

**LINCOLN COUNTY SCHOOL DISTRICT**  
**Board of Directors - Regular Session**  
**Tuesday, January 11, 2022 - 6:30 p.m.**  
**Via Zoom <https://us06web.zoom.us/j/89356303355>**  
**Newport, Oregon**

**Minutes**

**Presiding:** Megan Cawley, Chair

**Present:** Megan Cawley, Chair; Liz Martin, Vice Chair; Mike Rawles, Senitila McKinley, Peter Vince, Directors

**Also Present:** Dr. Karen Gray, Superintendent, Sheila Hagan and Sandy Boles, Admin. Assts.

**Handouts:** Board Folder, Meeting Agenda, Financial Report

**CALL TO ORDER**

Chair Cawley called the meeting to order at 6:30 PM

**ROLL CALL- ESTABLISHMENT OF A QUORUM**

All members present.

**INTRODUCTIONS**

Dr. Gray commented that she was happy to see many administrators in the meeting tonight.

**COMMUNICATIONS**

Written - None submitted.

From the Audience - Board Secretary Eddie Symington was not emailed any items from anyone per the instructions on the Board Meeting notification and agenda that was sent out and posted on our webpage. Recognition - School Board Appreciation Proclamation- Superintendent Gray urged the community and staff to thank our school board for all they do for us. She read the Proclamation of School Board Recognition Month. She said our Board deserves a round of applause and shared via the video gifts we have including a jacket that each Board member will receive with their name embroidered with the LCS D Compass logo. She also shared Cub and Tiger t-shirts, a knit cub hat, Taft cup, compass cup, and student made earrings and keychains that they will each receive. Dr. Gray said our school Board are elected people serving their community who don't get paid and do a lot of work for the superintendent and community. She thanked them for all they do for the children, families and staff of LCS D.

Chair Megan Cawley expressed that she wished we could be together instead of via Zoom. Director Mike Rawles shared that this isn't the only place this is happening. He said his church has closed to in-person meetings which is frustrating. Director Senitila McKinley mentioned that with all our concerns about the rising number of cases, she feels that our students and staff are taking a risk. She is happy to be here but this is a difficult time. Dr. Gray thanked her for sharing.

**LCEA Report**

LCEA Union President Peter Lohonyay said that he wishes we weren't zooming also. He met with union presidents across the state, who are all in agreement that we are in difficult times. Peter said that teachers understand the vital importance of being in the classroom with students. He said we have members and families getting sick. Peter said that Colt Gill's presentation spoke about the 11 layers of protection in our schools. Mr. Lohonyay said we need to do a collective effort with due diligence to make sure we do all of those mitigation efforts correctly. For individuals that come into our schools and can't follow those 11 steps, things have to be done to find them a different accommodation for learning. Our teachers are working hard to get through this semester. He said he recognizes the difficulties students face. Peter said that last week he asked Dr. Tucker to

provide information from Tim Kaufman and Rich Belloni about the filtration system. He said that Susan Van Liew has been involved in these protection efforts too. Dr. Gray sent a message to staff and the community out today about Omicron that is concerning. Peter shared that we communicate well and he believes that is why our vaccination rate is so high in our area. He hopes that with our communication channels and following safety protocols that we make it through this big surge. Mr. Lohonyay said that he appreciates the school board and the hope that you have for making our institution of learning better. Chair Cawley said that we appreciate you as well and we see you and hear you.

### **North Area Reports**

Oceanlake Principal Mary Pitcher said she is honored to present tonight and to work with the north area principal team saying she loves working with Nick and Becca and that they share a common goal. Using a slide presentation, she shared that Oceanlake Elementary was chosen for seismic upgrades this past summer and showed the before and after pictures of the areas that were upgraded saying that the kids love it and the cafeteria is amazing. Mary thanked Rich Belloni and his team for having the construction done before school started. She also shared that they have a new sign in front of the school and that she is happy to have kids back. Lastly she wants to celebrate that they have four specials at the school now, Library, Makerspace, Music and PE and that the students are over the moon with getting 300 recorders so every student can have one and ukuleles for 2nd graders.

Taft Elementary Principal Becca Bostwick announced that they have a new assistant principal Ashley Freschi. Ms. Bostwick said with the music investment account they have purchased new snare drums, travel kits, and curriculum. In addition they received a grant that allowed them to purchase sheet music. She said their Professional Development has two areas of focus. AVID on Academic Language and Rigorous Instruction and PBIS Inclusion of Restorative Practices. They are working with Laura Mooiman who is a trainer. They have been focusing on different graphic organizers, seed model, note taking, and essential questions. They use academic scripts, and are focusing on integrating vocabulary to give students the opportunity to practice scripts or the vocabulary. Upcoming events are field trips for K-12 to the Lincoln City Cultural Center's washed ashore exhibit and will do art integration as well with a local artist. They are looking forward to Love of Reading Week and Math Pie family night. She said they are working with Katie Barrett, Director of Elementary Ed. and Ben Ewing, TOSA to create the outdoor school for 6th graders. Principal Bostwick shared that she works with an amazing staff.

Taft 7-12 Principal Nick Lupo said he appreciates our Board and hopes they like the gifts they sent. Mr. Lupo shared a slide with Otis Strong Tigers staff members. He explained that after the Otis fires, a grant was written by Sue Graves and others at the district level to get a team hired to help folks who were displaced. Kellie Wood, Coordinator, and Ariana Fernow work with Taft 7-12 students and families and Robyn Myers works with Taft and Oceanlake Elementary students, staff and families. They are liaisons to assist access to resources needed. Principal Lupo shared a slide with 10th, 11th and 12th grade students earned credit data as they entered the 21-22 school year and the class of 2021 grad rates of 80%. The school tracks from freshman up. Students need 24 credits to graduate. Mr. Lupo reviewed Taft 7-12's AVID goals #1 Academic Language and Literacy: The goal is to train the teachers on what teaching strategies they can use. The other goal is Organization: google classroom, WAG (week at a glance), binders, goal setting. He also shared the schools global goals and said they tie into the district goals. Graduation - Increase the rate to 83%. Freshman Success - Increase the number of freshman on track to graduate to 68%. 7th & 8th grade success - all students will improve their IReady Reading Score by 10%. Lastly, Mary Pitcher shared pictures of students with thank you posters for the Board. Board members thanked them for their report and the great job they do. Dr. Gray said our north area principals are super heroes along with our north area care team. She said the north area has been the hardest hit and she appreciates all they do to keep everything moving saying they are amazing school leaders.

## **CONSULTANT REPORTS/STAFF REPORTS**

## **Annual Audit Report**

Business Director Kim Cusick said that in November Kenny Allen was here to talk to the Board about our audited financials. There was a communication error, so the documents didn't get to the Board until tonight. Director Martin commented that she liked reading Kenny's comments at the end of the report and it is a good picture of where we are. Peter Vince said he would love to have another tutorial before the next budget process starts. Director Martin commented that if there is anything out of the ordinary she expects them to bring it to the Board's attention. Dr. Gray shared that January starts the budget cycle and that at the January work session meeting we do the Board budget goals. At that meeting Kim will explain the budget process and will review what budget items are and aren't discretionary and what are federal funds. Then we adopt goals such as, for example, we don't want to cut school days and we want to fulfill our policy of a 7% carryover. Karen said we will also do a budget committee training and the Board attends that because they are part of it. She said that it is our duty to show you the entire audit, but please take solace that we will do more training. Dr. Gray said that if the Board has questions, to please email her.

## **Financial Report**

Kim Cusick, Business Services Director gave the monthly financial report as of December 31st. She said ADM is holding steady and interest rates are down. Timber revenues are a lot less which was unexpected so she will ask around about this. We don't budget for federal timber revenue, but it is part of our State School Fund so the state will balance it out if we don't get it. She spoke about the Early Childhood building project which is coming in significantly under budget. Dr. Gray said hats off to Rich Belloni and Kim Cusick.

Karen also mentioned fund 286 which is new and is the indigenous people fund which will go to the study of the Yakona tribe. This fund was created from the property we sold to Bill Barton. We are hoping donors donate annually so we can use the funds for students to visit the peninsula project and study indigenous people. Mr. Barton has invited the Board to a special viewing of the peninsula this spring.

## **First Student Written Report by Darleen Van Riper, First Student Location Manager**

Darleen said we do have several drivers out either because they were exposed or have Covid which impacts transportation. The superintendent recognized Sarah Monroe who is leaving to go on to other opportunities and said that we will miss her. She said that Sarah as our transportation liaison and Darleen as First Student local manager have made all the difference in the world to LCSD. Sarah responded thanking the district and the Board for her time here. She said she is a parent and plans to volunteer. Director Martin thanked Sarah for leaving everything in good order and wished her well.

## **BOARD REPORTS**

Director McKinley shared that she went to Crestview yesterday and was amazed at how well it is going. She said the office staff were welcoming. Principal Gass was teaching because they couldn't find a sub. She shared that the children were engaged with their teachers and showed flowers that she received from the school.

Director Vince said that Toledo senior Klaira Flatt is a star athlete who won 5 wrestling matches in a row and he believes she will contend for a state championship. He attended the band choir concert in December and was pleased to see growth since the beginning of the year. He said the high school was involved in giving a thanks meal in partnership with Siletz for the community. On Thursday he is going to work with four senior students in Aspire. Rachel Wallace's students have put new photos in the foyer gallery which is excellent. He shared that the elementary level is working to increase attendance and adding music, drama and battle of the books for their after school program. He is volunteering with Fish Martinez family advocate on photography.

## **SUPERINTENDENT'S REPORT**

School Update - Dr. Gray shared that she received a text with a picture from Mike Gass with Senitila McKinley and students. He told Karen that Senitila stayed with his students so he could take a quick break.

Omicron Variant Update - The superintendent said the surge is here and that she and Susan get a report everyday on the number of cases. She said today's ODE, OHA and CDC meeting showed a graph with a huge increase. Dr. Gray asked assistant superintendent Susan Van Liew to update the board. Susan said that today

she sent an updated document to the Board as far as what is happening between this week and last. A big change is that for anyone 18 and older without a booster OHA now says they are not up to date. We potentially will have some students and staff who will have to quarantine if they don't have a booster. Students aged 5-17 aren't required to have boosters in order to be up to date, so we are continuing on with the same status that those students who have full series of vaccinations, don't have to quarantine. A second big change is the 5 days of quarantine and 5 days of isolation has allowed students to return to school sooner. Susan said it is complicated, so that is why she tries to communicate to staff on an ongoing basis. We have had an increase in information from public health because we have more positive students, which increases contact tracing. Our nurses are working hard to get data input into our system but she said we are looking at 150-200 students out at this moment due to quarantine or isolation.

Dr. Gray said that if the Board has questions, to email her. Liz Martin asked if those who do the in-home testing are counted. Susan Van Liew responded that Lincoln County Public Health (LCPH) has a link on their website to report self-testing. She said that when our nurses do contact tracing they report to LCPH. Ms. Van Liew said we don't have a lot of staff who are positive, but do have staff home now because their children are quarantining or are positive. Dr. Gray said that today we had 59 absences. Thirty-six of those absent were teachers. Eighteen of those absences had no substitute. We have shortages in subs, teachers and drivers. She said we are trying to keep athletics going and thanked Majalise Tolan, Director of Secondary Ed. and Athletics who is implementing mitigation measures to keep the high numbers of participating students in our sports programs. The Omicron surge is here and we just need people to do the right thing by getting vaccinated, get a booster, wear masks, wash hands, and avoid indoor gatherings. Dr. Gray said she received a letter from a community member today thanking her for her communications and saying that she has communicated more than any other superintendent.

### **2023 Centennial Birthday of LCSD Planning Begins**

The Superintendent shared that LCSD will be 100 in the fall of 2022 to the end of the 2023 school year. She is forming a committee to plan activities that will start in the fall. She wants members of the community to help celebrate and also any members of the Board. She was in Parkrose in 2013 when they celebrated their 100th year.

### **Policy Update- First Readings of Policy IFA, KGBB**

The superintendent said policy IFA is on instructional research. She said we don't have this policy, but we need it especially to address what is in the last paragraph and because it requires pre approval from the superintendent.

Dr. Gray said that Oregon law allows members of the public possessing a concealed firearms license to carry firearms on district property. She said that Policy KGBB - Firearms Prohibited is a result of SB 554 (2021), which allows school districts to prohibit those with concealed carry licenses from carrying firearms on district property by adopting this policy and putting up a notice. By federal law we are gun free zones. Dr. Gray asked the board to read this policy and said you will vote on it next month. She said that other than law enforcement, no one should be on our campuses with a firearm. Karen said that if the Board has questions to ask OSBA Spencer Lewis or Leslie Fisher. She said the Board can also ask Eddie to get you information. Director Martin had a question about people who have firearms in their cars. Karen read in the exceptions that the superintendent may authorize firearms for courses, programs and activities when in compliance with the law and Board policy. Director Rawles mentioned that we have students and parents who are hunters saying they need to comply with the guns being locked and unloaded. Director Vince asked if we have a separate policy for when weapons are in the hands of students. Karen responded that under the J policies we have several. She said the possession of a gun on campus is a minimum of one year expulsion. She said this will come back as a second reading and you can pull a second reading out of consent for more discussion if necessary.

Dr. Gray said the last thing she wants to share is that Representative Marsh is carrying forward a wildfire legislative bill to give school districts that were affected by wildfires in September of 2020, full funding for five years. Our enrollment went down by 94 students.

## **ADOPTION OF THE CONSENT CALENDAR**

Director Cawley said that before we move on the consent calendar, that Dr. Gray would like to look at policy IB on page 99 for further discussion because Director Vince suggested adding the following to the freedom of expression policy. As part of the appeal of the removal of an item that the superintendent be given time for consulting with teachers and media advisors to make an informed decision. Dr. Gray asked Peter if this settles the matter, to which he responded that it does. He commented that it is important to come to an informed decision on student work. The superintendent said if the Board is amenable to this change, it can go right back to the consent agenda. The Board agreed to have it remain on the consent agenda.

Liz Martin asked if ACB Every Student Belongs is new. Dr. Gray said that we adopted it last January, but they have added the bias incident form. Peter Vince asked about IKF requiring four credits of Language Arts that shall include one unit of written composition. He wanted to know how the written composition is documented. Dr. Gray said it will be on the student's transcript. Chair Cawley entered a motion to approve the items on the consent calendar as listed in the Jan 11, 2022 Board Folder. Director Liz Martin motioned approval and it was seconded by Director Peter Vince. All Board members were in favor.

## **ACTION ITEMS**

There are no Action Items at this time.

## **ITEMS OF DISCUSSION AND INFORMATION**

Instrument for Superintendent Evaluation & Timeline

Megan Cawley explained that the Board needs to talk about what tool they want to use for the Superintendent evaluation and the timeline. In the past we have used a question and answer narrative format. Dr. Gray said that Eddie shared six questions that school board members should ask their superintendent from Eboard solutions that Vice Chair Martin sent. They are about strategic planning, student achievement, accountability, equity, building community support and fiscal responsibility. Liz said she feels we need to revise our questions a little. Megan suggested that Eddie send that and the set of questions from last year to the Board to compare. Liz said she thinks the Board should have a special meeting before the February Board meeting about Dr. Gray's compensation. We were given a contract analysis to look at in December, so would like to talk with the Board about it. She said it will be a conversation and that we would not take action until after we do the evaluation. Dr. Gray said the meeting that Eddie will call will be an Executive Session that won't include the Superintendent. She requests that she get the questions by March and she will complete them by April. Director Cawley said that sounds good. Director McKinley asked that the current contract be sent to them. Karen said you will get three items from Eddie, the questions that Director Martin sent, the current questions and the contract.

## **OTHER**

Chair Cawley reminded all of the following:

January 25, 2022 Work Session via Zoom

The Board will receive a Google Form collecting more specific information on NSBA from Eddie.

February 8, 2022 Regular Business Meeting at Toledo Jr/Sr at this time.

The meeting adjourned at 8:35 PM

  
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Chair

2/8/2022

  
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Superintendent

2/8/2022