

MEETING MINUTES

VERNONIA SCHOOL DISTRICT BOARD of DIRECTORS Work Session and Special Meeting – March 18, 2026 Vernonia Schools, 1000 Missouri Avenue, Vernonia

1. CALL TO ORDER: A Work Session and Special Meeting of the Board of Directors of Vernonia School District 47J, Columbia County, Oregon was called to order at 5:30 p.m. by Greg Kintz. MEETING CALLED TO ORDER

1.1 The Flag Salute was recited.

Board Present: Tony Holmes, Alicia Mahoney, Lisa Curry, Joanie Jones, Amy Cieloha, and Greg Kintz BOARD PRESENT

Board Absent: Javoss McGuire BOARD ABSENT

Staff Present: Nate Underwood, MS/HS Principal; Barb Carr, Administrative Assistant; Marie Knight, Business Manager; Lee Costanzo, Justin Benassi, Rachel Brown, Juliet Safier, Kendra Schlegel, Sara Goodman, Charise Ash, Bret Bunke, and Ashley Ward, Licensed Staff; and Liz Woolsey, Camrin Eyrrick, Victoria Leonetti, and Stacy Adams, Classified Staff. STAFF PRESENT

Visitors Present: Rob Hess, Scott Laird, Dave Kline, and Tonya Cairo VISITORS PRESENT

2.0 AGENDA REVIEW: Lisa Curry moved to approve the agenda as presented. Alicia Mahoney seconded the motion. Motion passed unanimously with those in attendance AGENDA REVIEW

3.0 DISCUSSION

3.1 Superintendent Search Planning – Community Listening Session on Qualifications and Characteristics. SUPT SEARCH COMMUNITY LISTENING SESSION

Rob Hess, with Grundmeyer Leader Services explained that he would like to listen to those in attendance in person or online to what characteristics and qualifications they'd like to see in the next VSD Superintendent.

The following staff members spoke – Lee Costanzo, Camrin Eyrrick, Juliet Safier, Charise Ash, Ashley Ward., Liz Woolsey, and Brett Costley – and a list of Qualifications and Characteristics was developed.

QUALIFICATIONS

- CTE Program Support
- Supports Staff Well-Being
- Understands Rural Education
- Advocate for Resources
- Trust Builder
- Supports All Extra-Curriculars
- Labor Management Understanding
- Special Education Support
- Open to Feedback from All Stakeholders
- Support and Acknowledge 2nd Language Learners

CHARACTERISTICS

- Collaborative Leader
- Partner with Associations
- Transparent / Honest / Open
- Creative Problem-Solver
- Clear Communication
- Build All Staff Expertise
- Understand Local Context

- Listen to Staff Input (Keep momentum going)
- Open Communication – Board to Staff to Superintendent
- Keep Promises

4.0 WORK SESSION

SUPT SEARCH
PLANNING
MEETING

4.1 Planning Meeting.

Rob Hess shared that he will finalize the community survey right away so it can be shared. This will assist in obtaining additional information to support the search for a new Superintendent. The survey will provide notice if individuals are interested in helping out with the process, they can email the board. The survey will go out in the next day or so. It was reiterated that the survey is anonymous with all responses going to GLS and not to the district. The survey will be open and available until April 10, 2026.

The proposed timeline for hiring a new superintendent was reviewed and agreed to by the Board.

- Stakeholder survey open - March 20 – April 10.
- Application period – March 5 – April 12. Weekly updates will be provided to the Board as applications come in. The Board will see every candidate that applies.
- Candidate Review – April 15 at 5:30 p.m. All applications will be reviewed in executive session and 5-8 applicants will be selected for semi-finalist interviews. GLS will present their results after prescreening all applicants. Candidates will be placed in 3 categories – Green – most qualified. Yellow – qualified. Red – not qualified.
- Semi-Finalist Screening Interviews – April 18 at 9:00 a.m. – 2:00 p.m.. 25-minute ZOOM interviews with semi-finalists will be held in executive session. 2-3 finalists selected. GLS will do a deep dive into the finalists with reference summaries, state licensure checks, and social media reports. This information will be provided in executive session prior to finalist interviews.
- Finalist Interviews – May 1. Final schedule for this day to be developed.

The board held discussion on the salary range and came to consensus at \$140,000 - \$170,000.

The board also discussed their areas of importance for the next superintendent, in conjunction with what had been previously noted by staff.

- Holding a doctorate is not required
- Bilingual
- Special Education Support

The Board was asked what they wanted candidates to know about Vernonia:

- Location
- Youth Sports Programs are a huge part of the community
- Timber industry and small rural school
- Community of multi-generational families

Discussion was held on how the community and staff can be involved in the process. There are three areas for participation. Input will be accepted from staff and community involvement but the final decision ultimately lies with the Board.

1. Screening Team – reviewing applications selecting who will interview
2. Semi Finalist Interview
3. Finalist Interviews

Those interested in participating were asked to submit their name to the Board via email.

5.0 RECESS to EXECUTIVE SESSION Under O.R.S. 192.660 (2) (f) “To consider records exempt by law from public inspection.” at 7:00 p.m.

RECESS TO
EXECUTIVE
SESSION

6.0 RETURN TO SPECIAL MEETING at 7:51 p.m.

RETURN TO
SPECIAL MEETING

7.0 ACTION: Lisa Curry moved to delegate authority to the board chair to send communication to the Superintendent as discussed in executive session. Joanie Jones seconded the motion. Motion passed unanimously with those in attendance.

CHAIR KINTZ
AUTHORIZED TO
COMMUNICATE
WITH THE SUPT.

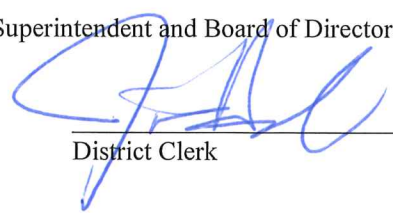
8.0 ADJOURN: The Special Meeting adjourned at 7:54 p.m.

ADJOURNED

Respectfully submitted by Barb Carr, Administrative Assistant to the Superintendent and Board of Directors



Board Chair



District Clerk