Elementary Blueprint for limited in person instruction. Ms. Woika shared that she has spent a lot of time on her blueprint, she has met with most of her staff. The blueprint has been approved by the Tillamook County Health District. She wants her staff to undersand what is required to go to hybrid face to face learning. She explained how she developed her co-horts, they would be on an A and B day schedule with about half the kids coming on A or B days. She stated that a lot of PPE has been purchased. She is working with her Special Ed, ELL and Counselor to determine which students who need extra support. She has not met with Mike Reed about transportation. Ms. Mahoney asked how many kids would need limited in person, Ms. Woika thought less than 15 students.

Garibaldi Grade School, Ms. Nugent stated that they are in a similar situation as Nehalem. They are getting set up for all the safety measures. She does not know what hybrid is going to look like. Ms. Nugent would like to bring back some limited in person students, those students who need more support. Being on a screen is really difficult for some students, she will be talking with her grade level teams to determine just how many student that would mean. She also needs to meet with Mike Reed about transportation. She mentioned what her co-horts might look like.

Middle School, Lori Dilbeck – She has been meeting with her staff since June on what hybrid might look like.

They have several schedules, limited in person is going to really help, it will give them the chance to improve on what they are already doing in CDL. Her staff have done a really great job creating engaging lessons. Now she needs to determine who her limited in person students are, those with the greatest need. She feels she has a great plan in place. Ms. Mahoney encouraged board members to attend one of the classes to see that the students are engaged in learning.

High School, Heid Buckmaster: She is planning for hybrid model in cohorts with about half of the students coming every day of the week. Students will be screened at the door, and will remain in the same classroom all day, the teachers will be rotating through the classrooms.. They are not supposed to expose student to more than 50 other students. She is excited about the limited in person education. They are looking at CTE students who need hands on experience, Special Ed. students and students who need credit recovery and those that need extra support. Ms. Buckmaster stated that she appreciates the staff input that they have had on these plans all along.

Unfinished Business

## **UNFINISHED BUSINESS**

### **Nehalem and Garibaldi Play Shelters**

Mr. Baertlein reported that at Nehalem the site is ready, he is still waiting for the structure. He anticipates the structure to arrive in early to mid November. At Garibaldi the footings have been poured, and the contractor was beginning to form the retaining walls. Excavation for the play ground area will begin soon. The playground supplier has been very patient, our equipment is sitting in their warehouse. At Garibaldi we are not running into the underground problems that we did at Nehalem so we are staying on budget.

### **Neah-Kah-Nie High School Gym Floor**

Mr. Douma shared the gym floor, it was modeled after NBA floors, our floor resembles the Utah Jazz floor. We put some coastal flare into the floor, he really likes it. Ms. Sellars shared the pictures.

## **NEW BUSINESS**

New Business

### **Construction Excise Tax Update**

Mr. Sybouts stated that he tried to give a history of what happened with the Construction Excise Tax (CET) and the amount of tax we have received. It was originally established in March of 2008, delayed in June of 2008 and implemented in September of 2008. It is a limited one time excise tax on new residential construction and commercial construction. We have not raised the rate of the tax since implementation. We can, but have elected not to. He provided the amount that we have received which is over \$1 million dollars. We do pay a one percent administrative fee to the county or city that collects the tax. He also listed the projects where the CET has been used. Ms. Mahoney mentioned that we received a letter from a patron in Nehalem, Mr. Jeff Schlip who wanted to know if the district has considered recinding the tax. She stated that it was good for her to see the projects that CTE has helped fund. Mr. Kelly stated that he shared Mr. Sybouts information with Mr. Schlip, Mr. Ryan stated that we spent a lot of time discussing and even delayed the implementation of the tax. Mr. Ryan asked if we increae the tax can it only go up a percentage. Ms. Mahoney is willing to write a response to Mr. Schlip. Ms. Aeder stated that she does not want to see the funds go away at this time. Mr. Myers stated that he agrees the funds have allowed the district to do some amazing things but he can symphatize with the public on this issue. Ms. Tyrer stated that she understands what Mr. Schlip is trying to say, but feels it is important that we keep the CET in place. Ms. Fleisher stated that it is an impact to development, people are still going to build here, and feels the tax is necessary. The board is in favor of continuing to collect the CET.

### **Oregon Deferred Compensation Plan**

Ms. Mahoney asked Mr. Sybouts to explain this new plan. Mr. Sybouts stated that many years ago the district had a deferred compensation plan which was with Benjamin Franklin, but when it desolved the district shifted

to a tax sheltered annuity(403b) plan. So we would like a deferred compensation plan for our employees to be able to access. It will provide an additional retirement savings plan for staff. Mr. Ryan asked if this is just another third party provided for a retirement plan. Mr. Sybouts stated that it is. The Oregon Deferred Compensation Plan is administered by PERS.

New Business  
Continued – Deferred  
Compensation Plan

**M-Ryan/2<sup>nd</sup> Tyrer to adopt the resolution to adopt the Oregon Deferred Compensation Plan. Motion carried unanimously.**

Motion to Approve

**Board Policy GCBDAAGDBDAA - COVID-19 Related Leave**

Policy

**M-Tyrer/2<sup>nd</sup> Aeder to approve the GCBDAAGDBDAA – COVID-19 Related Leave. Motion carried unanimously.**

Motion to Approve

### **Annual Superintendent Evaluation**

Annual Superintendent  
Evaluation

Ms. Mahoney stated that this is the month that we begin the superintendent evaluation. She asked to explain the process. Mr. Erlebach shared that he has completed his self-evaluation, which the board has in their board pack. The Board will review Mr. Erlebach's self-evaluation and then complete the evaluation workbook and return it to Ms. Sellars. Ms. Mahoney stated that we eliminated the 360 degree evaluation, did the board want to continue with the process that we have been using. Mr. Kelly feels that in light of the way things are going right now, it might be good to hear input from administrators and some senior staff. Mr. Kelly does not want to get the community involved. Ms. Mahoney asked Mr. Kelly if he wanted to be involved in the process, Mr. Kelly agreed. Ms. Mahoney stated that she thought it would give the Board a more complete evaluation. Mr. Kelly would like to have it be tailored to Mr. Erlebach direction and guidance on the pandemic. Mr. Erlebach stated that he could create something and share it with administrators. Mr. Kelly stated that he would reach out to Mr. Erlebach and they would work together on this. Ms. Sellars will mail copies of the evaluation workbook out to the board members. Ms. Mahoney stated that everyone will be working on the OSBA workbook over the next month. Ms. Sellars shared that she will need them back by November 1.

### **FISCAL**

Fiscal

Payment of Bills

Payment of Bills

No Board member raised an issue with the check register.

Fiscal Summary Sheet

Fiscal Summary Sheet

Mr. Sybouts shared that the rate that the Local Government Investment Pool (LGIP) is paying is down to one percent. A year ago it was over two percent. We will not make budget on the interest income. The PERS rates came out today for the following biennium, they are going down instead of going up.

### **SUGGESTIONS AND COMMENTS**

Suggestions &  
Comments  
Superintendent

Superintendent

Mr. Erlebach shared the following:

- Mr. Erlebach stated that he and 15 students worked out with Ms. Ceder and Mr. Herder this morning.
- The Board of Forestry unanimously approved the Habitat Conservation Plan. If implemented it would set aside more than 275,000 acres of forest land. Eighty percent of that land falls in the north coast. If approved this will have a negative impact on the district. He did testify before the Board of Forestry last week.
- He has been having monthly fruit with Paul
- Staff working onsite. Licensed: MS 84%, HS 80%, NES 70%, GGS 58% - CLS staff working onsite: GGS 59%, NES 67%, MS 63%, HS 81%. Student Attendance last Thursday GGS 96%, NES 99%, MS 87%, HS had 65% students absent out of the 260 students.



- He recognized Kathryn Harmon who has been recognized the the Associaion for School Libraries

## Board

Board

All Students Belong Rule: Ms. Mahoney shared that this is a new rule passed by the state that disallows the display or use of three symbols; the confederate flag, the swastika, and a noose, except if it is being used in the context of a lesson in our regular curriculum. The rule was effective immediately. It applies both on-site and in distance learning. The Board will need to adopt policy, but it was not available at the time of this meeting. Ms. Mahoney stated that she attended a meeting the day this rule was adopted by the state and was interested to find out that this began with a student writing a letter to the Governor.

Ms. Mahoney and Ms. Aeder attended an implicit bias training by Dr. Bryant Marks who they had seen at a the OSBA Fall Conference last year. She and Ms. Aeder stated that it was time well spent. She believes this would be a useful training for all administrators, teachers, and all staff. Ms. Aeder stated that she noticed that Dr. Bryant Marks will be speaking at the OSBA Fall Conference and she plans to attend.

Ms. Aeder read a statement about Black Lives Matter.

Ms. Mahoney asked Mr. Ryan if they have done any bias training at the college. Mr. Ryan stated that they have. Ms. Mahoney wanted to know if we could send people to the School Board Conference since we can do this virtually. Mr. Elreback stated that the district would pay for any board member to attend. She thought the training with Dr. Marks was really good.

Ms. Aeder would like to see the Board form a sub committee to continue the conversation on equity and inclusion for all our students. Ms. Mahoney asked if other board members were interested in participating on a committee. Mr. Ryan stated that he would be interested in having some more conversation and where we think this would take us, he needs a little more understanding. Ms. Thayer would also be interested in serving on a committee. Ms. Tyrer was not sure what we are trying to accomplish, she fully supports equity among all our student with regard to ethnicity, financial background, or any other barriers. She needs more clarification. Ms. Aeder would be willing to organize a meeting with Ms. Tyrer, Mr. Ryan and bring it back to the board for the board to consider. Ms. Aeder stated that she will work on a mission statement and bring it back to the next board meeting.

Mr. Kelly wanted to give a heartfelt thank you to Dr. Buckmaster, Mr. Erlebach, Mr. Ryan, and Esther Troyer and all those who participated in the high school graduation. It was an emotional time for his family, it was very well done. He thanked Esther Troyer for all the work that she did herding all those senior "cats." He is certain it was an awesome task.

## ADJOURN

Adjourn

Hearing nothing more to come before the Board, the meeting was adjourned at 8:36 p.m.

## NEXT MEETING

November 9, 2020

Next Meeting

1 ☐ **NKNHS****School Board Report**

ASB- Board Representative: TBD

2 ☐ **Special Recognition:**

Students of the Month: Emily Stanfield and Americas Pierson

Staff Recognition:

Kathryn Harmon was recognized for her excellent service as a library media specialist by the Oregon Association of School Libraries as their Secondary Library Media Specialist of the year.

3 ☐ **Athletic Team Updates:**

Info from Athletic Director: Corey Douma:

- Contacted schools around us to see what they are doing right now as far as practice and training. It is a mix of nothing, to some training, to full steam ahead.
- I would like to see our students/athletes have the opportunity to begin working out again in a safe manner. Just need some guidance on how to proceed.
  
- Season 1 (August 31-Dec 27) - Practice and Prep time for all teams based on the individual school districts guidance
- Season 2 (Dec 28 - End of Feb) - Basketball/Wrestling
- Season 3 (End of Feb - April) - Football/Volleyball/XC
- Season 4 (May-June) - Track/Baseball/Softball

4 ☐ **Activity Updates**

Student Council: Applicants are working on their speeches and turning in campaign posters for the vote, which is planned for 10-16.

Robotics: Our goal is to assemble our entire robot virtually this year using a CAD Design program called Onshape, and we are studying programming concepts in our weekly meetings. Election results Bella Simmons -club president, Parker Fagen - club vice president.

School Climate and Culture- Kelly Thayer:

Trainings are every 2 weeks on Fridays. We plan to work with staff and help build an equity statement. Sorry my internet wont let me talk.

Honor Society: We have 3 students working as tutors and 5 projects in the works!

Leos: Social distancing is limiting our ability to do community service together but we are going to be voting in new officers and coming up with ideas!

Choir: NKN 7-8 and HS Choirs are practicing for a combined virtual choir project.

Life Skills: We have a class meeting each day of the week in which we practice conversation skills, learn about current events, and share a book with Ms. Harmon. Students take turns planning a game day on Friday and invite general education peers to join.

5 ☐ **School Updates**

Open House- 6-7 p.m. October 22

Conferences 12-8 p.m. October 22 and 23 (if approved by the board)

New Juntos Program- Natalie Macias, 1st Meeting on October 26th

Blue print team is finished working on the blueprint - it has been approved by the Health Dpt. Next steps include planning for Limited In Person Instruction and testing protocols.

Shared Leadership at the HS: Admin. Cohort, Site Council, PBIS, Advisory Leadership, grade level advisors, climate and culture, safety committee, Content Teams, HS success (measure 98), Student Council, Freshmen on track, Blueprint Team.

6 ☐ **Site Council Report:**

Members: Heidi Buckmaster, Esther Troyer, Kathryn Harmon, Jaime Simpson, Jenni Stinnett and student representative Anna Deur.

Important Tasks upcoming:

Review Blueprint and test protocols for accuracy and ease of use.

Review Limited In person and Hybrid organizational structures.

Update School Improvement Goals for this year.

7 ☐ **College/Career Ready - Counselor Reports**

We are preparing for our 1st of 6 career presentations.

Nov 20: Arts, Information and Communication

We are partnering with Tillamook Works and connecting students with job shadow and internship opportunities. This has been a goal for a long time and it's finally happening! TBCC's Occupational Skills Training Certificate program is also a part of this work and we look forward to providing our students with yet another option to help them be College & Career Ready!

*Our staff are doing a stellar job of connecting with students and helping them be successful - This is a daunting task with a lot of additional work being done and we want to acknowledge all the extra hours and efforts they have had to put in.*

8 ☐ **ASPIRE & Counselor Reports**

ASPIRE is back for the 2020-21 school year and we are adapting to the changes of distance learning. All our mentor/student meetings are conducted via Zoom and are working with fewer mentors due to varying comfort levels with technology. Please contact Margaret at [margaretw@nknsd.org](mailto:margaretw@nknsd.org) for more information and as always please send along friends or colleagues who may be interested in mentoring.

Social Emotional Supports: Margaret has been collaborating with teachers and team teaching lessons on the 5 core competencies of SEL. A new anxiety group has been formed and we are meeting every Friday. Students are also meeting one on one developing strategies for overcoming challenges.

9 ☐ **Go Pirates!**



October 12, 2020

To: the Neah-Kah-Nie School Board  
From: Michele Aeder  
Re: Follow up to Black Lives Matter Proposal

I intended to present this last meeting but was pre-empted by the power outage.

Student yells on school bus to driver "You suck black (4 letter word that begins with "c" and ends with "k")." Driver is a woman who is the parent of bi-racial kids.

Student yells "F-ing N word" when walking down the aisle to leave the bus. There is a black student in the second seat back.

Many times kids have been heard using the "N" word on school buses.

Last year a Latinx kid was late and running to the bus. A kid on the bus yelled "Burrito coming in hot and fast!"

I had a black elementary student on my bus yell at some kids in back that they were being racist. I told them to stop. When he got off I asked what they were saying. He declined to tell me. I asked if he would please let me know if they did that again. He said he would. It was the first time I had seen him smile.

Yes, we do have rules and policies about racist behaviors. They do not do much to educate so the behavior continues.

I appreciated reading the thoughtful comments from other board members on this issue. I was surprised to learn that some of you feel that supporting Black Lives Matter was political as the following groups in Tillamook County have released statements in support of Black Lives Matter:

Tillamook County Commissioners  
Tillamook County Community Health Centers  
Tillamook County Sheriff's Department

The previous statement that I had included which was a brief history of racial injustice and began with the words "Fellow White Friends" was posted on social media by my sister-in-law. We hold completely opposite political beliefs. So again, I am surprised to know that some folks feel this is political.

I have been attending school board meeting for 27 years. Most of the time this board has worked collaboratively and with thoughtfulness and respect although not always. It is my hope that we can continue to be respectful and have honest dialog on this topic. To that end, I support continuing education of the board including Implicit Bias Training and working toward racial equity for Neah-Kah-Nie students. In addition to awareness training we need to take the next step into mitigation training.

I propose that we have a monthly agenda item and perhaps form a committee to give monthly reports to the board on progress in this area.