

GRESHAM-BARLOW SCHOOL DISTRICT NO. 10 JT.
Minutes of Regular Board Business Meeting

Wednesday, September 3, 2025

The Gresham-Barlow School District Board of Directors met in regular session on Wednesday, September 3, 2025 in the council chambers of the Public Safety and Schools building, 1331 NW Eastman Parkway, Gresham, OR. A Zoom link was provided for virtual meeting attendance.

Board Members present:

Heather Coleman-Cox, Shawn Farrens, Kris Howatt, David Ligatich, Blake Petersen, Brenna Puderbaugh, Holly Riegelmann

Cabinet Members present:

Dr. Tracy Klinger, Superintendent
John Koch, Deputy Superintendent
Dr. Sara Deboy Van Horn, Assistant Superintendent
Michael Sweeten, Executive Director of Human Resources
Carla Gay, Executive Director of Innovation and Partnerships
Heidi Lasher, Executive Director of Teaching and Learning
Donna Ravenberg, Executive Director of Student Support Services
Jeff Gibbs, Executive Director of Technology Services
Athena Vadnais, Director of Communications and Community Engagement
Pete Bejarano, Director of Finance

Opening Items

1. Call Regular Business Meeting to Order and Pledge of Allegiance (7:01 p.m.)

The meeting was called to order at 7:01 p.m. by the board chair, Blake Petersen. Director Farrens led the board, administration, and all those in attendance in the Pledge of Allegiance.

2. Roll Call (7:01 p.m.)

All members of the board were in attendance at the meeting. Director Ligatich attended the meeting virtually.

3. Approve Meeting Agenda (7:01 p.m.)

MOTION 17: Move to approve the meeting agenda as presented. This motion, made by Shawn Farrens and seconded by Holly Riegelmann, Carried.

Aye: Heather Coleman-Cox, Shawn Farrens, Kris Howatt, David Ligatich, Blake Petersen, Brenna Puderbaugh, Holly Riegelmann

Aye: 7, No: 0

4. Land Acknowledgement (7:02 p.m.)

Director Howatt read the Land Acknowledgement at the start of the meeting.

Citizens' Requests of Board

5. Guidelines for Public Comment (7:03 p.m.)

Chair Petersen reviewed the process for submitting public comment. The board received one public comment before the start of the meeting. Community member Anne Nesse shared information about pocket forests, and invited board

members to see a couple of the small forests they have already planted in Gresham. She shared information around how they can be used as outdoor classrooms and the benefits of students learning in the outdoors.

Consent Agenda

- 6. Minutes from Special Work Session - July 2, 2025**
- 7. Minutes from Regular Board Business Meeting - July 2, 2025**
- 8. Minutes from Special Work Session - July 23, 2025**
- 9. Minutes from Special Work Session - August 20, 2025**
- 10. Minutes from Regular Board Strategic Planning Session (Retreat) - August 21, 2025**
- 11. Financial Report**
- 12. Personnel Report: Employee Contracts**
- 13. Approval of Consent Agenda (7:10 p.m.)**

Chair Petersen reviewed the items listed in the consent agenda.

MOTION 18: Move to approve the consent agenda as presented. This motion, made by Kris Howatt and seconded by Holly Riegelmann, Carried.

Aye: Heather Coleman-Cox, Shawn Farrens, Kris Howatt, David Ligatich, Blake Petersen, Brenna Puderbaugh, Holly Riegelmann

Aye: 7, No: 0

Recognitions

14. Sam Barlow High School Softball (7:12 p.m.)

Dr. Deboy van Horn led the board, administration, and all those in attendance in recognizing Sam Barlow High School Softball athletes for their accomplishments in the Mt. Hood Conference League.

15. Sam Barlow High School Boys Tennis (7:14 p.m.)

Dr. Deboy van Horn led the board, administration, and all those in attendance in recognizing Sam Barlow High School boys tennis players for their accomplishments in the Mt. Hood Conference League.

16. Sam Barlow High School Girls Tennis (7:15 p.m.)

Dr. Deboy van Horn led the board, administration, and all those in attendance in recognizing Sam Barlow High School girls tennis athletes for their accomplishments in the Mt. Hood Conference League.

17. Sam Barlow High School Track and Field (7:15 p.m.)

Dr. Deboy van Horn led the board, administration, and all those in attendance in recognizing Sam Barlow High School Track and Field athletes for their accomplishments in the Mt. Hood Conference League.

18. Sam Barlow High School Girls Flag Football (7:18 p.m.)

Dr. Deboy van Horn led the board, administration, and all those in attendance in recognizing the Sam Barlow High School Girls Flag Football team for their accomplishments at state and for being named the Oregon State Girls Flag Football Champions.

Recess / Reconvene

Board Recess (7:20 p.m.)

The meeting was recessed at 7:20 p.m. and reconvened at 7:26 p.m.

Superintendent and District Leadership Report

19. Update from the Superintendent and District Leadership (7:26 p.m.)

Superintendent Klinger provided an update on meetings and activities she has participated in over the past month. She shared that last week they held the annual Convocation event with all 1,100 employees. At the event they highlighted a Gresham-Barlow alum and a current senior from Gresham High School. Music educators from across the district performed a medley that was a smashing hit, and staff feedback from the event was positive. Superintendent Klinger shared that they welcomed nearly 10,000 students back to school this week, with excitement and anticipation. The fall sports and activities are in full swing.

She added that they have begun implementing a personal electronic device management plan per the governor's executive order. The district's plan is designed around practices already happening in schools, and leaders are working to build consistency among all schools. There will be challenges, but they are off to a good start. She noted that the first quarter revenue forecast was released, and there are areas of concern and monitoring is needed. The key number to focus on is student enrollment. They are still taking in some registrations, but overall enrollment is trending down this year compared to last. She had fun welcoming students to school the last two days, and Mayor Stovall joined her to welcome students at Hollydale Elementary yesterday. Staff are happy to have students back.

Board Reports and Requests

20. Updates from Board Members (7:29 p.m.)

Board members summarized various meetings and other activities they participated in during the past month. Topics included the following:

- Ensuring teachers have the tools they need for instruction in their classrooms; leveraging partnerships for supply donations and opportunities for student programs.
- Giving students alternatives to college while in school so they gain skills and certifications in skills trades.
- Attending Convocation and noting the great energy, enthusiasm, brevity, positive messages, and unification.
- Thanking staff for all the hard work they put into the Convocation event to make it a success.
- Requesting consideration for the OSBA nominations later in the agenda, noting that the OSBA board is a way to include more board members in the lobbying efforts.
- Attending the OSBA Summer Conference in Salem and spending time learning as a new board member.
- Being a part of the first day back to school and seeing it from the parent perspective.
- Celebrating Gresham High School and their new leadership and energy.
- Watching recent high school football games at the jamboree.
- Attending/participating in the board retreat, a day full of information, training, planning, and learning.
- Meeting new administrators after the board retreat.
- Enjoying seeing all of the first day of school pictures noting it is their favorite time of year, followed closely by graduations in the spring.
- Liking to visit classrooms but don't want to just drop in; they love being invited to see classrooms.
- Thanking all of the teachers/licensed and classified teams and staff for the kickoff of a new school year; seeing all of the excitement to welcome students back.
- Appreciation for Superintendent Klinger's and her cabinet team's leadership and the work they are continuing.

During board reports, Director Coleman-Cox shared that when she joined the board it wasn't just to sit with the board, she wants to make a difference in this community. She shared a statement regarding the board's meeting dates for the year noting that for 25 years meetings were held on Thursdays, and over the past four years that changed to Wednesdays to accommodate board schedules. Board members have made support for Wednesday meetings in order

to attend activities. She shared that she has a rare opportunity to participate in a child behavior program that conflicts with the Wednesday night board meetings, and reviewed the ways that her participation in this program would benefit the district. Following the vote in July to approve the Wednesday board meeting schedule, the chair has worked diligently to try and accommodate her by polling the board to see about starting the work sessions earlier. However, she noted that if the Wednesday meetings continue it is not by her choice that her contributions are diminished. She urged the board to reconsider, noting that even a temporary accommodation to the schedule would suffice.

Recess/Reconvene

21. Board Recess (7:54 p.m.)

The board took a recess earlier in the meeting. They did not take a recess at this time in the agenda.

Associations Reports

22. Gresham-Barlow Education Association (GBEA) (2 minutes) (7:54 p.m.)

Matt Wallace, a teacher at East Gresham Elementary School, was in attendance to report on behalf of the Gresham-Barlow Education Association (GBEA) employees. He echoed what others said around convocation and how it was appreciated, and was also meaningful to see the teachers perform. It has been a great start to the year and people are excited for another year getting to serve the community.

The GBEA values the time the board invests in schools and the community and he has never been prouder to be a public school teacher. Things seem to get tougher year after year, but teachers give students the confidence to think independently, and they create community all while facing budget cuts and divisiveness. Being a public school educator is only getting harder. Children will arrive with greater needs and fewer resources, yet teachers persist. Students are the true change agents. He shared that they must fight back for a better life of opportunity and dignity. The foundations of humanity are under attack. Educators are being targeted for doing what they've always done, teaching. The GBEA wants to ensure they are working to make sure every child is learning without fear.

23. Oregon School Employees Association (OSEA) (2 minutes) (7:59 p.m.)

Tia Ross, an elementary secretary at East Orient Elementary School, was in attendance to report on behalf of the Oregon School Employees Association (OSEA) Chapter 8 employees. She shared that it is an exciting time of year to welcome teachers and students back. This is a bargaining year for the OSEA, and they are looking forward to the continued practice of interest-based bargaining with the district.

Action Items

24. Nominations for OSBA Board of Directors, Multnomah Region, Position 18 & Legislative Policy Committee (LPC) Positions 17, 18, and 19 (8:00 p.m.)

Chair Petersen reviewed information included in the board agenda packet noting that Director Howatt has served on the OSBA Board for about 15 years. When they provide a member of their local board they get specific insight on things happening around the state. OSBA Board Position 18 is up for election this year. All Legislative Policy Committee positions (Positions 17, 18, and 19) in the Multnomah region are open for election. They looked for interested parties at the board retreat. Director Howatt noted her interest to continue serving on the OSBA Board, and Director Coleman-Cox indicated interest in serving in an LPC position. Director Howatt shared additional information about serving on the OSBA Board of Directors. Other board members thanked her for her volunteerism noting that service on the OSBA Board takes a lot of time and dedication.

MOTION 19: Move to nominate Kris Howatt for Position 18 on the OSBA Board of Directors. This motion, made by Holly Riegelmann and seconded by Shawn Farrens, Carried.

Aye: Heather Coleman-Cox, Shawn Farrens, Kris Howatt, David Ligatich, Blake Petersen, Brenna Puderbaugh, Holly Riegelmann

Aye: 7, No: 0

There was discussion about which position on the LPC they needed to nominate for, and if they had to specify one position. Director Howatt noted she had not heard of anyone being nominated for position 17 and suggested that they make the nomination for that position.

MOTION 20: Move to nominate Heather Coleman- Cox for Position 17 on the Legislative Policy Committee (LPC). This motion, made by Kris Howatt and seconded by Holly Riegelmann, Carried.

Aye: Heather Coleman-Cox, Shawn Farrens, Kris Howatt, David Ligatich, Blake Petersen, Brenna Puderbaugh, Holly Riegelmann

Aye: 7, No: 0

25. Adjustment to Date, Time, and Place of 2025-26 Board Meetings (8:07 p.m.)

Chair Petersen shared background information about this agenda topic noting that at the July Business meeting the full board discussed and voted on the Wednesday proposed schedule for board meetings. With some schedule conflicts that Director Coleman-Cox brought up, they are trying to come up with creative ways to adjust the schedule. The chair noted a goal of maximizing participation and also viewing student's excellence. They are trying to get creative at shifting the schedule in order to accommodate all of those interests.

He shared that they have proposed shifting work session start times from 6:00 pm to 4:00 p.m. This would mean the board would shift from full meals on those meeting nights to light snacks. Director Coleman-Cox asked about holding a re-vote on the board meeting schedule. Chair Petersen noted that it was a topic already discussed and voted on by the board in public session. Director Coleman-Cox brought forward a motion to change the board meeting schedule from meeting on Wednesdays to meet on Thursdays instead.

MOTION 21: Propose a motion for Thursdays instead of Wednesdays, to consider adopting the Thursday proposed meeting schedule that was brought to the board in July. This motion, made by Heather Coleman-Cox and seconded by Kris Howatt, Carried.

Aye: Heather Coleman-Cox, Kris Howatt, David Ligatich, Brenna Puderbaugh

No: Shawn Farrens, Blake Petersen, Holly Riegelmann

Aye: 4, No: 3

Prior to the vote on the motion, there was extensive discussion from board members in favor of the motion, and those opposed to the motion. Board members in favor of the motion noted that historically they have met on Thursdays, and in years past they stayed away from Wednesday because those were predominately community activities, not school activities. They noted impacts on staff to prep the meeting for Wednesdays, and a preference for visiting classrooms during the day rather than activities in the evenings. They added that it is challenging to make sure they have a date of the week that works for everyone. While Director Coleman-Cox brought up scheduling conflicts, board members noted that they do not know the impact a schedule change would have for other board members.

Some board members noted that when this first came up in July they didn't realize what questions they could ask. They asked the Superintendent about what activities are happening on different days, what the benefits are for Wednesdays or Thursdays, and if there is an opportunity to move those activity days, while acknowledging that they know sports

can't be moved. Superintendent Klinger confirmed that they are correct about the sports piece. Board members had looked at the OSAA schedules when this was voted on in July and it seemed more sporting events fell on Thursdays than Wednesdays. As far as building events or choir concerts, they've asked schools to try to do the opposite of whatever the board meetings are. She added that the district is happy to make whatever accommodations are needed. A board member noted that if it is easier on district staff it would be important to know that.

Board members opposed to the motion shared that they were very much in favor of Wednesdays so they can participate in activities for students as much as possible. They can go to classrooms and also attend those activities on Wednesdays. They noted that there are 1/3 more activities that happen on Thursday instead of Wednesday. That is part of the reason they are in favor of Wednesday. Board members also noted that when people consider being on the school board, the number one question is the time commitment centered around how much they will miss. They initially proposed moving meetings to Wednesdays because it allows board members to miss less, and it is important they go and support the students. As a parent it is hard to make a commitment to a board for four years knowing they are going to miss a lot of their own student's activities. They noted that Wednesdays benefit the majority of the board most of the time, and either way they are adjusting the schedule for a personal scheduling conflict. Those in opposition also noted that they don't like that they have set a precedent by revisiting a vote when they don't like the outcome.

Board members in favor of the motion shared that they are also a big sports fan, but they have time to commit to things that are going to increase them to help increase this community. They shared how they are struggling with the fact that a sport activity or choir event offered on more than just Wednesday is being considered as more important than a child behavioral health knowledge, noting that one is a benefit to one or two schools, and the other is a benefit to the entire district. There are going to be new members, races, and cultural backgrounds represented here, and it would be a great thing to have a board reflective of the community. They shared that they would like to fulfill 100% of their duties as an elected board member.

Board members noted that they were all elected to these positions by a body of their peers. They have distinct backgrounds and political views. One of them has a great opportunity which is causing a scheduling conflict, and having students in sports is just as important. They are trying to be flexible, but this is hard because they already voted on this. A board director noted that they sit on the board for staff, students and teachers, and asked if it is less money and less stress to have a meeting on a Thursday. They asked Superintendent Klinger what works best for the district. Superintendent Klinger shared that staff have preferred Thursdays, and the recommendation to consider a 4:00-6:00 p.m. scenario on Wednesdays for work sessions was favorable as well. There was discussion about whether a 4:00 p.m. start time on Thursdays would still allow board members time to get to those activities. The board did not believe that would work because most activities start right after school. They noted that the board is trying to come together collaboratively and work with each other.

Board members expressed concern procedurally over bringing a motion forward where they have already made a decision. The reason that Roberts Rules of Order and the Parliamentary Process exist is to have a mechanism to get to a vote and move on with business. Now they are opening it back up which causes concerns. Board members opposed to the motion noted work conflicts on Thursdays that happen throughout the year. They shared instances of events they have missed while sitting on the board that the public may not be aware of. The real reflection is if they can make an impact and is it worthy of the sacrifice. They have been in the classrooms, but nothing invigorates the work like being present for students' excellence. They noted that since shifting to Wednesdays they have missed less events.

Following the vote on the motion, Chair Petersen noted that there is additional language proposed about moving work sessions to 4:00 p.m. and asked if they still wanted to consider that with Thursday meetings. The board did not bring this forward for consideration.

Recess / Reconvene

Board Recess (8:44 p.m.)

Due to technical difficulties with virtual access to the meeting, the board recessed the meeting at 8:44 p.m. The technical issues could not be quickly remedied in the current meeting space, therefore the board moved their meeting from the Council Chambers to the Large Conference room to complete the balance of the meeting. The meeting was reconvened at 9:03 p.m.

Information Items

26. Integrated Programs Annual Report (9:03 p.m.)

Mrs. Lasher reviewed information included in the board agenda packet and provided an overview of the ODE requirements for the report each year. Grant recipients report expenditures, respond to three narrative questions, and report on progress markers to inform overall progress. They shared a snapshot of the distinct performance measures under this integrated guidance. She shared a diagram showing their four common goals at the top, with the next layer for accountability and targets, then progress marker, and the last layers are reporting and review.

Mrs. Cook noted that in March they presented their plan for the next two years, but this report is for the previous two years of the plan from 2023-2025. There are similar themes to what they are continuing, but they are going deeper and have different strategies they continue to refine. The first narrative question asked them to reflect on their plan implementation and how they see their progress towards outcomes, strategies, and their longitudinal performance growth targets. In answering this question, they shared how they used a very comprehensive process for budgeting to guide resource allocation which includes lots of different types of community and family engagement events. With MTSS they are looking at how to do a better job of disaggregating the data to see if they are closing the gap. They are also looking at how to be more responsive to the data. They are seeing many schools do more empathy interviews to gather student voice and see how they can do a better job. At the high schools they are talking to students to find out the reasons they are going to class. Students attend when they like their teacher and when what they are learning is relevant.

The second question asked where they have experienced barriers, challenges, or impediments to progress toward their outcomes and strategies. As they focus on special groups, they continue to look at strategies to boost engagement. They are continuing to look at course scheduling because the current process is not fully equitable. They are also looking for ways to be more consistent with engagement for liaisons to address chronic absenteeism. Another challenge is how to maintain equitable access to CTE with declining funds and rising costs.

For the third question they were asked to report on their progress toward targets. In March they shared their target progress, and at that time they had met the targets for the 2022-24 time period. They are seeing improved attendance, and have worked toward systematic implementation of attendance strategies. In the previous year they met their target for 2nd grade ELA proficiency, and 9th grade on track and graduation rates. There is an emphasis at the secondary level on co-planning and co-teaching.

Board members asked for more information on what equity focused budgeting looks like and how it works. Mrs. Cook shared that ODE has given them an equity lens to use, and they look at who will be negatively impacted and who are their focus groups. As they make adjustments, they don't want to inadvertently make barriers for kids. They ask questions like what is the impact, who is impacted, is it going to work against making progress toward targets. Superintendent Klinger added that this was how they planned for reductions last year. Board members also asked about problems around sustainability, noting that they are working to bring in more community partners and funding. There

was discussion around having equitable access to CTE and making sure that includes groups like poverty, gender, ethnicity, and language. Board members expressed concern with ODE losing sight of young boys because they are not viewed as underserved, they are viewed as the primary served which doesn't line up with the academic outcomes and discipline data. They would like to see what their outcomes look like across genders.

27. Financial Report (9:19 p.m.)

Mr. Bejarano provided an overview of the financial report included in the board agenda packet. There is still a lot up in the air with audits, economic forecasts, and enrollment. The new fiscal year started July 1st so these numbers are based off of projections of one month's data. Once they have September's payroll numbers, they will have a better sense of where things are and if all the hard budget work they've done is working. Superintendent Klinger added that they won't have all the numbers figured out yet by the October Business meeting.

Closing Items

28. Announcements (9:21 p.m.)

Chair Petersen noted that with the adopted schedule change, the next work session will be on September 18, 2025. He thanked the board for speaking from their perspective, and having confidence in each other noting that maintaining that confidence will help support students. A Zoom link for virtual meeting attendance will be provided for upcoming meetings.

September 18, 2025: Board Work Session - 6 p.m.

Council Chambers Conference Room
Public Safety and Schools Building

October 2, 2025: Regular Board Business Meeting - 7 p.m.

Council Chambers
Public Safety and Schools Building

29. Adjournment (9:24 p.m.)

There being no further business, the meeting was adjourned at 9:24 p.m.

Submitted by: _____

Sarah Avery
Executive Assistant to the Superintendent and
Board of Directors

Note: These minutes were approved by the board on _____:sa