

NEAH-KAH-NIE SCHOOL DISTRICT NO. 56

Regular Board Meeting 6:00 PM

November 21, 2022

VIRTUAL MEETING

504 N. Third Ave.

Rockaway Beach, OR 97136

Present

PRESENT

Board Members

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

District Office Staff

Mark Sybouts, Business Manager
Kathie Sellars, Administrative Assistant

OFFICIAL MINUTES

CALL TO ORDER

Call to Order

Chairman Tyrer called to order the special meeting of the Neah-Kah-Nie School District Board of Directors at 6:01 p.m. Ms. Tyrer welcomed staff and patrons of the District

APPROVE AGENDA

Approve Agenda

Motion to Approve

M-Mahoney/2nd Wantland to approve the agenda as presented. Motion carried – Yes-Fleisher, Mahoney, Aeder, Myers, Wantland, Tyrer. Ms. Scalabrin was not able to be heard by the Board.

Consent Agenda

CONSENT AGENDA

Revised Board Meeting Calendar

Motion to Approve

M-Aeder/2nd Myers to approve the consent agenda as presented. Motion carried –Yes Yes-Fleisher, Mahoney, Aeder, Myers, Wantland, Tyrer. Ms. Scalabrin was not able to be heard by the Board.

After discussion regarding the superintendent search, a date on the adopted calendar was changed. The screening committee training was changed from January 25, 2023 to January 23, 2023. Ms. Sellars asked that the Board readopt the meeting calendar.

M-Tyrer/2nd Aeder to approve the Board meeting calendar as amended. Motion carried unanimously.

Motion to Reapprove
the Board Meeting
Calendar

UNFINISHED BUSINESS

Unfinished Business

Board Self-Assessment

Mr. Adams reviewed the Board self-assessment. The Board rated themselves on the following standards

1. Vision-Directed Planning
2. Community Engagement
3. Effective Leaders
4. Accountability
5. Using Data for Continuous Improvement and Accountability
6. Cultural Responsiveness
7. Culture and Climate
8. Learning Organization
9. Systems Thinking
10. Innovation and Creativity
11. Board members Conduct, Ethics and Relationship with Superintendent

12. Budgeting and Financial Accountability

Reviewing the histogram, the board rated themselves as effective in most areas, and developing in many areas. The Board has high expectations for their performance. Areas for growth would be in the areas of Community Engagement, Cultural Responsiveness, and Innovation and Creativity. The members shared their reasons for why they rated themselves the way they did.

Mr. Adams wanted to discuss Standard 1, Vision-Directed Planning, Board members needed to see the Continuous Improvement Plan (CIP), which Ms. Sellars sent to them. Community Engagement, Ms. Aeder stated that she has been attending the community engagement meeting for the Integrated Guidance. Ms. Tyrer stated that the Board has been working to engage the community in real ways through the school based health center committee; Ms. Scalabrin mentioned the Coffee and Conversation with the superintendent is also another way that board members have been trying to engage the community. Cultural Responsiveness, Ms. Fleisher mentioned the Inclusion Alliance committee and how necessary this work has been. The members agreed that they still have work to do in this area. Innovation and Creativity, Mr. Adams reviewed the questions in this area and how the members feel they are or are not being creative. Mr. Adams reviewed an area of strength for the board and that is a Learning Organization, Mr. Adams recommend that the members participate in a book read.

Goals: What should the Board be working on for the next year or two?

Ms. Mahoney - Lacking clarity in our goals – coming up with a process by which we refresh our focus. Mr. Adams suggested reviewing the strategic goals with Mr. Erlebach

Ms. Aeder – Would like to see the Board have a retreat with the new superintendent.

Ms. Tyrer – Community engagement is an area that the members need to work on.

Mr. Adams shared that OSBA has a community engagement plan. He will send this to Ms. Tyrer and Ms. Sellars. He suggested developing a community engagement plan with the new superintendent. The Board should also continue the equity work that the district is already engaged in.

Ms. Tyrer thanked Mr. Adams for reviewing and facilitating the discussion around the Board self-assessment.

NEW BUSINESS

Superintendent Search Qualities & Qualifications (Q & Q) Survey Results

Mr. Adams reviewed the Q & Q for the next superintendent. There were 342 responses to the survey. The top qualities are:

- High Degree of integrity/honesty with strong core values; culturally competent; respectful of all groups
- Effective communication and listening skills; open-minded
- Puts Kids first; is committed to serving all kids
- Is personable/approachable while keeping an open mind; good sense of humor
- Background in teaching and building administration; instructional leader with strong academic credentials.
- Highly visible in our communities and schools.
- Ability to build and sustain strong, effective family/community business partnerships that affect student success.
- Proven ability to make tough decisions when necessary and effectively communicate the reasons (transparency).
- Understands Oregon school finance and timber revenue; demonstrates sound fiscal management and strong budgeting skills; well organized.

The members discussed the results of the Q & Q survey.

Motion to Approve

M-Mahoney/2nd to approve the proposed Q & Q with the understanding that after the meetings with staff, changes can be made. Motion carried unanimously.

Proposed Salary Range

Proposed Salary Range

Mr. Adams presented the 2021-22 Superintendent salary data from like sized districts. The members discussed the upper and lower range of the salary scale and settled on \$140,000 to \$160,000 range.

Motion to Approve

M-Fleisher/2nd Myers to approve the superintendent salary range of \$140,000 to \$160,000. Motion carried unanimously.

Screening committee training. The board will have screening committee training on Monday, January 23, 2023

Identify members of the screening committee. Recommendations for screening committee members would be 2/3 staff to 1/3 community members. Board members will send the names of five people to be on the screening committee to Ms. Tyrer by Monday, November 28. Mr. Adams would like the names of the proposed screening committee members with phone numbers and email addresses.

Adjourn

ADJOURN

Hearing nothing more to come before the Board the meeting adjourned at 8:47 p.m.

Next Meeting

NEXT MEETING

December 12, 2022