

Board of Directors Meeting

August 13, 2025

The Estacada school board meeting on August 13 began with the swearing-in of new board members, Whitney Lohmeier, Rosa Martinez and Will Johnston. Ken Riedel was elected as the new board chair, and Director Johnston as the vice chair. The board discussed and approved the new cell phone policy, which prohibits cell phone use during school hours except for emergencies, with consequences for violations. The financial report showed a projected beginning fund balance of \$6.05 million and a projected ending fund balance of \$5.092 million. The board also approved the annual resolutions and the integrated pest management plan. The Board of Directors discussed the decision to set the substitute teacher pay rate higher than the state's minimum to attract and retain talent, noting that this strategy has largely succeeded in reducing unfilled positions. However, the higher costs were acknowledged. The board approved a \$150,000 budget for substitute teacher payments. Ryan Carpenter highlighted a new four-year collective bargaining agreement with certified employees, which he considers a significant achievement, reflecting competitive wages and strong relationships built during negotiations. The board expressed satisfaction with the negotiation process and its impact on recruitment and retention.

In attendance: Director Walper, Director Martinez, Director Lohmeier, Director Wheeler, VC Johnston and Chair Riedel. Also present: Superintendent Carpenter, Director of Finance Scott Pillar and Board Secretary Denise Pemberton.

Action Items

- Ensure all staff model appropriate cell phone usage during the school day.
- Communicate the new cell phone policy to families and students.
- Provide a construction update on the seismic project and new art room.
- Schedule the annual lunch event to welcome back all staff.
- Pen a letter to the governor expressing concerns about the state-mandated cell phone policy.

Outline

Roll Call and New Board Member Oath

- Chair Riedell calls the Estacada school board of directors meeting to order on August 13.
- Roll call is conducted with Director Lohmeier, Director Wheeler Director Walker, Director Martinez, Vice Chair Johnston, and Chair Riedell present.

- New board member oath of office is administered to Director Martinez, Director Lohmeier, VC Johnston.
- All Directors take the oath, swearing to support the Constitution and school district policies.

Election of Board Chair and Vice Chair

- Chair Wheeler discusses the election of the board chair for the 2025-2026 fiscal year.
- Nominations are taken for the board chair position, with Ken Riedel and Will Johnston being nominated.
- Director Johnston withdraws his nomination, and Vice Chair Ken Reidel is elected as the new board chair.
- The election for the vice chair position follows, with Director Johnston and Director Wheeler being nominated.
- Director Johnston is elected as the new vice chair after a vote.

Adoption of Agenda and Board Reports

- The agenda is adopted after a motion and second.
- Director Walper reports on the upcoming school year, mentioning the Park Series and new CFO.
- Director Martinez expresses excitement for the new year .

Communications and Community Engagement

- Maggie and Danny provide updates on communications and community engagement.
- In-service and onboarding for new employees are discussed, with 18 new teachers and over 350 employees being prepared.
- Open houses and back-to-school events are mentioned, with high attendance and positive feedback.
- The Summer Park series and other community events are highlighted, with a focus on building connections and relationships.

Finance and Accountability Report

- Scott presents the finance and accountability report, focusing on closing out last year's books and assessing the financial position.
- A new cash flow analysis report is introduced, showing revenues and expenditures for each month and projecting the balance for the year.
- Preliminary July numbers are discussed, with a projected beginning fund balance of \$6.05 million and a projected ending fund balance of \$5.092 million.

- The impact of the state school fund revenue and the bond debt service on the financial position is explained.

Superintendent's Report and Cell Phone Policy

- Superintendent Carpenter provides an update on the superintendent's report, including the onboarding of new hires and the seismic project.
- The new cell phone policy is discussed, with details on the policy's implementation and the rationale behind it.
- The policy includes provisions for the use of cell phones during lunch and passing time, and the consequences for violations.
- The importance of parental involvement and the role of the district in enforcing the policy is emphasized.

Consent Agenda and Resolutions

- The consent agenda is discussed, with motions to approve various items including the cell phone policy, annual resolutions, and the integrated pest management plan.
- The professional services contract with ESS West LLC for substitutes is authorized, with a budget of over \$150,000.
- The board discusses the importance of following state laws and the challenges of implementing new policies.
- The meeting concludes with a vote to approve the consent agenda and the resolutions. VC Johnston motions the consent agenda, seconded by Director Lohmeier motion carries 5-0, 1 opposed.
- VC Johnston motions to approve action item K, seconded by Director Lohmeier. Motion carries 6-0
- Director Martinez motions to approve action item L, seconded by Director Martinez. Motion carries 6-0
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Discussion on Teacher Substitute Pay and Utilization

- Ryan Carpenter explains the decision to set the substitute teacher pay rate higher than the state's minimum to compete with neighboring districts and attract subs.
- Superintendent Carpenter mentions that utilization rates for all districts, including theirs, have been declining, and they need to address this by discouraging staff from taking extended leaves, especially during Christmas.
- Superintendent Carpenter estimates the cost to be around \$600,000.
- Scott Pillar clarifies that the \$150,000 threshold is necessary for board approval and emphasizes that the funds are allocated for substitute teachers, not other discussions.

Approval of Substitute Teacher Pay Rate

- Chair Riedel reiterates the \$150,000 pay rate and seeks board approval, which is granted by a motion. Director Walper makes the motion, seconded by Director Lohmeier. Motion carries 6-0
- The bargaining agreement is brought up, with Ryan Carpenter proudly presenting a four-year collective bargaining contract with certified employees.
- Superintendent Carpenter highlights the competitive nature of the contract, which reflects the strong relationships built during negotiations.
- The contract aims to attract and retain talented educators, offering a competitive and living wage, with financial details available in the board packets.

Pride in the Collective Bargaining Agreement

- Superintendent Carpenter expresses pride in the agreement, calling it one of the best deals during his tenure as superintendent.
- SChair Riedel echoes the sentiment, noting the good faith negotiation and the strong relationships built during the process.
- Superintendent Carpenter acknowledges the financial partnership with surrounding districts.
- Superintendent Carpenter commends the thoughtful and fast negotiation, contrasting it with other districts' approaches.
- Director Wheeler makes a motion to approve action item N, seconded by VC Johnston. Motion carries 6-0

Conclusion and Acknowledgments

- Superintendent Carpenter thanks everyone for their participation and welcomes board leadership.
- The meeting concludes with appreciation for Vice Chairman Wheelers years of service.