

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

March 9, 2022 – Minutes

BOARD ATTENDANCE:

Steve Stewart, Chair

Stacie Moncrief, Vice Chair

Donna Diggs, Member (Zoom)

Tracey Grant, Member (Zoom)

Erik Richter, Member

Jeremy Shaw, Member

Ginger Zimtbaum, Member

Bob Stewart, Superintendent

Natalie Weninger, Board Secretary

The Regular Session meeting of the Gladstone School Board of Directors was held in-person at Gladstone High School/Demonstration Room and via Zoom Webinar on Wednesday, March 9, 2022.

1. CALL MEETING TO ORDER

Board Chair Steve Stewart called the session to order at 6:30 PM.

a. Flag Salute

Board Chair Steve Stewart led the flag salute.

2. INFORMATION FROM STUDENT REPRESENTATIVE

Luke Roberts, Student Representative, reported on matters of interest at Gladstone High School. He talked about the success of the wrestling, swimming and cheer teams as well as Unity Week. During Unity Week, there was lots of excitement about “anything but a backpack day.” The new trimester has started and students are planning Spirit Week for April 4 through April 8. There will be lunch time games, assemblies and the traditional closing air band competitions. This year’s theme is Disney. Luke plans on going into an electrical apprenticeship. The Board thanked him for his report.

3. PUBLIC PARTICIPATION

Heidi Smith, OSEA Vice President read a letter to the Board regarding classified staff and Classified Staff Appreciation Week, 2022. The Board thanked her for sharing.

4. DISCUSSION REPORTS

No discussion reports are scheduled at this time.

5. ACTION ITEMS

a. Approve Minutes

Erik Richter moved first and Stacie Moncrief seconded approval of the following resolution:

(22-13) BE IT RESOLVED, that the minutes of the following School Board meeting be and hereby are approved:

February 9, 2022 – Regular Session Minutes

(22-13) Motion passed unanimously 7-0.

b. Approve Request for Resignation/Release from Contracts

On March 2, 2022, Douglas King, Teacher at Kraxberger Middle School, and Brent Georgeson, Teacher at Gladstone High School, have submitted letters of resignation effective June 16, 2022. It was recommended the Board accept the resignations and release them from contract effective June 16, 2022.

Stacie Moncrief moved first and Erik Richter seconded approval of the following resolution:

(22-14) BE IT RESOLVED that the Gladstone School District Board of Directors approves the resignation of Douglas King and Brent Georgeson and releases them from contract effective June 16, 2022.

(22-14) Motion passed unanimously 7-0.

c. Approve Request for Retirement/Resignation from Contract

Shirley Loeffler, Teacher at Kraxberger Middle School, has written a letter of retirement effective June 16, 2022. She has been with the district since 1995. The Board thanked her for her service.

Jeremy Shaw moved first and Ginger Zimtbaum seconded approval of the following resolution:

(22-15) BE IT RESOLVED, that Gladstone School District Board of Directors approves Shirley Loeffler's retirement effective June 16, 2022.

(22-15) Motion passed unanimously 7-0.

d. Acknowledge Extended Unpaid Leave of Absence Notice of Return

Last year at the March 2021 regular session, the board approved unpaid leaves of absence for Christine Ong (Stephen), Katie Kelso and Danielle Winegar. Christine Ong (Stephen) and Katie Kelso have both decided not to return to the district. Danielle Winegar will return and is listed in the renewals under "extended contract teachers."

Stacie Moncrief moved first and Erik Richter seconded approval of the following resolution:

(22-16) BE IT RESOLVED that the Gladstone School Board of Directors acknowledges and accepts the notice not to return after extended unpaid leave of absence from Christine Ong (Stephens) and Katie Kelso.

(22-16) Motion passed unanimously 7-0.

Stacie Moncrief moved first and Erik Richter seconded approval of the following resolution:

(22-17) BE IT RESOLVED that the Gladstone School Board of Directors acknowledges and accepts the notice to return after extended unpaid leave of absence from Danielle Winegar.

(22-17) Motion passed unanimously 7-0.

e. Acknowledge Termination of Contracts for Temporary Licensed Employees

The Gladstone School District employed licensed teachers on a temporary basis to fill vacancies left by teachers on leaves or leaving the District after the beginning of the school year.

Erik Richter moved first and Jeremy Shaw seconded approval of the following resolution:

WHEREAS, ORS 342.835 provides that a School District Board may non-renew the contract of a temporary teacher, and

WHEREAS, the temporary teachers in the Assistant Superintendent's memo dated March 4, 2022, that were employed to fill vacancies which occurred after the opening of the 2021-2022 school year, or due to an approved leave of absence, per ORS 342.815(9), and

WHEREAS, non-renewal of a temporary teacher does not preclude him/her from being hired in other teaching positions within the District for the 2021-2022 school year, therefore

BE IT RESOLVED, the contract for the aforementioned teachers shall not be renewed for the 2022-2023 school year;

(22-18) THEREFORE, BE IT FURTHER RESOLVED that the School Board recognizes their contribution to the students of Gladstone School District and encourages them to apply for teaching positions as they come available in the District.

(22-18) Motion passed unanimously 7-0.

f. Approve Contracts for Probationary Licensed Employees

Renewal of probationary employee contracts does not guarantee employment for the 2022-23 school year. Budget reductions may require layoff provisions.

Extension of Probationary 1 Contracts to Probationary 2 for 2022-23

Ginger Zimtbaum moved first and Stacie Moncrief seconded approval of the following resolution:

WHEREAS, ORS 342.835 provides that a School Board may renew the contract of a probationary employee, and

WHEREAS, each of the individuals listed in the Assistant Superintendent's memo dated March 4, 2022 is currently a probationary employee of the Gladstone School District per ORS 342.835;

(22-19) THEREFORE, BE IT RESOLVED that the aforementioned licensed probationary employees be offered a probationary 2 contract, pursuant to ORS 342.805 through 342.934, for the July 1, 2022, to June 30, 2023, school year.

(22-19) Motion passed unanimously 7-0.

Extension of Probationary 2 Contracts to Probationary 3 for 2022-23

Stacie Moncrief moved first and Erik Richter seconded approval of the following resolution:

WHEREAS, ORS 342.835 provides that a School Board may renew the contract of a probationary employee, and

WHEREAS, each of the individuals listed in the Assistant Superintendent's memo dated March 4, 2022 is currently a probationary employee of the Gladstone School District per ORS 342.835,

(22-20) THEREFORE, BE IT RESOLVED that the aforementioned licensed probationary employees be offered a probationary 3 contract, pursuant to ORS 342.805 through 342.934, for the July 1, 2022, to June 30, 2023, school year.

(22-20) Motion passed unanimously 7-0.

g. Approve Initial 2 Year Contract Teacher Contracts

Extension of Probationary 3 to Initial “Contract” 2 Year Contract beginning in the 2022-23 school year.

Erik Richter moved first and Donna Diggs seconded approval of the following resolution:

WHEREAS, ORS 342.835 provides that a School Board may renew the contract of a 3rd year probationary employees to “Contract” status on initial 2 year contract, and

WHEREAS, each of the individuals listed in the Assistant Superintendent’s report dated March 4, 2022 is currently a probationary 3 employee of the Gladstone School District per ORS 342.835;

(22-21) THEREFORE, BE IT FURTHER RESOLVED that the aforementioned licensed 3rd year probationary employees be offered “Contract” status on an initial 2 year contract, pursuant to ORS 342.805 through 342.934, for the July 1, 2022, to June 30, 2024, school year.

(22-21) Motion passed unanimously 7-0.

h. Extend “Contract” Teacher Contracts

In accordance with ORS 342.513, the School Board is called upon to extend contract teachers’ employment for a new two year term. By definition, “contract” teachers are those teachers who had been advanced to permanent status prior to the beginning of this school year, 2021-2022.

Erik Richter moved first and Ginger Zimtbaum seconded approval of the following resolution:

WHEREAS, ORS 342.513 requires School Board approval to extend individual teacher contracts beyond the initial two years; and

WHEREAS, the law specifies that School Board action to extend individual teacher contracts occur by March 15, approximately fifteen months prior to the expiration of the individual contract;

(22-22) THEREFORE, BE IT RESOLVED that the Gladstone School District Board of Directors extends the contracts of all aforementioned “contract” teachers listed in the Assistant Superintendent’s report dated March 4, 2022, through June 30, 2024, as recommended.

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

i. Extend “Probationary” Administrator Contracts

The School Board was called upon to extend probationary administrator contracts for one year the 2022-23 school year. Extension of Administrator Probationary 1 Contracts to Probationary 2 for 2022-23 school year.

Jeremy Shaw moved first and Erik Richter seconded approval of the following resolution:

WHEREAS, ORS 342.835 provides that a School Board may renew the contract of a probationary administrator, and

WHEREAS, the individuals are currently probationary 1 employees of the Gladstone School District per ORS 342.835;

BE IT RESOLVED, that the employees listed in the Assistant Superintendent’s report dated March 4, 2022 are probationary administrators and;

(22-23) THEREFORE, BE IT FURTHER RESOLVED that the aforementioned administrators be offered a probationary 2 contract, pursuant to ORS 342.805 through 342.934, for the July 1, 2022, to June 30, 2023, school year.

(22-23) Motion passed unanimously 7-0.

Extension of Administrator Probationary 2 Contracts to Probationary 3 for 2022-23 school year.

Ginger Zimtbaum moved first and Stacie Moncrief seconded approval of the following resolution:

WHEREAS, ORS 342.835 provides that a School Board may renew the contract of a probationary administrator, and

WHEREAS, the individual is currently probationary 2 employee of the Gladstone School District per ORS 342.835;

BE IT RESOLVED, that the employees listed in the Assistant Superintendent’s report dated March 4, 2022 are probationary administrators and;

(22-24) THEREFORE, BE IT FURTHER RESOLVED that the aforementioned probationary administrator employees be offered a probationary 3 contract, pursuant to ORS 342.805 through 342.934, for the July 1, 2022, to June 30, 2023, school year.

(22-24) Motion passed unanimously 7-0.

j. Initial 3 Year Administrator Contracts

The School Board was called upon to extend contract administrators employment for an initial three year team.

Jeremy Shaw moved first and Stacie Moncrief seconded approval of the following resolution:

WHEREAS, ORS 342.835 provides that a School Board may renew the contract of a third year probationary administrator, and

WHEREAS, the individuals are currently probationary 3 employee of the Gladstone School District per ORS 342.835,

BE IT RESOLVED, that the employees listed in the Assistant Superintendent's report dated March 4, 2022 are probationary administrators and;

(22-25)THEREFORE, BE IT FURTHER RESOLVED that the aforementioned probationary administrator employee be offered an initial three year contract, pursuant to ORS 342.805 through 342.934, for the July 1, 2022, to June 30, 2025, school year.

(22-25) Motion passed unanimously 7-0.

k. Approve Licensed Elections

Jeremiah Patterson, Assistant Superintendent was available for questions.

Mark Taylor GHS
Temporary Long Term Substitute Contract 1.00 FTE

Melissa Salmeri JWE/GCCF
Temporary Long Term Substitute Contract 1.00 FTE

Jeremy Shaw moved first and Erik Richter seconded approval of the following resolution:

(25-26) BE IT RESOLVED, that the Gladstone School District Board of Directors approves Temporary Long Term Substitute Contracts for Mark Taylor effective February 22, 2022 through June 16, 2022 and Melissa Salmeri effective March 2, 2022 through June 16, 2022.

(22-26) Motion passed unanimously 7-0.

i. Approve 2022-2023 Calendar

The calendar committee consisting of Jeremiah Patterson, Michael Clutter, Linda Alberico, Heather Bailey, Nohemi Saldana, Sarah Dunkin, Heidi Smith, Kevin Taylor, Shaun Southmayd, Kassy Babeckos Rivas, Rachael Gannon, Brian Johnson and Natalie Weninger met over two meetings to develop the 2022-2023 proposed calendar updates to the adopted framework. The committee was charged with balancing trimester days, and placing contracted days into the calendar such as progress reports and professional development days. Jeremiah Patterson, Assistant Superintendent was available for questions.

Stacie Moncrief moved first and Erik Richter seconded approval of the following resolution:

(22-27) BE IT RESOLVED, that the Gladstone School District Board of Directors approves the proposed updates to the adopted 2022-2023 School Calendar as presented by the calendar committee in the March 9, 2022 Superintendent's report.

(22-27) Motion passed unanimously 7-0.

m. Approve 2023-2024 Calendar Framework

There was discussion regarding starting earlier to end earlier vs starting later and ending later in June. The Board asked if there was data regarding absences during August and trimester finals at the high school when finals are after Thanksgiving versus before Thanksgiving. There were a couple of suggestions briefly mentioned: Could the high school calendar be different than the K-8 calendar? Could we start after Labor Day and not go so late in June? It was the consensus of the Board to table this item until a survey of community, staff, and students can be done.

n. Approve School Board Policies for Third Reading & Adoption

At last month's Board meeting the following policies were held awaiting further information from OSBA regarding changes. Jeremiah Patterson, Assistant Superintendent, received a recommendation from Spencer Lewis at OSBA and the policies have been updated.

BBA	Individual Board member's Authority & Responsibilities
BDDH	Public Comment at Board Meetings (Delete Old – Replace with New)

Stacie Moncrief moved first and Jeremy Shaw seconded approval of the following resolution:

(22-28) BE IT RESOLVED, that the Gladstone School District Board of Directors approves policies BBAA and BDDH as presented in the Superintendent's report March 9, 2022.

(22-28) Motion passed unanimously 7-0.

6. SUPERINTENDENT'S REPORT

a. Financial Report

Chief Financial Officer, Rachel Lopez Hopper presented the 2021-22 fiscal year financial reports ending February 2022. There are no major changes to expenditure projections this month. As the budget reviews are completed she will be able to update the projections for the general fund for the report next month. There were no questions. The Board thanked her for the new format.

b. Personnel

Bob Stewart presented the personnel report. The following classified personnel have been hired; at Gladstone High School as Assistant Drama Coach. Scotti Naylor-Shaner. As Assistant Track Coaches, Caroline Combs and Jamie Jensen. Nicole Sanchez, Instructional Assistant and Extended Day Helper at John Wetten Elementary has written a letter of resignation effective March 4, 2022. Gina Blevins, Custodial has written a letter of resignation effective February 22, 2022. She has been with the district since 2012.

7. PRESENTATIONS AND SUGGESTIONS FROM BOARD MEMBERS

a. Board Training – OSBA – March 30, 2022 at 5:30 PM

Steve Stewart, Board Chair reminded the board to be sure March 30, 2022 is on their calendar. The Board Training with Janet Avila-Medina, OSBA Board Development Specialist will begin at 5:30 PM and if in person, dinner will be provided.

b. Joint Meeting with City Council

The joint city council/school board meeting has been scheduled for April 20, 2022. It will be held in the demonstration room at Gladstone High School beginning at 5:30 PM.

Donna Diggs congratulated athletes for their achievements. The basketball games were well attended. Students are really working hard and it's great to see their success.

Tracey Grant thanked everybody for being flexible and for their attendance as well as their emails.

Jeremy Shaw gave a special thank you to classified staff. The job done is Gladstone is tremendous and well done. He said appreciation to everyone for the special session process and participation. He asked about students' ability to letter in robotics. The coach will be able to assist in that process.

Ginger Zimtbaum reported on the March City Council meeting. The council discussion regarding parking fees at Meldrum Bar Park, fees for field use, parking passes for residents and waiving fees on days of youth sports games are still being discussed. This would be a great agenda item for the joint City/School Board meeting agenda. Her fellow Board members thanked her for attending the meeting.

Erik Richter reported he spent a day visiting John Wetten Elementary and the Gladstone Center for Children and Families. The administrators are incredible people. He observed classes and heard amazing student success stories about Social Emotional Learning (SEL) work. He was struck by how much educators care. He felt like an adult learner in the class. It takes an army behind the scenes and felt like what he saw was a well-oiled machine. He also thanked Tammy Tracy for going above and beyond at the special session.

Stacie Moncrief gave appreciation to the classified staff and thanked Heidi Smith for the well written letter. She attended the girls' basketball playoff game. They fought very hard and she is proud of their efforts. And the band did a great job, too. She congratulated the Band, the Jazz band and Symphonic Band on their awards. She suggested the schools provide the Board with reports on how it is going from administrator, staff and student perspectives.

Steve Stewart gave appreciation to classified staff thanking them for their work.

The Board thanked Luke Roberts, student representative for staying for the entire meeting.

8. EXECUTIVE SESSION

a. There was no executive session

9. ADJOURNMENT

The next regular School Board Meeting is scheduled at 6:30 PM on Wednesday, April 13, 2022. Virtual meeting links will be posted for all meetings.

Board Chair Steve Stewart adjourned the session at 8:00 pm.

ATTEST:



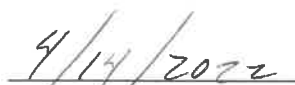
Steve Stewart, Board Chair



Date



Bob Stewart, Superintendent



Date