

NEAH-KAH-NIE SCHOOL DISTRICT 56

Regular Board Meeting 6:30 PM

October 12, 2015

Nehalem Elementary School Library

**OFFICIAL MINUTES**

- I. CALL TO ORDER Call to Order  
Mr. Kelly called to order the regular meeting of the Board of Directors of the Neah-Kah-Nie School District at 6:30 p.m.
- II. FLAG SALUTE Flag Salute  
All present stood for the flag salute.
- III. APPROVE AGENDA Approve  
Agenda  
**M – Ryan/2<sup>nd</sup> Hooley to approve the agenda as presented. Motion carried unanimously.**
- IV. VOLUNTEER OF THE MONTH: Mr. Kelly read a statement from Mr. Lawyer regarding Dale-Elizabeth Schlotzhauer and the assistance she provides the middle school library. Volunteer of the  
Month
- V. CONSENT AGENDA Consent  
Agenda
- A. Approve Minutes from the September 14, 2015 Regular Board Meeting
- B. Neah-Kah-Nie High School Baseball Team Out of State Travel Request  
Mr. Herder presented his request to take the high school baseball team to Arizona to participate in Coach Bob National Invitational Tournament. The trip is a symbol of respect and achievement for the students and it brings the team and community together. Mr. Herder stated that It is very motivational for the students. The team will participate in fundraising activities. There will be no cost to the District. Mr. Kelly asked how much the trip would cost per student. Mr. Herder shared that it could be about \$1000 per player, but it may be less. Mr. Herder shared that it will be a great experience for the kids.
- Mr. Ryan asked Mr. Herder to speak to the community component. Mr. Herder stated that the baseball program recognizes their community partners throughout the season and during games. He also has the players work with the younger kids in the community through youth athletics. Mr. Erlebach asked how the funds will be collected and who will track that. Mr. Herder stated that the funds will be documented and collected by him and a dedicated parent.
- Mr. Erlebach asked Ms. Buckmaster if she had any concerns. Ms. Buckmaster stated that she has no concerns, rather a whole lot of excitement. She is excited to see baseball back at Neah-Kah-Nie High School.
- Mr. Erlebach asked Mr. Sybouts if he had any concerns with regard to insurance. Mr. Sybouts stated that if it is a school sponsored event, then the students would be covered under the District insurance. As Mr. Herder stated, once the students are at the tournament the tournament insurance would cover them.
- M-Hooley/2<sup>nd</sup> Hixson to approve the Consent Agenda as presented, including the** Motion to  
Approve

**High School Baseball trip to Arizona. Motion carried unanimously.**

VI. COMMUNICATIONS

Communications

A. Oral Communication

1. Public Input  
None at this time
2. Student Input, Neah-Kah-Nie High School, Ariel Breazille  
Miss. Breazille shared the high school report. Her report is attached to these minutes.
3. Staff Input  
Laurie DeKlyen read a prepared statement and shared an article from The Journal a publication form OSEA entitled Work Shouldn't Hurt. Ms. DeKlyen's presentation is attached to these minutes.

B. Written Communications

1. Board and Administrator
2. Thank You Letter from Nehalem Elementary School to Manza-Whee-Lem Kiwanis –  
It was noted that the Manza-Whee-Lem Kiwanis are disbanding.
3. October Nehalem Nugget
4. October Howler
5. September Enrollment Report

Mr. Kelly reviewed the various written communications.

VII. REPORTS

Reports

None at This Time

VIII. UNFINISHED BUSINESS

Unfinished  
Business

None at This Time

IX. NEW BUSINESS

New Business

A. Proposal from ZCS Engineering

ZCS  
Engineering  
Seismic  
Evaluation  
Proposal

Mr. Baertlein shared that the state is awarding \$1.5 million dollar grants for seismic upgrades to school buildings. Both our elementary schools were built in the early 1920's. The company that the District would like to use will see the district through the whole process, which includes the seismic study and the grant writing process. ZCS has been very successful with their grant applications. Mr. Baertlein stated that he would like to have both elementary schools evaluated at the same time.

Mr. Erlebach stated that the legislature has dedicated \$200 million dollars for seismic upgrades. \$195 million will go to schools over the next two years, the first round is \$60 million. Each project is awarded up to \$1.5 million dollars, and the project has to be completed in totality. The intent of the project is to make a building more stable, to allow staff and students to be able to get out of a building in the event of a major earthquake. The proposal is for the engineering report, to determine what upgrades would be required, and for the grant writing. If the District is successful, money from the grant award can be used to cover the cost of the engineering study. Discussion occurred.

**M-Tish/2<sup>nd</sup> Ryan to approve the seismic evaluation by ZCS Engineering. Motion carried unanimously.**

Motion to Approve

X. FISCAL

Fiscal

A. Payment of Bills

Payment of Bills

The Board had no comments

B. Fiscal Summary Sheet

Fiscal Summary Sheet

Mr. Sybouts shared that we are still in the black with three more timber payments to be received. We are doing much better than we were this time last year.

XI. SUGGESTIONS AND COMMENTS

Suggestions and Comments

A. Superintendent

Superintendent

Mr. Erlebech shared that in light of what happened at Umpqua Community College the District is working to be as prepared as we can. He mentioned the following:

- ✓ Installed push button locks on all interior doors except at the middle school. The teachers at the middle school are comfortable with the locks that were installed during construction. We are going to install magnetic strips on the strike plates so that all they have to do is close the door.
- ✓ Installed many more cameras. The secretaries can monitor the cameras at the front entrances from their desks
- ✓ We had the Standard Response Protocol (SRP) training at the all staff inservice and we are going through systematic implementation
- ✓ We are developing relationships with local law enforcement. Mr. Erlebach went to an active shooter training this past summer with the Rockaway Chief of Police, during which they shared the profile and characteristics of an active shooter. What he found is that there is no profile
- ✓ Wednesday, October 14<sup>th</sup> we will have a community-wide event at the high school from 6-7:30 to educate parents on how to be prepared in the event of a natural disaster. This event has been heavily publicized.

Ms. Nugent and Ms. Woika are at an RTIi training this week.

Our elementary teachers received training on Benchmark Literacy, our new English Language Arts curriculum, which was amazing according to Ms. Nugent.

B. Board

Board

Mr. Kelly mentioned that the Board interviewed four board candidates for the Zone 7 position. They have made their decision and will make the announcement tomorrow.

Mr. Tish stated that the work session on Response To Intervention Instruction (RTIi) last Thursday was really interesting to him. He shared a handout and thanked the superintendent for keeping RTIi in front of the Board and staff.

XII. PERSONNEL

Personnel

**A. NON LICENSED PERSONNEL INFORMATION - Informational Only**

1. Hiring

a. Brittney Wentzell as 2nd Cook at NKN High School

2. Resignations

a. Shannon Mills as Garibaldi Grade School Sp Ed Instructional Assistant

XIII. Board Deliberations for Zone 7 Vacancy

The Board conducted their deliberations on Zone 7 candidate interviews. The members voted unanimously to appoint Carol Mahoney as the Zone 7 representative to the Board. Ms. Mahoney will be sworn in at the November 9<sup>th</sup> Board meeting.

Deliberations  
and Vote for  
Zone 7  
Candidate

XIV. ADJOURN

Hearing nothing more to come before the board the meeting adjourn at 7:50 p.m.

Adjourn

1 **NKN PIRATES**

Monday, October 12 School Board Report- HS

Ariel B- Student Board Communication Liaison

2 **AWARDS**

1 September Student of the Month: Krisha Pierce

Perfect Attendance for first 3 weeks: 39 students

3 **Special Recognition**

Muddnick Trail Blazer game Oct. 18th - The Mudds donated tickets for 20 deserving students and 2 chaperones for this weekend's home game. Students were nominated by their teachers then cross referenced with the perfect attendance list and 20 lucky, responsible, respectful, basketball loving students were selected to go. Mr. Staehle and Mrs. Thayer will be the chaperones.

Athletes of the Month:

Roan Childress – Roan demonstrates leadership skills every day in practice. She takes on the responsibility of girls team captain by making sure the girls on her team are warmed up correctly and gives them running strategies during workouts. She stays after practice and races to help clean up. She creates and organizes team sweatshirts every year. She is a hard working athlete who never complains. She is able to find a balance between academics, Speech, NOSB and Cross Country. She has recruited most of the girls on the team!

Julian Croman – Julian is a hard working athlete who gives 100% at every practice and race. I've never heard him complain about a workout. He takes cross country very seriously and respects how challenging it is. He is the boys team captain and shows great responsibility. He leads warm ups, encourages teammates and has a positive attitude toward everyone on the team. He motivates the boys on his team by modeling strong work ethic, sportsmanship and determination.

4  **ASB REPORT- Victoria Elligsen, Pres.**

Student Government Activities:

Homecoming went incredibly well. New assembly activities like Mario Kart and Just dance received rave reviews. A staff member said that one of the assemblies was the best they had ever seen

Looking forward to future spirit weeks!

5  **Senior Class President: Kelsey Nelson Rep:Nick Snider**

Seniors are working hard on their Senior projects

The SAFE committee is hard at work. Several fundraisers have already happened like

selling fireworks and working a booth at the county fair  
 Ideas for the senior class gift as well as the senior class prank are being submitted  
 A class motto is in the works!

## 6 **ACTIVITIES**

### Speech

First tournament was at Sam Barlow on October 3rd  
 Chassidy Motsinger finaled in Novice Impromptu.  
 Juliet Charles placed 2nd in Prose, earning a leg to state.  
 Nula Reid placed 1st in Impromptu, earning a leg to state.  
 Dylan Wacker placed 1st in Radio, earning a leg to state.  
 The team got off to a great start at this first tournament of the year. Only three events were large enough to serve as state qualifiers and Pirates placed in all of them!  
 Next tournament is Oktoberfest at Tillamook High School on 10/31. Contact Coach Strecker to volunteer as a judge! We need you!

## 7 **ACTIVITIES**

Honor Society - Russell Zaugg  
 Chess Club- Mitch Staehle  
 NOSB- Nadja Paulissen and Marylynn Marden  
 Leos- Mitch Staehle and Andre Lorincz

## 8 **FBLA**

First "stand-up" meeting was last week, lots of returning people as well as a few new ones. We look forward to another successful year  
 First "official" meeting on Tuesday, Oct. 13th during Advisory to discuss workshop nights, Mandatory Safety Preparedness Concession Participation on Wed., Oct. 14th at 5 pm, dues, event changes/additions, and goals  
Major change this year - Program Based Affiliation - Essentially, all students in a business CTE class are automatically in FBLA (whether they choose or not...)  
 -see Ms. Jackson for more information or visit: [www.oregonfbla.org](http://www.oregonfbla.org)

## 9 **ATHLETICS**

Football

Volleyball

XC

## 10 **School Updates**

New Math Assessment (IAP) is given to help track growth and identify weak areas. First round has begun in student's math classes. Later this will be a schoolwide assessment completed during advisory.

Writing- first Smarter Balanced Type worksample was completed today- students had to listen, discuss and read multiple different sources that gave information about the minimum wage- they had to analyze and give advice based on the information.

Reading- HS students that have not met state standards participate in progress monitoring using the Fountas and Pinell reading assessment- this is also given 3x per year to help teachers track growth and identify areas that need improvement.

11 **Fundraising events**

Class of 2017 will have a Spaghetti Feed Fundraiser on October 22, 2017 during our first Student Led Conferences. Dinner will be from 4 p.m. to 7 p.m. in the Commons. Families can plan their conferences around dinner.

\$7.50 Per plate or \$25.00 for a family of 4 or more. Dinner includes: Spaghetti with meat sauce or marinara, salad, and garlic bread.

12 **Site Council**

NKN HS Site Council Members: Kathryn Harmon, Jaime Simpson, Esther Troyer, Jennifer Purcell, Heidi Buckmaster,  
and NEW student Representative Dylan Wacker.

Next meeting is this Thursday morning.

The HS team will begin the school improvement process using Indistar at this meeting.

13 **Thank you for your time!**

Classified staff report for 10/12/15

I'll start by saying that I hope you take the opportunity to meet some of our new classified staff. They include: Brittany Wentzell, 2<sup>nd</sup> cook for the high school/middle school; Shannon Mulcahy-Hill, assistant secretary at Nehalem; and Rachell Spink, assistant secretary at the high school. Kandi Spitzer has moved from being the after school coordinator to being a full-time IA there, Shelby Grellck is a part time IA at the middle school, and we're still filling a couple of IA positions. I'm especially excited to report that Jaki Darby, our long-time parent, volunteer, substitute and IA is now a 7 hour a day employee here at the preschool/district office! (yay, health insurance!)

If you know anyone who you think would be a good classified substitute (or licensed substitute) for the district, for any of our classified positions, please encourage them to apply. Delpha is having a hard time filling the slots when people are absent!

Finally, I'd like to share something that continues to be a concern with classified employees here, across the state and across the nation. We want our students to receive everything they need, accommodations included, to help them succeed. But we also are very concerned that staff members stay safe. I'm sharing the first of a series of articles to be printed in our union newsletter. It deals specifically with special ed assistants, but the problem can arise with any staff member, including licensed staff. In our district, our policy is that injured staff should report all injuries, large or small. If the problem is a continuing one, a team should convene to determine or review procedures to insure staff safety. I hope this is happening (I certainly remind staff members over and over).

As I say, it is a larger problem than just NKN. Many legal safeguard exist to protect our students. Our staff members need protection as well. I hope you will support us as we work for this protection.

A handwritten signature in cursive script that reads "Laurie Dally". The signature is written in black ink and is positioned at the bottom left of the page.

## Work Shouldn't Hurt

Tuesday, October 6, 2015 · Leave a Comment

*When an Oregon student's disabilities trigger violence, it is far too often classified employees who bear the brunt and are left feeling as if they have nowhere to turn. In this first installment of our three-part series on special education, you will hear the voices of employees who face the daily threat of violence. They will help describe the ongoing challenge of keeping school staff safe while providing a quality learning environment for students with profound intellectual and developmental disabilities.*

*In future stories, we will explore the root causes of these challenges and offer possible solutions.*

*Although various worker protections help shield employees from punishment for speaking out, a number of the special education assistants we talked to still did not feel comfortable sharing their names publicly for this story. At their request, they have been provided pseudonyms and are only identified by a first name. Employees who agreed to speak on the record have been identified by their first and last names.*

To this day — nearly a year after the incident — Beth can't describe what happened to her without crying.

The veteran special education (SPED) assistant was working with a student who was becoming increasingly agitated, when the teen erupted, kicking her in the head with heavy boots.

"It changed my life," Beth said, as she described through tears the incident that left her with a severe concussion.

For months afterward, Beth could not speak without a stutter and struggled with psychological symptoms her doctor compared to post-traumatic stress disorder. It took nearly six months before she was finally able to return to her western Oregon school district on a part-time basis.

Beth is one of the many educational employees across Oregon — in particular, but not exclusively, SPED assistants — to report being injured by the students they serve. Yet a great many more do not, as classified employees say they are discouraged — implicitly and explicitly — from filing incident reports documenting physical or verbal attacks. The problem of underreporting is only made worse when employees fail to document their injuries out of fear of possible consequences for the student.

But without consistent reporting, policymakers do not have a clear picture of what's happening in Oregon classrooms. Those SPED assistants willing to talk with OSEA describe a classroom environment of fear and potential violence.

### **'Not paid ... to get beat up'**

Monica McCanna, a SPED assistant with the Harney County School District and a member of OSEA's Board of Directors, has been tasked with the safety of a male student with disabilities. He is much larger than her, standing several inches taller and outweighing her by well over 100 pounds.

"He has spit on me; he has kicked me; he has hit me," said McCanna, who described an incident in which the student cornered her and began pinching her arms, leaving numerous bruises.

Kathy Forbes, another member of OSEA's Board of Directors and a special education assistant with the

Tillamook School District, worked in a classroom where a student put his hands around a teacher's throat and tried to strangle her. Forbes, herself, has gone home numerous times with heavy bruising from being repeatedly hit and kicked.

"We don't get paid enough to get beat up at work," said Forbes, whose work-related injuries led her to seek treatment from physical therapists, chiropractors and acupuncturists.

Work shouldn't hurt, but it does for classified employees throughout the state who report getting hit, kicked, spit upon, having their hair pulled and being verbally abused. Some have even been urinated on or had feces thrown at them.

### **Environment takes its toll**

The aftereffects of these incidents follow these employees home. Two SPED assistants who spoke with OSEA said they often don't even tell their family why they come home bruised and battered so as not to upset them.

"I love my job, and I love this kid, (but) there (are) days when we don't want to come to work, quite honestly," McCanna said. "I go home, and I'm washed out because I have to be so hypervigilant."

William, an educational assistant on the Oregon coast, has similar feelings about the threat of violence at work.

"It makes it tough to get up and go to work sometimes," he said. "That's tough because I've always loved working with kids."

### **Inadequate staffing**

Keeping school staff safe while providing a quality learning environment for Oregon students with profound intellectual and developmental disabilities is an ongoing challenge. Unfortunately, many school districts seem either unwilling or unable to adequately staff special education classrooms.

Beth was well-trained in how to de-escalate potentially violent situations; however, she said there were several factors that put her in an unfair situation: The student did well when on medication but did not receive it on weekends. This, along with not enough staff support, meant Beth was essentially on her own with a student who may have gone several days without doctor-prescribed medication.

"I feel like we have really good training, but there comes a point ... where (the level of staffing) puts everyone around that student in danger," Beth said.

Beth is not the only one to cite inadequate staff support. A teacher in the same district was told at the start of the year she would have four educational assistants (EAs) to help with seven students in a life skills classroom. But, in fact, the teacher told OSEA she was assigned 18 students with only five EAs.

And short staffing isn't just a problem in Beth's district. From her vantage point as a member of OSEA's Board of Directors, McCanna sees a disturbing trend statewide.

"We have more high-needs students with behavioral problems, and we're not getting any more funding," McCanna said.

### **Endangering staff and students**

Inadequate staffing can also potentially affect the safety of other students. One SPED assistant, for example, described a situation where a boy walked into a girls' locker room, resulting in that student requiring

monitoring whenever he leaves the classroom.

This, of course, requires more attention from a staff already stretched thin.

And when a student goes into a meltdown, employees told OSEA, it can create a cascading effect in the classroom.

"That triggers other students," William said. "When it's one (SPED assistant) and three students who are at a five (on the escalation scale), your safety is in jeopardy, and the students' safety is in jeopardy."

Jennifer, another educational assistant for a western Oregon district, said other students are aware of the potential for violence.

"A student said the other day, 'I know I can't take that chair because I know he'll explode,'" Jennifer said. "(The students) have to take it, too."

### **Little to no district support**

To be sure, SPED staff members love the students they serve and know the child's disabilities are the root cause of the issues they face. For example, McCanna fought hard to join a team of professionals that consults and works with children with traumatic injuries and their families. But staff members get disheartened when they don't see a good-faith effort by districts to help them assist some of Oregon's most vulnerable students. Some educational employees say the threat to their safety is not taken seriously. Forbes said, in her district, SPED assistants working with volatile students have been left alone with walkie-talkies as their only backup and promised protective equipment has been slow in coming.

"Nothing got ordered for any of our people last year," Forbes said. "They said, 'Oh yeah, we can do that,' but then nothing happened."

Other employees say they are unfairly second-guessed.

"We're trying to de-escalate and improve the situation," said Alexis, who works in western Oregon and was accused by an administrator of intentionally provoking students so they would be sent home. "To not be backed up by the administration is worse than getting hit by a student."

And when an injury occurs, some districts are less than helpful. For months, Beth's district evaded providing answers on her worker's compensation payments. Only after OSEA engaged an attorney was the claim approved.

### **Accountability**

School boards and superintendents are required to provide a safe and healthy workplace: It's the law. One way OSEA is holding districts accountable for their employees' safety is by successfully lobbying for a law requiring districts to establish reporting requirements for injuries suffered on the job. Passed in 2013, the law aims to ensure districts have information available to make changes or improvements to keep staff members safe.

The next installment of Work Shouldn't Hurt will spell out the importance of reporting injuries and analyze the funding and legal challenges districts face in keeping students and staff safe and thriving.



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