

**Official Minutes
Board of Directors Work Session / Executive Session
January 12, 2026**

These are minutes of the Morrow County School District Board of Directors Work Session and Executive session Monday, January 12, 2026 held at the North District Office/Zoom in Irrigon, OR.

BOARD MEMBERS PRESENT: Richard Cole, Becky Kindle, Mary Killion, Erin Anderson, Ashley Lindsay, Rosa Delgado

BOARD MEMBERS ABSENT: Brian Kollman

STAFF MEMBERS PRESENT: Matt Combe, Erin Stocker, Marie Shimer, Gabriel Hansen, Barbara Phillips

OTHERS PRESENT at Work Session only: Pat Kerrigan, Gabe Hansen

At 5:30pm, Chair Cole called the Work Session to order and convened the Executive Session at 5:32pm under ORS 192.660(2)(i) - to review and evaluate the performance of the superintendent or any other public officer, employee or staff member, unless that person requests an open hearing.

Evaluation of the Superintendent

Mr. Combe shared his reflection document for the 2025/26 school year with the board.

Mr. Combe gave a brief review of the reflection document which included the following standards.

- Standard 1 – Leadership and District Culture
- Standard 2 – Policy and Governance
- Standard 3 – Communications and Community Relations
- Standard 4 – Organizational Management
- Standard 5 – Curriculum Planning /Development
- Standard 6 – Instructional Leadership
- Standard 7 – Human Resources Management
- Standard 8 – Values and Ethics of Leadership
- Standard 9 – Labor Relations

The Board asked a few questions of Mr. Combe relating to his Self-Reflection.

The Executive session concluded at 6:02pm and the Work Session reconvened and was adjourned at 6:02pm.

Respectfully submitted:

Barbara Phillips, Board Secretary

Richard Cole, Board Chair

Date Approved: _____