

# CASCADE SCHOOL DISTRICT #5

## Regular Meeting

**April 12, 2021 - Cascade High School Library  
10226 Marion Rd SE  
Turner, Oregon 97392 at 5:30 PM**

1. Call to Order - Regular Meeting
2. Executive Session in Accordance with ORS 192.660 (2) (i) Superintendent Evaluation and ORS 192.660 (2) (b) Complaint
3. Return to Open Session in High School Auditorium
- A. Pledge of Allegiance
4. Visitor's Guest List
5. Approval of Minutes - March 8, 2021 3
6. Prioritize Agenda
7. Reports
- A. Superintendent's Report
- B. Finance Director's Report
- C. High School Principal's Report
- D. Junior High Principal's Report
- E. Junior High Assistant Principal's Report & Title Report
- F. Elementary Principal's Report
- G. Elementary Assistant Principal's Report
- H. Communication Director's Report
8. Discussion and Communication
- A. Personnel
1. Certified Staff (PERS Retirees)
2. Resignations
3. New Hire Recommendations
- B. Superintendent Evaluation & Contract
- C. 2021-2022 School Calendar 9
- D. Budget Committee Calendar 10
- E. Board Policies - 1st Reading
1. Policy Update List
2. GCBDA/GDBDA-AR(1) - Federal Family and Medical Leave/  
            State Medical Leave
3. GCBDA/GDBDA-AR(2) - Request for Family and Medical Leave
4. GCBDA/GDBDA-AR(4) - Sample Designation Letter to Employee - FMLA/OFLA  
            Leave

5.	GCPC-GDPC - Retirement of Staff	
6.	IJ - School Counseling Program	
7.	IJ-AR - Child Development Specialist Program	
8.	IKFB - Graduation Exercises	
9.	JB - Equal Educational Opportunity	
10.	JFCM - Threats of Violence	
11.	LBE - Public Charter Schools	
12.	LBE-AR - Public Charter Schools (DELETE)	
13.	LBEA - Resident Student Denial for Virtual Public Charter School Attendance	
9.	Informational Items	
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13.	Adjournment	

**Cascade School District #5**  
**Board of Education Regular Meeting Minutes**  
**March 8, 2021**

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The Cascade School District #5, Board of Directors, Marion County, Oregon convened at Cascade High School, 10226 Marion Rd SE, Turner, Oregon 97392 for the regular Board meeting at 5:30p.m. The meeting began with an executive session in the District Office Board Room. The regular board meeting reconvened in the high school auditorium in-person and via Zoom: <https://us02web.zoom.us/j/85861342939>.

**Board Members Present:**

Brett Stegall  
Dan Van De Hey  
David Kuenzi  
Ruth Stevens

**Others Present:**

Darin Drill, Superintendent  
Cheryl Harmon, Board Secretary  
See Guest List

**1. Call to Order - Regular Meeting**

The regular Board meeting was called to order at 5:35p.m.

**2. Executive Session per ORS 192.660 (2)(i)**

The Board adjourned to executive session at 5:38p.m. in the District Office Board Room to discuss the superintendent's evaluation. The regular meeting reconvened in the high school auditorium at 7:00p.m.

**3. Return to Open Session**

The regular meeting began with the Pledge of Allegiance. Mr. Stegall read an opening statement.

**4. Visitor's Guest List**

Mr. Stegall asked everyone to sign in on the guest list.

**5. Approval of Minutes – Feb 22, 2021**

Moved by Mr. Van De Hey seconded by Mr. Kuenzi to approve the February 22, 2021, regular board meeting minutes.

**6. Prioritize Agenda**

No changes were made to the agenda.

**7. Reports**

**A. Auditor's Report**

Jeremy Gingerich, lead auditor for Wilcox, Arredondo & Co., thanked the staff for their help in completing an unusual audit year. He reviewed the audit findings. Overall, the

district has completed a successful year. He noted that the Board should be aware of how the internal controls are working. His company values our relationship but will not be renewing their contract for the next 5 years.

B. Superintendent's Report

Mr. Drill apologized for the frustration at the last meeting. Our goal is to do something positive for our kids. The district is happy to have a conversation with anyone who has concerns. We started with hybrid learning last week; it is not perfect, but we are continuing to do more for our students. We are trying to follow safety protocols. Air purification systems are 90% in place and he thanked the maintenance department. He is bringing recommendations for changes to the school calendar.

C. Finance Director's Report

Mr. Pillar reported that we will experience a drop in school revenue. We will still be higher in the state fund account than we budgeted for. No cuts to the budget will take place this school year. A resolution needs to be passed so we can appropriate the money from CARES Act 1 and 2. We will receive CARES Act 3 in a couple of months. We will need to do a Request For Proposal (RFP) at the end of this month for new auditors.

D. High School Principal's Report

Mr. Thatcher stated that the first day of hybrid was incredible. Of course, we want our students here everyday, all day. They are working hard to try to make this year as positive as we can for seniors. He explained what happens on A and B days of hybrid learning.

E. High School Assistant Principal's Report

Mr. Woodral stated that his job is much different this year. The high school has worked especially on LIPI and maximizing how many kids we can have at school. The feeling at school is different and staff are excited. He is proud that we are still at 90% attendance even with distance learning. The high school is providing whatever resources students need so they can attend school.

F. Athletic Director's Report

Mr. Ganfield's report was in the packet. He was unable to be here due to the football game.

G. Junior High Principal's Report

Mr. Rasmussen stated that it is so great to have kids back in the building. He is excited about the progress students are making. The junior high is trying to get as normal as possible for kids, providing modified sports programs and intramural sports. Outdoor School will be a long day camp for four days at Camp Tadmor. Thank you to everyone, we have done amazing things in the midst of a storm.

H. Elementary Principal's Report

Mr. Dyer stated that it is great to see kids back and all the staff are working hard. Cloverdale is focusing on getting kids healthy mentally and physically. They also want to help parents and create a support group.

He is also the safety coordinator and this year he has spent a lot of time on COVID. Mr. Dyer has created, with the help of Nurse Randall and Dawn Moorefield, a Communicable Disease Management Plan. The plan had to be in alignment with the school and district blueprint. The three of them have been doing fidelity checks to ensure we are following our plan. A board member asked what process we follow for safety complaints. Mr. Dyer replied that he handles district wide issues and refers people to the administrators in their school. He expressed thanks to the safety team. Workers comp claims have decreased and costs have been reduced due to minimal safety issues.

Mr. Petersen reported that it was classified staff recognition last week and these staff are the backbone of what we do. He has had help from Lisa Iverson and Sarah Federico this year and it is much appreciated. The PE teacher has been offering clubs for kids after school.

I. Elementary Assistant Principal's Report

Mr. Mintzer highlighted his report. Hybrid has been fantastic and they are hitting their groove. Attendance is at 94%. They have been doing home visits with students who have less than 90% attendance. He is safety person in his building and wanted to give a shout out to Ken Maben, custodian, for electrostatic spraying and following safety protocols. They also have one person doing touch points all day. Aumsville has handed out 376 chromebooks to students and the technology department has been a great support. An anonymous donor donated \$15,000 at Christmas time and we impacted 20 families in 48 hours.

J. Special Services Director's Report

Ms. Johnson has had more changes in special education. The therapeutic classroom was shifted to Aumsville and we transitioned them quickly. The participation rate for WESD parent trainings has been amazing. She gave recognition to the nursing department for helping to implement the Sparrows Club, a non profit organization that meets the needs of students with medical needs. It focuses on teaching kids to be compassionate with others by serving.

K. Assistant Superintendent's Report

Ms. Moorefield did not have much to report on assessment. The State of Oregon changed the dates for testing to April 13 to June 11 and has applied for a federal waiver. If the waiver is granted, students would take a survey in lieu of assessment testing. If the students will be required to take the assessment they will shorten the test. Students will be required to come in to the school to take the test.

**8. Discussion and Communication**

A. Personnel

A.1 Licensed Staff Renewals

Ms. Moorefield stated that the list looks a little different this year as it is not broken out by school will need approval by the Board.

A.2 Resignations

Two resignations of Sarah Bracken, Elementary Teacher and Ron Worst, Special Education Teacher were submitted.

A.3 Retirement from PERS

We have received three retirements from PERS. Through SB 1049, these staff may come back and continue to work for us if the district rehires them. SB 1049 allows them to be rehired through 2024. Ms. Thompson and Mr. Elbert would like to use this opportunity. Mr. Petersen will be leaving us at the end of the school year.

A.4 New Hire Recommendations

We are recommending the temporary hire of Sixth Grade Teacher Lissa Bales. She will be filling the position of Mr. Turner who will be running the junior high online only program.

B. Budget Committee Member Renewal

Renewal of Mr. Newton and Mr. Hunt to the Budget Committee is needed. They are both willing to continue with another three-year term.

**9. Informational Items**

A. Bond Update

Ms. Sattler, Communications Director, is leading the bond campaign. The district has had meetings in each of our communities. The district will file an intent to ballot, SEL 805, and we expect a measure number this week. On March 15, we will submit our ballot title and explanatory statement SEL 803. A newsletter will go out at the end of March once we receive safe harbor, approval of our campaign language, from the Secretary of State. A Political Action Committee has been started. She thanked Ms. Harmon for her help with the bond.

B. Senior All Night Party

Due to COVID and restricted fundraising, the district is helping, along with the student body, to finance the Senior All Night Party.

C. Coach/Advisor List

Provided to the Board for their information.

D. Policy on Photos of Students

During the registration process, parents are asked to mark whether or not their child's photo can be used.

E. Correspondence – Kibby

A letter to the Board was provided.

F. Correspondence – Womack

A letter to the Board was provided.

**10. Public Comment**

We learned from last month that we need a different approach to public comment at our Board Meetings. Mr. Stegall read a statement regarding this.

Tyler Stone addressed the Board and is in favor of a bond. He asked where to get the information, where the money is going and how it will be used. Has it been questioned how raising taxes will affect homeowners.

## 11. Resolutions

- A. Resolution Regarding School Calendar 20-21  
Moved by Mr. Van De Hey seconded by Mr. Kuenzi to make up one day in August 2021, due to the ice storm.  
Motion carried (all voted yes).
- B. Resolution Regarding Licensed Staff Renewals  
Moved by Mr. Kuenzi seconded by Ms. Stevens to approve the licensed staff renewals, as recommended by the administration.  
Motion carried (all voted yes).
- C. Resolution Regarding Resignations  
Moved by Ms. Stevens seconded by Mr. Van De Hey to approve the resignations of Sarah Bracken, Elementary Teacher, and Ron Worst, Special Education Teacher, as recommended by the administration.  
Motion carried (all voted yes).
- D. Resolution Regarding Retirement from PERS  
Moved by Mr. Van De Hey seconded by Mr. Kuenzi to accept the retirement from PERS for Christopher Elbert effective March 2, 2021; Dan Petersen effective February 1, 2021; and Karin Thompson effective February 1, 2021.  
Motion carried (all voted yes).
- E. Resolution Regarding New Hire Recommendation  
Moved by Mr. Kuenzi seconded by Ms. Stevens to approve the new hire of Lissa Bales, Temporary Sixth Grade Teacher, as recommended by the administration.  
Motion carried (all voted yes).
- F. Resolution Regarding Budget Committee Members  
Moved by Ms. Stevens seconded by Mr. Van De Hey to approve the renewal of Travis Newton and Eric Hunt to the budget committee for another three-year term (July 2020-June 2023).  
Motion carried (all voted yes).
- G. Resolution Regarding Approving Ammended Appropriations of Expenditures Not Requiring a Supplemental Budget in 2020-21  
Moved by Mr. Van De Hey seconded by Mr. Kuenzi WHEREAS, ORS 294.311(3) provides for the preparation of an adopted budget for the fiscal year 2020-21 and further allows the amendment of appropriation levels of that budget through resolution when certain conditions exist; and,  
  
WHEREAS, unexpected pandemic relief funding occurred after the 2020-21 budget was adopted; and,

WHEREAS, best practices determined by GFAO and ASBO advocate recording short term, federally sourced funding in Special Revenue Funds and not the General Fund; and,

WHEREAS, the State School Fund, the major source of revenue in the General Fund was higher than expected; and,

WHEREAS, funding for the Student Investment Act, a new and significant source of revenue from the State was lower than expected; and,

WHEREAS, the Board of Directors has determined the need for additional reserves in the general fund over the initial 2020-21 appropriation to guard against unexpected expenditures and to prepare for future resource challenges; and,

WHEREAS, ORS 294.463 allows for the Amendment of Appropriation levels of existing Appropriation categories through Resolution rather than Supplemental Budget Process.

BE IT THEREFORE RESOLVED, that the Board hereby adopts the Amended Appropriation Level for the General Fund for the 2020-21 fiscal year, summarized below and in compliance with Oregon budget law.

Fund 10x

Resource	Revised Amount	Expenditure	Revised Amount
1000 - Local Sources	\$ 6,568,166	1000- Instruction	\$16,493,950
2000 – Intermediate	\$ 60,000	2000- Support	\$10,073,950
3000 – State Sources	\$21,288,279	5000 -Other Uses	\$ 1,795,000
4000 - Federal Sources	\$ 0	6000- Contingency	\$ 2,712,987
5000 – Other sources	\$ 3,159,441		
<b>Total Appropriation</b>		<b>Total Expenditure</b>	<b>\$31,075,886</b>

Motion carried (all voted yes).

**12. Future Agenda Items**

- A. Superintendent Evaluation
- Bond Update

**13. Adjournment**

Having no further business the regular Board meeting was adjourned at 8:47p.m.

# Cascade School District #5

## 2021-2022 School Calendar

First day of School:  
Sept 7, 2021

Last day of School:  
June 16, 2022

Board Approved April 12, 2021

August 2021						
Su	M	Tu	W	Th	F	S
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	●	■				

September 2021						
Su	M	Tu	W	Th	F	S
			◆	●	3	4
5	H	7	8	9	10	11
12	13	14	LS	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30		

October 2021						
Su	M	Tu	W	Th	F	S
					1	2
3	4	5	LS	7	Ⓟ	9
10	P	P	13	14	15	16
17	18	19	LS	21	22	23
24	25	26	27	28	29	30
31						

November 2021						
Su	M	Tu	W	Th	F	S
	1	2	LS	4	5	6
7	8	9	10	H	12	13
14	15	16	LS	18	19	20
21	22	23	<del>24</del>	H	h	27
28	29	30				

December 2021						
Su	M	Tu	W	Th	F	S
			1	2	3	4
5	←	7	8	9	10	11
12	13	14	LS	16	17	18
19	<del>20</del>	<del>21</del>	<del>22</del>	<del>23</del>	<del>24</del>	25
26	<del>27</del>	<del>28</del>	<del>29</del>	<del>30</del>	<del>31</del>	

January 2022						
Su	M	Tu	W	Th	F	S
						1
2	3	4	LS	6	7	8
9	10	11	12	13	14	15
16	H	18	LS	20	21	22
23	24	25	26	27	28	29
30	❖					

February 2022						
Su	M	Tu	W	Th	F	S
		1	LS	3	4	5
6	7	8	9	10	11	12
13	14	15	LS	17	18	19
20	h	22	23	24	25	26
27	28					

March 2022						
Su	M	Tu	W	Th	F	S
		1	LS	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	←	19
20	<del>21</del>	<del>22</del>	<del>23</del>	<del>24</del>	<del>25</del>	26
27	28	29	30	31		

April 2022						
Su	M	Tu	W	Th	F	S
					1	2
3	4	5	LS	7	8	9
10	11	12	13	14	15	16
17	18	19	LS	21	22	23
24	25	26	27	28	29	30

May 2022						
Su	M	Tu	W	Th	F	S
1	2	3	LS	5	❖	7
8	9	10	11	12	13	14
15	16	17	LS	19	20	21
22	23	24	25	26	27	28
29	H	31				

June 2022						
Su	M	Tu	W	Th	F	S
			LS	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	●	18
19	20	21	22	23	24	25
26	27	28	29	30		

- |  |  |
|--|--|
| <ul style="list-style-type: none"> <li><b>LS</b> Late Start – 2 Hour Delay</li> <li><b>H</b> Holiday</li> <li><b>h</b> Non-paid Holiday</li> <li><b>P</b> Parent/Teacher Conf/Prof Dev</li> <li><b>←</b> Teacher Grading Day</li> <li><b>❖</b> Prof Dev, Work Day, P/T Conf</li> </ul> | <ul style="list-style-type: none"> <li><b>■</b> District Day</li> <li><b>◆</b> Professional Development</li> <li><b>●</b> Teacher Work Day</li> <li><b>Ⓟ</b> Prof Dev/Half Teacher Work Day</li> <li><b>★</b> Graduation</li> <li><b>✕</b> Non School Day</li> </ul> |
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**Calendar is subject to change due to unplanned closures**

**Calendar for the  
2021-22 Budget  
Cascade School District**

April 19, 2021- May 3, 2021	Publication of Budget Committee meeting notification
May 10, 2021	Initial meeting of the Budget Committee
Schedule if needed	Second meeting of the Budget Committee
May 25, 2021 - June 6, 2021	Notice of the Budget Hearing and publication of the financial summary
June 14, 2021	Budget Hearing, Adoption and Appropriation

Cascade Education Association  
Cascade School Employees Association  
Cascade School District  
Turner, Oregon

April 7, 2021

Dear Cascade School Board Members,

We, the members of Cascade Education Association and Cascade School Employees Association, wanted to take the opportunity to thank you for your decision last month to hold our district staff to only one make up day. It has been a hard year full of anxiety, chaos, and uncertainty due the pandemic, wildfires and constantly changing guidelines for schools. Missing a week of school due to the ice storm added a great deal of pressure on the shoulders of our school staff, students and parents. Your compassionate decision to not hold staff to an additional four days of work is magnanimous, and we do appreciate it.

Tonya Rawie  
Cascade Education Association President



Tina Christensen  
Cascade School Employees Association





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## Fwd: February 22 Cascade School Board Meeting

1 message

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**Darin Drill** <ddrill@cascade.k12.or.us>  
To: Cheryl Harmon <charmon@cascade.k12.or.us>

Mon, Apr 5, 2021 at 11:31 AM

FYI...

Darin

----- Forwarded message -----

From: **Kathy Kibby** <kathykibby52@gmail.com>  
Date: Wed, Mar 10, 2021 at 1:05 PM  
Subject: February 22 Cascade School Board Meeting  
To: [ddrill@cascade.k12.or.us](mailto:ddrill@cascade.k12.or.us) <ddrill@cascade.k12.or.us>

Dear Mr. Drill and Members of the School Board,

I am writing as a member of the public that was in attendance via Zoom at the Cascade board meeting on February 22, 2021. I wrote this letter the same week, but I was too angry to put words together in a sentence. Hence, my letter of today.

What I saw that night was a mob of angry constituents that basically had the run of the meeting. As a former school board member, parent of 4 successful adults raised and educated in this district, and a tax paying member of this community of 43 years, I was embarrassed and disappointed in the response from the Board and with the way the meeting was handled.

A member of the public came and presented a different opinion that was not well received by the people in attendance, or by the members of the Board. She was basically thrown under the bus. We should feel welcome to present a different opinion from the popular one, without fear of retribution and name calling. If this attitude that was presented so loudly is indeed expressed at home, no wonder our children are struggling with listening to diverse opinions.

It sounds as though some of this was discussed at the Board meeting on March 8, 2021. Hopefully future meetings will be handled much more professionally.

Sincerely,

Brent and Kathy Kibby

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Darin Drill  
Superintendent  
Cascade School District  
503-749-8010



Cheryl Harmon <charmon@cascade.k12.or.us>

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**Question for Public Comment - to be read at April 12 meeting, public comments**

1 message

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**Onica Kibby** <okibby@gmail.com>

Mon, Apr 12, 2021 at 11:05 AM

To: Cheryl Harmon <charmon@cascade.k12.or.us>

Hello Cheryl,

Will I be able to ask a question during public comment if I am attending virtually?

If not, please read the following questions:

On February 22, the board of directors was asked about the picture policy for the district. The board said they would "dust off the policy" and report what it said. At the March meeting, this information was not provided. Board of directors, what is the current picture policy? Were the pictures submitted to the district through the safety reporting a violation of the picture policy? If those photos were a picture policy violation, how does the current request from the Cascade Junior High for yearbook photos submissions fit within the policy?

Thank you,  
Onica Kibby

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**Quote for your story**

1 message

**Nancy Willard** <nwillard@embracecivility.org>

Mon, Apr 12, 2021 at 2:11 PM

To: "Pate, Natalie" &lt;npate@salem.gannett.com&gt;

Cc: Darin Drill &lt;drrill@cascade.k12.or.us&gt;, charmon@cascade.k12.or.us

Hi Natalie,

I have a proposed quote to provide you in advance. Obviously, I may want to modify and will complete after tonight's board meeting. Cheryl, please provide this email to your board.

"These were two women who were appropriately on school property, who saw actions that undermined student safety, and properly documented and reported such concerns in a private manner. Based on my extensive background in bullying, several forms of bullying were highly evident. Someone engaged in "outing"—the disclosure of private information for the purpose of causing harm to the person. Others engaged in denigration, direct threats, and retaliation in calling those who properly reported legitimate concerns a "snitch."

Several years ago in the Creswell School District, a principal and assistant principal were found to have conveyed private messages denigrating former students. Although they had caused no direct harm, they were promptly asked for their resignations. The actions and the resulting harm inflicted on these two parents by Cascade school staff, which then led to additional harm inflicted by community members, was significantly more egregious.

Then, the superintendent and board, who should have anticipated a planned lynching, held a school board meeting where no restrictions on hurtful speech were put into place. This only increased the harm.

This egregious bullying behavior was obviously seen by the majority, if not all, of the Cascade students. So we need to ask what lessons they will learn from this."

(To be completed based on what is recommended and decided tonight.)

Mr. Drill and school board members, just to demonstrate that I am not a slouch, here are some articles I wrote or contributed to that were published by the American Association of School administrators:

<https://www.aasa.org/content.aspx?id=35896>

<https://www.aasa.org/content.aspx?id=15944>

<https://www.aasa.org/content.aspx?id=22806>

<https://www.aasa.org/SchoolAdministratorArticle.aspx?id=10370>

<https://www.aasa.org/content.aspx?id=22798>

<https://www.aasa.org/content.aspx?id=22802>

<https://aasa.org/content.aspx?id=22800>

These are articles I contributed to District Administration:

<https://districtadministration.com/what-is-bullying/>

<https://districtadministration.com/increasing-student-resilience-in-the-era-of-increased-suicides-and-school-shootings/>

<https://districtadministration.com/teachable-moments-on-school-bullying/>

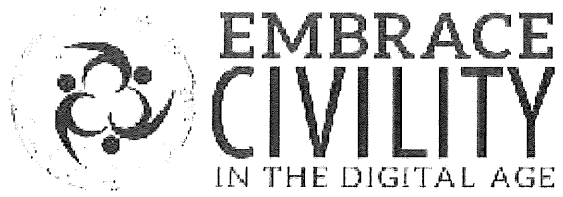
<https://districtadministration.com/rethinking-responses-to-bullying/>

I do hope you make the right decisions — albeit way too delayed.

Natalie, you know where to find me.

Blessings,

Nancy



Nancy Willard, M.S., J.D. (she)

Website: <http://embracecivility.org>

Email: [nwillard@embracecivility.org](mailto:nwillard@embracecivility.org)

Cell: 541-556-1145