

1. Executive Session 6:00pm

To consult with counsel concerning the legal rights and duties of a public body with regard to current litigation or litigation likely to be filed. (ORS 192.660(2)(h))
Went into executive session at 1800. Out by the executive session at 1900.

2. Call to Order

Open session started at 1903

3. Flag Salute

4. Approval of the Agenda

Motion to Approve the Agenda as written; Seconded, All in Favor. This motion, made by Deb Lindberg and seconded by Ryan VanLeuven, Carried.

Risteen Follett: Yea, Deb Lindberg: Yea, Linda Montanez: Yea, Ryan VanLeuven: Yea, Robert Webb: Yea

Yea: 5, Nay: 0

Approval of Agenda

5. District Recognition:

a. Brick and Mortar

i. Student:

ii. Employee

iii. Volleyball Team and Coaches Honored for Fall Achievements - Bart Rothenberger

a. Brick and Mortar (Eric Clendenin)

i. Student: of the month for Middle School and High School are MS Carter Campbell and Tamara O'Brien, High School was Stetson White and Tiiffany Lile.

ii. Employee of the Month was Mr. Nathan Roberts

iii. Volleyball Team and Coaches Honored for Fall Achievements -

Bart Rothenberger: praised the volleyball coaches Ricki Hendrix, Anna Chilcote and volunteer, Risteen Follett. He praised the volleyball team. Great year for Volleyball we were 4th in the league, took third seed to state, ended up playing the State champs in the first game at state. The volleyball team maintained a GPA 3.29. Congratulations to all for the well deserved recognition.

6. Superintendent Report:

Sean Gallagher

a. Safety and Security Inspection

b. Bond Update:

Sean Gallagher

Superintendent Report: Sean Gallagher:

a. Alsea Outreach Happenings,

Presented: Sara Littlefield - Unable to attend

b. Safety and Security Inspection: addressed enhanced safety and electronic doors and intercom system. District nurse with AED machines, comprehensive reports that show how the assessment is going. We have a lot of good things that we're currently doing. The report also showed some areas that need to be work on.

c. The award assembly was great! Pizza feed

d. Bond Update:

Sean Gallagher

7. Reports

a. Booster Club Report

Booster Club Report presented by Terry Lunsford: There is a form for the booster club, if you would like a donation from them now. They want to support all of the Alsea School programs. Just had their 1 year anniversary. They have received grants so far for \$16,732. Going to continue to do Spirit Gear. CTE programs have had some donations recently. They would like to help improve the facilities in the future. Let them know of any ideas. They are currently community raffle is for a quilt. They want to say "yes" to all requests however there is just not enough to go around...yet. Please use the request form or email info@alseaboosters.com. The need must be one not filled by the school.

8. Financials

a. Accounts

b. Three Year Budget Plan

Financials: LaRea Sullivan:

a. Accounts: Memo about financials, 522 up to 526 in enrollment (B&M). Updated to the State as of 10-1, there will be some loss for this year. Won't see it fully till next year. Conservative spending for this year. New forms added. The top 10 categories are the most budget heavy

b. Three Year Budget Plan: Still working on this plan. It's expected at 9.1 billion, but currently at 9.3 billion. ASB accounts are lined out with the account balances.

RisteenFollet: wants to know about the negative account and what they are doing to figure out a plan to move forward. Sean Gallagher: they were inherited and due to COVID there has been no opportunities to replenish them. There were also promises of funds that were never followed through. Vacation day policy and review: current policy was overridden by a memo on 6-8-22, for 10 instead of 11.5. The exact days need to be cleaned up. The new 158 classified employees getting paid for 5 holidays, cost analysis included.

9. Payment of Bills for October

Deb Lindberg Motioned to Pay the Bills for October and First Two Weeks of November; Seconded, Ryan VanLeuven, All in Favor. This motion, made by Deb Lindberg and seconded by Ryan VanLeuven, Carried.

Risteen Follett: Yea, Deb Lindberg: Yea, Linda Montanez: Yea, Ryan VanLeuven: Yea, Robert Webb: Yea

Yea: 5, Nay: 0

Payment of bills for October.

10. Patron Comments:

Patron Comments: Jennifer Lookabout: during a recent meeting with Catherine Ellis and Sean Gallagher, brought to their attention that the LaHO staff are not known. Remind Community and Board that they are in fact real people. Asked the staff to give little snippets of their concerns and hopes. Went over the pay discrepancy that the "HR Reset" has brought forward. She is no longer able to afford to stay due to the reset. She's saddened by this development. *see the document that she put forth to the board*

11. Board Comments

Board Comments: None at this time.

12. Approval of Minutes: October 27, 2022

Risteen Follett Motioned to Approve the Minutes from the October 27th Board Meeting; Seconded, Deb Lindberg, All in Favor. This motion, made by Risteen Follett and seconded by Deb Lindberg, Carried.

Risteen Follett: Yea, Deb Lindberg: Yea, Linda Montanez: Yea, Ryan VanLeuven: Yea, Robert Webb: Yea

Yea: 5, Nay: 0

Approval of minutes for October 27, 2022

13. Board Discussion

a. Superintendent Search

b. Second Reading of Policies:

- i. AC, Nondiscrimination
- ii. AC-AR, Discrimination Complaint Procedure
- iii. ACB, Every Student Belongs
- iv. ACB-AR, Bias Incident Complaint Procedure
- v. BB, Board Legal Status
- vi. BBA, Board Powers and Duties
- vii. BBAA, Individual Board Member's Authority and Responsibilities
- viii. BBB, Board Elections
- ix. BBBA, Board Member Qualifications
- x. BBBB, Board Member Oath of Office
- xi. BBC, Board Member Resignation
- xii. BBD, Board Member Removal from Office
- xiii. BBE, Vacancies on the Board
- xiv. BBF, Board Member Standards of Conduct
- xv. BBFA, Board Member Ethics and Conflicts of Interest
- xvi. BBFB, Board Member Ethics and Nepotism
- xvii. BBFC, Reporting of Suspected Abuse of a Child
- xviii. BC/BCA, Board Organization/Board Organizational Meeting
- xix. BCB, Board Officers
- xx. BCD, Board-Superintendent Relationship
- xxi. BCF, Advisory Committees to the Board

- xxii. BD/BDA, Board Meetings
- xxiii. BDB, Special and Emergency Board Meetings
- xxiv. BDC, Executive Sessions
- xxv. BDD, Board meeting Procedures
- xxvi. BDDC, Board Meeting Agenda
- xxvii. BDDH, Public Participation in Board Meetings
- xxviii. BDDH, Public Comment at Board Meetings
- xxix. BDDH-AR, Public Participation in Board Meetings
- xxx. BF, Policy Development
- xxxi. BFC, Adoption and Revision of Policies
- xxxii. BFCA, Administrative Regulations
- xxxiii. BFD, Board Policy Implementation
- xxxiv. BFE, Administration in the Absence of Policy
- xxxv. BFF, Suspension of Policies
- xxxvi. BG, Board Staff Communications
- xxxvii. BH/BHA, Orientation of New Board Members
- xxxviii. BHB, Board Member Development
- xxxix. BHD, Board Member Compensation and Expense Reimbursement
 - xl. BHE, Board Member Liability Insurance
 - xli. BI, Board Legislative Program
 - xl. BJ, Board Membership
 - xl. BK, Evaluation of Board Operational Procedures
 - xl. CB, Superintendent
 - xl. CBA, Qualifications and Duties of the Superintendent
 - xl. CBB, Recruitment and Appointment of the Superintendent
 - xl. CBC, Superintendent's Contract
 - xl. CBG, Evaluation of the Superintendent
 - xl. CCB, Line and Staff Relations
 - xl. CCG, Licensed Evaluation - Administrators
 - xl. CHCA, Approval of Handbooks and Directives

10. Board Discussion

a. Superintendent Search: No updates at this time. Will be getting together with Vincent in the next week or two. Tentative schedule for the confidentiality training, Jan 12th. Risteen Follett asked if we should invite Vincent to the meeting? Deb Linberg said she would reach out.

b. Second Reading of Policies:

- i. AC, Nondiscrimination**
- ii. AC-AR, Discrimination Complaint Procedure**
- iii. ACB, Every Student Belongs**
- iv. ACB-AR, Bias Incident Complaint Procedure**
- v. BB, Board Legal Status**
- vi. BBA, Board Powers and Duties**
- vii. BBAA, Individual Board Member's Authority and Responsibilities**
- viii. BBB, Board Elections**
- ix. BBBA, Board Member Qualifications**

- x. BBBB, Board Member Oath of Office
- xi. BBC, Board Member Resignation
- xii. BBD, Board Member Removal from Office
- xiii. BBE, Vacancies on the Board
- xiv. BBF, Board Member Standards of Conduct
- xv. BBFA, Board Member Ethics and Conflicts of Interest
- xvi. BBFB, Board Member Ethics and Nepotism
- xvii. BBFC, Reporting of Suspected Abuse of a Child
- xviii. BC/BCA, Board Organization/Board Organizational Meeting
- xix. BCB, Board Officers
- xx. BCD, Board-Superintendent Relationship
- xxi. BCF, Advisory Committees to the Board
- xxii. BD/BDA, Board Meetings
- xxiii. BDB, Special and Emergency Board Meetings
- xxiv. BDC, Executive Sessions
- xxv. BDD, Board meeting Procedures
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- xxvii. BDDH, Public Participation in Board Meetings
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- xxix. BDDH-AR, Public Participation in Board Meetings
- xxx. BF, Policy Development
- xxxi. BFC, Adoption and Revision of Policies
- xxxii. BFCA, Administrative Regulations
- xxxiii. BFD, Board Policy Implementation
- xxxiv. BFE, Administration in the Absence of Policy
- xxxv. BFF, Suspension of Policies
- xxxvi. BG, Board Staff Communications
- xxxvii. BH/BHA, Orientation of New Board Members
- xxxviii. BHB, Board Member Development
- xxxix. BHD, Board Member Compensation and Expense Reimbursement
- xl. BHE, Board Member Liability Insurance
- xli. BI, Board Legislative Program
- xlii. BJ, Board Membership
- xliii. BK, Evaluation of Board Operational Procedures
- xliv. CB, Superintendent
- xlv. CBA, Qualifications and Duties of the Superintendent
- xlvi. CBB, Recruitment and Appointment of the Superintendent
- xlvii. CBC, Superintendent's Contract
- xlviii. CBG, Evaluation of the Superintendent
- xlix. CCB, Line and Staff Relations
- xlx. CCG, Licensed Evaluation - Administrators
- xlxi. CHCA, Approval of Handbooks and Directives

Risteen Follett: are there any policies that anyone would like to discuss: Ryan Van Leuven CDCBI: Sean Gallagher said it's under state law. Risteen Follett Note: include the CDCBI policy in the new superintendent search contract language. Risteen Follett has 5 she would like to look at: ACBD12: Every student belongs, 6th

paragraph, OSBA's description of hate symbols, she feels, are too narrow a focus. There doesn't seem to be anything about allowing some symbols to be used while teaching a specific subject. Is there an educational component? Ryan VanLeuven, yes it's in another section or policy. Risteen Follett, do they want to expand? Sean Gallagher made the suggestion that it's just a policy not an AR, so there could be specifications made there. ACRG1: in step 3 there is a grammar error, change to "during a board meeting". BCFD1: pg 2 following section about the education equity committee, adopt or just evaluate? Sean Gallagher recommends that we wait and see how larger districts handle it before we jump in. Deb Lindberg: She thinks we should wait and see. Ryan Van Leuven: Who makes up the committee? Community members, employees, and parents. BDDHG1: Item 3 states person speaking may only comment on agenda items. Risteen Follett feels that the board should limit patrons to just speak their opinions on agenda items. Sean Gallagher said that it was a house bill that was passed so there may be no way around it. Risteen Follett would like to see it held out and get more information on it before first reading. BKD1: adopting this means that the board will have to do a self evaluation. She wanted to make sure that everyone was aware of this and felt it was something they could very much do. Sean Gallagher said it's an existing policy. There was just a legal change.

14. Action Items:

- a. OSBA Elections, November 15 - December 15, 2022, <https://www.surveymonkey.com/r/TBWH8JC>
- b. Certified Extra Duty Contracts and MOU
- c. Student Investment Account (SIA)
Patron Comments
- d. Approve Policies i. - xlx.
- e. HR Reset Salaries Approval
- f. Forestry Students Overnight Stay, Rockaway Beach
- g. Alsea Varsity Basketball Overnight trip to Elgin

Deb Lindberg Motioned to Approve extra Duty Contract and MOU; Seconded, Ryan Vanleuven, All in Favor. This motion, made by Deb Lindberg and seconded by Ryan VanLeuven, Carried.

Risteen Follett: Yea, Deb Lindberg: Yea, Linda Montanez: Yea, Ryan VanLeuven: Yea, Robert Webb: Yea

Yea: 5, Nay: 0 Ryan VanLeuven Motioned to Approve the SIA as Presented; Seconded, Deb Lindberg, Risteen Follett would like to see it accompanied with a memo that clarifies the broader pieces of the document. All in Favor. This motion, made by Ryan VanLeuven and seconded by Deb Lindberg, Carried.

Risteen Follett: Yea, Deb Lindberg: Yea, Linda Montanez: Yea, Ryan VanLeuven: Yea, Robert Webb: Yea

Yea: 5, Nay: 0 Policies xlx. Risteen Follett motions to remove the exclusions: BDDHG1 and BCFD1 for further clarification in state law. Ryan VanLeuven seconds: wants to know if we're removing it completely or just for clarification. Risteen Follett amended her motion: remove policy BKD1 to review legal compliance, BDDHG1 and BCFD1 remove the optional language

and the language of the quality committee. Ryan Van Leuven seconds, All in favor. This motion, made by Risteen Follett and seconded by Ryan VanLeuven, Carried.

Risteen Follett: Yea, Deb Lindberg: Yea, Linda Montanez: Yea, Ryan VanLeuven: Yea, Robert Webb: Yea

Yea: 5, Nay: 0 Risteen Moved item e to the December 8th meeting in order for the Board to take time to fully read and understand the documents. No Seconded but everyone was in Favor. This motion, made by Risteen Follett and seconded by Ryan VanLeuven, Carried.

Risteen Follett: Yea, Deb Lindberg: Yea, Linda Montanez: Yea, Ryan VanLeuven: Yea, Robert Webb: Yea

Yea: 5, Nay: 0 Deb Lindberg Motioned to Approve the overnight stay of the Forestry Students in Rockaway Beach to participate in a forestry competition; Seconded, Ryan VanLeuven All in Favor. This motion, made by Deb Lindberg and seconded by Ryan VanLeuven, Carried.

Risteen Follett: Yea, Deb Lindberg: Yea, Linda Montanez: Yea, Ryan VanLeuven: Yea, Robert Webb: Yea

Yea: 5, Nay: 0 Deb Lindberg motions to allow the Alsea Varsity Basketball teams overnight trip to Elgin, Seconded; Ryan VanLeuven, All in favor. This motion, made by Deb Lindberg and seconded by Ryan VanLeuven, Carried.

Risteen Follett: Yea, Deb Lindberg: Yea, Linda Montanez: Yea, Ryan VanLeuven: Yea, Robert Webb: Yea

Yea: 5, Nay: 0

Action Items:

a. OSBA Elections, November 15 - December 15, 2022, <https://www.surveymonkey.com/r/TBWH8JC>

Risteen Follett: there should have been a document that went with this? Sean Gallagher, yes there should have been instructions.

***Get the instructions for the Dec 8th meeting* Move to Dec 8th**

b. Certified Extra Duty Contracts and MOU: Sean Gallagher: one of the areas that we will be working on the teachers with. We will need to bring some of these to the board directly. Mr. David Fricke will have three. YTP, Credit Recovery, Elem SPED resignation- he took on- the district bought his prep. Ryan VanLeuven: summer programs pay for some of it? Sean Gallagher: yes some of it does, but the YTP grant will pay for some of it along with the credit recovery. They have a meeting to clarify the total amount. Risteen Follett: are all of these independent to the employee? Are there any others that help in this? Sean Gallagher: There is a YTP assistant that is compensated and employed as YTP already. Deb motions to approve the extra duty contracts, Ryan seconds, all in favor.

c. Student Investment Account (SIA): Sean Gallagher: ODE has been gathering money over the years to create an account around student academic achievement. This is a report for a grant for the last 3 years. RTI/MTSS process, Family Liaison, k-12 Math adoption, College advancement. Barriers, awareness of state standard alignment, training on lesson planning and implementation that align with common core, establishing trust with high risk students. Engagement with students/family: PIO is a big piece of this. What guides your choices: the new project that aligns all aspects of Align for Student Success. This shows that we brought it to the board and there were patron comments available.

Patron Comments: Joni Olsen: looks great, would like to see more information that elaborates on the aspects and clarifies better.

Ryan VanLeuven motions to approve the annual SIA report, Deb Seconds, Risteen would like to see it accompanied with a memo that clarifies the broader pieces of the document. All in favor

d. Approve Policies i. - xli. Risteen Follett motions to remove the exclusions: BDDHG1 and BCFD1 for further clarification in state law. Ryan VanLeuven seconds: wants to know if we're removing it completely or just for clarification. Risteen Follett amended her motion: remove policy BKD1 to review legal compliance, BDDHG1 and BCFD1 remove the optional language and the language of the quality committee. Ryan Van Leuven seconds, All in favor

e. HR Reset Salaries Approval: Comprehensive proposal, keep in mind. Keep a balance of salaries across the board. There were a lot of anomalies and they needed to be revised. Take this as a first reading as it is complex and will take time to read. Included new proposals. Will rescan and repost to Board Books. Looked at size and competitive districts for comparison ranges. Bus Drivers is an area that shouldn't change. 70% reimbursement for the State. Area for review instructional aides moved to a 3 tier system instead of a 2 tier. Secretary difference. Admin changes as well. Goal is to rebalance and have accountability. We have been underpaying our classified staff and have competitive salaries for other areas. Was to have longevity to our employees...signing bonuses for starting and staying. Board will be approving the salary schedule and can't place a name to a position. Deb Lindberg: salary change to the total budget? What's it going to do? Sean Gallagher and Roxie Smallwood will place people on the schedule, but opening up the personnel files is a mess. Will be having meetings with teachers to place them on the correct level. Deb Lindberg: this will help us know what we're saving, that was the whole reason for this process. Sean Gallagher yes there should be cost savings shown. RisteenFollett: she is interested in saving money to keep the doors open. She wants to see general cost savings to see how we're helping the district. LaRea Sullivan: there should be an estimated 15-20% cost savings, but it will be a standard set for everyone to see. Can't say that will be exact without seeing the exact numbers. Linda: Montanez quick synopsis of what LaRea Sullivan said? Sean Gallagher: Emphasizing that this is a first reading and the estimate is a 15-20% cost savings. Risteen Follett moved action item e to Dec meeting.

f. Forestry Students Overnight Stay, Rockaway Beach: Sean Gallagher asked Eric Clendenin what his recommendation would be. Eric Clendenin is in full support of them going. It would be an invaluable experience and to set up our program for the future. Sean Gallagher agrees. Deb Lindberg motions to approve the overnight trip for the forestry class, Ryan VanLeuven seconds, all in favor.

g. Asea Varsity Basketball Overnight Trip to Elgin: *see memo for complete list/description.

Closed Open Session at 2038

15. Executive Session

To review and evaluate the employment-related performance of the chief executive officer of any public body, a public officer, employee or staff member who does not request an open hearing. (ORS 192.660(2)(i))

2046 Executive session

For continuation of the 6:00pm session: To consult with counsel concerning the legal rights and duties of a public body with regard to current litigation or litigation likely to be filed. (ORS 192.660(2)(h))

Ended at 2120

16. Executive Session

To consult with counsel concerning the legal rights and duties of a public body with regard to current litigation or litigation likely to be filed. (ORS 192.660(2)(h))

Executive Session at 2120

To review and evaluate the employment-related performance of the chief executive officer of any public body, a public officer, employee or staff member who does not request an open hearing. (ORS 192.660(2)(i))

Ended Executive at 2153

17. Executive Session opened at 2153

To consult with counsel concerning the legal rights and duties of a public body with regard to current litigation or litigation likely to be filed. (ORS 192.660(2)(h))

Ended at 2224

Executive Session at 2153

To consult with counsel concerning the legal rights and duties of a public body with regard to current litigation or litigation likely to be filed. (ORS 192.660(2)(h))

Ended at 2224

18. Open Session

Resumed Open Session at 2226

19. Adjourn

Adjourned at 2226

Next Meeting December 8, 2022

20. Key Dates and Calendar Updates

- Wednesday, November 9, 9:00pm, Alsea Fall Sports Banquet
- Thursday, November 10, 7:00pm, Regular Board Meeting
- Friday, November 11, Veterans Day
- Tuesday, November 15, 12:00pm – 6:00pm, Blood Drive, GYM
- Tuesday, November 15, 6:00pm, Fireside Chat
- Thursday, November 17, 12:00pm Board Chair Cafe
- Monday 21 -25, All Week Thanksgiving Vacation