

SEASIDE SCHOOL DISTRICT 10
Regular Meeting of the Board of Directors
Tuesday, February 16, 2021, 6:00 pm
Virtual via ZOOM

*Connection information available on the day of the meeting on the school district website:
<https://www.seaside.k12.or.us/meetings>*

PRESENT:

Board Members: Mark Truax, Brian Taylor, Sondra Gomez, Michelle Wunderlich, Shannon Swedenborg, Lori Lum, Brian Owen.

Administration: Superintendent Susan Penrod, Business Manager Justine Hill; Principals, Jeff Roberts, Juli Wozniak, and Amy Fredrickson; Assistant Principals, Jeremy Catt, Jason Boyd, Brandon Larson and Steve Sherren; Director of Special Services Lynne Griffin.

Guests: Aaron Tanabe, Abby Nofield, Alice Stewart, Amy Fredrickson, Amy Salinas, Andy Klumper, Becky Seybold, Beth Weaver, Betsy Mahoney, Brandon Larson, Brian Habecker, Chad Clouse, Chuck Albright, Corey Tobias, Dan Goldman, Debbie Hillman, Erica Acton, Ericka Marshall, Erin Miller, Sherrill Kelso-McDowell, Jennifer Haag, Henny Edwards, Jessica Garrigues, Jim Henry, John Edwards, Julie Greene, Katharine Parker, Katherine Ethridge, Katherine Lacaze, Kenna Walker, Kerri, Kim Chesnut, Meghan McKeown, Melissa Rigby, Chelsea Archibald, Mary Foust, Maria Stiles, Nissa Roberts, RJ Marx, Susan Truax, Tamra Taylor, Tobi Boyd, Tonja Johnson

CALL TO ORDER

Chair Mark Truax called the February 16, 2021 meeting of the Board of Directors of Seaside School District 10 to order.

ESTABLISH QUORUM

A quorum of the Board was present.

2-4 A motion to amend the agenda to add a personnel item regarding teacher Melissa Rigby was made by Brian Taylor and seconded by Michelle Wunderlich. A roll call vote was called and the motion carried unanimously.

DELEGATIONS/GUESTS

Chair Mark Truax welcomed the guests attending the meeting.

NWRESD Superintendent Dan Goldman/NWRESD Annual Report – Exhibit A

NWRESD Superintendent Dan Goldman thanked Susan for her leadership during a challenging time. Goldman gave a brief overview of his background and explained that he is here to give an overview of the NWRESD Strategic Plan/Annual Report/Local Service Plan document, of which, the Local Service Plan must be approved by the Board per ORS. Goldman shared a slide deck presentation (attached), which highlighted the pages of the document specific to Seaside.

- 2-5 A motion to approve the NWRESD Local Service Plan, as presented, was made by Brian Taylor and seconded by Michelle Wunderlich. A roll call vote was called and the motion carried unanimously.

APPROVAL OF MINUTES – Exhibit B

- 2-6 A motion to approve the minutes of the January 19, 2021 regular meeting of the Board of Directors, as well as the minutes of the February 1, 2021 special meeting of the Board of Directors was made by Brian Taylor and seconded by Lori Lum. A roll call vote was called and the motion carried unanimously.

CORRESPONDENCE

CHECK LISTING AND APPROVAL – Exhibit C

- 2-7 A motion for approval of payment of the bills submitted on the check listing (Exhibit C) was made by Brian Taylor and seconded by Lori Lum. A roll call vote was called and the motion carried unanimously.

ACTION ITEMS

PERSONNEL — Board Member Shannon Swedenborg

Retirement: Frank Januik – Exhibit D

- 2-8 A motion was made by Shannon Swedenborg and seconded by Sondra Gomez to accept the retirement of teacher Frank Januik, effective with the end of the 2020-2021 school year. A roll call vote was called and the motion carried unanimously.

Principal Jeff Roberts noted that Frank Januik has worked for the District for 31 years, teaching PE and Health, coaching, and as a parent; he also helped found Pacific Basketball League, which has benefited our community. Roberts said he wishes Januik the best.

Employment: Coaching/Dierickx-Softball/Esunis, Hickman, Hudson-Volunteers – Exhibit E

- 2-9 A motion was made by Shannon Swedenborg and seconded by Sondra Gomez for approval of the recommendation submitted by Seaside High School Principal Jeff Roberts and Athletic Director Aaron Tanabe for coaches as presented in Exhibit E for the 2020-2021 school year. A roll call vote was called and the motion carried unanimously.

Employment: Melissa Rigby increase from 0.5 FTE to 1.0 FTE/Temporary

- 2-10 A motion was made by Shannon Swedenborg and seconded by Michelle Wunderlich for approval of the recommendation of Seaside Middle School Principal Jeff Roberts to temporarily increase Melissa Rigby from a part-time teacher to a full-time teacher for the remainder of the 2020-2021 school year. A roll call vote was called and the motion carried unanimously.

Request: Change to Middle School Term 2/Term 3 Dates – Exhibit F

Middle School Principal Jeff Roberts explained that as we begin to transition to students being in-person, it make sense to make some middle school term transition changes. As middle school courses are year-long, this will not affect grades. The changes being requested are to the start and end dates of Term 2 and Term 3.

Lori Lum asked for confirmation of the dates. Roberts confirmed that Term two will end on February 19 February 16, 2021 BOARD OF DIRECTORS MEETING

for 6th grade and will end on February 26 for 7th and 8th grade.

Brian Taylor asked if this was just for this year. Roberts responded that it is only for this year.

Shannon Swedenborg asked if this will effect students who are choosing to remain in Online Thrive. Roberts reported that it would not.

2-11 A motion was made by Brian Taylor and seconded by Brian Owen for approval to change the Middle School start and end dates for Term 2 and Term 3. A roll call vote was called and the motion carried unanimously.

2-12 A motion was made by Brian Taylor and seconded by Shannon Swedenborg for approval of the non-contact days with students as presented in Exhibit F (February 19/6th grade, February 26/7th and 8th grade). A roll call vote was called and the motion carried unanimously.

Request: High School Outdoor Contact Sports – Exhibit G

Superintendent Penrod explained that the District has the opportunity to participate in outdoor contact sports per the Governors recent announcement.

Principal Jeff Roberts reported that because our County is currently in the high risk group, we must sign an opt-in waiver to participate. In addition, as long as we remain in the high or extreme risk category, we will need to be prepared to administer rapid testing to anyone who shows symptoms. If approved, this will allow us to start practice for football. Joel Dierickx and Aaron Tanabe are finishing their training tonight to be test administrators.

Lori Lum asked, as things change, will we need to vote each time. Roberts responded no, once the opt-out form is completed, we should be good for fall sports.

Brian Taylor asked if we will see request for other seasons. Roberts responded that we would probably not, as football is one of our few outdoor contact sports.

Roberts reported that one of the provisions for this, which is not popular, is no spectators. We are looking at the ability to live-stream all of our sports.

Penrod explained that it is important to note that the opt-in form is required for the high/extreme category. New case count numbers will be coming out soon, and the counts have been going down.

2-13 A motion was made by Brian Taylor and seconded by Lori Lum to approve the recommendation to begin fall outdoor contact sports as presented in Exhibit G. A roll call vote was called and the motion carried unanimously.

Reservoir IGA Between Seaside School District and the City of Seaside – Exhibit H

Project Manager Jim Henry reported that this is in regard to the IGA between the city and the district for the reservoir property. We are in the process of evaluating the property line to designate the reservoir property. As we move forward we will have an escrow account, once the transaction is complete, there will be a closing, much like a real estate transaction. The request is to accept the IGA and authorize Susan Penrod to negotiate and sign the property and escrow agreements.

2-14 A motion was made by Brian Taylor and seconded by Lori Lum to accept the IGA and authorize Susan Penrod to negotiate and sign the property and escrow agreements. A roll call vote was called and the motion carried unanimously.

Hoffman 50% Retention Release – Exhibit I

Project Manager Jim Henry explained that Hoffman is requesting the release of 50% of retention to pay contractors who have done 100% of their work. This is normal. The request is to approve the draft retention request, pending receipt of the final request and surety consent, and designate Susan Penrod to authorize the finalized retention request.

Brian Taylor asked Business Manager Justine Hill if she had any input. Hill responded that she had no concerns with this request.

2-15 A motion was made by Brian Taylor and seconded by Sondra Gomez to approve the Draft Retention Release Request, pending receipt of the Final Request and Surety consent, and designate Superintendent Susan Penrod to authorize the finalized Retention Request following submission. A roll call vote was called and the motion carried unanimously.

REPORTS, DISCUSSION, AND INFORMATION

Investigation Results from Incident at February 1, 2021 Board Meeting – Susan Penrod

Penrod noted that at the last board meeting attendees were subject to racial slurs, profane language and violent images. The individual(s) who perpetrated this had IP addresses from outside of Oregon, or outside the country. Zoom was contacted but is unable to help in identifying the individuals. This has happened in districts across the country. Thank you to Don Mespelt and Malcolm Quincy for their work in the investigation. This was a sad and frustrating intrusion and the SSD is committed to providing safe equitable meetings.

Policy Rewrite – Susan Penrod

Penrod explained that the SSD has begun a 12-18 month Policy Rewrite process with Oregon School Board Association (OSBA). Beginning next month we will be bringing policy to the board in sections. At that time we will also introduce a new agenda format. The new format will include a Consent Agenda for routine business.

Other

At this time Chair Truax made an announcement that he has been getting questions in the Zoom chat about public comment. He explained that we had been using the chat feature in Zoom, then last month people emailed ahead of time. This month there is no public comment on the agenda and we will be reworking this for the future.

GO Bond Update – Jim Henry

Project Manager Jim Henry presented a slide deck report (attached).

2019-2020 Audit Report – Justine Hill

Business Manager Justine Hill explained that SSD has an audit every year. The audit documents are posted to our website. Hill noted that the audit gave an unmodified opinion with no reservations, meaning good with no issues. Hill also noted there were no exceptions to the state standards, no separate management review, and no issues of non-compliance. She pointed out that best practices are always listed, along with a reminder that the governing body should be active and ask questions.

Brian Owen congratulated Hill on a great job.

Administrative Reports

Susan Penrod reported that it was an exciting day with kindergarten and first grade students back in-person. Thank you to all staff who have made this possible. Penrod also shared that SSD received 50 first dose vaccines this week for staff and we are very close to all staff having had the opportunity for the vaccine.

Juli Wozniak expressed her gratitude for all of the help today. It was a great day. It was the first day of school, ever, for our kinders! New routines are being established in our new school. Wozniak also reported on the Climate and Culture Committee Share the Love event, picture day in January, and Star Base for 5th grade.

Jeremy Catt commented that there was great energy today for the first day back and parents were also fantastic.

Jeff Roberts reported that the drama production Game of Tiaras premieres next week, LIPI started at the middle school, students are working with CTE teachers, HS sports have started, and the MS is preparing to have sixth graders back in person on Monday.

Jason Boyd reported that having LIPI allowed for ELPA testing to begin and the logistics planning for in-person learning continues.

Steve Sherren reported that it has been great to see students back in the building.

Brandon Larson reported on MS scheduling, classroom setup, and the start of STAR assessments.

Lynne Griffin reported that work is beginning to plan for incoming kinders for next year.

Amy Fredrickson reported that the Cannon Beach Academy is doing a heart health challenge this week and is looking forward to welcoming students in-person beginning March 29.

Tamra Taylor reported that food service is excited to have students back and will begin working out of the new kitchen this week.

Chuck Albright (OSEA) read a statement:

I want to share some numbers with you so bear with me. I'm going to read this today rather than just go off the cuff as we have conducted a new survey and I want to share some of the data from that with you. So as you know in the last two months we've had a dramatic increase in teacher anxiety as displayed on our monthly survey. In November and January we are about 50% that expressed more stress than usual or more stress than they have ever experienced. This month the same question resulted in 73% of the teachers characterizing their stress level that way. So what has changed?

Obviously we could point to the changes in working conditions, moving from CDL to hybrid. But I think it's more than that. Digging deeper into the data from these surveys you notice a thread of discontent growing. Sure some of it is related to the transition. Data points to concerns about being on site with students growing from 47% in November to 63% on both January and February surveys. The word comfortable has been thrown around a lot the last two weeks. Perhaps that is our fault for using a comfort level scale on some of our questions but there is a difference between being uncomfortable and having concerns. Teachers have been trying to convey their concerns about a variety of issues: vaccines, Covid sick days, childcare, concurrent teaching, on site safety just to name a few. But these concerns were dismissed as just not being in our comfort zone. The fact is those concerns are real and need to be addressed. By the way, we did not ask to continue CDL because it's comfortable or easy. The fact that teachers have been out of their comfort zone all year it should be apparent.

When I shared survey data last week in our MOU discussion with the hybrid model our data was questioned. The question was, “how do you know which part of the plan people are concerned about?” So we asked our members again. The overall concern about the hybrid plan is fairly stable 70% last week 64% this week showing no comfort or some discomfort. The follow up question this week reveals that the main concern about the hybrid plan is the rollout schedule: a returning prior to vaccines. 63% of teachers expressed that as their greatest concern. Another question that we asked this week to help you understand teacher concerns has do with district provided child care. This idea has been rejected in our MOU discussions and dismissed as not really being something that many teachers would need. When we ask how important district provided childcare is, 90% of our members rated it either very important or somewhat important and 12% or ten of our members said they would use it. As for the other major issue that we have been stuck on, Covid leave, we did not ask a specific question about how important this is to members, however it was the number two issue that was mentioned in the narrative responses that were added to the end of the survey. The only other thing teachers mentioned more was: thank you SEA for representing us.

Finally I would like to share a quote from one of the narrative responses we received this week: “The fact that a decision was made that I do not support is not the actual problem, the way both parties communicated with us is the problem. At some point this will all pass and we will go back to relative normal, what will not pass without some sort of work is the fact that I feel completely undervalued as an employee.” A divide exists where it did not several weeks ago. Sadly this was not the only teacher who expressed frustrations like this. When asked if educator concerns are being considered when discussions are being made 56% agreed that their building level administrators are considering those, but only 15% said that is the case with district level administration, and only 14% believed that their concerns are being considered at the board level. There is a lot of healing that will need to happen in the coming months. Hopefully we can come together on the issues pertaining to student and employee safety. I think our blueprints will go a long way to keep us safe. What we need now is some assurance that you will help to address our members concerns. Thank you.

Abby Nofield reported that ASB is working to put together a virtual talent show and some welcome back videos for the return to school.

OTHER

Truax announced a five minute recess before the Board’s Executive Session as per ORS 192.660(2)(i)
Probationary Staff Evaluations

The regular Board meeting was reconvened.

2-16 A motion was made by Brian Taylor and seconded by Lori Lum for approval of Resolution #3 – 2020-2021 Employment Contracts for Licensed Staff, as presented. The motion carried unanimously.

There being no further business, the regular Board meeting was adjourned.

Leslie Garvin - Executive Assistant