

NEAH-KAH-NIE SCHOOL DISTRICT NO. 56

Regular Board Meeting 6:30 PM

March 8, 2021

Virtual Meeting

504 N. Third Ave.

Rockaway Beach, OR 97136

OFFICIAL MINUTES

PRESENT

Board Members

Carol Mahoney, Chairman
Pat Ryan, Vice Chair, (absent)
Terry Kelly @ 6:34 p.m.
Michele Aeder
Landon Myers
Sandy Tyrer
Kari Fleisher

District Office Staff

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

Present

Call to Order

CALL TO ORDER

Chairman Carol Mahoney called the Regular Meeting of the Board of Directors of the Neah-Kah-Nie School District to order at 6:32 p.m. Ms. Mahoney welcomed all staff and patrons of the District.

APPROVE AGENDA

Approve Agenda

M-Tyrer/2nd Fleisher to approve the agenda as presented. Motion carried unanimously with the five board members present.

Motion to Approve

Consent Agenda

CONSENT AGENDA

Approve Minutes from February 8, 2021, Regular Board Meeting
2021-2022 Administrator Contract Extension
2021-2022 Garibaldi Grade School Teacher Contract Extension
2021-2022 Nehalem Elementary School Teacher Contract Extension
2021-2022 Neah-Kah-Nie Middle School Teacher Contract Extension
2021-2022 Neah-Kah-Nie High School Teacher Contract Extension
2020-2021 Revised Annual Calendar
2021-2022 Draft Annual Calendar
Neah-Kah-Nie School District Suicide Prevention, Intervention and Response Protocol
NWRESD Local Service Plan, Beginning with Slide #92

M-Aeder/2nd Kelly to approve the consent agenda as presented. Motion carried with the six board members present.

Motion to Approve

PERSONNEL REPORT

Personnel Report

Hiring - Licensed

- Meagan Mower as Neah-Kah-Nie School District English Language Development Teacher

Hiring - Coach

- Cynthia Grelck as Neah-Kah-Nie Middle School Flag Football Coach
- Breanna Stephens as Neah-Kah-Nie Middle School Assistant Flag Football Coach
- James Billstine as Neah-Kah-Nie Middle School Cross Country Coach

Resignations - Coach

- Rob Herder as Neah-Kah-Nie High School Boys Head Basketball Coach

COMMUNICATIONS

Oral Communication

1. Public Input

None at this time.

2. Student Input

Ms. Buckmaster shared the Neah-Kah-Nie High School report. The presentation is attached to these minutes.

3. Staff Input, Angie Douma

Ms. Douma shared the staff input. Her report is attached to these minutes

Written Communications

Ms. Mahoney reviewed the following written communications.

4. Board and Administrator

5. February 2021 Enrollment Report

6. March 2021 Nehalem Nugget

7. March 2021 Howler

8. February 2021 Neah-Kah-Nie Middle School Newsletter

REPORTS

Update on Comprehensive Distance Learning (CDL) and Limited in Person (LIP) Instruction: School Administrators

Neah-Kah-Nie Middle School: Ms. Dilbeck shared the following:

- Limited in Person is the same as last month.
- Added sixth grade orientation, almost all of the students came in on their hybrid days. Ms. Dilbeck met them at their entry door and showed them to their homeroom class. The students received a building tour and their teachers reviewed the safety protocols.
- Hybrid is moving right along. Their Operational Blueprint has been approved by Tillamook County Health Department.
- Out of 188 students, 63 have opted to do CDL only and 125 have chosen the hybrid model. They have A and B days with 10 cohorts each day. All students will be able to move to PE and some will be able to move to band and choir.
- They will have two transition days on Thursday and Friday of this week.

Garibaldi Grade School: Ms. Nugent shared the following:

- She thanked her staff who have been amazing as problem solvers as they have worked through all these different scenarios.
- Their playground shelter is finally finished.
- On February 26, they had all of the 2/3rd grade students back onsite and half of their 4/5th grades students two days a week.
- They will have 95 students onsite next week and 20 students that will remain in CDL.
- They have made some changes to their arrival and dismissal.
- They have practiced snack in the cafeteria.
- She has submitted her Operational Blueprint.
- She will have a CDL parent meeting tomorrow night.

Communications

Public Input

Student Input

Staff Input

Written
Communications

Reports
LIP/CDL Updates

Neah-Kah-Nie High School, Ms. Buckmaster shared the following:

- The high school has been planning for a long time. The most recent change is that they have gone from 12 cohorts down to 11, which allowed them to offer a Journalism class and fewer holes to cover for supervision.
- Bathroom assignments are set, and staff know where their restrooms are and which ones are for students.
- They are discussing where staff will do their prep periods. Staff will be moving from classroom to classroom and will not be able to use their own classroom for their prep periods.
- Students involved in welding, PE, band and choir will transition to those rooms observing one-way traffic patterns, and staggered dismissal procedures. Hands-free hand sanitizers are outside the classrooms.
- Meal times have been set.
- They are ready with everything they can predict.

Nehalem Elementary School, Ms. Woika shared the following:

- Nehalem is planning right along with everyone else, her staff are incredible problem solvers.
- They are doing simultaneous learning. Teachers will keep their same online and onsite students and hold both in person and CDL instruction.
- The largest class she has is 15 onsite and two online. The smallest class she has is 12.
- Operational Blueprint has been approved by the Tillamook County Health Department.
- She will have 120 onsite, Monday through Thursday, with 25 students online. She will have nine cohorts.
- They will be having lunch outside with three kids per table six feet apart.
- Her online student schedules are teacher specific.
- Teachers are having family meetings this week. She has a team that have created a talking point slide show.
- They have completed all the Ready Schools Safe Learner training.
- They are teaching students many new routines.
- They are focusing on good communication with families.
- She will have a family meeting tomorrow night; she has prepared a slideshow which will be sent out to families who are unable to attend a parent meeting.

Equity Committee

Equity Committee Report, Michele Aeder and Pat Ryan

Ms. Aeder shared that the committee met on February 16. At that meeting they introduced the new community members. They are still looking for a community member from the Garibaldi attendance area as well as a staff member and another high school student. They are still working on defining equity and the equity statement. They did receive guidance from Oregon School Board Association. Ms. Kammerer would like to see more books on diversity in the Nehalem library. Kelly Thayer is also building a library on diversity in her classroom at Neah-Kah-Nie High School.

UNFINISHED BUSINESS

Unfinished Business

Nehalem and Garibaldi Play Shelters, Steve Baertlein

Mr. Baertlein stated that the play shelters are done, there are a couple punch list items at Garibaldi, but the contractor is just waiting for weather to complete them. Mr. Baertlein stated that the students love the play shelters. Mr. Erlebach stated that we will plan a grand opening at both sites in the future.

School Based Health Center (SBHC) Bid: Steve Baertlein and Paul Erlebach

School Based Health
Care Center Bid

Mr. Baertlein stated that we had one bidder. The bid opening was on Friday and came in at \$120,773.81. He

stated that there are some added expenses; such as changes to air handling, and cutting concrete. Mr. Erlebach stated that we have \$120,000 from the SBHC grant, \$60,000 this year and \$60,000 next year. The Elementary and Secondary School Relief (ESSR) grant can cover the HVAC upgrade. The equipment and supplies for the center would be about \$32,000. The Mudd-Nick Foundation has expressed interest in donating a minimum of \$10,000. Mr. Erlebach shared that the last committee meeting was well attended; there were three board members in attendance. Mr. Baertlein stated that with the extra air handling the total bid would be almost \$129,000. Mr. Kelly asked why only one response to the bid? Mr. Baertlein stated that the ad went out in the Headlight Herald. Mr. Baertlein stated that we did not want to leave it open for a long time due to the fact that material lead times are longer than expected and we want this project ready when school resumes in the fall. Mr. Sybouts stated that the ad came out 4 days before the mandatory walk-through, and then there were two weeks to prepare bids.

Mr. Kelly is concerned about the timeline and does not want to jump into something. Mr. Myers asked if we have an idea how much it will cost to run the center each year. Mr. Erlebach stated that the Rinehart Clinic will be staffing the clinic and cover the costs. Mr. Erlebach stated that this is year two of the grant so this is not a rushed process. Ms. Fleisher asked about the Student Investment Account (SIA) funds, would that be an allowable use for those funds. Mr. Erlebach explained that there are several different funds the district can access to cover the costs. We do not have SIA funds allocated to the center. We would use ESSER II grant funds for HVAC and any additional costs. Ms. Tyrer stated that having been on the committee since the beginning, she is in favor of it, a lot of planning has already gone into this, and she sees it as an area of opportunity and a real positive for the community. Ms. Aeder agreed with Ms. Tyrer, she does not feel that the Board has not known about this. Ms. Mahoney stated that our experience with Cove Built LLC has been good. Mr. Erlebach agreed, the company did both the play shelters and the owner was the Project Manager with another company on several other projects in the District.

M-Tyrer/2nd Aeder to move ahead with the SBHC project. The motion carried with a four to two vote. Those voting in the affirmative were Mahoney, Aeder, Tyrer and Fleisher. The No's were Kelly and Myers.

Motion to Approve

NEW BUSINESS

Board Discussion on Returning to In Person Board Meetings

Ms. Mahoney wanted to know how the Board members feel about returning to in person board meetings. Mr. Erlebach, Mr. Sybouts and Ms. Sellars measured the room to determine what the configuration of the room might look like. Ms. Mahoney asked Ms. Sellars to share what the room configuration would look like. Ms. Sellars stated that we must maintain the 35 sq. ft. area per person. That required that we moved the whole board table up to the west wall by two feet; change the configuration from a "U" to a square placing one person at a table. This will also mean that some will have their back to the screen. Having the Board in person and the public online would be the only way to maintain the social distancing that is recommended. Discussion occurred.

New Business
Board Discussion on
Returning to In Person
Meetings

Ms. Mahoney asked if Board members wanted to share. Ms. Aeder stated that several board members have had the opportunity to have the COVID vaccine. We are still at risk being in a room all together. She would be in favor of remaining on ZOOM. Ms. Fleisher stated that in solidarity with our teachers who are coming back to in person learning, she feels that we should return to in person meetings. Mr. Myers agreed, stating that he would also be in favor of in person meetings. We are asking the teachers to go back so he feels that the Board should too. Ms. Mahoney stated that going back in person does not really make much difference to her. We will still have to have ZOOM meeting. It really does not change what we are doing; it just seems like a less efficient model. She stated that we would need to make a decision and stick to it through the end of the school year. Then reevaluate at the beginning of the school year. She shared that to her it does not

make sense to do both. Mr. Kelly stated that he misses the comradery of being in the room with the other members. Mr. Kelly proposed a hybrid model that would have some board members in person and those who are not comfortable with in person, as well as the public online. That would accommodate those that are not comfortable being in the room. The options the board considered are listed below.

Option 1 – continue ZOOM meetings

Option 2 – In person meeting with social distancing, with the public online

Option 3 - Hybrid with some board members in person and some online, the public online

Hybrid - Kelly, Aeder, Myers, Tyrer, Fleisher, Mahoney, Mr. Ryan was not present at the meeting. Ms. Mahoney asked if we could stick with the hybrid model through at least June or July. The members agreed.

FISCAL

Payment of Bills

No Board Member raised an issue with the February check register.

Fiscal
Payment of Bills

Fiscal Summary Sheet, Mark Sybouts

Mr. Sybouts shared that there is not a whole lot to report with regard to the fiscal summary sheet. We have received an estimate on state timber, but he does not have confidence in the estimate. He stated it is a record estimate for next year. He wants to take the estimate at 75 percent moving into the budget process for next year. Mr. Erlebach asked if he had the estimate for the SIA going from \$226,000 up to \$575,000 next year. Currently with the \$226,000, we are funding counselor positions and the Spanish Language Family Resource Coordinator position. With the increased SIA funds, we would go back to our original plan.

Fiscal Summary Sheet

SUGGESTIONS AND COMMENTS

Superintendent

Mr. Erlebach shared the following:

- Mr. Erlebach complimented Ms. Douma for bringing her perspective to the Board, and the conversations that the board had tonight are the same conversations that the teachers have had for a year
- One hundred thirty staff and others received the second vaccine last Thursday. The District will provide a site for the Rinehart Clinic to vaccinate those in the community who wish to have a vaccination
- He thanked Renae Scalabrin and the team for heading up the backpack program over spring break and over the summer
- All staff have spent a lot of time and expertise in preparing to transition from LIP to in person instruction
- The SIA Grant is going from \$226,000 to \$574,000 for next year, and \$598,000 in 2022-2023
- There is a Google doc for staff to express their ideas on how to spend the \$638,000 ESSR II grant
- Mr. Erlebach stated that Mr. Baertlein is working with an HVAC Engineer who he will meet with this week to investigate the ventilation systems around the district. One thing we have all learned through COVID is that ventilation works, masking works and sanitizing works. We have a long list of items on the list
- DO staff will soon be trained on Suicide Prevention
- Mr. Erlebach stated that Pat Ryan, with 22 years of service, and Terry Kelly who has 14 years of service both have decide to not run again. We will have a lot of Board experience walk out the door when they leave. We need to do our best to find members of the community who will replicate their years of service and commitment to the District. Mr. Erlebach asked Ms. Sellars to provide the dates for filing and the process. Ms. Sellars stated that the date for filing is March 18; interested

Suggestions &
Comments
Superintendent

community members can get the application off the Tillamook County Clerk's website. The application can be submitted via email and the filing fee may be paid online. The election is May 18. Mr. Ryan and Mr. Kelly's terms will end on June 30.

Board

Board

Mr. Kelly thanked Mr. Erlebach for his kind words, but he will not be running for reelection. We have accomplished a lot and he is proud of his time on the Board. He thanked Ms. Sellars for all the work that she puts into these Board meetings.

Ms. Fleisher stated the Sara Absher wanted to be on the agenda about the tax exemption. Asking the Board for approval for the tax exemption process. Ms. Sellars stated that Ms. Absher did reach out and it will be on the April agenda.

Mr. Kelly mentioned the senior pictures that adorn the walls of the high school. He would like to see that project completed.

Ms. Aeder thanked Mr. Kelly for all the work he has done as a Board member. She also wanted to thank all the staff who have been working so hard to get the schools and staff ready for students back to school. She does not want all their efforts to go unnoticed.

Adjourn

ADJOURN

Hearing nothing more to come before the Board the meeting adjourned at 8:20 p.m.

Next Meeting

NEXT MEETING

April 12, 2021

April 26, 2021 - First Budget Committee Meeting

1 **NKNHS****School Board Report**2 **Special Recognition:**

Students of the Month: Aubrey Fagen and Rylee Stinnett

Staff Recognition:

Skyanna Goodland- she is so thoughtful and is spearheading an appreciation campaign for staff and students!

Russell Zaugg- he provided an amazing recording of band sound to remind us all of the power of music!

John Wheeler- he is a force of nature, keeping our building looking great, sanitized and safe for students and staff!

Cerisa Albrechtsen- she is keeping us informed about the newest developments in mask wearing safety and immunization schedule for students!

3 **Athletic Team Updates:**

Info from Athletic Director: Corey Douma:

The Games/Competitions/Meet/Races/Matches have begun! Last week football, volleyball and XC all had their first competitions. It was great seeing our student athletes back at it. Coaches are working extremely hard to get our athletes back into shape while following all the new COVID safety guidelines. The seasons may be shorter but our coaches are working harder than ever before.

Volleyball has 3 matches this week (as you read this we will be playing the very first game on the new floor!)

Football travels to Vernonia on Friday

XC runs at the Ultimook this Saturday.

Big shout out to Kolby Miller who will be live streaming all of our home events. He has helped me out immensely with this and is providing a great asset to our community. Links to the games will be in the announcements and shared on the district Facebook page.

4 **Activity Updates**

School Climate and Culture- Kelly Thayer: The climate and culture team has had the privilege of expanding their training to include a training with Nehalem and the middle school and will be doing the pronoun training with Garibaldi. Board members if you would like to be a part of this training please reach out to Kelly, at thayerk@nknsd.org.

Honor Society: Collaborated with Tillamook Futures; Community Service scheduled for March 13th.

Speech & Debate: We have consistently had students placing in each of our tournaments, and this past weekend was no different! Congratulations to Kara Rumage for making it to finals, and Dinah Schultz and Ashley Hamann for earning second place in their events. This weekend we are hosting the online District (State-qualifying) tournament, and would love for any board members to join us as judges - I have emailed you but feel free to reach out!

Future Natural Resource Leaders: Hailey Ernst placed 3rd in the Oregonian Editorial event
FBLA: Students currently competing in Regionals

Unified Champion Schools Club: Students are working in the woodshop to make cornhole boards in preparation for our cornhole tournament in late May. Practices will start after spring break. Thanks to the Mudd Nick for funding this activity. Athletes and Partner Athletes are also receiving fitness backpacks from Special Olympics Unified Champion Schools which they can use at home or with a partner via zoom.

5 **Activity Updates**

Band:

The high school band released a recording for *Knights of Destiny* by Michael Sweeney. It took several months and a lot of work by students and Mr. Zaugg to get it finished. The recording uses a few electronic musicians to fill in the instrumentation gaps. I have included the link below or you can send me an email and I'll share it with you.

[https://drive.google.com/file/d/18U7QwDW1eNrd-](https://drive.google.com/file/d/18U7QwDW1eNrd-CxtH4hI946Ov3_Zo5zv/view?usp=sharing)

[CxtH4hI946Ov3_Zo5zv/view?usp=sharing](https://drive.google.com/file/d/18U7QwDW1eNrd-CxtH4hI946Ov3_Zo5zv/view?usp=sharing) or

<https://drive.google.com/file/d/1ik3jVyhmcAiXv7nGjWDAkOlv3WKry0E1/view?usp=sharing>

6 **Student Council- James Billstine**

7 **Site Council Report:**

Members: Heidi Buckmaster, Esther Troyer, Kathryn Harmon, Margaret Whiting, Jaime Simpson, Jenni Stinnett and student representative Anna Deur.

Important Tasks upcoming: Transition into Hybrid

School Improvement Goals-plans for this year:

- 1.SEL- trimester 3 breakfast instruction may include stress management, coping strategies, social engagement, expressing gratitude, current events discussions, perspective taking and more...
- 2.Attendance- individual improvement plans are being developed
- 3.Academic Interventions- we are developing 6-12 Language Arts assessments and curriculum alignment
- 4.PD that reinforces effective instructional strategies/ techniques/ classroom and lesson organization structures. Simultaneous Learning VS Separate In Person and Distance Learning

8 **College/Career Ready - Counselor Reports**

College/Career: This past month had us visiting with an alumni working as a flight attendant, OSU Scholarship presentation, Pacific Univ., Army National Guard, advisory work around dual credit and many meetings with seniors working on FAFSA as well as college and scholarship applications. We are working with NW Oregon Works engaging in student supports for graduation and credit recovery as well as the Diverse Educator Pathway to find more educators for NKN!

ON TRACK FOR GRADUATION INFORMATION

Students with Credit Assurance Plans - 41 33 (as of 3/4/21)

FAFSA Submitted Rate: 51% Completion 49% (Neah-Kah-Nie recognized by the state for their efforts)

9 **ASPIRE & Counselor Reports**10 **School Updates**

- Community Vaccination Clinic set to start Thursday, March 11 -in the MS/HS cafeteria. CERT volunteers will assist with directing traffic.
- Parent Meeting held last Thursday to update them on Hybrid.
- Senior Parent meeting this week on Wednesday 5-6 p.m.
- Hybrid "onboarding" will happen Thursday, March 11
- Hybrid Blueprint has been completed and submitted to Health Dpt.
- Hybrid begins March 15- we are ready!?!)

11 **Go Pirates!**

March 8, 2021
Certified Union School Board Report Information

	Professional Development	Collaboration	Family Engagement	Other
NKN Preschool				
Garibaldi Grade School		-working together to try out and problem solve new routines like lunch and recess, and to design the most efficient and safe classroom routines for students returning full days	-Hosted a K/1 early literacy night with teachers and our literacy coach on zoom about how kids learn to read and sent home materials like magnetic letters for practice	
Nehalem Elementary	Professional development in Reading, Writing and Math continue PD around the RSSL during staff meetings	Teams are working together to figure out all the unknowns	Hosting a family Q&A this week for onsite instruction that starts next week $\frac{2}{3}$ and $\frac{1}{5}$ grades had a family SEL night at the end of February	
NKN Middle School	Received extensive professional development analyzing COVID scenarios to better prepare staff for the anticipated schedule changes. Angie facilitated collaborative PD	Middle School & High School ELA departments have begun regular meetings to work toward vertical alignment. Weekly grade level meetings are used to collaborate on meeting the needs of students who are struggling as well	Scheduled on-boarding meeting with parent to ensure that students make an effective transition to Hybrid schedules Continuing to send 3 week grade reports	All staff have demonstrated tremendous grace and professionalism as we welcomed students into the buildings for LIP and now Hybrid. The positive, trusting, and healthy climate and culture of

	on simultaneous learning. Lori has provided several mini-PD sessions on the RSSL guidelines and our instructional blueprint	as plan for the transition to hybrid.	and making parent calls for students receiving Ds & F's, in addition to the regular 6 week progress reports.	the building is making it possible for us to do the impossible for students, while supporting one another.
NKN High School	- COVID scenarios PD was informative and effective	-Working on onboarding families for Hybrid - Advisory team asked to provide additional daily lessons to support student mental health needs which will be led by teachers every morning before 1st period. - an exciting opportunity for photography and journalism to collaborate during tri 3		- Work has begun with NW Oregon Works to provide academic supports through tutoring, GED supports and credit recovery

Other Thoughts:

The last twelve months have brought about what is arguably the most challenging era for educators in history. What we have and continue to experience is nothing short of a crisis. Untamed author, Glennon Doyle, reminds us that what 'crisis' means literally is 'to sift,' referencing the Greek root of the word. "Like a child who goes to the beach, lifts up the sand and watches all the sand fall away, hoping that there's treasure left over. That's what crisis does." Tonight, I want to share with you about some of the treasures that have been discovered through the sifting brought about by the pandemic.

When the pandemic sifted away our schedule, we adapted and created new instructional plans and routines, revealing educators to be flexible and creative. May we never forget to exercise our ability to think outside the box.

When the pandemic sifted away our instructional minutes, we adapted and directed our professional judgement toward quality over quantity, revealing educators to be reflective, intentional, and efficient. May we never forget that the way time is spent is more important than the number of minutes you have.

When the pandemic sifted away our proximity to students, we adapted and learned how to utilize technology to forge relationships, revealing educators to be resourceful and innovative. May we never forget our commitment to putting learners before learning.

As we prepare to welcome more students into our buildings next week, we know that further sifting will strip away the comforts of what has been deemed our new normal. The idea of further sifting leaves all of us weary and nervous, but that is not what our students will see. Our students will return to buildings staffed by professionals who are positive and hopeful, knowing that once again the treasures that lie within us are about to reveal themselves.