

**MINUTES OF THE WORK SESSION/REGULAR SESSION OF GLADSTONE SCHOOL BOARD
SCHOOL DISTRICT #115, CLACKAMAS COUNTY
GLADSTONE, OREGON**

September 14, 2022 – Meet and Greet Minutes

BOARD ATTENDANCE:

Stacie Moncrief, Chair
Tracey Grant, Vice Chair
Charlie Chu, Member
Donna Diggs, Member
Erik Richter, Member
Ginger Zimtbaum, Member

BOARD ABSENT:

Jeremy Shaw, Member

Bob Stewart, Superintendent
Natalie Weninger, Board Secretary

The Work Session (Meet and Greet) of the Gladstone School Board of Directors was held in person at Kraxberger Middle School on Wednesday, September 14, 2022.

1. Board Members met and visited with new teachers until 5:55 pm.

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The Regular Session meeting of the Gladstone School Board of Directors was held in person at the Administration Building on Wednesday, September 14, 2022.

1. CALL REGULAR SESSION TO ORDER
Board Chair Stacie Moncrief called the regular session to order at 6:05 PM.

- a. Flag Salute
Tracey Grant led the flag salute.

2. OATH OF OFFICE

- a. Oath of Office for Position 3
The Board Chair administered the Oath of Office to Charlie Chu, Position 3. He was appointed to Position 3 at a Special Session on August 31, 2022 for the period of September 1, 2022, through June 30, 2023.

The following Oath of Office was administered as per Gladstone School Board Policy BBBB:

I, Charlie Chu, do solemnly swear that I will support the Constitution of the United States, the Constitution of the State of Oregon and the laws thereof, and the policies of the Gladstone School District. During my term, I will faithfully and impartially discharge the duties of the Office of School Board Member to the best of my ability.

3. INFORMATION FROM STUDENT REPRESENTATIVE

There was no report.

4. PUBLIC PARTICIPATION

No public comment was received.

5. ACTION ITEMS

- a. Approve Minutes

Erik Richter moved first and Charlie Chu seconded approval of the following resolution:

(22-102) BE IT RESOLVED, that the minutes of the following School Board meeting be and hereby are approved:

August 10, 2022 – Regular Session Minutes
August 18, 2022 – Special Session Minutes
August 31, 2022 – Special Session Minutes

(22-102) Motion passed unanimously 7-0.

b. Approve Hispanic Heritage Month

The Board Chair read the Hispanic Heritage Month resolution.

Ginger Zimtbaum moved first and Donna Diggs seconded approval of the following resolution:

WHEREAS, each year, the United States observes National Hispanic Heritage Month by celebrating the culture, heritage and countless contributions of those whose ancestors were indigenous to North America as well as those who came from Spain, Mexico, the Caribbean, Central America and South America; and

WHEREAS, what began in 1968 as Hispanic Heritage Week under President Johnson and was expanded by President Reagan in 1988 to cover a 30-day period starting on September 15 and ending on October 15; and

WHEREAS, the day of September 15 is significant because it is the anniversary of independence for Latin American countries, Costa Rica, el Salvador, Guatemala, Honduras and Nicaragua. In addition, Mexico and Chile celebrate their independence days on September 16 and September 18, respectively. Also, Columbus Day or Dia de la Raza, which is October 12, falls within this 30 day period; and

WHEREAS, this year's theme, "Unidos: Inclusivity for a Stronger Nation" encourages us to ensure that all voices are represented and welcomed to help build stronger communities and in turn, a stronger nation; and

WHEREAS, Hispanics are a diverse group who bring a rich combination of language, culture, educational backgrounds, and experience to our community;

(22-103) NOW, THEREFORE, BE IT RESOLVED, that the Gladstone School District Board of Directors hereby proclaims September 15th through October 15th, 2022 as Hispanic Heritage Month and encourages all residents to honor the rich diversity of Hispanic communities and celebrate the many ways they contribute to our nation and society.

(22-103) Motion passed unanimously 7-0.

c. Approve Band/Choir Trip

This item was not brought to the Board at this time. They will bring back to the Board at a later date.

d. Approve Licensed Elections

Licensed staff recommended for hire as presented in the board packet.

Probationary 1 Contract – Recommendations

Alexandra Feuerstein – DO – Student & Staff Wellness Coordinator

Lisa Just – GHS – Teacher Librarian (0.50)

Candy Moore – JWE – Teacher Learning Specialist

Benjamin Robbins – JWE – Teacher Elementary

Yahaira Sanchez – GCCF – Teacher PK

Madison Steele – JWE – Teacher EL

Alan Baird – WLK – Teacher 6th Grade

Probationary 2 Contract – Recommendation

Brandi Durkee – DO – Teacher Distance Learning (0.50)

Temporary Contract – Recommendation

Erin Rolik – GHS - Learning Specialist

Temporary Long Term Substitute - Recommendations

Chase Duvall – JWE/GCCF – Teacher Substitute

Madison Kramer – GCCF/JWE – Teacher Substitute

Laura Branch – WLK – Teacher Substitute

Henry Papa – GHS – Teacher Substitute

Certified Contract

Danielle Winegar – JWE – Teacher Elementary

Tracey Grant moved first and Ginger Zimtbaum seconded approval of the following resolution:

(22-104) BE IT RESOLVED, that the licensed staff listed above who are herein recommended for hired as presented in the September 9, 2022 Superintendent's report, be accepted by the Gladstone School District Board of Directors as submitted beginning in the 2022-2023 school year.

(22-104) Motion passed unanimously 7-0.

e. Approve Budget Committee Members

Three (3) vacancies exist for regular members on the Budget Committee, due to term expirations and the appointment of a Board member. The appointment for the budget committee vacant positions will be for three years, expiring on June 30, 2025. Alternate members are appointed for one year; hence, seven vacancies exist in this classification of membership. Board members with open position will reach out to community members to fill positions. When Board members are ready with a recommendation they will make an appointment to the Budget Committee where there are openings.

Tracey Grant recommended Luke Roberts be appointed as budget committee member in position 7, expiring 6-30-2024. This replaces Charlie Chu who is now in Board position 3.

Position	Board Member	Regular	Status	Alternate	Status
1	Donna Diggs	Annessa Hartman	06/30/2023	Open	06/30/2022
2	Ginger Zimtbaum	Edwin Siemion	06/30/2024	Open	06/30/2022
3	Charlie Chu	Tadd Miller	06/30/2024	Open	06/30/2022
4	Stacie Moncrief	Open	06/30/2025	Open	06/30/2022
5	Erik Richter	David Brock	06/30/2024	Open	06/30/2022
6	Jeremy Shaw	Open	06/30/2025	Open	06/30/2022
7	Tracey Grant	Luke Roberts	06/30/2025	Open	06/30/2022

Donna Diggs moved first and Tracey Grant seconded approval of the following resolution:

(22-105) BE IT RESOLVED, that the Gladstone School District Board of Directors approves the appointment of Luke Roberts, position 7, for the remainder of the term through, June 30, 2024, to serve on the budget committee.

(22-105) Motion passed unanimously 7-0.

6. SUPERINTENDENT'S REPORT

a. Financial Report

The financial report for the month ending August 2022 was presented. Rachel Lopez Hopper, Chief Financial Officer reported. There was a brief conversation regarding the relationship with the new audit firm and new position effects on budget allocations. Rachel Lopez Hopper will review after September payroll and keep the Board advised. Bob Stewart said they are looking at the building needs to make sure the correct FTE is assigned to each building. If adjustments are made to staff FTE or the budget they will reported to the Board. The Board thanked her for the report.

b. Aligning for Student Success

The Oregon Department of Education has provided districts with integrated guidance for six ODE initiatives. They are High School Success (HSS), Student Investment Account (SIA) the Student Success Act, Continuous Improvement Planning (CIP), Career and Technical Education – Perkins V (CTE), Every Day Matters (EDM) and Early Indicator Intervention Systems (EIIS). The District has begun an outline of a process to meet the requirements. Bob Stewart, Superintendent reported that Leslie Robinette, Communications Coordinator, has done the work. He provided each school board member with the Oregon Department of Education (ODE) Planning for Student Success requirements (booklet). The district will hold 18 different community focus groups over the next eight weeks. The focus groups meet the requirements of the ODE guidance. The district needs to do this to connect with parents and bring them back into our schools. The district wants to know what families think. This will help the district develop strategies to meet student needs. Leslie Robinette will attend each meeting and gather data, then summarize it for each group and create an overall summary to identify common themes between groups. Demographic breakdowns will help the district serve each group. This data will be the foundation of our planning. Bob Stewart went over the Board's role working towards a final plan required for Board approval in February 2023. The district will then submit the Student Success Plan in March 2023. A draft is scheduled to come to the Board in January 2023. There were a couple of community members in the audience who attended the special services focus group. They said it was very nice to have the district leadership present and have a in depth conversation in such a small group.

Bob Stewart, Superintendent reported the district is working on a report to the community. It will be sent next week to summarize district, school and state data and identify the many programs in place to address student needs. The report will be similar to the mid-year report send out last winter. It will include test scores, graduation rate, and attendance data as well as the strategies to boost learning, attendance and wellbeing. The top needs in Gladstone by grade level are: K-5 writing, math skills and regular attendance; 6-8 reading and writing, math skills and regular attendance; and 9-12 school engagement and regular attendance. Gladstone 3rd graders are performing well above the state average. Staff and parents need to be celebrated.

The report to the community will highlight programs the district added to help students at each grade level such as summer school, academic support programs, attendance strategies, staff training, culture of care expansion, engaging electives and clubs, freshman transition programs, and new special services programs.

There was discussion regarding attendance. It is a national issue. Jeremiah Patterson will meet with an attendance team several times this year to help guide the district's attendance improvement plan. The Gladstone School District attendance practices prior to the pandemic, included participation in a county wide attendance-focused consortium. This year's attendance team will be trained in those processes as well as learn to be intentional about tracking attendance. There was mention of an attendance liaison position. The Board asked for regular attendance updates during the monthly superintendent report. The district is also striving toward increasing the number of high school students on track for graduation. The high school continues to provide teacher help for the last 30 minutes of the teacher's work day. Individual student assessment scores will be available for parents in late October.

c. Fall 2022 Enrollment Report

2021-22		2022-23	
September 8 - Enrollment		September 9 - Enrollment	
Kindergarten	115	Kindergarten	118
First Grade	130	First Grade	119
Second Grade	116	Second Grade	117
Third Grade	121	Third Grade	123
Fourth Grade	112	Fourth Grade	107
Fifth Grade	127	Fifth Grade	106
Sixth Grade	122	Sixth Grade	124
Seventh Grade	133	Seventh Grade	117
Eighth Grade	155	Eighth Grade	132
Ninth Grade	172	Ninth Grade	150
Tenth Grade	133	Tenth Grade	158
Eleventh Grade	154	Eleventh Grade	139
Twelfth Grade	172	Twelfth Grade	157
Transition	10	Transition	10
Alternative Placement	20	Alternative Placement	15
TOTAL	1,792	TOTAL	1,692

Bob Stewart reported enrollment adjustments will continue through the first weeks of school. It takes a little time to get solid numbers.

d. Personnel

The following confidential employee resigned: Ryan Johnson, Director of Technology and Facilities. The Board gave thanks to Ryan Johnson for his dedication to the school district. He has worn many hats and is being contracted with the district to help with the transition. Rachel Lopez Hopper will oversee two positions that have been posted.

The following confidential personnel have been hired: Ben Bowman, Director of Student and Family Supports.

The following classified personnel have been hired; John Wetten Elementary; Katharine Leitzel, Educational Assistant, Shawn Price as Educational Assistant, Margaret Vierra as Library Assistant and Robert Soliz as a Cook Helper at Gladstone High School; Vassa Motes as the Youth Transition Specialists, and Cook Helpers Diane Vitro and Teresa Totten at Kraxberger Middle School and Mary Ann Meagher as a Special Services Instructional Assistant.

e. Personnel Handbook 2022-23

Changes to the Personnel Handbook for the 2022-23 school year were presented. It was presented for the Board review as per Board policy CHCA – Approval of Handbooks and Directives. Bob Stewart asked Board members to email him if they had any comments or questions regarding the personnel handbook.

7. PRESENTATIONS AND SUGGESTIONS FROM BOARD MEMBERS

a. OSBA Board Work Session September 28

The Oregon School Board Association (OSBA) will present a Board Leadership workshop at the scheduled September 28, Work Session. Janet Avila-Medina will facilitate an agenda set by OSBA. The next work session will be to prioritize the Board's work including short-term and long-term plans.

b. OSBA 76th Annual Conference

The convention is scheduled for Friday, November 11, through Sunday, November 13, 2022, at the Portland Marriott Downtown. Please let Natalie Weninger know if you wish to attend. Conference information is available:

<https://web.cvent.com/event/90eb832e-78d8-4423-a58b-cb52a10a2e04/summary>

c. NSBA 2023 Annual Conference

The NSBA Annual Conference and Exposition is scheduled for Saturday, April 1 through Monday, April 3, 2023, in Orlando, Florida. Registration begins in October. The district is able to send two Board members. The Board has a rotation schedule for this conference. The 2023 rotation is for Position 1 and Position 3 to attend. Donna Diggs and Charlie Chu will need to check their schedules and decide prior to the next meeting if they can attend. Please let Natalie Weninger know if you wish to attend. Donna Diggs will attend.

<https://www.nsba.org/Events/NSBA-2023-Annual-Conference-and-Exposition>

Jeremy Shaw began a discussion regarding changing the Board meeting back to a 6:30 pm start since school has begun. Erik Richter moved first to change the meeting start time to 6:15 pm. Jeremy Shaw seconded. There was further discussion about 6:15 pm being an odd start time for community. Discussion continued with pros and cons regarding 6:00 or 6:30 pm start. Jeremy Shaw rescinded his second. Erik Richter rescinded the motion. The calendar will remain as adopted for this school year. Jeremy Shaw stated he will do his best to arrive by 6:00 pm.

Ginger Zimbaum attended the Gladstone City Council meeting. The city is experiencing an increase in vandalism in parks. Clackamas County is looking to purchase a hotel and intends to use it as a homeless shelter. One of the locations being considered is the Holiday Inn Express in Gladstone. There has been an increase in police calls. Anti-semantic flyers have been received by Gladstone businesses. She also reported the clothes closet is open.

Erik Richter asked the district to present for the community ASB budget information and mentioned the need for the district to review and update the extra duty salary schedule. Bob Stewart said the extra duty salary schedule is part of the licensed bargaining agreement and must be reviewed during bargaining. He said the district needs a fresh lens on positions and will look into finding some outside human resource-experienced person to help with a review. Erik Richter said meeting new staff at the meet and greet was fantastic. The community should be pleased with the district being able to hire well. He thanked the administrative team for hiring recruiting.

Charlie Chu chose not to report at this time.

Donna Diggs welcomed Charlie to the Board and welcomed everybody, families, staff and students back to school.

Tracey Grant thanked Erik Richter for bringing up the extra duty salary schedule. She attended a volleyball game. Her daughter leaves for Oregon State. She thanked the district and teachers for helping get her daughter an all access pass to photograph a Timbers game. And thanked the entire staff for their influences in student lives.

Stacie Moncrief said it feels good to have a great start to the year. She attend the high school open house. The staff did a great job of sharing with parents on student learning. She invited community members to volunteer in the Booster club snack shack. The Boosters are a small but mighty group. They could benefit from more community involvement.

Reports from school principals were provided to the Board in written format instead of a presentation.

8. EXECUTIVE SESSION

There was not an executive session.

9. ADJOURNMENT

The next regular School Board Meeting is scheduled at 6:00 PM on Wednesday, October 12, 2022. Virtual meeting links will be posted for all meetings.

Board Chair Stacie Moncrief adjourned the regular session at 7:40 pm.

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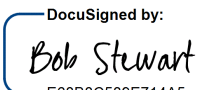

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10/24/2022

Stacie Moncrief, Board Chair

Date

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10/24/2022

Bob Stewart, Superintendent

Date