

NEAH-KAH-NIE SCHOOL DISTRICT NO. 56

Regular Board Meeting 6:30 PM

May 9, 2022

New DO Board Room, and Virtual

504 N. Third Ave.

Rockaway Beach, OR 97136

OFFICIAL MINUTES

Present

PRESENT

Board Members

Sandy Tyrer, Chair
Carol Mahoney, Vice Chair, virtually
Michele Aeder
Landon Myers
Kari Fleisher
Renaë Scalabrin
Mike Wantland

District Office Staff

Paul Erlebach, Superintendent
Mark Sybouts, Business Manager
Kathie Sellars, Administrative Assistant, (absent)
Carol Richmond, Payroll & Benefits

EXECUTIVE SESSION

Executive Session

Bargaining with Licensed and Classified Staff, ORS 192.660(2)(d) 6:00 p.m. to 6:30 p.m.

Ms. Tyrer called to order executive session at 6:00 p.m. pursuant to ORS 192.660(2)(d) for the board to receive an update on bargaining with licensed and classified staff. Ms. Tyrer adjourned executive session at 6:30 p.m.

CALL TO ORDER

Call to Order

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

APPROVE AGENDA

Approve Agenda

Motion to Approve

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

Consent Agenda

CONSENT AGENDA

Approve the Minutes from the April 11, 2022 Regular Board Meeting
2022-2023 Meal Prices
Request for Out of State Travel for Boys Basketball Team Camp, June 22-24

PERSONNEL

Hiring – Licensed
Letter to Recommend Joseph Reed as Neah-Kah-Nie Middle School PE Teacher
Letter to Recommend Kathryn Green as Neah-Kah-Nie Middle School Math Teacher
Letter to Recommend Taylor Winder as Neah-Kah-Nie Middle School Special Education Teacher
Letter to Recommend Debra Beckwith as Neah-Kah-Nie High School Business Teacher, **added at the meeting**

Hiring – Coach
Letter to Recommend Ale Quintana as Neah-Kah-Nie High School Weight Lifting Coach for Third Trimester

Resignations
Jay Blake as Neah-Kah-Nie Middle School Social Studies Teacher

Resignation, District Office
Ashley Ryan as Neah-Kah-Nie District Office Account Payable Clerk and Food Service Coordinator

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

Motion to Approve

COMMUNICATIONS

Oral Communication

Public Input

Tamara Mautner's Public Comment.

Board chair Sandy Tyrer read a written statement from Tamara Mautner. The statement is attached to these minutes. Ms. Mautner, a budget committee member, had concerns regarding the cost of possibly building employee housing. She also mentioned perhaps having a second budget meeting to give the board and the budget committee members more time to discuss large proposed changes.

Damian Laviolette's Public Comment: Damian's comments are attached to these minutes. He was glad that someone wanted to discuss employee housing, but that is not his highest priority or what he wants to sponsor or take on. The need for strategy and planning and more creative choices from what is taking place from a risk perspective is what he feels is most important. He sent in a written document and wanted it to be posted. Damian said that other districts were very aggressive in determining how the ESSER were to be spent. He would like the school district and board to put together a committee to bring strategic planning back to the board. Again, he would like to see comments posted, if someone could reach out to him and let him know how to get them posted in writing.

Student Input

Student Input

Nehalem Elementary Student Report, Kristi Woika

Nehalem Elementary is finishing state testing; they have been testing students for about a month. Language Arts is done, we are doing make up testing in Science for fifth graders, and Math is just beginning. K-1 swimming is almost over, Swimming had to be discontinued due to the pandemic. Each group swims one trimester. We are getting ready for next year's grade school configuration, and language arts curriculum adoption. The Language Arts committee is meeting once a month, except for this month we are meeting twice, they will pick their two or three favorite curriculums in June and will pilot them next year. Tracy Bennett has been doing DIBELS testing, DIBELS stands for Dynamic Indicators of Early Literacy Skills. We are aligning our math standards with Spring Chang, she has been meeting twice a month with staff. Our school goals this year have been centered around reading, math and social emotional learning.

Kindergarten round-up will be held next Monday afternoon, we have 36 confirmed kindergarteners. A master schedule draft has been sent out to staff for review. We will have no late start so one schedule is all we will have next year. We have a summer enrichment grant to provide experiences for kids and families. She also shared the field trips that the Mudd-Nick Foundation provided this year: K-1 classes have gone to Nehalem Bay State Park, the library, fire department and the Pioneer Museum. The 2nd-3rd grade classes went to the zoo and the children's museum. The 4th - 5th grade classes are going to Fort Clatsop and then taking pizza to eat at the park. We will also have Field day at end of the year. There will have an obstacle course and many other fun things to do. On the last day of school we will have the bell ringing for 5th grade students along with a swim event. Preschool family will have a swim night swim, our preschool students did not swim this year. They took one of their recesses and had a bubble and chalk recess and the kids loved it, it was for kindergarten through 5th grade.

Staff Input

Staff Input

Licensed Staff Update, Cynthia Grelck

Cynthia Grelck read a statement that is attached to these minutes. The licensed staff is honored to work in the Neah-Kah-Nie School District. The statement lists the things the staff are thankful for and asks the board to invest in staff salary increases.

Health & Wellness Update, Denise Weiss

Denise Weiss read a statement that is attached to these minutes. We are looking pretty good. Learning to live with COVID over the last month it has been the common cold. Most masks are gone and flu is back. We continue to work with the public and staff and want people to continue to stay home when sick. In April, one school had a one week time frame where 20% of staff out due to COVID impact. Oregon is requiring a COVID outbreak plan for next school year. The plan is due by August for the following school year. These plans will

be customized for each school with approval from the local public health authority.

Written Communication

Written Communications
Board and Administrator
April Enrollment Report
The Howler
The Nehalem Nugget
Neah-Kah-Nie Middle School Newsletter
Thank You Letter from Heidi Buckmaster to RTI
Thank You Letter from Kristi Woika to RTI

REPORTS

Reports

Diverse Educator Pathway

Ale Quintana, Esther Troyer and Marianna Alvarez who coordinates the diverse educators pathways from Northwest Regional ESD gave a presentation. Many districts and counties have the Diverse Educators Pathway program in place. Ale explained there are many different pathways for students. He went to a community college and then Western Oregon University and graduated with his Bachelor's degree, then, did a post Bachelor's degree program and got his teaching license.

Marianna explained a little about the program, and why this program matters. She explained that research shows that teachers of color have an impact on students of color, their sense of community, and their motivation. It helps them pursue higher education, get better grades, address chronic absenteeism and the list goes on. She works with Alejandro and Esther Troyer who serve as connectors on site and they are able to work with students one on one. With this program they support high school students, classified staff or community members that identify as racially or linguistically diverse. The connectors walk them through how to begin the journey to a teaching license. They might not know how to get connected with the financial aid process or get connected with people from their educational institution of choice. We currently have two people in the program, these people check in with connector, once they get a teaching license it is expected that they come back and interview and teach in the Neah-Kah-Nie School District.

There is a Multi-Cultural education summer course offered at Tillamook Bay Community College (TBCC) it is free for all participants. We are also collaborating with Clatsop Community College (CCC) and CCC is offering a summer course, The Foundation of Education. There will be an in person and on-line options to take these courses. We have one opening for a summer internship for a student at Neah-Kah-Nie who wants to get relative experience in teaching. The student will receive mentorship and there is a stipend available for that internship. Ale explained some of the activities they are considering for that internship are: leadership development, networking, college visits, academic and financial aid assistance,

Inclusion Alliance Committee Update, Michele Aeder

Carol Mahoney and Michele Aeder met with principals twice this month. They are developing policy to make all students belong as required by the Oregon Department of Education. The inclusion alliance met with the high school diversity club to work on a presentation interviewing two school bus drivers. They are working on where this presentation might be shown. Next meeting of the inclusion alliance is Tuesday the 17th and it should be posted on-line for those who want to join. It is an on-line meeting and folks are welcome to join.

Unfinished Business

UNFINISHED BUSINESS

None at this time.

NEW BUSINESS

New Business

None at this time.

FISCAL

Payment of Bills

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

Fiscal
Payment of Bills

Fiscal Summary Sheet

Fiscal Summary Sheet Mark – This is the month when we receive the 4th quarter state timber payment. The last half of the county school fund comes in next month. He is waiting for the county to come up with verified numbers before he says a whole lot more. The interest we receive from the Local Government Investment Pool (LGIP) has been going up, it has gone from .45 percent to .75 percent this month. It is not really interest until it is over one percent, but trending in the right direction.

Suggestions &
Comments
Superintendent

SUGGESTIONS AND COMMENTS

Superintendent, Paul Erlebach

I would like to recognize board member Kari Fleisher, she has earned her MBA from Southern Oregon University. She was also a top major field test recipient for the major field test award, which is the top 95 percentile for students. Those are big accomplishments. HB 4030, which provides \$78 million dollars statewide in grants to support retention and recruitment of K-12 educators and other support personnel in schools across Oregon. Neah-Kah-Nie will receive approximately \$100 thousand dollars. These funds are to be used for staff recruitment and retention.

Ale Quintana shared a bit that was going on in the career pathways, he was educated at Neah-Kah-Nie School District. Worked at Wanda's washing dishes after sports. He worked hard and chose the educational pathway and he is promoting that within our district.

The Neah-Kah-Nie High School band qualified for the state competition. The Neah-Kah-Nie Student Health and Wellness Center advisory committee will meet this Thursday. The center has been notified that they have received official certification. The center has also received a grant for \$200,000 to improve and enhance services.

Katherine Harmon and Cynthia Grelck went to Oregon Manufacturing Innovation Center (OMIC), which is in Scappoose. It is a worldwide center. Cynthia stated OMIC and Portland Community College (PCC) have a partnership. They are having a free advanced manufacturing camp that she would like to see some high school. They are working on how some high school kids can go to the camp.

Board

Board:

Carol Mahoney wanted to know why breakfast is still free at the elementary level but not at the middle and high school level. Mark Sybouts stated that it is due to a carryover from when the board made breakfast free at the elementary schools, but it has never been free at the middle or high school unless individuals qualify for free or reduced meals. Carol thought because of the COVID rules, that we can provide meals for free. Mark stated under the current exemptions we can still provide free meals for the rest of this year, but that sunsets with COVID safety net from federal government. Carol also addressed Tamara Mautner's letter about the budget committee needing more than one meeting to consider the annual budget and would be in support of having more than one meeting. She congratulated the high school band and Kari Fleisher and appreciated the explanation of the Diverse Educator Pathway program.

Mike Wantland shared that he likes inclusion when making decisions. It is important wherever our dollars are being spent. We need to think about our kids and be open-minded. Whatever worked in years past might be a little different now. It was great to see all the people come to the meeting tonight. He asked Ms. Aeder to explain the role of the Inclusion Alliance Committee. Michele explained that the committee was born out of the All Student Belong policy, which is required policy by the state. She shared that Neah-Kah-Nie is ahead of others in that we have a committee, an equity lens and an equity statement. Mike stated that he would like

free breakfast for high school and middle school students as well and would like us to see if we can make food free for all students, he feels this is all too important. Just because you cannot quality does not mean it is not a problem for a family. We need to be proactive on how we feed our kids and not be reactive.

Kari Fleisher thanked everyone for the recognition. It was 16 months of hard work after hours. Being a Neah-Kah-Nie graduate and a board member it was important to her to further my education. In regards to Tamara Mautner's suggestion of having additional days for budget meetings, by 10 p.m. we were all getting very tired. Regarding budgeting for housing, we hope to have a better numbers for housing project soon.

Landon Myers thanked staff and administration, and teachers for showing up tonight, he would like to see this every night. I think the more people are involved the better. He appreciate the letters and comments, and appreciates the research that goes into it. He shared that he does not have any idea what the bid for housing would come in at, but wants to be fiscally responsible. He stated that he would not vote for bids that come in anywhere close to the last one. With interest rates going up, it will become more difficult for people to purchase housing.

Michele Aeder thanked Cynthia for the kind words and for the work that has been done. She also congratulated Kari on earning her MBA, and is thrilled the band is going on to perform at state this weekend. She also appreciates the way the board works together. She does not want one more meeting but sees how it could be beneficial.

Renae Scalabrin thanked everyone for being here, and is shocked that it is almost the end of the year. She also mentioned Tamara Mautner's letter, it was well written and well received. She wants to help recruit teachers, and having a place for them to live is crucial, yet we have to be fiscally responsible. We will not know until a little later what timber money will look like and then we will know what that translates into for the future. We also do not know what the final bids will be for the housing project. She has not made a final decision. She asks for a little trust that the Board will do their due diligence. She is not against a second budget meeting either; there are a lot of numbers to look at and digest. She thanked Damian for his input, and shared that she did look at the Astoria proposal. It was good to see that some of the things that she saw are already being done in this district.

Sandy Tyrer shared that she did not have much to add to what has already been said. She too, is glad that we work collaboratively as a team with community involvement and support. She mentioned that she was recently given a donation to be given to the senior safe committee from the Eagles organization. They gave donations to all three high school in the county for the seniors. The community wants kids to be safe.

Adjourn

ADJOURN

Hearing noting more to come before the board the meeting adjourned at 7:39

NEXT MEETING

June 13, 2022

June 27, 2022, Budget Adoption Meeting 5:30 p.m.

Next Meeting

4/29/22

School Board members:

I'd like to raise concern about the possibility of Neah-Kah-Nie School District constructing employee housing. Being a local business owner, I am acutely aware of the issue of workforce housing in our area. Our business has also considered the prospect of investing in worker housing, so I'm not against the idea completely. I am concerned, however, about the price tag as proposed.

As a member of the budget committee, I see how fast millions of dollars can be spent. I'm not against capital improvements, and I understand the idea of investing in those improvements now so that we don't have to later if timber funding goes down. At the budget committee meeting, I voted to against removing the \$1Million line item from the budget. The district can currently "afford" it, even if it leaves us a little tight on our ending balance, and I perceive that my role in the budget committee requires that I make that decision based solely on the accounting side of things. I did not feel it was the place to voice my concerns about the project details. Perhaps I should have spoken up as a concerned citizen during public comment that night, but a big concern of mine was preventing the school board from moving forward on its project because we, as budget committee members, wrapped it up in red tape and prevented them from making their timelines.

As has been mentioned by several of the budget committee members, I feel that the school board basically wants the budget committee to rubber stamp their budget. I appreciate all the work that Mark and the school board put into this budget, but I don't think the budget committee is left with very good options for amending the budget, especially if the proposed change is a large one. As much as I don't like the idea of more meetings, I think perhaps the timeline on the budget committee meeting should be reconsidered, with the addition of a second follow-up meeting, to give the members more time to consider and discuss large proposed changes.

I would have liked to discuss that while the idea for workforce housing could prove to be helpful to the school district, a \$1M duplex was not (in my mind) a sound use of that amount of money. It was brought up that it wasn't expected that the bid would come in that high, but they were leaving themselves extra room just in case. I would argue that a lower price tag that is closer to what is actually being considered, with a contingency line item for an extra \$200,000 would be a better idea. It would force the board to consider more carefully what they are getting for their money with this project.

I would also have liked to discuss the idea that with two lots and \$1Million, the school board should consider something with more valuable returns than a duplex. Perhaps a 4plex or more. While two teachers is better than zero, in the large picture, it's a (million dollar) drop in the bucket. If a housing investment could provide small residences for 6-8 teachers or more, that would be a better start and I think it would get more community support for the large price tag.

Thank you for your careful consideration going forward with this project. As always, please feel free to contact me with any questions on my testimony.

Respectfully,

Tamara Mautner

Public Comment

1 message

damian laviolette <damian.laviolette@gmail.com>

Fri, May 6, 2022 at 12:10 PM

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

I would like to request the allowed amount of time to provide comment on the District's ability to perform strategic risk management/engagement activities and challenges around understanding capabilities.

Many Oregon districts had a multi-strategy approach to using ESSR dollars, most district board members were reasonably well educated by the administration on what the funds could truly be used for. During the last school budget meeting, it was clearly evident by the comments that most of the school board and others present were not fully aware of how the funds could have been/could still be spent/used.

I would like to know the status of at least building a strategic committee to support the district in these types of activities. If you look at many of the ESSR III plans across the state:

<https://www.oregon.gov/ode/schools-and-districts/grants/Pages/ESSER-III-District-Plans.aspx>

You will find creative and innovative ways along with traditional methods to improve our children's lives and opportunities, especially in light of what the pandemic has taken from them (although in some cases may be our children will be stronger as a result of these challenges).

If you look at a very simplistic plan for the Astoria district you will see it is still light years ahead of our plan and is not just focused on simply the basics of COVID it tackles more advanced approaches to the pandemic and its impacts.

https://p6cdn4static.sharpschool.com/UserFiles/Servers/Server_173011/File/District%20Office/2022%20SY/ESSER%20III%20District%20Plan%20Report.pdf

I am not saying we should be like Salem's district, see the attached document, but just check out their plan/strategy.....look at the bucket of funds in technology and instructional....or the teacher's support (extra aids for the next 2-3 years in the classrooms), many districts have stood up formal summer programs to help children with lost learning opportunities. In my opinion, 24/36 months of lost learning opportunities for over 700-800 kids represents a huge risk, would a more formal summer program with better opportunities be more valuable than a partial HVAC system? Hard to say, but I don't think anyone tried to say/think about these options.

The ways in which the ESSR I, II, and especially III funding could be used are incredible, and the value of that big of a pool of money is very meaningful in the right areas. I am not saying HVAC is not meaningful, just what other activities were permitted. During the last budget meeting as the recording will show, you had members stating they really didn't understand it could be used for all of the different activities that Paul read off, or that in many cases they did not go look themselves to validate its uses. Additionally, the creative obligation/execution of the funds could easily benefit school programs, technology, and even human resources now and over the next few years if we simply asked these other districts/entities how they are doing it.

I believe the Board needs to be more active in strategy and risk, and they need members from the community to help/participate and bring in ideas/skillsets. I know in order for the district to survive and thrive in the changing landscape ahead a committee should be formed and it should focus on strategic planning and risk management, which cannot be done well without the committee also being chartered for engagement and outreach. I will gladly make myself available to discuss any of the information above/work with members of the board to review other district's ESSR plans for ideas and future planning/skill development, or just to talk.

Please post/present my comments to the record, I hope to be able to speak to these comments at the Monday board meeting.

Damian

We as the licensed staff are honored to work in the Neah-kah-nie School district, serving our students, their families, and our community.

We have a board that values the impact of instructional resources for **students** to have the best learning experience they can, by investing in **things** like chrome books, View sonic boards, 3-D printers, and up to date curriculums.

We have a board that values the impact of well-kept facilities by investing in our **buildings** and keeps them safe, with things like increased custodian support, projects like the chemistry lab, the woodworking shop, HS tech room, HVAC systems, more parking, and covered play areas.

We have a board that values the impact of providing **physical and mental health support** to our students through increasing the hours of the school nurse, staffing each building with a full time counselor, and partnering with the Rinehart Clinic to offer the school based health center.

We have a board that values the need to be **fully staffed** through recruitment efforts including offering signing bonuses, moving expenses, and support with obtaining housing.

Now is the time to demonstrate that you value the **principals, teachers, and classified staff** that carried our students through the pandemic with grace and grit and have been serving the students and families in this community for years .

The single most powerful impact on students is and will always be the people who work with and for them. Investing in staff salary increases will demonstrate that our board does not just appreciate staff, but truly values us.

Board Meeting 5/9/22

Happy to be at this point of the school year. There were many points where it didn't seem like the end was in sight and here we are approaching the last 5 weeks. Continue to find balance in outbreak control of all things—whether it is the common cold, lice, stomach virus and of course covid. We continue to work on public and school culture to stay home when sick. This in addition to also encouraging students to not miss unnecessary school. It really is a balance.

1. The number one topic, even though many wished it was not, is the transition to learn to live with covid. Still see positives and appreciate those who test and stay home when sick. In April, we did have one school with a week where 20% of staff were out. This continues to be the biggest challenge, is ensuring there is enough staffing during outbreaks to continue to be in the classrooms. Thank you to our subs who continue to fill in quickly.
2. Oregon is requiring a covid outbreak plan by Aug for the next school year. These plans will be customized for each school with approval from the local public health authority. It would be great if these plans are not necessary. But if necessary then the plan can be implemented.