

**LINCOLN COUNTY SCHOOL DISTRICT**  
**Board of Directors – Regular Session**  
**Tuesday, March 9, 2021 – 6:30 p.m.**  
**Taft Elementary**  
**Lincoln City, Oregon**

**Minutes**

**PRESIDING:** Megan Cawley, Chair.

**Present:** Megan Cawley, Chair; Liz Martin, Vice Chair; Ron Beck, Amanda Remund, and Jenny Demaris, Directors.

**Also Present:** Dr. Karen Gray, Superintendent and Rhea Warren, Secretary.

**Handouts:** Board Folder, Meeting Agenda, Updated 2021-22 District Calendar, Personnel Addendum, Superintendent Evaluation Questions, and February Financial Reports

**Call to Order- Establishment of a Quorum**

Chairman Cawley convened the meeting and called the session to order at 6:30 p.m. with a full quorum of five Board members present.

**Introductions**

Dr. Gray welcomed everyone to the first in-person Board meeting that has taken place in almost a year due to the Covid-19 pandemic.

**Communications**

*Written*

None at this time.

*Blue Cards (From the Audience)*

None at this time.

*LCEA Report*

Peter Lohonyay addressed the Board and shared he would like to recognize that the epidemic had been sad and very serious. However, the great news is roughly 20 percent of Lincoln County has been vaccinated. This is part of the reason teachers are back in the classroom because they were able to be vaccinated early. Also, he shared that the pandemic made it hard to work collaboratively due to restrictions but it was also very important to work collaboratively and he wanted to recognize all the work put into work collaboratively and solve problems. He shared he believes it takes a community to run a school district and that is what the union and district have been working on for over the last year, both have the student's best interests and safety at heart. Peter shared the need to continue to be vigilant with our safety measures so we can keep our students and staff safe and continue to have in-person school. Also, Peter asked that the Board Meetings continue to be shared via zoom as well as meeting in person. This would allow more individuals to attend who might not be able to attend in person.

*North Area Reports*

The principal of Oceanlake Elementary School, Sandy Mummey shared a video where the student's answered the question, "I love coming to school every day because". The video has been posted to the district website for viewing.

The principal of Taft Elementary School, Becca Bostwick shared that one of the missions of Taft Elementary this year as they move through their fifth year of AVID has been to stay consistent with embedding AVID into the school. Teachers Ashley Freschi and Jessica Bailey shared regarding AVID WICOR (Writing, Inquiry, Collaboration, Organization, and Reading) and how it is being used at Taft Elementary. Sharing how students are using WICOR both in-person and digitally. Beginning band student Van Maldonado played “Twinkle Twinkle Little Star” on his Tuba.

The principal of Taft High School, Nick Lupo shared about Taft High Schools CTE programs. Highlighting the new Natural Resources Program. Nick spoke about the course overview, requirements, timeline, skills, and mission statement of the Natural Resources program. In addition, he shared pictures of the new outside area at Taft High School dedicated to the Natural Resource program and where the students practice their skills needed for the program.

## **Consultant Reports/Staff Reports/Student Reports**

### *Financial Report*

Kim Cusick, Business Services Director updated the Board on Financial Reports as of February 28, 2021. Kim shared that property tax revenues have come in very strong this year and local revenue is currently higher than anticipated. Also, she shared the year-to-date ADM is holding steady. Dr. Gray shared that the district is slowly getting students back.

### *First Student Monthly Written Report*

Board members received a written report from First Student outlining information such as meal routes, sanitation during Covid-19, Covid cases within First Student, the status of staffing, and rules put in place for transporting students. The written report highlighted pictures from February 22<sup>nd</sup> Bus Driver Appreciation Day. Dr. Gray gave Kudos for all the fantastic work bus drivers have been doing.

## **Board Reports**

School Board members shared “good news” reports for each of their respective regions. Chair Cawley expressed praise for the North County’s presentations. Board Directors shared their excitement for the amazing work being done currently at the schools with students and staff. Director Demaris shared regarding her participation in the east county accreditation process, saying that it was very positive to see and recognize how far the school had come in the last four years. She said that it was a proud moment to be the representative for East County. Director Beck spoke about being encouraged as he starts to see sports coming back. Vice Chair Martin said she was able to join the “Love of reading” program and was encouraged when she zoomed in and saw all the kids engaged.

## **Superintendent’s Report**

### *K-12 Music Plan*

Dr. Gray talked about her background and how music played a role in her family and life growing up. She shared that she is meeting with the music teachers monthly to work toward a K-12 Music Plan. The music teachers are dedicated to their field and the children. Dr. Gray shared that she would like to eventually have a Lincoln County Orchestra. Music teachers each shared about the difficulties in their areas to provide students with quality instruments. Showing examples of current low-quality or broken instruments that they have at their locations. Commenting that often it is difficult to charge a student to use such a low-quality instrument. Also, music teachers spoke about the concern of losing students who possibly could be interested in music because they cannot afford the cost. In addition, the music teachers said that one of the troubles is that the funding is not consistent across the district, which causes inequity among students. Superintendent Gray shared that this was just a start but the team is working toward building a K-12 Music plan and budget needed to run the program. Director Demaris said she would like to see a point of reference on the life span of the instruments and a replacement plan for the instruments.

### *School Update*

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Superintendent Gray spoke about the K-8 Hybrid and that by the 4<sup>th</sup> quarter grades 9-12 will be back in a hybrid model. She said a new executive order from the governor should be coming out soon but is uncertain of the exact date and time that will be released. Dr. Gray said she believes it is time for kids to be back in school and that Lincoln County School District is ahead of the game and has a good path forward. Sharing that Season 2 sports are starting to happen and spectators will be allowed in small numbers after spring break as long as the county metrics do not rise into a higher risk category. In addition, she shared that the Graduation guidance update from the state is set to roll out to the district on March 19<sup>th</sup>, which will assist with moving forward with planning graduations. Dr. Gray shared she will be hosting staff and community forums starting in April via Zoom to ask what has worked for students with online learning and what has not. Board members will be invited to attend the meeting for their area.

#### *Student Investment Account (SIA and Coronavirus Response & Relief Supplemental Appropriations Act 2021 (CRRSAA) funds*

Superintendent Gray shared a brief update about the SIA and CRRSAA funds. The SIA funds will be 3.7 million next year. They were 1.4 million this year. The four areas of spending are Well-Rounded Education, Health & Safety, Social-Emotional Learning, and Class Size. The SIA philosophy is around equity. The 3.7 million for next year is based on the planning done in the previous year. CRRSAA funds are 5.7 million over two years after sharing what the charter schools get. It pays for people, infrastructure, and technology. It will fund a K-12 summer school for some of our students including Special Education, and English Language Learners with a focus on Social Emotional recovery, Reading, and Math. It will be an in-person, onsite program for 2 weeks in June and 1 week in August.

#### *Facility Use Update*

Superintendent Gray shared that since the county is now at low risk the district has started opening up to third-party facility use, outdoor only. All requests will come through Dr. Gray's office for approval. Individuals interested must complete a Facility Use/Rental Agreement and Outdoor Facility Use Addendum, which is located on the district website.

#### *Policy First Reading*

Superintendent Gray spoke about policy KGB, Public Conduct on District Property. Sharing that the language update would not allow video or audio recording except by permission of the Building or District Administration. However, this excludes public events such as sports, concerts, theater productions, etc. She shared the updated language is being made at the advisement of the district attorney and that signage will be made and placed at school sites to notify the public.

#### **Approval of the Consent Calendar**

On motion of Director Demaris and seconded by Director Beck the Board unanimously approved consent calendar items as listed in the March 9, 2021, board folder including the Personnel Addendum dated March 9, 2021:

- Minutes – February 9, 2021, Regular Session
- Minutes – February 23, 2021, Work Session
- Human Resources: Regular Personnel Items
- Policy Final Readings
  - a. KGB – Public Conduct on District Property

#### **Action Items**

##### *Elementary Math Adoption*

On motion of Director Remund and seconded by Director Demaris the Board unanimously approved the Elementary Math Adoption as presented in the March 9, 2021 board folder.

##### *Licensed Contract Renewals*

On motion of Director Demaris and seconded by Vice Chair Martin the Board unanimously approved the Licensed Contract Renewals as presented in the March 9, 2021 board folder.

#### *District Calendar 2021/22*

On motion of Beck and seconded by Director Demaris the Board unanimously approved the District Calendar for the 2021/22 School year as presented at the March 9, 2021, Regular Board Session.

### **Items of Discussion and Information**

#### *Secondary Social Studies Adoption*

Director Majalise Tolan, Director of Secondary Education, and Adam Scarberry, NHS Asst. Principal introduced themselves. Majalise said the Social Studies adoption team started the process by asking what it means to provide a well-rounded Social Studies education. She said the reason she wanted Adam Scarberry on this team is because he has been part of the Social Studies team for the last 3 years. Mr. Scarberry said that he was a Social Studies teacher for 11 years before becoming the Asst. Principal at NHS. He said the Social Studies teachers have been dreaming about getting a new curriculum to better serve all students. A team comprised of social studies teachers, specialists, Siletz tribal members, and administrators reviewed the district mission and vision for this process. Each area of the county was represented.

Adam introduced Nichole LeSage, Taft HS Social Studies head teacher, and Samantha Murphy, NHS Social Studies and English/Language Art teacher who spoke about the process. Ms. Murphy said the team was guided by using the district mission and vision statement to empower all students. Want to be inclusive of all voices in our district. Ms. LeSage spoke about looking at a multitude of things including the state standards when they were going to design the rubric. She said that students also gave input. They looked at three resources and decided that Discovery Education is the best resource for all students. She also mentioned Jesus Hernandez's experience when he was a student in LCSD. He is currently the Hispanic Family/Community Liaison. As a student, he would have to ask the Bilingual Tutor for assistance in understanding the curriculum. Discovery Education meets the needs of our multicultural students. Dr. Gray and the Board thanked Ms. Murphy and Ms. LeSage for this presentation.

Ms. Tolan said the cost of adopting this curriculum would be \$249,000, which includes 6 years of curriculum access for all five buildings, Professional Development, and regularly updated resources. Director Beck asked about the cost of purchasing supplemental resources each year. Majalise explained that Measure 98 funds would be used. Dr. Gray thanked Adam Scarberry and Majalise Tolan for their work on this team and for making sure that teachers have a lot of input. Ms. Tolan mentioned her appreciation for Alissa Lane-Keene, Siletz Tribe Education Specialist for her time spent on this team.

#### *Diversity, Equity, and Inclusion (DEI) Council and Grow Your Own (GYO) Grant*

Director Tiana Tucker distributed a flyer titled "LCSD Grow Your Own". This was created because we received a grant from the Oregon Department of Education to support the recruitment and retention of licensed staff. We are using the \$100,000 award to support our current classified staff to take college classes. Our students are more diverse than our staff. The goal is to have staff who are more reflective of the students we teach. Nineteen classified staff members are taking at least 216 credits using \$85,000. We can use the remaining funds to support their summer term. Those staff are being released for half a day to take the classes. The grant pays for their subs. There is no change in their salaries and benefits. Some are taking college classes for the first time and some are finishing their bachelor's degrees. One is planning to become a nurse. If we can get them to become licensed staff, they are more likely to stay because they are already established here.

Dr. Tucker spoke about the Diversity, Equity, and Inclusion Council saying these projects are intertwined to diversify and retain our staff. She recently sent a survey to all staff with 250 of about 600 staff responding. Their responses included demographic data (what makes them diverse, income level, veteran

status, gender identity) so that we are informed who is working for us. From this data, she asked 12 staff members to participate on the DEI Council to help her understand why staff stay and staff leave. How can we make staff feel welcome? The first meeting is this week. Staff will be paid for their time. Results with the Board. Dr. Gray asked how the DEI Council would articulate its vision around the Equity Team. Tiana explained that there Peter Lohonyay is a member but in addition, the council includes staff with differing disabilities and diverse backgrounds. Sandy Mummey, Health & Equity Administrator will help support this council. Due to high turnover, we hire 50-60 licensed staff per year. We want to determine how to better recruit and retain staff. This council will be continuous and will meet 4 times per year. Dr. Gray mentioned that we will also apply for some grants through WREN (Western Regional Education Network) to help support recruitment and retention. She and the Board thanked Dr. Tucker for her hard work on these efforts.

#### *Supplemental Budget/Appropriations Transfer*

Director Kim Cusick spoke about receiving the money we didn't anticipate so needs to request approval of a supplemental budget next month. This doesn't happen very often. On the handout, the details are on the front page. The second page explains. The district received federal CRRSAA grant in the amount of 5.7 million dollars. The award of these funds happened after the 20-21 budget was approved. ORS requires Board approval before we can spend these funds. Additionally, due to the state of emergency from the pandemic, the Governor, and the LCSD Board, the district is continuing to feed all Lincoln County kids aged 1-18. They are fully reimbursed by USDA grants. We have extra funds available, but when we prepared the budget, we underestimated the required appropriations necessary to continue the high level of participation. To continue, we need to ask for additional appropriations. A summary of proposed budget changes is that this is the form required by the state. The detail page shows where we are planning to spend these funds. Kim also explained the third page, which is the Draft Resolution the Board, would be adopting. The last page is the adoption of the 20-21 budget. If the Board has questions, send them to Karen, who will communicate with Kim and get answers back to all Board members. Kim mentioned that the food services amount is estimated high just in case we need to do meals on the bus again, if needing to shut down again.

#### *Superintendent Evaluation Questions*

The School Board and Dr. Gray devised a process in which the Superintendent will be evaluated. The Board composed a series of questions based on this year's District Goals. The evaluative questions were distributed to Dr. Gray at the March 9th Regular Session. The Superintendent will answer the questions in a narrative format and return to the School Board no later than the April 13th Work Session.

#### *Other*

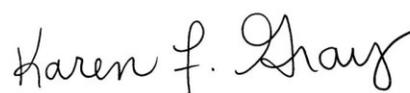
A reminder was given to the Board regarding the upcoming Spring Break, which will take place March 22 through 26<sup>th</sup> 2021; no school will be in session during this time. Also, March 16, 2021, Board Work Session, Topic: Budget. The Work Session will be held in person for the Board members. The public will be able to view the Work Session via Zoom.

There being no further business, the meeting adjourned at 9:09 pm.



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Chairman



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Superintendent