

Alsea School Board Meeting  
Tuesday January 10, 2023  
Work Session 6:00 PM



Alsea School District 7J  
301 South 3rd St  
Alsea, OR 97324  
541.487.4305  
alsea.k12.or.us

## MINUTES

Board members: Risteen Follett, Debra Lindberg, Ryan Vanleuven, Robert Webb, Linda Montanez

Board members absent: NONE

Staff: LaRae Sullivan, Nathan Roberts, Samantha Pedder, Kayla Wilson, Keenan Elbers

Virtual Staff: Anna Dubord, Brynn Campbell, Chelsey White, Cheryl Doe, David Bahr, Heather Shunk, Carmen Martin, Lauren Snyder, Mary Gefroh, Shannon Naylor, Randy Chilcote, Tim France, Laurel Arnold, Leslie Boser, Shirley Koetz

Students: NONE

Patrons: Joni Olsen

1. Work session, 6:30 PM
2. Call to Order
3. Flag Salute 6:01 PM
4. Approval of the Agenda - approved with no modifications
5. Discussion
  - a. HR Reset

Superintendent Gallagher let the Board know that Shirley Koetz was able to reach out to other school districts obtaining some updates to add to the recommended salary schedules. Mr Gallagher looked at the size of the district with Learn at Home Oregon at 282 and brick & mortar 245 students he estimated that we land size wise at the upper 2A size. Looking at other districts in salary competition as well as taking into account the staff that have to travel from a distance. Each and every salary schedule presented tonight falls within these comparison areas. 3% is SG proposal 2% is an option for consideration.

Alsea could have an option to go with the ESD for a Special Ed Director as opposed to having our own. ESD could quite possibly cost more. Human Resources could go through ESD but may not save money. Must be careful because you can lose the relationship building ability when these departments are not a part of the building.

Debra Lindberg expressed that “ looking at the comparison of what was proposed in November compared to the proposed salary schedule presented tonight. Example: As a parent, to see that the administrators are getting a \$4000.00 increase in pay and the classroom aides are getting a \$40.00 increase is not right” Ms Lindberg feels we are currently administrative heavy and not it’s not fair. Risteen Follett pointed out that there is licensure and education involved to justify the pay.

Tonight is to discuss if the current proposed pay scale is appropriate. We are heading to less administrative staff for the 23-24 SY. Debra Lindberg would like to see more money applied to the non administrative staff. She suggested considering a 2% step increase for administrators, a 4% step increase for non-administrative staff . Rinda Follett reminded board members that teachers are not a part of this salary conversation. Superintendent Gallagher wanted the board to remember that Alsea School District needs to be increased competitively as well.

Superintendent Gallagher reminded the board that classified employees are not union. Thus, increases are not union negotiated. Over time and % increases may need to be adjusted to land in accord with pay comparisons.

During the budget discussion for next year will be the final determination as to what the pay increase % will look like. Once the salaries are set by the School Board then Superintendent Gallagher, LaRaeSullivan and Roxie Smallwood will talk to each employee to make sure they are set and paid at the appropriate step and pay rate.

Risteen Follett wants to know what the next steps are to look into the fact that the school in itself is over staffed. At what point do we look at cutting staff before cutting salaries. The supplementary budget set will determine if we cut staff prior to the summer vs waiting until July1 for the upcoming school year. Superintendent Gallagher is continuing to look at current expenses and making cuts to 'trim the fat' with things that we do not need to be paying for or can obtain cheaper.

Robert Webb wants to know how long we can maintain the school at the current expenses before we are in danger of closing the school doors as a whole. We need to start taking action now as opposed to continuing to push it off any longer. It is about the kids. Superintendent Gallagher stated that we are still behind the 8 ball or operating over budget. Ms Follett said, "there is a community concern to keep this school as a status quo. Meaning keeping the school as a K-12 school vs a K-8. Thus the need to create a balanced pay schedule first and foremost over a pay raise.

Superintendent Gallagher stated that Learn at Home Oregon is a thing of the past in the sense that they will never have the enrollment numbers that it used to be because the COVID crisis is essentially over. The building needs to be able to support itself as LaHO needs to be able to support itself. We should not be comparing salaries to a 3A school district.

It is not the salaries that are the problem, it is the amount of FTE that the district is carrying. Also remember that we have been in a hiring freeze for a while now, as we lose staff members we are asking other employees to absorb those positions. FTE is now 105 employees. This includes, LaHO, Kings Valley, building and Willamette Leadership Academy.

Ms Follett offered an option for consideration: for staff that are being cut salaries, maybe instead of cutting them way down, decrease by 6%. This may save some jobs and also look at the cost of living freeze. At the end of every school year non certified contracts can be negotiated. With the overload of staff that are taking on projects like Synergy etc. is there someone tracking how these are being completed to ensure that when the 'job' is done the contracted person is no longer needed.

Since we can't approve this tonight. Throw out various ideas on what could be workable.

- Transportation - 2% step increases
- Classified - 4% step increases
- Licensed Administration - 2% step increases
- Confidential/NonExempt - 2% step increases
- Maintenance, Transportation Supervisor and Technology coordinator - 3% step increases

Family Outreach position: can those positions be brought down to more in alignment with IA pay scale. SG pointed out that they do quite a bit as in working with and reaching out to families. Grant writing etc. Also an AA degree is required. IA's have classes they can take for certification but no degree is required. IA II does need an AA degree preferably.

- Difference between a Confidential Assistant and a Secretary position. Confidential assistant deals with FERPA issues.

- Could the Family Outreach II position be more in line with the Instructional Assistant III position. After further discussion DL would like to think more about why the pay is different because of the nature of what the job responsibilities are. Because the IA III requires a degree then bring the IA III pay up and the Family Outreach II down a bit to close the gap.
- Outreach needs to be able to work with outside agencies as opposed to an IA just needs to deal with staff members.
- Look at the 3% increase for staff and consider cutting FTE first. Then once staff is trimmed look at the increase / decrease of pay.
- We are getting another Superintendent shortly. We need to come to some form of agreement with salaries and deal with the here and now. There may be changes up and coming and it could take months before the new Superintendent is up to speed. Also SD can not afford to continue much longer.
- Board requesting SG to close gap with IA and Family Outreach positions
  - ◆ Keep the 2 and 3% step comparisons
  - ◆ Add the 4% for classified to see what that looks like.
  - ◆ Discuss the idea for staff to not cut salary by 15% (example) but look at cutting by 6% for now. Trying to avoid cutting people off at the knees.
  - ◆ Staff who will currently be at the top of the pay scale look at the cost of living freeze option.

6. Adjourn 8:04 PM

7. Important Dates

January 12, 2023, Regular Board Meeting  
January 13, 2023, In Service / Grading Day  
January 16, 2023, Martin Luther King Day  
January 17, 2023, Special Board Meeting  
January 17 - 27, 2023, J Term