

I. WELCOME

CALL TO ORDER/PLEDGE OF ALLEGIANCE

Chair Eskridge called the regular business meeting to order at 6:02 pm and proceeded with the Pledge of Allegiance.

Present members include: Chair Linda Eskridge, Vice Chair Neal Lucht, Ralph Gierke, Jennifer Satter, Mark Lucht (VIRTUALLY), Craig Loughridge (VIRTUALLY), and Calvin Nunn. Absent member/s: none

II. EXECUTIVE SESSION

Chair Eskridge recessed into executive session at 6:03 pm.

The Molalla River School District board of education held an executive session for the purpose of hearing complaints or charges brought against, a public officer, employee, staff member or individual agent who does not request an open hearing. The executive session was held pursuant to ORS 192.660 (2)(b)

All board members were present (either in person or virtually) including Mr. Mann, Ms. Wesley, MHS Principal/Brad Berzinski (VIRTUALLY), MHS Athletic Director/Kristen Rott (VIRTUALLY), complainant/Amber and Jimmy Thompson with son Tyler Thompson, and the district's attorney/Nancy Hungerford (VIRTUALLY).

Board members deliberated and asked questions of Ms. Hungerford prior to the start of the hearing.

Mr. Mann, Mr. Berzinski, Ms. Rott and the Thompsons joined the meeting at 6:15 pm. Chair Eskridge read a statement to the group regarding the process for the hearing.

An open hearing took place regarding the Thompsons's complaint and board members asked clarifying questions regarding the matter. Mr. Mann, Mr. Berzinski, Ms. Rott and the Thompsons left the executive session at 6:59 pm. A group discussion/ deliberation took place regarding the complaint hearing and next steps.

Chair Eskridge adjourned the Executive Session and reconvened the regular business meeting at 7:31 pm.

III. REGULAR BUSINESS MEETING

Chair Eskridge called the regular business meeting to order at 7:36 pm.

Present members include: Chair Linda Eskridge, Vice Chair Neal Lucht, Ralph Gierke, Craig Loughridge (VIRTUALLY), Mark Lucht (VIRTUALLY) Jennifer Satter, and Calvin Nunn Absent member/s: None

MRSD Administrators present: Tony Mann/Superintendent, Rick Gill/Business Manager (VIRTUALLY), Michael Salitore/Director of Supported Education (VIRTUALLY), Kathleen French/Director of Teaching and Learning (VIRTUALLY), and Missy Wesley/Executive Assistant.

A. PUBLIC COMMENT

There was no public comment submitted for the record.

B. REVIEW/CHANGES TO AGENDA

There were no suggested changes to the agenda.

C. SUPERINTENDENT EVALUATION ORIENTATION

Mr. Greg McKenzie (virtually) provided the group an overview of the plan for the upcoming superintendent evaluation. He explained that the plan was to reinstate the full 360 model; which was a survey conducted about five years ago with all staff, community and administrators, then come back to the board on May 14th for a report to the board. He said the board can then use this information to conduct their evaluation of the superintendent. He suggested that due to the current circumstances (COVID-19), the board move forward with past practice and just do a board evaluation.

The board deliberated in great length whether to have a full 360 survey complete or just a board evaluation of the superintendent. Members discussed the pros and cons of this and how this information could be collected from each stake holder group. Mr. McKenzie suggested having a survey of staff rather than the community at this time. Mr. Mark Lucht asked if this would be a burden for staff to participate. Vice Chair Neal Lucht said that in a time of people being more remote, they might be more willing to respond and more feedback may be provided. Ms. Satter shared her concern of having this survey conducted during a crisis is not a fair time to ask this of staff. Mr. McKenzie commented that there is a 50-50 chance of getting responses and it may be hard to communicate with the full community during this time. Mr. Nunn stated that if a 360 survey is conducted it should include the full community. Ms. Satter commented that she understands staff culture is an important initiative, but conducting the survey now is not the right time.

Members asked questions around data collection, anonymity and vehicles for distribution. Mr. McKenzie explained the information collected is completely anonymous, collected separate of the district and he will work with Ms. Wesley to get the survey link out. Ms. Satter stated her concern about a consensus of the full board for next steps in conducting the superintendent evaluation.

Vice Chair Neal Lucht moved to have the board use the 360 survey as part of the superintendent evaluation. Mr. Gierke seconded the motion. The motion passed with five ayes, one nay (Ms. Satter) and one abstention (Mr. Nunn).

D. ACTION ITEMS

1. Minutes from March 7, 2020 meeting
Mr. Gierke moved to approve the March 7, 2020 minutes as presented. Vice Chair Neal Lucht seconded the motion. The motion passed unanimously.
2. Minutes from March 12, 2020 meeting
Mr. Gierke moved to approve the March 12, 2020 minutes as presented. Vice Chair Neal Lucht seconded the motion. The motion passed unanimously.
3. *Personnel Report*
Vice Chair Neal Lucht moved to approve the personnel report as presented. Mr. Gierke seconded the motion. The motion passed unanimously.
4. *Student Success Act Application*
Ms. French reminded the group that the application and link for public comment has been on our website for some time. She shared that even though there were only nine responses, they were all very encouraging. She reported that she plans to submit the application by April 15th and is seeking board approval. She stated that it is unsure what the impact of COVID 19 has on

this; however, ODE has encouraged districts to continue moving forward with submission and will provide further direction at a later date. Mr. Mann explained that we typically would have been hiring for these positions now; but have decided to postpone hiring any position at the moment and not spend any of these dollars until there is more clarity from ODE.

Board members asked questions and discussed the community feedback received, Oregon Healthy Teens Survey and funding for the Student Success Act. Mr. Gierke moved the approve the Student Success Act Application as presented. Vice Chair Neal seconded the motion. The motion passed unanimously.

5. *2020-21 MHS Course Proposal*

Mr. Gierke moved to approve the proposed course, Exploring Computer Science A/B, at the high school Vice Chair Neal Lucht seconded the motion. The motion passed unanimously.

6. *Budget Supplemental Appropriation Resolution*

Vice Chair Neal Lucht moved to approve the Supplemental Appropriation Resolution as presented. Mr. Gierke seconded the motion. The motion passed unanimously.

7. *Postponement of Budget Committee Meeting*

Mr. Gill explained that COVID 19 has caused a significant disruption in the preparation of the 2020-2021 budget. He said that the administrators responsible for budget development activity that takes place in March have had their time and energy diverted to managing the crisis associated with the virus. He stated that the finances of the district have become uncertain both for the completion of the 2019-2020 school year and the 2020-2021 school year. The delay in the preparing of the budget will allow the gathering of additional information.

He explained the delay of the Budget Committee organizational meeting to May 21, 2020 would result in a “one and done” meeting approach; and would set aside for this year the model of delivering the proposed budget to the Budget Committee followed by a review period. The Budget Committee would receive and vote to approve the proposed budget on May 21. He asked to postpone the April 30, 2020 regular organizational Budget Committee Meeting for the 2020-2021 Budget to May 21, 2020.

Mr. Gierke moved to have the budget committee date be moved to May 21, 2020. Vice Chair Neal Lucht seconded the motion. The motion passed unanimously.

8. *Grant Authority to Enter into First Student MOU*

Mr. Gill provided the group with an explanation of this agenda item. He said that as a result of the closure there has been a suspension of bus services and a need to revise the transportation contract with First Student. He explained that several districts with contracted bus service met virtually and the consensus was to continue to pay for these contracted services using the concept that what was being purchased was the potential for continued service should schools reopen. The idea being that if school were to resume and bus drivers had found other work then it might be difficult to start up transportation services.

He said that contractors have agreed to discount the contract amounts. Mr. Gill talked about exploring the possibility of delivering meals to bus stops using school buses. He said that

Executive Order 20-08 requires school districts to continue the payment of employees, which would include bus drivers of self-operated districts, would make it challenging to not pay the drivers of contractors like First Student. The concept of continuing payment of contracted amounts without receiving services during this pandemic has been included in legislation at the state and federal levels.

Vice Chair Neal Lucht moved to grant authority to the Business Manager to enter into an agreement with First Student. Mr. Gierke seconded the motion. The motion passed unanimously.

E. INFORMATION/DISCUSSION

1. *MRSD Coronavirus Response*

a. *Overview*

Mr. Mann provided the group with an overview of the district's response to the COVID-19 outbreak. He said he is proud of the staff's work over the last four weeks and is sad for the seniors, fifth and eighth graders for not being able to experience the big end of the year events. He highlighted the high school video that was created by the ASB President/Vice President and commented that it was the greatest example of leadership and who we are as a community. He explained that his intent tonight is for each department to speak to the work they are doing during this time.

Mr. Nunn left the meeting at 8:38 pm.

b. *Facilities*

Mr. Tiano stated that he is proud of his maintenance and custodial staff who are working hard on cleaning/sanitizing buildings to be in optimal condition when we come back. He commented that staff have to be contacted to enter the buildings.

c. *Teaching and Learning*

a. *Curriculum, Instruction, and Assessment*

Ms. French commented that through all of this it has been a true pleasure working with this administrative team. She said that she invited Mr. Berzinski and Mr. Dalton to share with the group how they are managing distance learning and she will share what is being done at the elementary level.

Mr. Berzinski echoed Mr. Mann's comments related to much disappointment for our students, parents and staff. He said it has been a rough couple of weeks and staff are working really hard to figure things out. He reported that Google classroom is the primary platform that teacher will be using and content will be provided one week at a time. He said that at this time 367 Chromebooks have been distributed to middle and high school families, along with physical resources for students to use (textbooks etc.). He shared with the group that one of the challenges is internet access for families and Molalla Communications has been gracious enough to offer service to those living in the Molalla community; but the district is working on hotspots. He reported that they received significant news from ODE regarding graduation requirement; which has allowed them to move forward in making sure senior are in place to graduate. He said that district

office has done an amazing job in leading communication and they are doing their best to keep families informed from a building level.

Board members asked questions about prom, graduation ceremonies, and use of other telecom services (BCT) to help with connectivity. Vice Chair Neal Lucht complimented Mr. Berzinski and the admin team for their work in this time. He said that he has heard what other districts are doing and believes the district is doing a fantastic job; especially around communication.

Mr. Mann shared with the group that the district, early on, make the decision to enter in to a personal services contract with Allison Holstein for communication services. Ms. Satter commented that this was a great decision to have a central point of communication for common messaging and transparency. Vice Chair Neal Lucht said that it is interesting to compare districts during this time.

Mr. Dalton commented that he is proud of this community and is impressed how everyone has pulled together. He shared his appreciation for Mr. Mann, administration, technology staff, teachers and support staff during this time. He said much of the work at the middle school level is through Google Classroom and they currently have approximately 90% of students engaged at some level. He talked about the use of soft start to this process, virtual schedules and office hours for staff. The group talked about the positive/negative effects of virtual learning and the potential need for online learning at a later time.

Ms. French reported that the district elementary team is working collaboratively to create two components of learning for students: rigorous packet with access to various technology links and individual connection with families/students. She talked about the importance of this outreach as they recognize the stress on parents and wanting to provide any supports. She said that technology will be the next step for elementary students; as the focus, has been on secondary students. She stated that they also have reached out to Spanish speaking families, along with Migrant families to make sure their needs are met as well. Mr. Conley added that he is proud of the efforts made at the elementary level. Ms. Satter asked about Kindergarten Round Up and if being rescheduled. Ms. French replied that information on this will get out as soon as possible.

b. Supported Education

Mr. Salitore reported that his team has come together during this time with a message of flexibility and grace. He highlighted their work to develop procedures around equity and providing services to students; by the ODE deadline of April 13th. He said that he has been working on training staff to work remotely to include telehealth and speech services. He reported that they are contacting all families on IEPs and working to get technology in student's hands. He said that his department has reinvented how supported education is done.

Board members asked questions related to outplacement programs and how families are supported with distance learning. He explained that resources are provided to families and they are ready to provide services on Monday.

d. Financial Review

Mr. Gill commented that he has had different areas of responsibility related to this closure and it is hard to believe it has only been three weeks. He highlighted the food service department and said they have been doing a great job, making sure kids get meals. He stated that we are currently in the green, but we will have to see how things develop at this time.

F. BOARD COMMENTS

Ms. Satter thanked administration and the staff for all their hard work. Mr. Loughridge commented that he appreciates/respects the right for board members to show up in person to the meeting; but wants the group to honor the Governor’s request and be cognizant of everyone’s safety.

G. UPCOMING MEETINGS

Chair Eskridge reviewed the upcoming meeting schedule.

H. ADJOURN

Mr. Gierke moved to adjourn the meeting. Vice Chair Neal Lucht seconded the motion. All members unanimously agreed to adjourn the meeting at 9:37 pm.

Chair

Superintendent

Board Secretary