

NEAH-KAH-NIE SCHOOL DISTRICT NO. 56

Regular Board Meeting 5:30 PM

November 8, 2021

Virtual Meeting

504 N. Third Ave.

Rockaway Beach, OR 97136

**PRESENT**

**Board Members**

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

**District Office Staff**

Paul Erlebach, Superintendent  
Mark Sybouts, Business Manager  
Kathie Sellars, Administrative Assistant

**Work Session Notes**

Ms. Tyrer called to order the work session of the Neah-Kah-Nie School District Board of Directors at 5:30 p.m.

Ms. Tyrer explained that the purpose of the meeting is to further discuss and come to consensus on the superintendent transition plan.

Ms. Tyrer asked Mr. Myers to inform the board what the previous Tillamook board member had to say about that process. Mr. Myers stated that he was not in favor of a self-run search until he talked with the former Tillamook School Board member. What he found out was that they went pretty in depth with their search, and felt they hired a good superintendent. They did hire an assistant superintendent with the idea that the assistant would move into the superintendent role when Randy Shield retired. As an assistant superintendent, it gave him time to get to know the buildings and time to bond with staff. It also gave him time to look at the district and see if there were changes that he would like to make. The Board member that he spoke to was in favor of the process that Tillamook School District used. Discussion occurred.

Ms. Fleisher asked if the Tillamook Board member offered any time commitment. Mr. Myers said that the Tillamook board member did not speak to the time commitment.

Ms. Tyrer stated that she has been involved in two superintendent searches and used a search firm both times. The reason they did that was that board did not feel they were qualified to conduct a search on their own. She explained the process that they used in her previous school district.

Ms. Mahoney stated that she could see the benefits both ways, having someone work with Paul who gets to know the district would be beneficial. She stated that it does take a lot of board time and commitment. It takes a lot of time reading application materials and developing the list of what we want in our next superintendent. Having a search firm narrow down choices and the cost of having an assistant superintendent is also a factor.

Mr. Sybouts shared the cost of having an assistant superintendent for a year would be a base of \$125,000 with benefits it would be close to \$200,000. Ms. Tyrer asked Ms. Sellars what the cost was for OSBA to do the search. Ms. Sellars stated that she thought it was about \$7,500.

Ms. Tyrer stated that we need to determine two things tonight 1) Do we want to do our own search, or do we want to get proposals from different firms. 2) Do we want to hire an assistant superintendent or do we want to go with a transition plan. Ms. Tyrer asked for comment from the Board.

Ms. Aeder stated that initially she was leaning toward a job shadow for a year. She stated that we have a good superintendent now who has done a good job and had good ideas. She believes she is in favor of hiring a search firm, and has confidence in OSBA. She also agreed that the whole board should participate.

Ms. Fleisher stated that she likes OSBA information; she feels the cost is reasonable. One year of training is

a great idea but is concerned about the cost. She feels that the one-year training would be great but wonders if we are looking for a young and new superintendent or someone who is more seasoned. Having a yearlong mentorship may not be as advantageous to the district, she would like to wait and see what qualities the district and community are wanting to attract, and would like to wait to make that decision.

Mr. Wantland shared that at first he was not in favor of having an outside agency do a search for us, he wants people to know what they are getting into here. After listening to what Mr. Myers had to say and what he witnessed during the training with OSBA, if we are not going to do this ourselves he would go with OSBA. With regard to the assistant superintendent, he stated that it did not make sense to him to pay two people for one job. Again, after listening to what Mr. Myers had to share from Tillamook, he would not be opposed to having an assistant superintendent, but would like to hear what others have to say.

Ms. Scalabrin stated that it would be great if we could have someone job shadow for a year; that said, she is not sure that a \$200,000 investment is a good use of district funds. She stated that Paul agreed to be a consultant. Mr. Erlebach agreed that he did. She would lean toward paying a search firm and she was very impressed with OSBA. She feels that we as a district want to put our best foot forward and OSBA would do that for us. She is not in favor of having an assistant superintendent, but would rather have Paul serve as a consultant.

Mr. Myers stated the he does not really know yet the right way to go, but whatever we do, we need to involve the community.

Ms. Tyrer stated that we have the option to do the search ourselves or hire a search firm. She stated that she is hearing that we should use a search firm. She stated that she is also hearing that we should just go with OSBA. She is also hearing that there is some reluctance in going with an assistant superintendent verses using Mr. Erlebach as a consultant.

Mr. Tyrer asked if we want to use a search firm, and do we want to have an assistant superintendent for a year or a transition plan of another sort.

Ms. Mahoney shared that she is in favor of a search firm and would be in favor of OSBA. She feels that \$200,000 is a lot of money for a small district to spend, even though there would be a benefit, she would like to propose a shorter term, not just consultant but transitional time that both people are working, perhaps a month.

Mr. Myers asked Ms. Sellars if she thought that the board could do this on their own, Ms. Sellars stated that she feels that the Board could do this on their own, but there is good benefit derived from having guidance through the process. Search firms have a lot of expertise; there is also the added bonus of the consultant time with OSBA between the new superintendent and the Board. She stated this is one of the most important decisions the Board will make. Mr. Myers asked if the consultants limit board participation. Ms. Sellars stated no, they do not. They want Board participation. Ms. Tyrer asked about the transition plan. Mr. Myers stated that he is torn on whether to have an assistant superintendent for a year, he was really against it at first until he spoke with the Tillamook Board member Mr. Myers stated that the did not feel he could give an answer at this time.

Ms. Fleisher shared that she is leaning toward OSBA, she would like to go with a transition plan, and if we were going to hire an assistant superintendent, we would be putting ourselves under a time crunch. She feels we need to be diligent in our process.

Ms. Scalabrin asked if we have ever had the assistant superintendent, Mr. Erlebach stated that he does not believe that Neah-Kah-Nie has ever done that. Mr. Erlebach stated that it is more of a recent concept; so far, Jewell and Tillamook have done this. Other districts are considering it. Ms. Scalabrin stated that she is

leaning toward using a search firm would be happy to go with OSBA, but is not opposed to considering other proposals. If everyone is comfortable with OSBA, she is happy with that too. She would prefer to use the standard transition.

Mr. Wantland asked if we posted for an assistant superintendent could we potentially miss out on a qualified superintendent. He would agree with Ms. Scalabrin in having a transition plan and using Mr. Erlebach as a consultant.

Ms. Aeder, shared that in the past 31 years the District has not hired a superintendent who has experience. She agrees, she is pleased with OSBA, and feels that the Board does not have expertise in this area. She would like us to remember that we may have applicants within our district. Having Mr. Erlebach as a consultant could be a good way to go.

Ms. Tyrer summarized that the majority of the board wants to go with a search firm and most are in favor of going with OSBA, it also seems that the Board wants to go with a transition plan. She stated that when we get to the regular meeting we would be voting on this issue.

Ms. Scalabrin wanted to know what Ms. Tyrer thought about the process. Ms. Tyrer stated that she does 100 percent want a search firm. She is very comfortable using OSBA, as far as an assistant superintendent is concerned, she is very comfortable going with a transition plan and using Mr. Erlebach as a consultant.

Ms. Tyrer adjourned the work session at 6:24 p.m.

The Board took a five-minute break.

## OFFICIAL MINUTES

### CALL TO ORDER

Ms. Tyrer call to order the regular meeting of the Neah-Kah-Nie School District Board of Directors at 6:30 p.m. All present stood for the flag salute.

### APPROVE AGENDA

**M-Scalabrin/2<sup>nd</sup> Aeder to approve the agenda as amended. By roll call vote, the motion carried unanimously.**

### CONSENT AGENDA

Approve the Minutes from the October 8, 2021 Regular Board Meeting  
2021-2022 Budget Calendar  
Neah-Kah-Nie High School Extra and Extended Duty List  
Elementary Extra Duty List

### PERSONNEL

Licensed – Hiring  
Rhonda Scott as Neah-Kah-Nie Advisory Committee Member

Licensed – Resignations  
Justin Sereno as Neah-Kah-Nie High School Advanced Math Teacher, Effective December 17

Coach/Advisor Hiring  
Jenni Stinnett as Neah-Kah-Nie High School Freshman Class Advisor  
Clyfford Young as Neah-Kah-Nie High School Golf Coach

Carla Neahring as Neah-Kah-Nie High School FBLA Advisor

### **NON LICENSED PERSONNEL INFORMATION - Informational Only**

#### Hiring

Amber Christin as Garibaldi Grade School 3.5 hr. IA

Julia Myers as Nehalem Elementary School Preschool IA

Leslie Gibson as Garibaldi Grade School Fixed-term 3.5 hr. IA

Adrianna (Wheeler) Davidson as Neah-Kah-Nie MS Assistant Secretary

Jasmyn Ness as Nehalem Elementary School Sp. Ed. IA

Gunnar Monson as Neah-Kah-Nie High School/District Office Custodian 1

#### Resignations

Meriah Huber as Neah-Kah-Nie High School Sp. Ed. IA

Amber Christin as Garibaldi Grade School Fixed-term IA

Iris Siegel as Nehalem Elementary School Sp. Ed. IA

**M-Aeder/2<sup>nd</sup> Mahoney to approve the consent agenda as presented. By roll call vote the motion carried unanimously**

### **COMMUNICATIONS**

#### Oral Communication

##### Public Input

Ms. Tyrer read the following statement regarding public comment.

*Public Comment time provides an opportunity for constituents to address the Neah-Kah-Nie School District Board. The board has set aside 30 minutes for public comment. The chair will call on individuals who have signed up to provide comment. When your name is called, state your name and community of residence for the record. Speakers may offer objective criticism of District operations and programs, but the Board will not hear complaints concerning individual District personnel. Copies of the district complaint Policy KL will be provided on request. Undue interruption or other interference with the orderly conduct of Board business cannot be allowed. Defamatory or abusive remarks are always out of order. The Board Chair may terminate a speaker's privilege of address if, after being called to order, the speaker persists in improper conduct or remarks.*

Mr. Laviolette raised his hand but could not get his audio to work.

J'errie Leyerle had some questions about the OSHU testing authorization. She is curious about the other schools that are participating in the athlete study. The superintendent directed her back to the high school principal or athletic director.

Ms. Tyrer asked Mr. Laviolette if he was able to work out his audio issue to raise his hand and she will recognize him.

#### Student Input

Neah-Kah-Nie Middle School, Lori Dilbeck

Ms. Dilbeck shared the Middle School Student report, along with two students, Yukon Norris Rivera, Jordan Burch, and staff member, Kelly Wiley. The middle school presentation is attached to these minutes. Ms. Mahoney stated that it was a great overview of middle school activities. Ms. Scalabrin stated that it was a great report. Mr. Wantland stated that he is so impressed by the middle school staff, it is a place where students want to be.

#### Staff Input, Angie Douma

Ms. Douma was on a bus traveling back from a basketball game. Her audio was going in and out so Ms.

Whiting read the staff report. Mr. Wantland wanted to say again how impressed he is with our staff. He appreciates what they do for students, the work that our teachers are putting in does not go unnoticed by him. Ms. Douma stated that as much as the board recognizes their efforts, they are asking for the support that they need to do their jobs. Ms. Douma's presentation is attached to these minutes.

Written Communications  
Board and Administrator  
October 2021 Enrollment Report  
Neah-Kah-Nie Middle School Newsletter - October 8, 2021  
November 2021 Howler  
November 2021 Nehalem Nugget  
Thank You Letter from Heaven Hartford to the Eugene Schmuck Foundation

## REPORTS

District HVAC Systems Upgrades, Ali Al-Dossary, KCL Engineering

Mr. Erlebach introduced Ali Al-Dossary, with KCL Engineering the firm that has been working with the district to evaluate the HVAC systems. The middle school is not part of the study due to the fact that it was built in 2006 and has adequate HVAC systems. Mr. Al-Dossary provided a little of his background, he has been in the industry for about eight years and is currently working for KCL Engineering.

The three key aspects of the presentation are:

- Explain the simplified version of disease transmission
- The Guidelines – Following the ASHRAE Guidelines – Position on Infectious Aerosols, as well as CDC and ODE Ready Schools, Safe Learners guidelines.
- The Goal – to provide a healthy and safe environment for staff and students by reducing disease transmission.

The perspective is to reduce disease transmission and to increase the percentage of outside fresh air, thereby reducing disease transmission. The schools evaluated were Neah-Kah-Nie High School, Garibaldi Grade School and Nehalem Elementary School. He stated that there is very little ventilation in those buildings.

KCL Engineering had developed the following timeline.

Mr. Al-Dossary stated that there is a long lead-time for HVAC systems.

Tentative Schedule:

Schematic Design Phase – September 2021

Design Development Phase – February 2022

Construction Document Phase – April 2022

Bidding – August 2022

Construction, limited - winter 2022

Full construction would be summer of 2023

Mr. Wantland wanted to know what the life expectancy on these units. Mr. Al-Dossary stated that the Dedicated Outside Air System (DOAS) units last 15-20 years, ductwork last for about 30 years. Ms. Scalabrin stated that we are at a stage where we are getting ready for permits by July. Mr. Al-Dossary stated that is correct, provided the board approves the project.

Mr. Erlebach asked what the next steps are for the Board. The Board has the ultimate say on whether they are going to approve this or not. Right now, we are just creating the studies and design. Mr. Erlebach stated that he assumes that this would go out for bid and then the Board would have to approve the project. The initial estimates are \$2 million dollars for the high school and \$800,000 per elementary school. Currently the Board has only authorized the study. The Board would need to review the capital improvement plan and then have a discussion with Mr. Sybouts about what is available within that plan to use for this project to allow the

Board to make an informed decision.

### **UNFINISHED BUSINESS**

Inclusion Alliance September and October Minutes, Michele Aeder

Ms. Aeder discussed having a complaint form attached to the bullying, harassment, cyberbullying policy. Ms. Sellars will check with OSBA to see if they have a complaint procedure. Ms. Aeder read a letter to Neah-Kah-Nie High School students. The letter is attached to these minutes.

Board Decision on Superintendent Transition Plan – **added prior to the approval of the agenda.**

Ms. Tyrer stated that the Board had a work session prior to the board meeting to determine next steps in the superintendent transition plan for when Mr. Erlebach retires. During the work session the board reached consensus.

**M-Fleisher/2<sup>nd</sup> Mahoney to hire a superintendent with a transition plan for July 1, 2023. Ms. Tyrer asked for discussion, there was no discussion. By roll-call vote, the motion carried unanimously.**

Ms. Tyrer directed the superintendent to contact OSBA to provide a proposal for the Board to consider.

### **NEW BUSINESS**

2021-2022 Inter-District Transfer Process, Paul Erlebach

Mr. Erlebach stated that the Board did not vote last year on the interdistrict transfer agreements, which will go through the remainder of the 20-21 school year. The Board will vote again in February to set the number for the 2022-23 school year. This does not affect students that are living in the district. This also does not apply to students who are already approved for an interdistrict transfer. Ms. Scalabrin clarified that Tillamook School District is not accepting students at the secondary level. Mr. Erlebach stated that is correct.

**M-Aeder/2<sup>nd</sup> Mahoney moved that the Board further establish for the 2021-2022 school year, that through the inter-district transfer process, referenced in ORS 393.135(5)(a), the district will accept zero (0) non-resident students who apply to the Neah-Kah-Nie School District. Concurrently, the Neah-Kah-Nie School District will release zero (0) students to neighboring districts. By roll-call vote the motion carried unanimously.**

**M-Fleisher/2<sup>nd</sup> Aeder moved that the Board further establish for the 2021-2022 school year through student(s) paying tuition, referenced in ORS 339.141, no non-resident students shall receive consent for admission via tuition for the 2021-2022 school year. By roll-call vote the motion carried unanimously.**

### **FISCAL**

Payment of Bills

October Check Register

No board member raised an issue over the October check register.

Fiscal Summary Sheet

October Fiscal Summary, Mark Sybouts

Mr. Sybouts stated that this is the month that we receive the bulk of our property tax revenue and the 2<sup>nd</sup> quarter state timber payment. He also called attention to the second page of the fiscal summary sheet. At the bottom, we have operating contingency of a little over \$5 million dollars, so if the board wants to move forward with the HVAC project we have the funds to cover the additional \$2 million dollars. We would only need to transfer funds to the capital projects fund.

## **SUGGESTIONS AND COMMENTS**

### Superintendent

- Mr. Erlebach stated that last week the Neah-Kah-Nie Health and Wellness Center (NHWC) opened, Rachel Lee was the ribbon cutter.
- Ms. Scalabrin will receive a tour of all facilities; he invited other Board members if they were interested in joining them, to give him a call. He will provide the date and time.
- Ms. Mahoney and Mr. Wantland are the breakfast buddies this month.
- He thanked Ms. Dilbeck, students and staff for the middle school board report.
- Ms. Woika sent an email today stating that they would like to create a reading think tank for K-5 reading.
- He thanked Ms. Aeder and the equity committee, each school is required to have one for 2025. Neah-Kah-Nie School District has been acknowledged for our equity work.
- To address the staff members with regard to time, it is a big issue, it has been a very tiring last two years for everybody, parents, staff and students. It is not new to our district. We do have late start Monday's we have this Thursday off and Wednesday-Friday off for Thanksgiving. He will work with Ms. Tyrer to address Ms. Douma's concerns. Working during the pandemic has been very tiring for everybody. The District has been very flexible in allowing staff to work from home, unlike other districts.

### Board

Ms. Aeder stated that Ms. Scalabrin was also at the ribbon cutting ceremony. Ms. Mahoney stated that school for our students and time for our teachers cannot be mutually exclusive. We need to find a way to meet the needs of our students and our teachers as well. She recognized that our teachers are totally stressed. She would like us to look for ways to be as supportive as possible yet keep our kids in school.

Ms. Wantland stated that we need to be flexible while we navigate our way through this. He is all for our kids being in school. It is going to be hard to have schools if we do not have teachers. We cannot afford to lose teachers.

Ms. Scalabrin stated the thing that struck her the most was the kind notes from students in the middle school report and how they feel about the teachers. She is interested in continuing the conversation.

Mr. Myers wanted to recognize the Natural Resource team at the high school. He received feedback from others at how impressed they are with this group. He would like to see the board to do everything they can to support this group. The competition that the students were involved in were identifying plants, pole climbing. They would like to have a space at the high school to support that club. Steve Albrechtsen is the advisor for that club and he is very passionate.

## **SUSPEND REGULAR MEETING**

**8:14 p.m. The Board took a five-minute break.**

## **CONVENE EXECUTIVE SESSION**

Ms. Tyrer called to order executive session at 8:25 p.m. pursuant to ORS 192.660 (2)(i) to discuss the evaluation of the superintendent.

## **ADJOURN EXECUTIVE SESSION**

Ms. Tyrer adjourned executive session at 9:11 p.m.

## **RECONVENE REGULAR SESSION**

Ms. Tyrer reconvened regular session at 9:17 p.m.

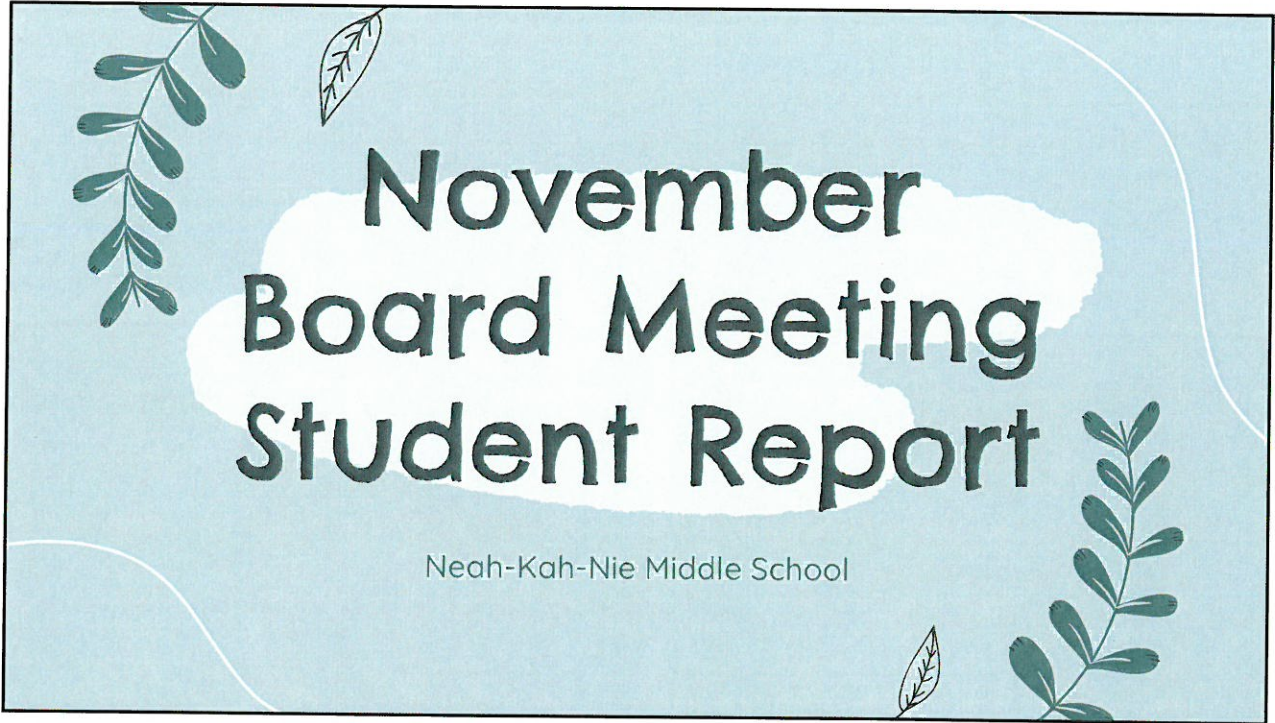
**ADJOURN**

Hearing nothing more to come before the Board the meeting adjourned at 9:18 p.m.

**NEXT MEETING**

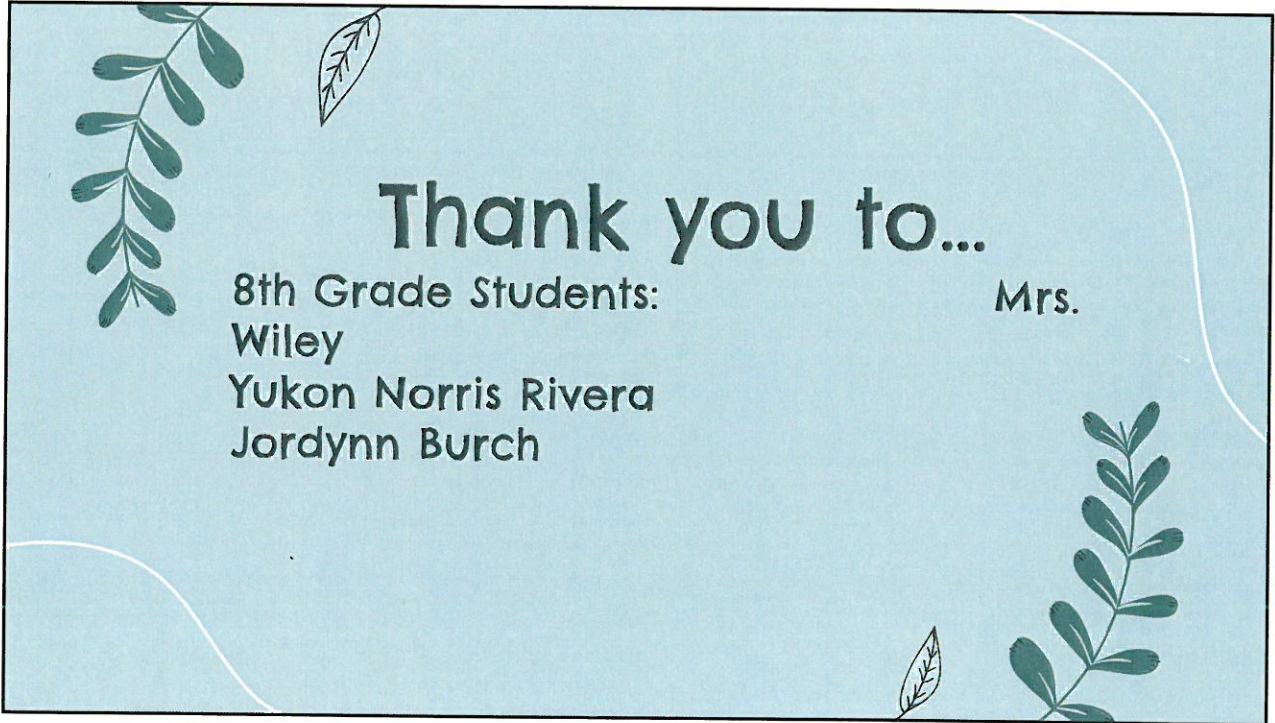
December 13, 2021





# November Board Meeting Student Report

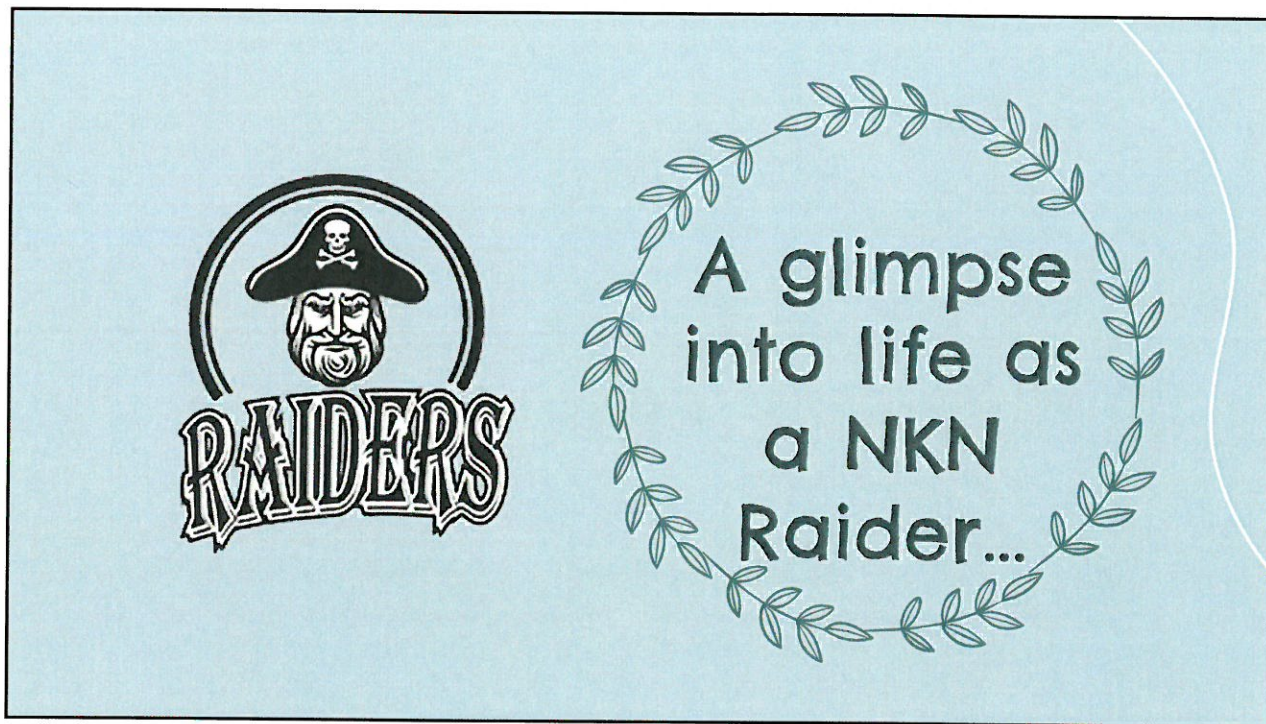
Neah-Kah-Nie Middle School



## Thank you to...

8th Grade Students:  
Wiley  
Yukon Norris Rivera  
Jordynn Burch

Mrs.



**ODS**

Twin Rocks Friends Camp - October 26-29

A very wet and windy week full of hands-on science education and student/staff bonding!

Archery

Mammal Studies

Forestry

Soil Identification

Fire Making

Zipline

Bird Watching

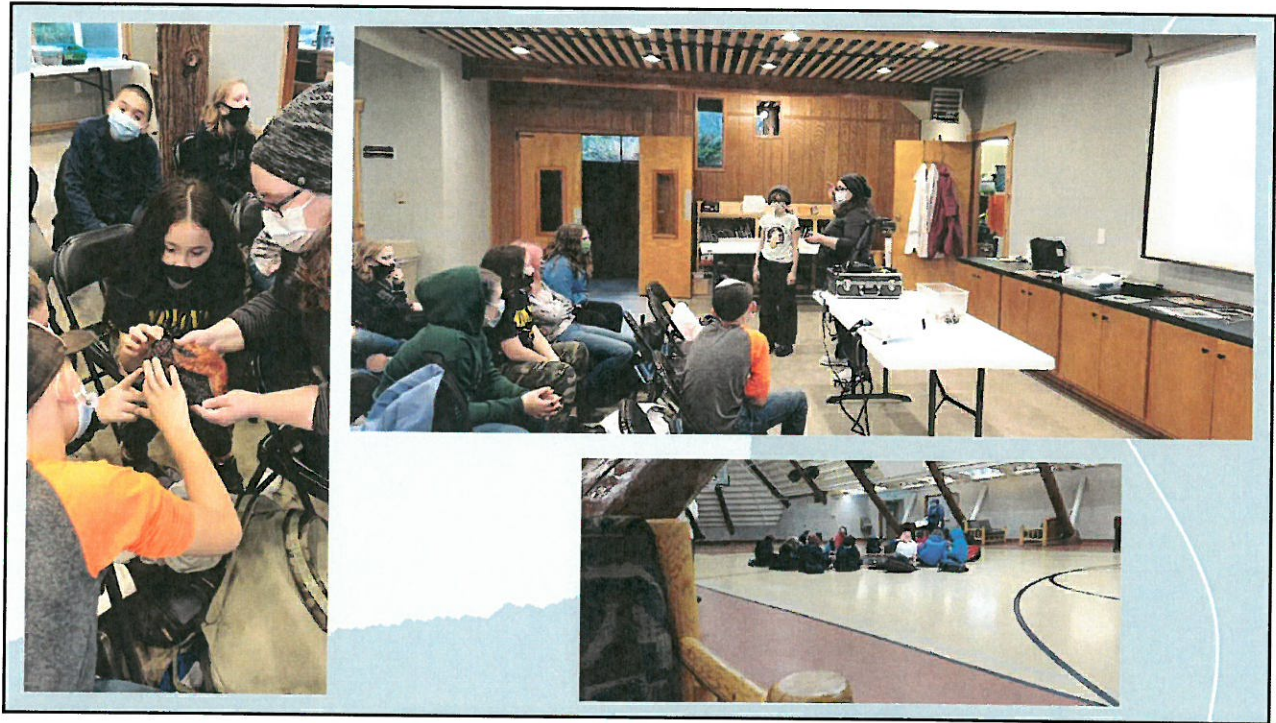
Insects

Compass Work

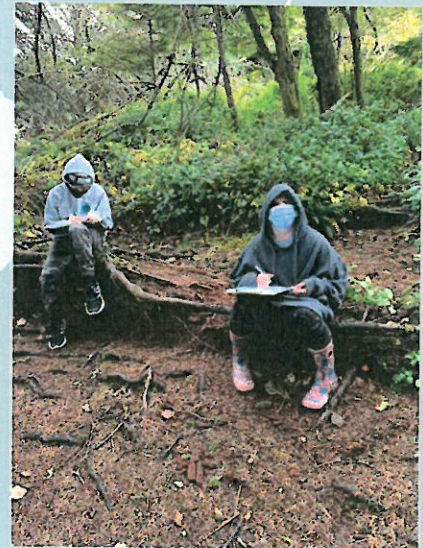
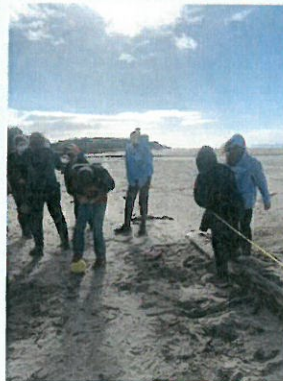
Marine Life

Knot Tying

9:15	Arrive at camp
9:30-10:25	Field study #1
10:25-10:35	Transition
10:35-11:30	Field study #2
11:30-11:45	Wash up /set tables
11:45-12:45	Lunch/recess
12:45-1:40	Field Study #3
1:40-1:50	Transition
1:50-2:45	Field Study #4
2:45-2:55	Transition
2:55-3:20	Silly songs/debrief
3:30	Depart for school



Friday was the only sunny day! Students had fun on the zipline and other outdoor activities.



# Spirit Week - Anything But A Backpack Day

Students had to bring their school supplies in anything other than a backpack!



Golf club bag, instrument case, gatorade cooler, Tonka toy, shopping cart, suitcase, cat carrier, dog toy chest, laundry basket, skateboard, etc.



# Spirit Week - Twin Day

Find a friend to look identical with...



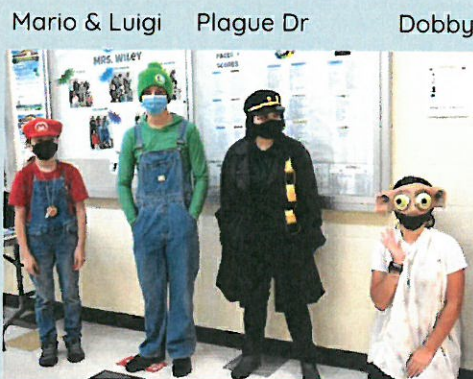
# Spirit Week - Favorite Character Day

Be your favorite character from any book, movie, TV show, cartoon....



Bob Ross

The Cast of Mean Girls



Mario & Luigi

Plague Dr

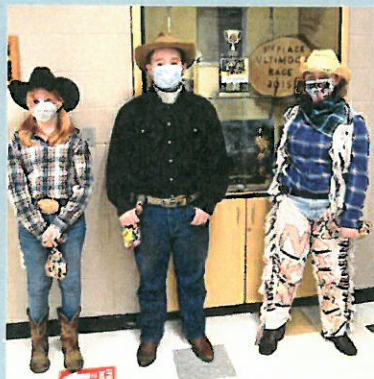
Dobby

Bruce



# Spirit Week - Western Day

Wear your best farm and country gear....



# Spirit Week - Halloween Costume

Wear your costume to school...trick or treat!









# Spirit Week - Activities included:

Cohorts in the classrooms played defying gravity, face the cookie, paper football, silent ball and four corners.






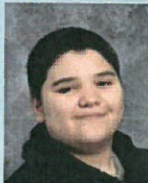
7th Grade cohort in the gym had an advisory dodgeball tournament...Mrs.Douma's class took 1st place!!



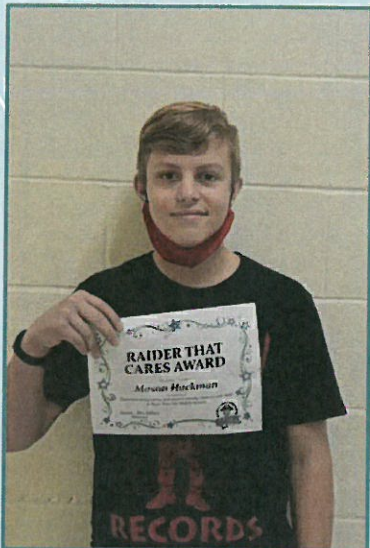
## Students of The Month - September

<b>6</b> 6th Grade	<b>7</b> 7th Grade	<b>8</b> 8th Grade
 Patrick Hardy	 Ruby Hucek-Marteeny	 Ansel Albrechtsen
 Quinn Scalabrin	 David Haines	 Cleo Fraginal

## Students of The Month - October

<b>6</b> 6th Grade	<b>7</b> 7th Grade	<b>8</b> 8th Grade
 Hailey Jones	 Tia Mautner	 Elaine Dominguez Pozos
 Zane Miller	 Gus Kirby	 Joseph Naylor

## Raider That Cares Award



The student who earns this special award is being recognized for exhibiting exceptional kindness and exemplifying the virtues of good citizenship among fellow students and staff.

Mason Hackman,  
8th Grader

## Fall Reading Benchmark Assessments

### Participation

97% of our students were fully tested.

Exceptions:

- 3 students in the Life Skills Program
- 2 newcomers

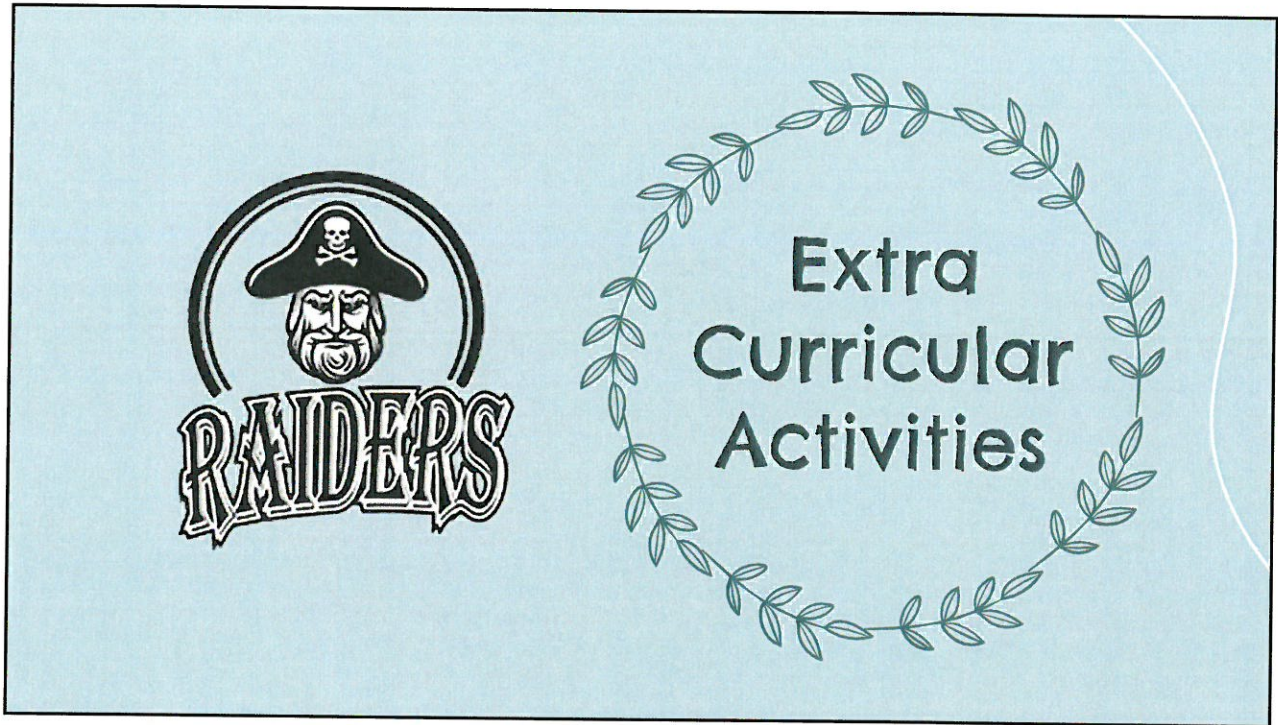
### Core Enhancements

- Increase opportunities for independent reading.
- Intensify instruction around vocabulary.

### Interventions

- 47 students
- 5 instructors
- 3 curricula, based on instructional needs:
  - decoding
  - fluency
  - comprehension





## Robotics & Chess

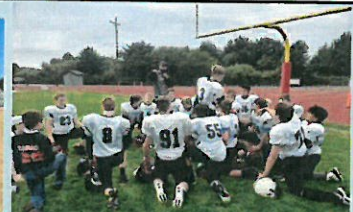
Chess for Success is going strong!

To keep cohort sizes down - students alternate weeks between Chess and Robotics. Here some of our 7th grade teams creating Robots.



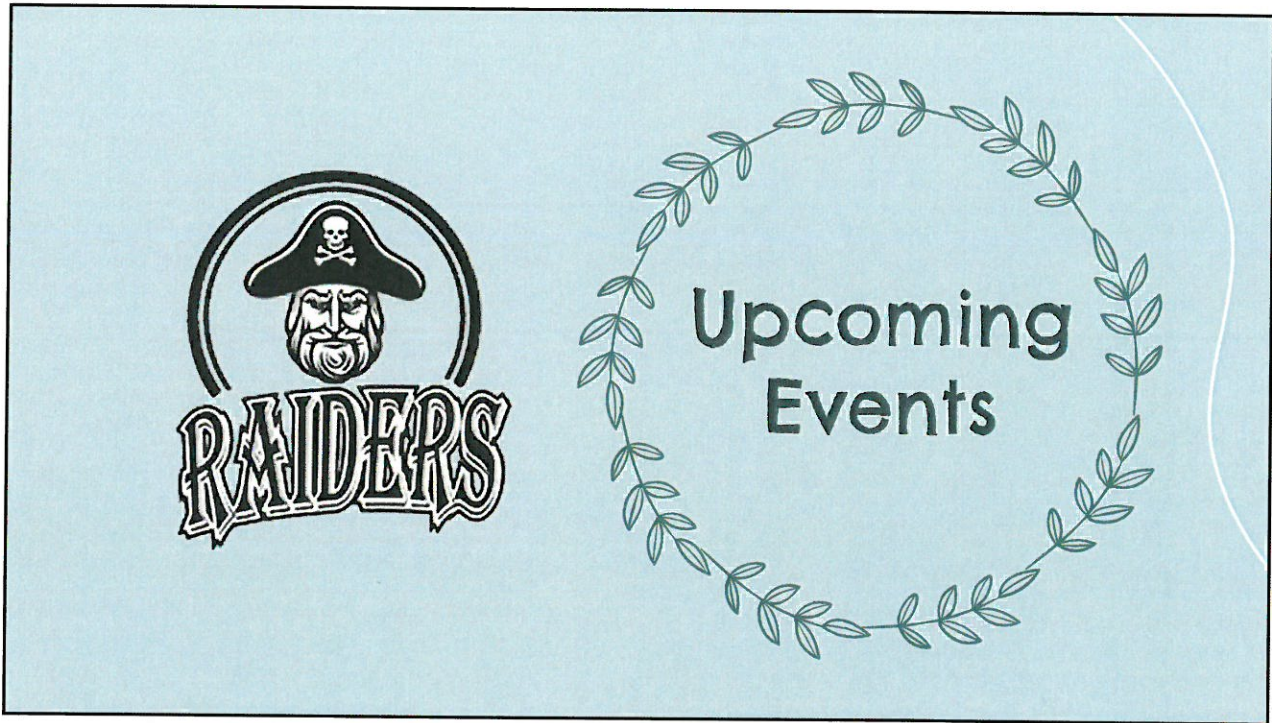
# SPORTS REPORT

Cynthia Grelck, Athletic Director



- Fall-Cross Country/Volleyball/Football
- Winter-Boys/Girls Basketball, Wrestling

Raider Football had an amazing season, recording wins in all their regular season games. Volleyball also captured several Raider victories. Both sports had over 20 student athletes each. Raider Cross Country was small but mighty this year, with athletes recording many personal best times by the end of the season. Our own Ellie Welsh placed 3rd at districts and medaled at the state meet.



### NKN Middle School

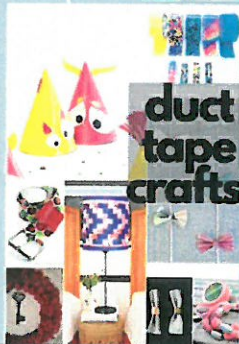


### Glow in the Dark Dance

7th and 8th graders will have a dance on 12/3 in the MPR..there will be great music, fun games and of course dancing!

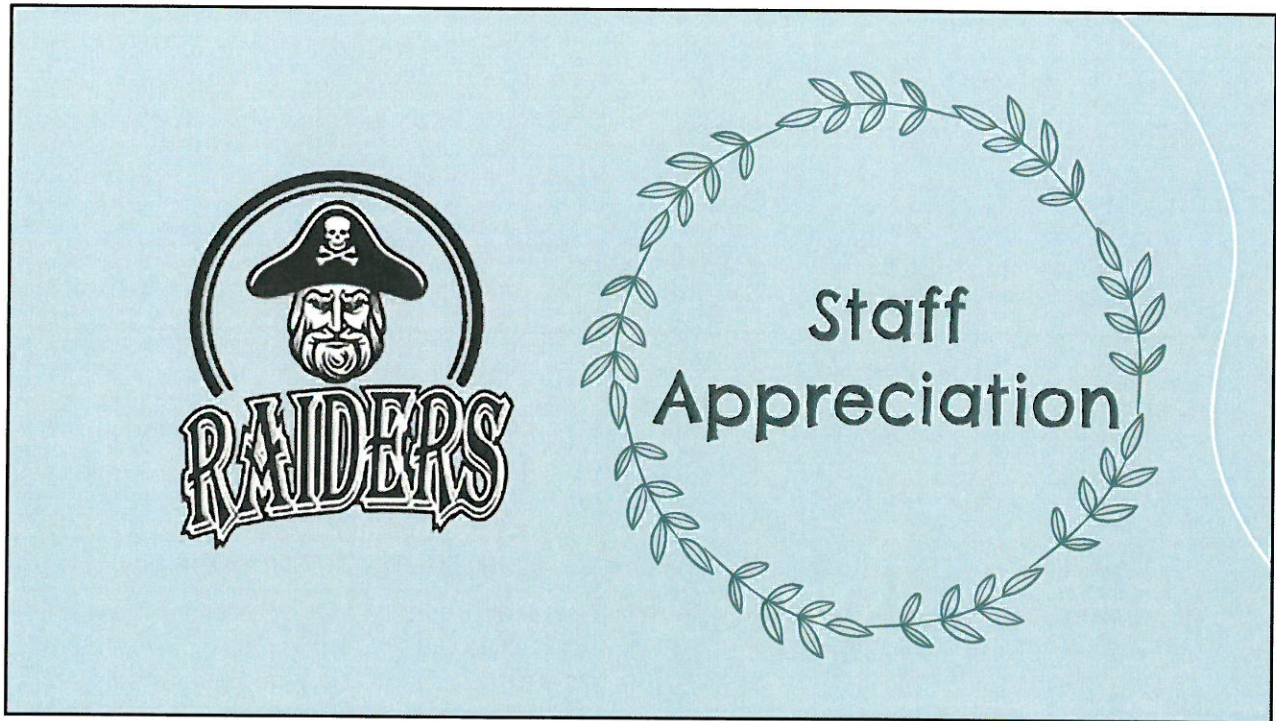
### Food Drive

Students are planning a food drive right before winter break to support our resource center and the local food bank over the holidays.



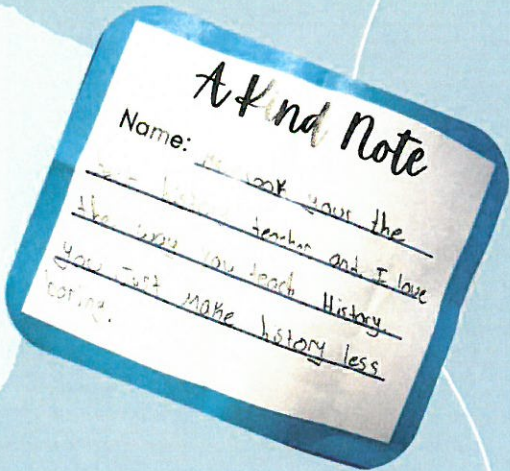
### End of the Trimester Activities

In celebration of a great first Trimester back, the students will have various choices of which activity they want to engage in for the last hour of the school day. We are planning some great activities for the student body.



## A Kind Practice

As part of our 7th/8th grade Personal Development class, the students fill out kind notes to teachers or other students. This helps students develop a practice of gratitude and empathy in a meaningful way. Here are some things they have said about teachers...



*A Kind Note*  
Name: \_\_\_\_\_  
I love you and I love  
you just make history less  
tiring.

## Here is what the students have to say...

### Mr. Blake

"I think you are so engaged in the classroom. You're funny and I hope you are having fun with your class!"

### Mr. Gienger

"Thank you for being my teacher bestie and for making me like math and always helping me when I need help!"

### Ms. Clifton

"I really think you're great and you have great teaching techniques. You're nice to everyone and you make my day better. I hope you have a great day everyday."

### Mr. Rocca

"Thank you for always being positive and funny. Thank you for making me better at science. You can always make my bad day go away."

### Jen Hopkins

"Thank you for being so supportive and helping my family."

### Carolyn Maizel

"Nice, funny, and fun!"

# THANKS!

DOES ANYONE HAVE ANY QUESTIONS?

CREDITS: This presentation template was created by Slidesgo, including icons by Flaticon, infographics & images by Freepik.



# NKNHS School Board Report

Shared each month  
Presented to Board: February, June, September

## Special Recognition:

**Student Representative to School Board:** Bella Hamann

**Students of the Month:** Megan Neahring and Catriona Fry

**Staff Recognition:**

Cynthia Grelick- thanks for supporting Freshmen Algebra- you are amazing!

## Athletic Team Updates:

**Corey Douma and Paul Erlebach testified at the redistricting meeting today in an effort to keep NKN athletes participating at the 2A level rather than moving into 3A.**

**Congratulations to the NKN Boys XC team for qualifying for state this Saturday in Eugene Oregon. The boys team of Alex Welsh, Cole Brown, Espen White, Liam Sullivan, Jon Shiomi, Noah Chick, and Jack Stanfield placed fourth at districts with 94 points, just missing out from 3rd place Jefferson who scored 88 points.**

**On the girls side Jordan White placed second and qualified for state, and Lilly Marteeny ran her season best of 31:48. Great job Pirates!**

## Activity Updates

### School Climate and Culture:

**Honor Society:** Participated in fundraising project organized and led by Nakai Reny Hamer.

**Speech & Debate:** Congratulations to Tyler Motsinger for making it to Finals in Open Radio at the South Coast tournament! We will have 12 students competing at the Lake Oswego High School tournament (online) the weekend of November 13th - wish our Speechies good luck!

### Future Natural Resource Leaders:

**Unified Champion Schools Club:** The club had their first club meeting with 11 members participating. On 10/26/2021 14 students attended a live streamed Unified Choose to Include Youth Leadership Rally.

### LEOS:

### Choir:

**Robotics:** We have lots of new energy for this year's FIRST Tech challenge. James Johansen joins us volunteering for the team - seen here setting up the performance field with two members of the Goblet of Wires.



## STUDENT COUNCIL

### SPIRIT WEEK REPORT:

### SR Project Haunted House Report:

## Site Council Report:

**Members:** Heidi Buckmaster, Esther Troyer, Kathryn Harmon, Jaime Simpson, Jenni Stinnett  
and new student representative! Jack Stanfield.

**Next Meeting:** December 9

School Improvement Goals:

1. Increase the number of students on track to graduate at each grade level.
2. Improve equity in participation (CTE courses, Advanced courses, Activities and Athletics)
  - SEL- breakfast instruction will include stress management, coping strategies, social engagement, expressing gratitude, current events discussions, perspective taking and more...
  - Interventions- we will be exploring RTI in partnership with middle school in language arts. In addition, attendance and other academic intervention plans are being developed based on current data.
  - Angie Douma and Meagan Mower presented effective instructional strategies/ techniques/ classroom and lesson organization structures for MS/HS staff during inservice.



## College/Career Ready - Counselor Reports

**On Track Data:**

**Class of 2022:** 44 Students - 3 1 credit deficient

**Class of 2023:** 78 Students - 16 11 credit deficient (3-SPED)

**Class of 2024:** 73 Students - 9 8 credit deficient

**Class of 2025:** 51 Students - All on track

Most have plans in place to recover credits, either by retaking classes or participating in a credit recovery class. After school study hall/credit recovery time available Mon-Fri from 4-6pm

**FAFSA Completion: 21%**

**Senior Projects...presentation night TBD**

**National Apprenticeship Week - Nov 16-19 - college and career speakers zooming in to speak with our students about the trades, apprenticeship programs, Job Corp and other training options.**



## ASPIRE & Counselor Reports

**ASPIRE:**

We are hopeful to be back in person for our student/mentor meetings later this year but for now all meetings are on Zoom. As always we are looking for volunteer mentors. Please contact Margaret if you are interested.

**SEL:**

All students are working on social emotional learning during breakfast SEL time. We are working on the 5 core competencies:

- Self-awareness
- Self-management
- Responsible decision making
- Relationship skills
- Social awareness



The End.



Each month, I share a Google Doc where certified staff members list the important work in which they have been engaged. Sharing this information at board meetings is my way of serving a group of professionals that I hold in high esteem. As I began to prepare the Google Doc for this month, it occurred to me that the best way I could serve teachers was to not ask anything more of them, including the compilation of a list of their own superhuman efforts. Instead, I will share a bit about what it is like for our very human staff members to navigate the superhuman demands of pandemic teaching.

Pulling off Covid-19 protocols means we have schedules that read: all hands on deck at all times. Nearly every staff member is doing more than their job - custodians are delivering lunches, principals are subbing in classrooms, counselors are covering lunch supervision, and teachers are sanitizing surfaces. Because of this more than full schedule, staff members have reported skipping lunch in order to attempt to fit in lesson planning and reducing their water consumption for fear of having an accident because they cannot so much as squeeze in a regular bathroom break during their day. Perhaps the greatest source of stress comes from feeling like we are letting our students down, because their needs are greater than ever and our time to develop plans to support them is at an all time low.

Now that we are a couple of months in, it is becoming more and more apparent that superhuman effort is not sustainable. We have more work to do than we've ever had, and in many cases we are understaffed. Multiple positions remain unfilled in the school district and the sub shortage has reached a critical level. We have staff members giving up their prep time nearly every day in order to attempt to fill in for absent colleagues. Staff members are faced with difficult decisions, knowing that taking a day off to take care of their personal needs means leaving their colleagues spread thinner than ever. Those who do take time off spend countless unpaid hours attempting to develop sub plans that capture the numerous important Covid protocols.

In maintaining this superhuman effort, we now find ourselves in the position of having our humanity overlooked. Tonight, it is my hope that I am able to remind everyone that we are, after all, fully human. Right now we have staff members welcoming new babies into their families and staff members preparing to say final goodbyes to their own parents. We have staff members caring for sick children and staff members caring for aging parents. All of our staff members are struggling with navigating their very human lives while also maintaining the superhuman effort it takes to do their job. You see, being superhuman has come at the high price of our own humanity.

I am encouraged to see there are districts making efforts to honor the humanity of their staff. In Harrisonburg Virginia, the board voted unanimously to shorten the school day by one hour for students in grades K-12, in order to respond to the heightened stress levels of staff, spread too thin by pandemic teaching. The Hazelwood School District in St. Louis, Missouri elected to add two days to Thanksgiving break, providing staff with a full week to rest and recover. In our own state, both Portland Public School District and Salem-Keizer School District elected to make the Friday after Veteran's Day a teacher-directed professional development day, in order to enable teachers to recover at least a small percentage of the prep time that has been lost to pandemic protocols. Even in our own county, Tillamook School District has opted to make the first Friday of each month a staff development day. These districts recognize that in these challenging times, it is not enough to honor the superhuman efforts of staff. They also took specific and immediate action in order to honor the humanity of their staff.

Neah-Kah-Nie School Board of Directors, on behalf of my colleagues, I ask you how YOU intend to take **action** to honor the humanity of our staff? Last month I attempted to speak to this growing concern and was met without a response. This month I am taking a more direct approach. Keep in mind, a response to this urgent question would be appreciated, and the absence of a response will speak volumes.

**Sources:**

Harrisonburg City Public Schools

Hazelwood School District

Portland Public School District

Salem-Keizer School District

# REDUCING DISEASE TRANSMISSION THROUGH HVAC IMPROVEMENTS

ALI AL-DOSSARY, PE ACP, LEED GREEN ASSOCIATE  
MECHANICAL ENGINEER



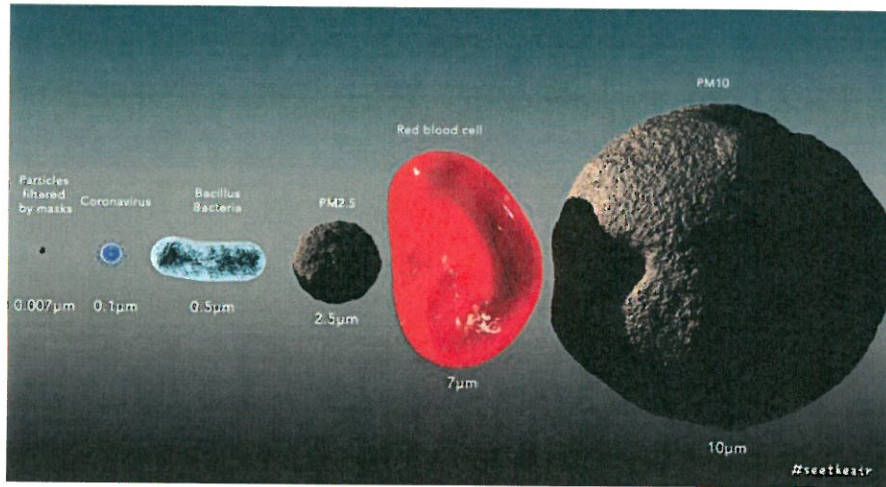
## AGENDA

### Understanding

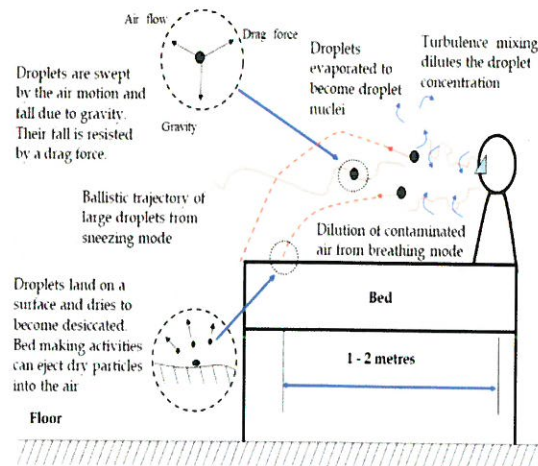
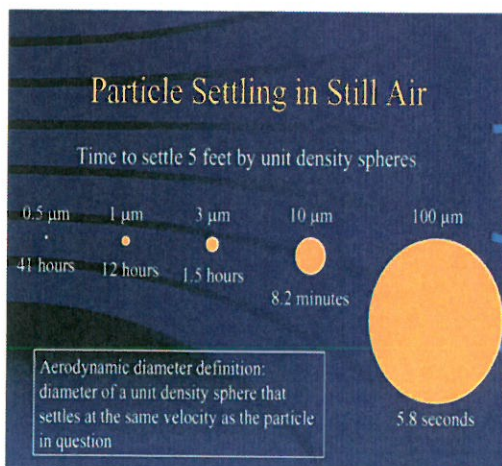
- The Simplified Version of Disease Transmission
- The Guidelines
- The Goal



# PERSPECTIVE



# PERSPECTIVE

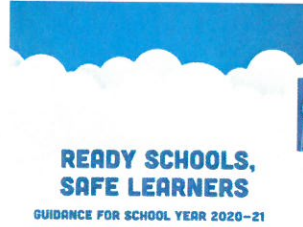


# GUIDELINES



**ASHRAE Position Document on Infectious Aerosols**

Approved by ASHRAE Board of Directors  
April 14, 2020  
Expires  
April 14, 2023



VERSION 3.3.4  
AUGUST 11, 2020

**CDC** Centers for Disease Control and Prevention



ANSI/ASHRAE Standard 62.1-2016  
(Supersedes ANSI/ASHRAE Standard 62.1-2015)  
Includes ANSI/ASHRAE addenda listed in Appendix C

**Ventilation for Acceptable Indoor Air Quality**



# GUIDELINES - STRATEGIES

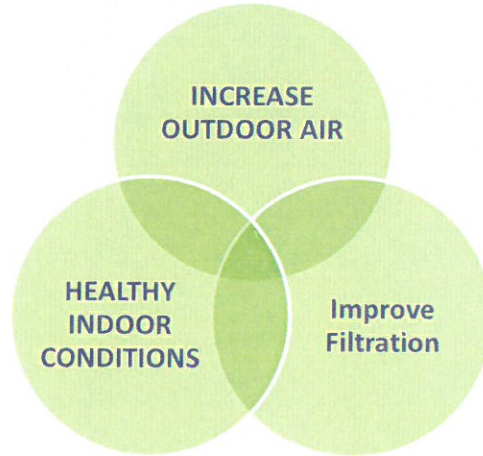
Strategy	Occupancy Categories Applicable for Consideration*	Application Priority	Research Priority
Dilution ventilation	All	High	Medium
Temperature and humidity	All except 7 and 11	Medium	High
Personalized ventilation	1, 4, 6, 9, 10, 14	Medium	High
Local exhaust	1, 2, 8, 14	Medium	Medium
Central system filtration	All	High	High
Local air filtration	1, 4, 6, 7, 8, 10	Medium	High
Upper-room UVGI	1, 2, 3, 5, 6, 8, 9, 14	High	Highest
Duct and air-handler UVGI	1, 2, 3, 4, 5, 6, 8, 9, 14	Medium	Highest
In-room flow regimes	1, 6, 8, 9, 10, 14	High	High
Differential pressurization	1, 2, 7, 8, 11, 14	High	High

*Note:* In practical application, a combination of the individual interventions will be more effective than any single one in isolation.

\*Occupancy Categories:

1. Health care (residential and outpatient)
2. Correctional facilities
3. Educational < age 8
4. Educational > age 8
5. Food and beverage
6. Internet café/game rooms
7. Hotel, motel, dormitory
8. Residential shelters
9. Public assembly and waiting
10. Transportation conveyances
11. Residential multifamily
12. Retail
13. Sports
14. Laboratories where infectious diseases vectors are handled

## THE CORE CONCEPTS



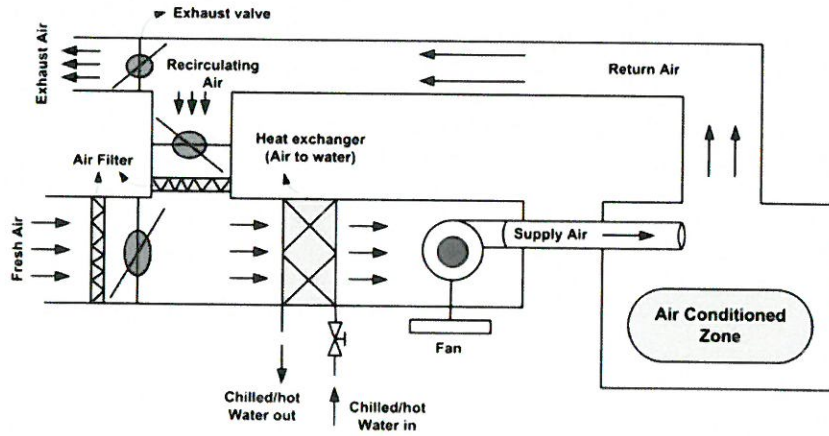
## DILUTION & VENTILATION

INCREASING THE AMOUNT OF OUTSIDE  
AIR INTO A ROOM

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# AIR SIDE COMPONENTS



# DILUTION & VENTILATION

MINIMUM  
Outside Air  
Requirements



ANSI/ASHRAE Standard 62.1-2016  
(Supersedes ANSI/ASHRAE Standard 62.1-2013)  
Includes ANSI/ASHRAE addenda listed in Appendix K

Ventilation  
for Acceptable  
Indoor Air Quality

# DILUTION & VENTILATION

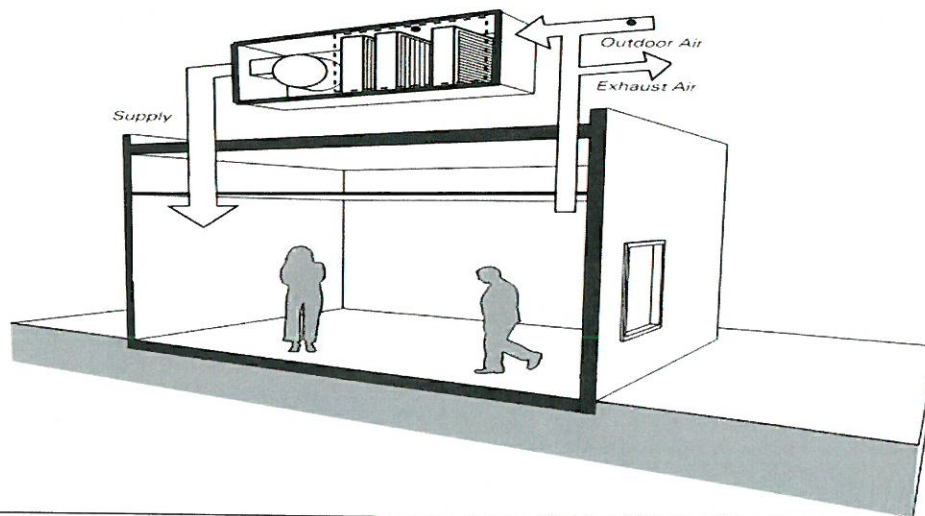
## GUIDELINE RECOMMENDATION

INCREASE PERCENTAGE OF OUTSIDE AIR AS MUCH AS POSSIBLE.

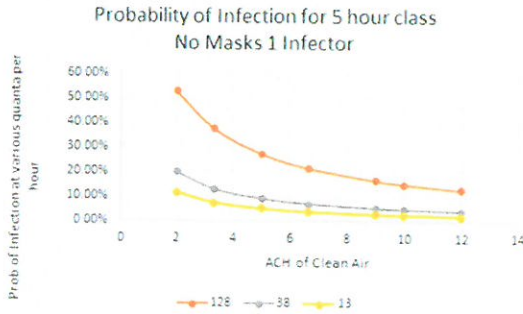
So, how do we do that?

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# DILUTION & VENTILATION



# DILUTION & VENTILATION

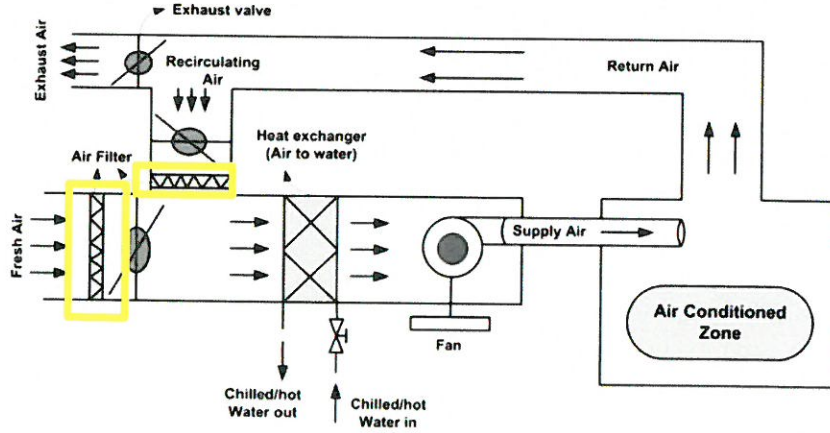


## 6 Air Changes per Hour

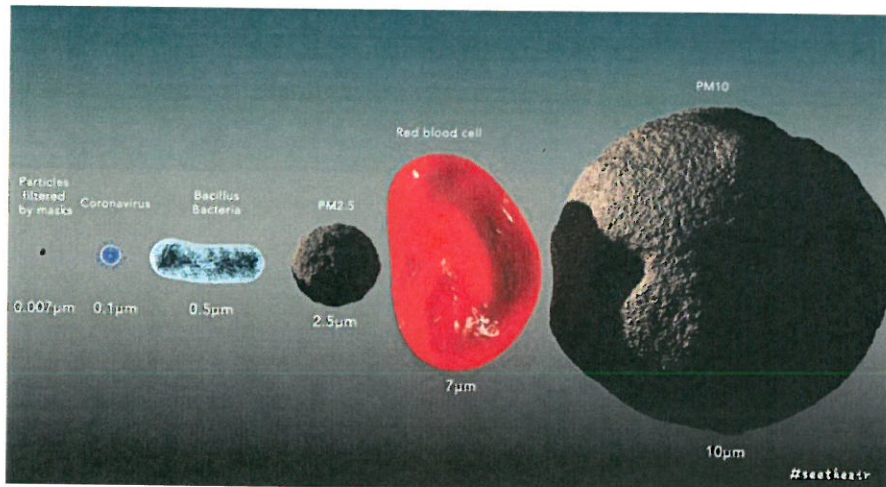
An Air Change per Hour is defined as how many times the air in the room is turned over and passed through a filtered device or Outside Air and complies with ASHRAE Std. 62.1 and ASHRAE position document on filtration and cleaning

# FILTRATION EFFICIENCY

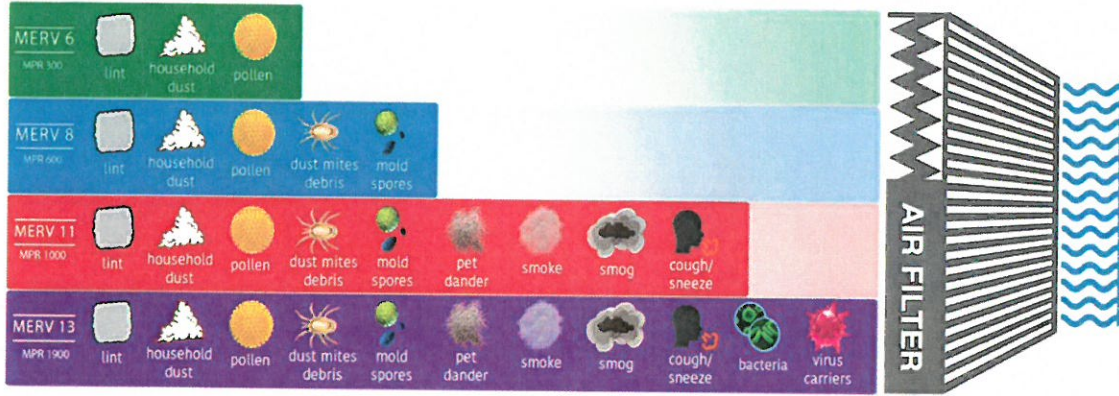
# AIR SIDE COMPONENTS



# PERSPECTIVE



# FILTRATION EFFICIENCY




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# FILTRATION EFFICIENCY

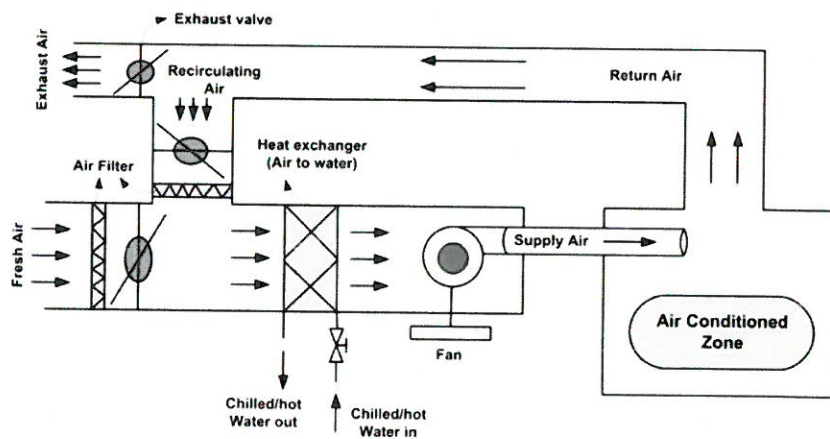
MERV Std 52.2	Intended Dust Spot Efficiency Std 52.1 (1)	Average Arrestance	Particle Size Ranges
1 - 4	<20%	60 to 80%	> 10.0 $\mu\text{m}$
5 - 8	<20 to 60%	80 to 95%	3.0-10.0 $\mu\text{m}$
9 - 12	40 to 85%	>90 to 98%	1.0-3.0 $\mu\text{m}$
13 - 16	70 - 98%	>95 to 99%	0.30-1.0 $\mu\text{m}$

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# RELATIVE HUMIDITY



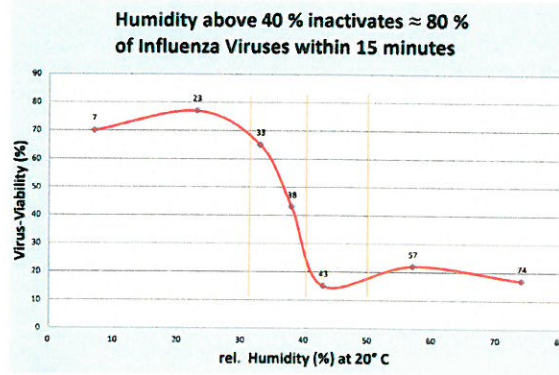
# AIR SIDE COMPONENTS



# RELATIVE HUMIDITY

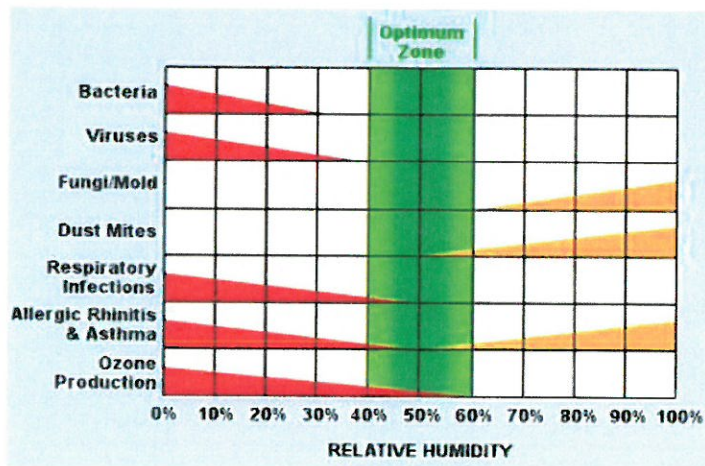
**How RH can affect the rate of infection:**

- At lower RH , infectious aerosols shrink rapidly remain suspended in the air.
- RH below 40% impairs mucus membrane barriers and other steps in immune system protection (Kudo et al. 2019)



Taylor Healthcare Commissioning, Inc.  
Physician-Led Consulting

# RELATIVE HUMIDITY – OPTIMAL ZONE



# NEAH-KAH-NIE SCHOOLS

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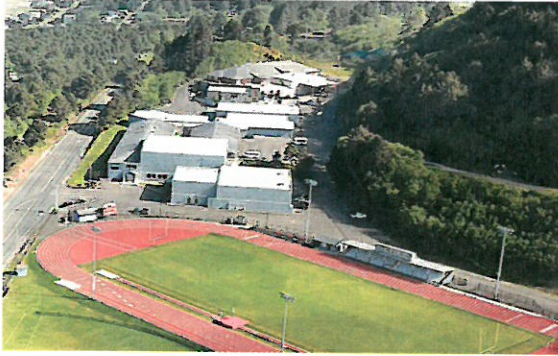
## NEAH-KAH-NIE

THE GOAL  
HEALTHY AND SAFE ENVIROMENT  
FOR THE STUDENTS AND STAFF

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# NEAH-KAH-NIE



**THANK YOU!**

ID	% Complete	Task Name	Duration	Start	Finish	Predecessors
0	2%	<b>Neah-Kah-Nie HVAC System Upgrade</b>	506 days?	Mon 9/27/21	Mon 9/4/23	
1	13%	<b>Schematic Design Phase</b>	101 days	Mon 9/27/21	Mon 2/14/22	
2	100%	Kickoff Meeting - Mechanical	1 day	Mon 9/27/21	Mon 9/27/21	
3	100%	Initial Site Visits and Evaluation	7 days	Thu 9/30/21	Fri 10/8/21	
4	0%	Schematic Design Narrative - For Grant Funding	16 days	Mon 10/11/21	Mon 11/1/21	3
5	0%	Design Team Fee Proposal	5 days	Tue 11/2/21	Mon 11/8/21	4
6	0%	Full Design Team - Kickoff	1 day	Mon 1/3/22	Mon 1/3/22	5
7	0%	Full Design Team Schematic Design - Arch, Structural, and MEP	30 days	Tue 1/4/22	Mon 2/14/22	6
8	0%	SD Submittal	1 day	Mon 2/14/22	Mon 2/14/22	7
9	0%	<b>Design Development Phase</b>	45 days?	Tue 2/15/22	Mon 4/18/22	
10	0%	100% Design Development Documents	45 days	Tue 2/15/22	Mon 4/18/22	7
11	0%	DD Submittal	1 day	Mon 4/18/22	Mon 4/18/22	10FF
12	0%	<b>Construction Document Phase</b>	74 days	Tue 4/19/22	Fri 7/29/22	
13	0%	50% Construction Documents	30 days	Tue 4/19/22	Mon 5/30/22	11
14	0%	95% Construction Documents	30 days	Tue 5/31/22	Mon 7/11/22	13
15	0%	Final Owner Review	5 days	Mon 7/11/22	Fri 7/15/22	14
16	0%	100% Construction Documents	10 days	Mon 7/18/22	Fri 7/29/22	15
17	0%	<b>Bidding</b>	31 days	Mon 8/15/22	Mon 9/26/22	
18	0%	Develop and Issue RFP	10 days	Mon 8/15/22	Fri 8/26/22	16FS+10 days
19	0%	Pre-Bid Meeting	1 day	Mon 8/29/22	Mon 8/29/22	18
20	0%	Field and Respond to RFP Questions	5 days	Tue 8/30/22	Mon 9/5/22	19
21	0%	Bids Due	5 days	Tue 9/6/22	Mon 9/12/22	20
22	0%	Bid Evaluation	5 days	Tue 9/13/22	Mon 9/19/22	21
23	0%	Contract Awarded to General Contractor	5 days	Tue 9/20/22	Mon 9/26/22	22
24	0%	<b>Construction - Winter 2022</b>	20 days	Mon 12/19/22	Fri 1/13/23	
25	0%	Winter Construction Complete	20 days	Mon 12/19/22	Fri 1/13/23	23
26	0%	Winter Construction 2022	1 day	Fri 1/13/23	Fri 1/13/23	25FF
27	0%	<b>Construction - Summer 2023</b>	71 days	Mon 5/29/23	Mon 9/4/23	
28	0%	Nahalem Elementary Construction	70 days	Mon 5/29/23	Fri 9/1/23	26
29	0%	Garibaldi Grade School Construction	70 days	Mon 5/29/23	Fri 9/1/23	26
30	0%	Neah-Kah-Nie High School Construction	70 days	Mon 5/29/23	Fri 9/1/23	26
31	0%	Construction Complete	1 day	Mon 9/4/23	Mon 9/4/23	28,29,30



Project: Neah-Kah-Nie HVAC S  
Date: Mon 11/8/21

Task	Project Summary	Manual Task	Start-only	Deadline
Split	Inactive Task	Duration-only	Finish-only	Progress
Milestone	Inactive Milestone	Manual Summary Rollup	External Tasks	Manual Progress
Summary	Inactive Summary	Manual Summary	External Milestone	

November 6, 2021

To the students from Neah-Kah-Nie High School who spoke out against injustice,

Thank you for stepping up and trying to do the right thing even when it was hard. Your concerns were brought to the Inclusion Alliance. Your privacy was protected and action was taken on your behalf.

This is the purpose of the equity committee. Our mission is to work to provide an equitable environment for all Neah-Kah-Nie students. You helped continue this mission more than you can know by speaking up when you witnessed wrongdoing. You helped protect those who were not able to speak up and those who were refused to be heard.

It is our hope the actions you have taken and the results from those actions will cause you to feel a stronger sense of safety and security at school.

Neah-Kah-Nie has some amazing staff who have proven to be good allies for our underserved students. Keep in touch with those trusted allies whenever you need to make your voices heard.

The Inclusion Alliance is here for you and all students in our schools, and we will continue to stand by your side.