

Knappa School District No. 4 • Astoria, Oregon 97103

*The Knappa School District will Inspire all learners to Achieve
academically and Thrive as independent and Productive citizens.*

Board of Directors Work Session Meeting

Wednesday, July 14, 2021

5:30 p.m.

1. **Call to Order** – Vice Chair Bangs
 - 1.1 Flag Salute

2. **Consent Agenda- (Motion for approval needed)**
 - 2.1 Minutes from the June 21, 2021 Regular School Board Meeting and July 1, 2021 Special Meeting
 - 2.2 Personnel Update
 - 2.3 Approval of Substitute Bus Driver Signing Bonus

3. **Communications and Hearing of Interested Parties**

The Board welcomes visitors to our meetings, and values comments from district patrons that improve the quality of education for students. The Board, at their discretion, will recognize comments from the audience during discussion for agenda items. However, the Comments from Visitors section is intended for items that do not appear as an agenda item. We must require, however, that complaints be directed through the administration for resolution. Comments made during this session must be free of abusive language, personal attacks on district personnel, and not directed towards any department which, due to its low staffing, would amount to an attack by in affect naming district personal. We also ask that presentations be limited to (3) minutes.

4. **New Business**
 - 4.1 Elect Chair and Vice Chair for July 2021-June 2022- (nomination needed)
 - 4.2 Board Calendar Review- (discussion and possible motion).

5. **Board Member Reports and Future Agenda Items**

Next Meetings • Monday, August 2, 2021 Board Work Session 5:30 p.m., Monday, August 16, 2021 Regular Board Meeting 5:30 p.m., Knappa High School Library.

Knappa School District No. 4 • Knappa, Oregon 97103
Board of Directors' Virtual Budget Hearing and Regular Meeting
Monday, June 21, 2021
5:30 p.m.

Present

Craig Weaver, Chair
Cullen Bangs, Vice Chair
Director Ed Johnson
Will Isom, Director
Michelle Finn-Interim Director

Absent

William Fritz Ph. D, Superintendent
Jennifer Morgan, Superintendent/ Board
Secretary
Diane Barendse, Business Manager
Tammy McMullen, HLE Principal
Laurel Smalley, KHS Principal

5:30 p.m. Budget Hearing (Open to public comment)

Call to Order -5:45 p.m.

A. Flag Salute

1. Consent Agenda-P.1-62

- 1.1 Minutes from the May 27, 2021 Special Board Meeting and the June 7, 2021 Budget Committee Meeting.
- 1.2 Organization of the Knappa School District
- 1.3 2021-22 Confidential Contracts
- 1.4 2021-22 Certificated Salary Authorization
- ~~1.5 OEA 2021-23 Contract~~
- 1.6 OSEA 2021-23 Contract
- 1.7 Personnel Update
- 1.8 Amendment to Grant No. 13671

Custody & Disbursement of School District Funds (ORS 328.441.)

The Superintendent recommends the following: Custodian of funds \$500,000; Superintendent \$500,000; Blanket for all others handling money \$500,000.

Designate Officers and Agents of Record. The Superintendent recommends the following for the 21/22 school year:

- a. Dr. William Fritz as Superintendent/Clerk;
- b. Diane Barendse as Custodian of Funds;
- c. Diane Barendse as Budget Officer;
- d. Diane Barendse as AHERA designated officer;
- e. Authorize the facsimile signature of the custodian of funds;

- f. Official Auditors for the school year [ORS 297.405, ORS 327.137 and ORS 328.465] Pauley Rogers and Company PC, recommended;
- g. Depository for school funds recommended local branch of Wells Fargo Bank, Columbia Bank and State Investment Pool. [ORS328.441, 294.805 and 295.885];
- h. The Daily Astorian as the Newspaper of Record
- i. Brown & Brown Northwest Insurance Agency LLC as Insurance Agent of Record for PACE through OSBA.
- j. Approve all Federal and State Grant Applications for 2021-22

Johnson moved to approve the consent agenda as presented, Finn seconded, Isom requested that item 1.5 on the consent agenda be moved to a separate voting item, due to a conflict of interest

Johnson amended his motion to approve the consent agenda but move item 1.5 per Isom request as a separate vote, Bangs seconded, moved to vote, approved consent agenda without item 1.5.

1.5 OEA 2021-23 Contract

Johnson moved to approve item 1.5 OEA 2021-23 contract as presented, Bangs seconded, moved to vote, Weaver yes, Bangs yes, Finn yes, Johnson yes, Isom abstained, motion carries.

2. Communications and Hearing of Interested Parties

Comments from the Public

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Christopher Morey- stated he is the Knappa Parents Association President. He made a statement suggesting that the school board suspend My Future My Choice curriculum, pending a review this fall. Use any and all means to craft a curriculum that aligns more with the community.

Brenda Watson-stated she is former child sexual abuse advocate, concerned about the sex ed curriculum, feels it is inappropriate, stated children should be allowed to be children, stated this program is more to influence and advance the development of children, instead of allowing natural development.

Kelsie Cizek- asked the board to reevaluate the current curriculum.

Casey Wray-stated she is a long time resident of Knappa, she stated she reviewed the complete curriculum and felt that specifically sections 2 and 3 should not be taught in the classroom, and in order to teach this curriculum, parents need detailed information, when it will be taught, and a parent sign off that is specific to each section.

Barbara Oien long time resident of Knappa, and nurse she stated that the students need to learn about sex education and the terms. Did not feel that this organization represented the Knappa community as a whole.

3. **Student Body Reports-P.63**

3.1 KHS

3.2 HLMS

No discussion

4. **Old Business**

4.1 Approve Vision Statement- (motion needed)-P.64-65

All learners prepared to RISE to the opportunities and challenges of the world

Johnson moved to approved as presented, Finn seconded, Fritz reviewed his notes that were included in the board packet, moved to vote, approved unanimously.

Reconsideration of Student Based Health Center- (discussion no attachment, possible motion)

Isom stated that he asked for this to be back on the agenda, that there was a procedure problem with the motion. Each proposal needs a separate motion would like to recommend having the motion at the next meeting, Isom moved to reconsider the May motion due to procedure issues, would like to resolve the issues from the last meeting, break it out into 3 motions, Johnson seconded, moved to vote, Isom yes, Johnson yes, Finn, no, Bangs, no, Weaver, no. motion fails. 3-2.

5. **New Business**

5.1 **Review Curriculum Committee Decision Regarding My Future My Choice-
(discussion and possible motion)-P.66**

Finn stated this is a volunteer position and we don't always agree but we care about the school and kids in our community and thanked the group for being here. She stated that she reviewed the curriculum, and feels we should look to amend lesson 2 and 3 in the fall, she would suggest they remove the optional video.

Isom read a statement in regards to the school board and how they operate, having close connections make great connections, did not agree with KPO. He stated as a board member with the exception of one community member who spoke at a previous board meeting, he has not heard any concerns from the members KPO. He stated that the board and school has policy and procedures in place to contact any board member at any time and they welcome input from parents and community members.

Johnson stated that he felt he has faith in our superintendent, and that we will have a review committee in the fall for MFMC, stated that health education should be at the

local level not the state, but we should allow the committee to review the curriculum and present that to the board.

Bangs, stated we are reviewing the committee decision tonight, this committee is selected by the superintendent and he is not a part of that committee, they are allowed to conduct in private and submit votes by secret ballot. Bangs asked if there was a written statement sent to the superintendent about the complaint, Fritz stated no but he gave one verbally, the written statement is not complete yet, felt it was important to get the information to the board.

Fritz stated that the committee reviewed the complaint, a full copy of the curriculum, state standards and board policy. They held two meetings only five were present at the second meeting, they had talked with ODE and were informed that this is the only curriculum that exists that covers all of the standards, if we remove it we need to have a full committee review with professionals to create our own. ODE stated we are obligated due to Division 22 standards, if we chose not to we would need to work with ODE to meet the standards, we could lose state funding if we didn't comply, the committee voted to retain the curriculum, they discussed how to make the opt out process better for the future. Discussion followed.

Bangs moved to overturn the committee curriculum decision to reinstate the MFMC curriculum pending a review in the fall, Finn seconded, moved to vote, discussion followed, Weaver yes, Bangs yes, Finn yes, Isom no, Johnson no motion carries 3-2 to suspend the curriculum until the fall for review. No further discussion.

Adopt the 2021-22 School District Budget- (Motion needed to adopt)-P.67

Johnson moved to approve the 21-22 budget as presented, Finn seconded, moved to vote, discussion followed, approved unanimously.

21-22 School Start and End Time- (discussion and motion)-P.68-69

Fritz reviewed the information in the board packet regarding the start time for next fall. He stated that HLE, K-5 would start at 8:00 am and end at 2:30 pm, HS/MS 6-12 would start at 8:50 am and end at 3:20 pm, this will help with the mask requirement for indoors and busing schedules. He stated this would be for the whole school year. Discussion followed. Johnson moved to approve the new start and end times for the 21-22 school year, Finn seconded, moved to vote, approved unanimously.

Board Self Evaluation- (discussion and separate packet for summer review)-

Board Secretary Morgan asked for evaluations to be turned in the end of July and she will send a reminder to the current board members. No discussion.

July Board Meeting- (discussion only)-the board discussed when to hold the meeting for a work session they decided on the Wed, the 14th at 5:30 p.m. Morgan will send the notice.

Second Read OSBA Policy Update- (motion needed for approval) P.70-97-

Fritz reviewed his board information sheet, Johnson moved to approve as presented, Bangs seconded, moved to vote, approved unanimously.

NWRESD Board Zone 2 Open Position- (select candidate and motion for vote)

P.98-107.

Johnson nominated Doug Dougherty for the NWRESD open Board zone 2 position, Bangs seconded, moved to vote, approved unanimously.

6. **District Reports**

- **Financial Report-** (Diane Barendse)-P.108-109-Barendse reviewed the May financials with the board, discussion followed. Isom moved to approve the June financials as presented, Johnson seconded, moved to vote, approved unanimously.
- **Hilda Lahti Elementary/Middle School-P.110-114-**McMullen reviewed the MAP testing from K-8, she stated the numbers in the packet are the average of our school and the other number is the national average. We saw growth even during COVID, overall every grade made growth in math and reading. We had training in math and literacy this year and we believe it helped with the growth of our students.

Homeschool Connector Report- we have created a half time Knappa connect position, that is staffed by Carrie Palenske, we want to serve all students of Knappa not just those in public school. She will connect homeschool families with curriculum, electives and help provide assistant in all areas. We will be creating a portal for homeschool families, to sign up.

- Knappa High School-P.115-116
- Superintendent Report-P.117

Fritz stated the HS has done some great work on closing the graduation rates, better than the county average, we have a 9th grade on track team that works closely with the students.

We are working on summer school programs, credit recovery, fitness program, adventure camps, kinder camp, ESY camp, and a high school success camp. He stated the information can be found on the website. Finn asked, if they could sign up for one or two days or is it only the full 2 weeks, Smalley stated to have those families contact the office for additional information.

Preschool sign-ups are now open and we have 18 signed up. Basketball and wrestling are still going strong.

Fritz stated that this is Craig Weavers last meeting, he presented a plaque to him and thanked him on behalf of the district and the community.

7. **Board Reports and Future Agenda Items**

Isom-nothing at this time.

Johnson-would like to revisit the telemedicine discussion and see if it is something that would enhance our program. Just research and see what's available.

Bangs-stated he would support the telemedicine discussion as well, thanked Craig for his 12 years of service.

Tomorrow is the year end staff luncheon, he would like to thank the staff and honor our retirees. He would like to add a policy for future review, IIAA-AR, Johnson would like to review that also.

Finn-nothing at this time.

Weaver- thanked the board.

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Nothing at this time.

Johnson moved to adjourn 7:49 p.m.

Next Meetings •

Monday, August 2, 2021 • Work Session • 5:30 p.m., Monday August 16, 2021 Regular Board Meeting • 5:30 p.m., Knappa High School Library

Knappa School District No. 4 • Knappa, Oregon 97103
Board of Directors 'Board Meeting
Thursday, July 1, 2021
2:30 p.m.

Present

Cullen Bangs-Vice Chair
Ed Johnson-Director
Will Isom-Director
Michelle Finn-Director
Christa Jasper-Director

Absent

William Fritz-Superintendent
Diane Barendse-Business Manager

Jennifer Morgan-Board Secretary

Swear in Newly elected Board Members

(Cullen Bangs, Michelle Finn, and Christa Jasper)

Fritz swore in the newly elected board members alphabetically.

Call to Order-Vice-Chair Bangs

2. Communications and Hearing of Interested Parties

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Nothing at this time.

**3.1 Adopt the 2021-22 School District Budget Resolution w/appropriations
(Motion needed to adopt Resolution)**

Johnson moved to approve the 21-22 Budget Resolution w/appropriations with a tax rate of \$4.6062 per \$1000, Isom seconded, Johnson read the resolutions to the board, moved to vote, approved unanimously.

Johnson moved to adjourn 2:41 p.m.

Next Meetings •

Wednesday, July 14, 2021, 5:30 p.m., Knappa High School Library

Knappa School District # 4

**Personnel Update
July 14, 2021**

The Superintendent recommends accepting the following:

The hiring of Madeline Pitts as a second grade teachers at HLE

**Knappa School District #4
Board Meeting Background Information**

Policy
 Financial
 Discussion

Vision & Goals
 Information
 Resolution

Item Title: Substitute Bus Driver Hiring Bonus

Presenter: Dr. Bill Fritz, Superintendent

Background Information Related to this Issue:

For several years, the Knappa School District has struggled to recruit bus drivers. Last year, we had a retirement and another driver become unavailable for service due to other issues.

Recruiting CDL drivers with a student endorsement is a challenge statewide and all districts in our local area have struggled this year to cover both routes and trips. At times, our mechanic has had to drive bus which has caused challenges with his workload and the Head Driver has been driving regularly, which causes time challenges with leadership obligations in the department.

One of the reasons a split schedule for school was recommended to the Board is transportation driver limitations.

This is, in part, related to Federal CDL requirements for clean drug tests, competitive wages at other CDL employers (trucking), and it takes a special kind of person to want to be a bus driver (one who relates to the students well while maintaining safety, responsibility, and efficiency). Additionally, the extended unemployment benefits have been a disincentive to some individuals seeking work. These are set to expire and more people are anticipated to enter the labor market.

Our district wages for bus drivers are competitive in the local bus driver market, but some other districts (and contractors) offer a benefit allocation and we only offer this for full time employees.

Our best bet is to recruit local individuals who care about our community and students, and will be committed to Knappa for a long time period. Recently, districts and contractors have resorted to signing bonuses to recruit drivers. All drivers start out as substitute drivers and they are not represented by OSEA. The proposed bonus amount is \$500, payable upon completing 80 successful hours of service as a substitute or prior to becoming a regular driver for the district, which ever comes first.

Background (con't)

This bonus will be used to market our bus driver positions in the local community.

Financial Impact:

We estimate a need for three additional drivers. The cost will be approximately \$1,500 plus mandatory benefits.

Recommended Action:

It is the recommendation of the Superintendent that the Board approve the \$500 bus driver signing bonus payable upon completing 80 successful hours of service as a substitute or prior to becoming a regular driver for the district, whichever comes first.

Knappa School District 2021-2022 Board Calendar

4 Independence Day

Swear in new board members

JULY '21						
S	M	T	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
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JANUARY '22

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23	24	25	26	27	28	29
30	31					

18 Board Meeting

Board Recognition Month
Approve Division 22 Assurances
Superintendent Self Evaluation

2 Board Work Session
16 Board Meeting

Board Goals
Board Self Evaluation
Supt. Evaluation Timeline

AUGUST '21						
S	M	T	W	Th	F	S
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FEBRUARY '22

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27	28					

21 Board Meeting

Approve Teacher Contracts
Approve NWRES Plan
Approve District Calendar
Audit Report
Approve Budget Calendar
Superintendent Board Evaluation

20 Board Meeting

Finish District and Board Goals

SEPTEMBER '21						
S	M	T	W	Th	F	S
			1	2	3	4
5	6	7	8	9	10	11
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MARCH '22

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7 Board Meeting
21 Board Work Session

Final Superintendent Evaluation
Approval of Supt. Contract

4 Board Work Session
18 Board Meeting

Test Results Discussion
Improvement Discussion

OCTOBER '21						
S	M	T	W	Th	F	S
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31						

APRIL '22

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4 Board Work Session
18 Board Meeting

15 Board Meeting

OSBA Elections

NOVEMBER '21						
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28	29	30				

MAY '22

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22	23	24	25	26	27	28
29	30	31				

2 Budget Meeting 6:00 pm
16 Board Meeting

Possible Board Elections
First Reading of the Budget

20 Board Meeting

DECEMBER '21						
S	M	T	W	Th	F	S
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26	27	28	29	30	31	

JUNE '22

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26	27	28	29	30		

6 Budget Meeting 5:30 pm
20 Public Hearing on Budget
followed by Board Meeting 5:45 pm -include appropriations

Designate Officers & Agents of Record
Approval of union contracts
Custody & Disbursement of School Funds
Adopt Budget