



GRANT SCHOOL DISTRICT #3

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BOARD MEETING WEDNESDAY, September 15, 2021 • 7:00 P.M. DISTRICT OFFICE

MINUTES

1.0 PRELIMINARY BUSINESS

1.1 Call to order

1.2 Pledge of allegiance

Pursuant to notification of Grant School District 3 board of directors and news release to The Blue Mountain Eagle, KJDY and posted on the district web site. Haley Walker called the school board meeting to order at 7:00 p.m. Other board members in attendance were Chris Labhart, Aaron Lieuallen, Jake Taylor, Kelly Stokes and Dr. Colleen Robertson. Superintendent Bret Uptmor and Business Manager Heidi Hallgarth were also present.

1.3 Appoint New Board Member to Vacant at Large Position

Walker recommended to the board that they appoint Alicia Griffin to the board.

Robertson said that she felt very fortunate to have three very wonderful candidates to interview. Lieuallen asked who the other candidates were. Robertson said that she didn't think that this was the time to release those names. Taylor said that he didn't know who Alicia Griffin was. Robertson said that Alicia owned the new health store, was a graduate of Grant Union and had three children in the district.

Robertson moved to appoint Alicia Griffin to the board. Lieuallen seconded. The motion passed with 6 for; 0 opposed.

1.4 Swear in New Board Member

Walker swore in Alicia Griffin and Kelly Stokes as new board members.

1.5 Agenda Review

4.8 Approve Security Benefit as a 403b Provider

4.9 Approve GU Middle School Cross Country Coach – Andrea Ashley

1.6 Public Forum

Halee Pomeroy addressed the board regarding the baseball co-op with Prairie City. Pomeroy said that her son Cyrus Workman was born with congenital heart disease and was not able to play football. Pomeroy said that the cardiologist had just cleared Cyrus to play basketball and baseball but without the co-op he would not be able to play baseball. Pomeroy asked the board if by denying the co-op for baseball but accepting the one for softball was that not a conflict with Grant School District's student rights and discrimination policies.

Mike Workman, addressed the board regarding the baseball co-op. Workman told the board that Prairie could easily provide wrestling, cross country and golf to the students but there is no way that Prairie could provide a baseball, softball or dance

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team as their minimum number of participants to form a team are greater than 1. Workman went over the number of schools in the state and those that co-op in the state. Workman also went over his personal reasons for wanting to continue the co-op. He discussed his many years of coaching and what they have meant to him. A copy of Mike's statement is on file at the district office.

Cyndi Nelson handed out and read a letter to the board from her son Kody Nelson in support of the co-op. The letter is on file at the district office. Nelson told the board that she was not a coach or a parent of a current athlete but she still was and has been in the kid business for 21 years.

Megan Workman read a statement regarding her support of the co-op.

Harli Grove read a statement regarding her support of the co-op and how things need to improve at Grant Union so we don't continue to lose students to other schools in the county.

Paige Weaver gave a statement to the board supporting the co-op. Weaver asked why it was okay for the girls to co-op for softball but not the boys for baseball. Weaver said that she has had a Prairie City girl start over her in softball but it did not affect her because that girl was better than her and better for that position at the time.

Cyrus Workman read a statement to the board asking them to consider the co-op. Workman said that since he's been cleared to play the opportunity to play means more to him now. Workman said to have it taken away from him breaks his heart.

Riley Robertson gave a statement that said that the co-op in no ways effects the students at GU it only makes them better. Robertson asked the board to consider the baseball co-op and to listen to the students at GU.

Shanna Northway said she signed the coaches letter regarding co-ops out of a place of emotion and she was on the verge of pulling her name from the letter. Northway said that if the co-op was going to be a partnership between the two schools then it needed to be a true partnership and everyone needed to get together and work together. Northway said that she feels bad that her name is on the letter but she also feels bad forming a partnership with a community that doesn't have any respect for Grant School District.

Zach Williams said that he didn't sign the coaches letter because he doesn't agree with the letter. Williams said that Northway nailed it with her statement about the adults needing to get this figured out. Williams also pointed out that this animosity goes both ways and said again that the adults need to get this figured out. Williams said that the districts are better when we're together and as a coach he loves the co-op. Williams said that he didn't think cutting the one string we have with another district is a good thing and that cutting the co-op program is a bad policy for the district. Williams said he thought the districts should co-op for all sports and that he wants to see the co-op continue in future years. Williams said that as a coach the reason given regarding numbers of GU athletes going out for sports is not an accurate reason to deny the co-op. Williams said that, for example, 17 students going out for softball is too many for one team but not enough for two.

Erin Beil told the audience that she was against the co-op. Beil said that there is bad blood between the adults and this needs to be a partnership and the bad blood needs to end. Beil said that Prairie City needs to stop talking bad about GU and stop recruiting our kids.

Paige Weaver came back up and said that all 3 of her brothers transferred to Dayville and even though her brother Cowan knew that he wouldn't be able to wrestle at Dayville he transferred anyway. Weaver said that students aren't going to Prairie because they think "oh well we can still play sports" they are going for other reasons. Weaver said that she has dealt with bullying throughout her years at both Humbolt and GU and it has not really been addressed.

Levi Watterson told the board that he has a daughter that is now going to Prairie City and a son that is still going to GU and if anyone wanted to know why his daughter was going to Prairie then ask him and he will tell you why. Watterson said that the adults need to act like adults and that they need to take a look at themselves and figure out that maybe they are part of the damn problem. Watterson told the board that they needed to figure out what the reasons were for these students leaving and fix it. Watterson said that he was here for the kids and this is about what is best for the kids. Watterson said that these kids need to have a positive experience and that the board needed to figure out what the real problem was, fix it and quit kicking the can down the road. Watterson said that this is not about the adults this is about what is best for the kids.

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2.0 Reports

2.1 Superintendent's Report

Uptmor told the board that he needed to set dates for the board training with OSBA that the board had committed to. Uptmor said that he would get ahold of OSBA to see when they are available and send out a doodle poll to the board to set up some dates.

2.2 Administrator Reports

2.2.01 Grant Union Junior/Senior High School Principal, Ryan Gerry, told the board his report was as written. Taylor asked if the slogan "Own the Pick" was a Huerta thing. Gerry said that yes, Huerta can have credit for it.

2.2.02 Humbolt Elementary Principal, Janine Attlesperger, told the board her report was as written. Lieuallen thanked Attlesperger for everything that she's doing to keep the doors open. Lieuallen asked Attlesperger how everyone was doing. Attlesperger said that they've had a lot of help, Chris Cronin was volunteering in the office, high school students have been helping with recess and everyone at Humbolt has been jumping in and helping wherever they're needed.

2.2.03 GU Athletic Director, Ryan Gerry, told the board that his report was as written. Robertson said that she was thankful that athletics seemed to be going strong and that means a lot.

2.2.04 Seneca Head Teacher, Dana McLean, told the board that they had gotten 2 new students so they're enrollment was up to 19 students now, that they would finish testing by the end of the month and that they had been encouraging good behavior with their Seneca buck drawings each week.

2.2.05 District SPED Director/Diagnostician/DTC/ Tag Coordinator, Rhonda McCumber, told the board her report was as written. McCumber told the board that Ryan McKnab was going to be heading up a Chess club for the students. McCumber said that they would be inviting the TAG students first and then start inviting the other students as slots needed filled.

2.2.06 Assistant Principal, Karen Shelton, told the board her report was as written.

2.2.07 Engagement Specialist, RC Huerta, told the board that he had done a staff recognition survey and had randomly chosen Erin Hodge as this week's Staff of the Week. Huerta said that he was going to be starting a Guess Who game next. Huerta said that the staff will turn in their baby pictures and whoever guesses the correct teacher will get a prize. Robertson thanked RC for what all he has been doing and told him that it's been fun and engaging.

3.0 NEW BUSINESS

3.1 Baseball Co-Op with Prairie City

Walker explained the co-op process. Walker reminded the board that they had approved the softball co-op in June and now they are discussing the baseball co-op. Uptmor told the board that there will be 22 -25 students going out for baseball so GU could run the program internally. Uptmor said that we are more than just GU we are a whole community and that our kids have grown up together so this isn't just about a co-op this is about building our community. Uptmor thanked Billy Colson, Prairie City's athletic director and principal, for coming to the meetings to get an answer. Uptmor said that we need to sit down and talk as adults and that is the first thing we will do starting tomorrow.

Lieuallen thanked the audience for all of their comments. Lieuallen said that he would love to get copies of the statements that were read because there was a lot in there that he appreciated. Lieuallen said that he was on the board because he's about GSD 3 but he's about the community as well so he loved the comments about creating a partnership. Lieuallen said that he sees the need for co-ops and thinks they're valuable. Lieuallen said that not continuing the co-op today and stopping it cold turkey didn't make a lot of sense to him. Lieuallen said that he wants to make GSD 3 the best it can be but he wants to continue the co-op today.

Taylor thanked Mike Workman for his many years of involvement in the community. Taylor said that the comments that Kody Nelson and Levi Watterson made were right. Taylor said that he understood the coaches letter and why they signed

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it, but he did notice the two names that are not on the letter. Taylor said that he will always represent kids and be there for the kids. Taylor said he appreciated the coaches' comments and what they do for the kids whether they live here or 13 miles away.

Stokes said he wanted to echo what Taylor had said. Stokes said that he has been a coach, a board member, a parent and a community member and for him this is about the kids. Stokes said that he didn't think the board was hanging the coaches out to dry and he appreciates everything they do. Stokes said that it sounds like there are some internal issues that needed to be dealt with. Stokes said he hopes that we don't just talk about it he hopes we do something about it.

Robertson said that she appreciated all of the comments. Robertson said that we need each other and are better with each other.

Griffin said that she had a son that was born with heart issues and health issues have a big effect on their mental health. Griffin said that if there is a student that feels like they can excel at something who are we to stand in the way of that. Griffin said she is definitely in support of the co-op.

Labhart said that he wanted to reiterate what the community and the board had said. Labhart said that after all of the letters and correspondence that he had received regarding the baseball co-op he had changed his mind about continuing it. Labhart said that our facilities are second to none and we shouldn't just limit them to John Day athletes we need to offer them to all students in the county.

Walker said that the board hears what everyone is saying, the coaches and the community. Walker said that we are in the business of kids and if sports keeps a student engaged and in school we need to support that. Walker said that we have an opportunity to form a true partnership. Walker thanked the coaches and the administration for their input.

Taylor moved to approve the baseball co-op for the 2021-22 school year. Stokes seconded it. Motion passed with 7 for; 0 against.

3.2 Mandates as Requested by Parents at August 25th Board Meeting

Uptmor gave an update on the mandates.

Uptmor said that OSBA is strongly recommending following the mask mandate. Uptmor told the board that a new RSSL was released on Thursday that gives more guidance on the mask mandate. Uptmor said that the leadership team would go through it to make sure they are following the mandate.

Uptmor told the board that about 40% of the staff have responded to the vaccination survey that he sent out. Uptmor said that he needed to reach out to the staff individually that haven't responded yet so he can prepare for the next step. Uptmor said that he hopes the district can find a pathway that will allow our staff to stay with us. Robertson asked if the vaccination mandate was required by law now. Uptmor said that it was. Uptmor said the real question right now is how will Biden's mandate affect us. Uptmor said he had a feeling that the federal mandate will override the state mandate. Uptmor told the board that we are an employer of 100+ employees. Walker told Robertson that there was an OAR. Robertson asked if there were other avenues for maintaining the quality of our staff and helping them move through this. Uptmor said that is why he wants to reach out to each of them individually. Uptmor told the board that he had reached out to Colt Gill with ODE for guidance on how to handle this issue but Gill was not able to give any. Lieuallen asked when Uptmor would get clarity from the feds. Uptmor said that we are going to have to start creating our own clarity in our town. Lieuallen asked when the decision needed to be made for them or us in order to help our staff. Uptmor said that those conversations needed to be done by October 1st. Taylor asked what the boards' responsibility was, what power does the board have to fire someone. Uptmor said that he gets to do that. Walker told Taylor that the board only hires and fires one person, Bret. Taylor said then it falls back on us, we don't have anything to do with the firing but we are the ones that are going to hear about it from our community. Taylor said that he will not be involved in anything that has to do with the firing of someone. Robertson asked if in the absence of clarity from the officials does that equal an opportunity for saying "we're working on it". Walker asked how firm this mandate was. Uptmor said that his understanding was that it is very firm. Robertson said that if there is a lack of direction from our federal government that shouldn't affect our students. Walker said that the federal mandates should supersede the state's mandates. Walker said that she sees them saying that you can't control your district we will do it for you. Griffin asked who decides what is considered a legitimate exception. Uptmor said that there are medical and

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religious exceptions. Uptmor said that they are turned in to him and they go in a folder and will stay there until there is a complaint and OHA asks to see the file. Uptmor said the district is required to hold onto the exception for 2 years. Walker said that Uptmor doesn't have to turn them into the state, they stay with the district until requested by OHA. Uptmor said that he is not someone that gets to evaluate someone's religion.

3.3 SIA Annual Report

Uptmor said that he will submit the annual report after it has been presented in a public meeting. Uptmor told the board that they were not required to take a public action on it but it will be on the websites and part of the public. Uptmor said that in this report there are things that the leadership team felt were the baseline items they can do now and then build from there with the funding that we get in following years. Uptmor said that the plan is to hire a high school behavioral interventionist, make the position at Humbolt full time once we can make full time work, concentrate on math and reading, offer more professional development focusing on social & emotional development and QPR, a suicide prevention program. Emily Gibson will be here next week to do a walkthrough of the schools and work with small groups of staff and students and then she will be back in October to work with all staff during the county wide in-service.

3.4 Nominate Chris Cronin for OSBA Board Position 1

Lieuallen said that he thinks Cronin will well represent Eastern Oregon well and is very knowledgeable in her position. Stokes asked if Cronin wanted to be on the board again. Walker said that she did. Stokes said he thinks Cronin is greatly qualified. Labhart said that Cronin has a good network and he thinks the board should support her. Walker, Griffin and Robertson all said that they agreed with Labhart. Taylor said that he thinks Cronin is very qualified and will do a good job of representing us

Lieuallen nominated Chris Cronin for OSBA Board Position 1. Robertson seconded. The motion passed with 7 for; 0 opposed.

4.0 CONSENT AGENDA

- 4.1 August 25 Board Meeting Minutes
- 4.2 Approve District Transportation and Building Mechanic – Ty McDaniel
- 4.3 Accept Letter of Resignation from GU Librarian – Elijah Humbird
- 4.4 Approve Humbolt Instructional Assistant – Makenna Culley
- 4.5 Declare Ammco Auto Lift as Surplus
- 4.6 Declare 4x4 Torchmate Plasma Table as Surplus
- 4.7 Approve Assistant Transportation Manager – Sharon Flory
- 4.8 Approve Security Benefit as a 403b Provider
- 4.9 Approve GU Middle School Cross Country Coach – Andrea Ashley

Robertson moved to approve the consent agenda as presented. Griffin seconded. The motion passed with 7 for; 0 opposed.

Taylor asked if Elijah Humbird had applied for another position in the district. Uptmor said that he did, he was working in the 5th grade room.

Lieuallen asked if Uptmor could give the board a couple sentences on item 4.8. Uptmor explained what a 403b was and that Security Benefit was just another vendor option for our employees. Lieuallen asked how this recommendation came about, did an employee request this. Uptmor said yes.

5.0 OLD BUSINESS

5.1 Student Store

Gerry told the board that all of the pieces were in place to finish the student store but due to the 5-day school weeks and students in the room they have not been able to complete it. Taylor asked if the SPED department was able to use the student store while this is going on. McCumber said that the classrooms are available but the kitchen is not operational yet. Lieuallen asked if he could go in and serve lunches at GU and Humbolt. Gerry asked him if he had his food handlers card. Lieuallen said he could get it. Taylor asked Gerry if they just got ahold of him to arrange a day once they got their cards. Gerry said yes.

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Robertson asked if volunteers had to be vaccinated. Uptmor explained that delivery service individuals do not, people working directly with students have to. Robertson asked Uptmor how he was handling the paperwork side of that. Uptmor said that his focus right now was on the staff, he hasn't made it to the volunteers yet. Uptmor said that volunteers have the ability to do exceptions also.

5.2 Website

Walker told the leadership team that the new website was so much better than the old one and she greatly appreciated that. Taylor asked who got the credit for that. Uptmor said all of the leadership team.

Uptmor told the board that there are still some little kinks in it. Uptmor said that when you search for GSD 3 you are still taken to the old website so they need to do some work on the old one to make it easier to get to the new one.

5.3 Long Range Facility Plan

Walker said that the Long Range Facility plan was still important but we have just had some other things come up. Walker said that hopefully this could be part of the OSBA training piece along with some strategic planning at the end of it. Lieuallen said that he didn't want to stop the discussion now because he thinks the board will kick themselves if they are still talking about it 5 years from now. Lieuallen said he thinks that now is the time to talk about it because there has to be some funding options out there somewhere. Walker said that if you have a project shovel ready and apply for grants your chances of getting a grant increase. Uptmor reminded the board that the district received a seismic grant at Humboldt that will help with some of the needs that arose from the long range facility plan. Uptmor said that the district has also set aside money for a new gym which also addresses some of these issues. Walker said she thinks this is a good topic for an expert to guide us through the process. Uptmor said he will work on finding help for the board.

5.4 Security Camera System

Uptmor told the board that he finally got ahold of the right people and was able to get ahold of 3 vendors and had a great conversation with one of them. Uptmor said they seem to offer a lot of what the district is looking for and even have some flexibility with their products. Uptmor said that he was still trying to get meetings set up with the other 2 vendors. Walker said that she's working on a similar project at the airport and it is very hard to find a vendor that meets our needs. Taylor asked how far out we were. Uptmor said that the ESD does not have the capability to install that many cameras. Taylor said that the cameras are the easy part, the installation is the tricky part. Taylor asked if Uptmor had contacted Tye Parson about doing the project. Uptmor said that he's so busy that he doesn't think that he'd take the time out of his work schedule to install our camera. Huerta told the board that Parsons couldn't do the security system at parks and rec. Labhart said that he would text Bret the name of the person that installed the cameras at the senior center.

5.5 Establish 2021-22 Board Priorities

Uptmor told the board that he thought that some of the items discussed at the works session should be included in the priorities. Lieuallen asked what the next step was to take a lot of words on paper and turn them into something meaningful. Lieuallen said that the board supported a co-op tonight but he also heard that by doing that we're not supporting our staff or coaches. Lieuallen said that he didn't feel like that's what the board did but he wants to make sure that those conversations are happening if there are feelings along those lines. Uptmor said that normally he would compile the information into a document and turn that into the meat of what the boards' goals are. Lieuallen asked if the district could hire a consultant to get work done while we're doing work in order to help the district move forward on the items discussed at the work session. Lieuallen said he didn't want to see a good discussion not be completed two years from now. Uptmor said he would be very happy if we could get some 3rd party people to come in and help. Uptmor said that he knew that COSA had helped districts in the past so he would reach out to them to see if they can help or at least send some information. Lieuallen said that the board talked about rotating subcommittees and he thought that could happen with staff, board members, students, etc., along with the consultant.

Griffin said she thought it was a great idea getting in touch with people to create an action plan.

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Robertson suggested reaching out to other communities or counterparts at other schools and fixing those ties and gaining a better understanding of what people are doing and see what works for them. Lieuallen said that he wanted this to be more of a focus on district 3 and not on the other districts. Griffin said she thinks you need to have a healthy district 3 before you can move forward. Robertson said that she thinks we have strengths and Prairie has strengths and since we co-op in sports maybe we can partner in academics as well. Robertson said maybe our students could go to Prairie for Ag and their students could come here for automotives. Gerry told the board that students can't be enrolled in two school districts at once so that can't be done. Uptmor said the only way to do that was to become one district. Cindy Dougharity-Spencer told the board that Imbler/Elgin used to do it in the early 2000s so maybe that could be looked at. Uptmor said he would look into how they did that. Walker said there may be a work around that could be looked at if that is what the district wants to do.

Uptmor said that he will see about finding help with getting this going. Lieuallen said that he wanted to see some traction, like some movement once a month, every couple months, etc.

Taylor said that he would be in support of a 3rd party person. Taylor said that the board/district puts a lot of time and energy into things and so they tend to take things more personal when people talk about issues so he thinks a 3rd party would be good. Taylor said that Labhart has brought up having a student involved in the board a couple times and he thought that was something that the board could take action on now. Labhart said that if we put it on the next month's agenda he will gather the information and bring it to the next meeting.

Uptmor said that the leadership team wondered about adding student and staff retention to the priorities. Lieuallen, Robertson and Walker all said that this was an important issue but they didn't think that it needed to be a priority. Robertson said that she didn't think that was what the district wanted to put out there.

Walker said that at the last meeting communication was the hold-up on the priorities. Lieuallen said that he felt the priority was about the tools the district is using and not the act of communicating. Taylor asked if the board being in the building was part of this priority. Lieuallen suggested ending the board meetings with a positive that had happened in the district or the schools during the week/month. Lieuallen said he'd like the focus to be actively putting our wins out there.

Dougharity-Spencer again invited the board members to contact the teachers and get into their classrooms. Dougharity-Spencer said the kids are excited to be in school and we have a lot of great things going on in the school so please come visit us. Dougharity-Spencer told the board that she was not the only teacher that would encourage the board to come visit the classrooms. Dougharity-Spencer said that the board hears the reports but the staff would love to have them come see what's going on. Robertson said that she felt that is what Huerta is doing, putting the spotlight on the staff, etc. Lieuallen said that he wasn't trying to change the priority he was trying to understand what that priority meant.

Walker suggested changing the verbiage to: Communicate to keep the community informed by using a variety of means and media.

Griffin said she felt that the things that Lieuallen was saying were more about the outreach and not communication.

Robertson said she thought the verbiage should stay the same.

Griffin said she thought it needed to be defined better.

Stokes said he felt it should be kept the same.

Labhart said he thought the verbiage should remain the same. Labhart said he thought that tonight's meeting was an awesome example of hearing and listening to the community. Labhart said he agreed with Robertson and Taylor, it's about the kids.

Gerry read an example of a communication priority that he found online. The priority said: Engage the community in more robust forms of communication inclusive of website enhancements, social media platforms and district and school-based communications focused on transparency and relationship building.

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Taylor moved to adopt the new priority language for Communicating with Stakeholders. Lieuallen seconded. The motion passed with 7 for; 0 opposed.

6.0 FUTURE AGENDA AND CALENDAR ITEMS

- September 15..... Board Meeting
- October 20..... Board Meeting
- ~~Nov. 11-13..... Annual OSBA Convention~~ **CANCELED**
- November 17..... Board Meeting
- January 19 Board Meeting
- February 16 Board Meeting
- March 16 Board Meeting
- April 20 Board Meeting (Seneca)
- May 4 Budget Meeting
- May 18 Board/(Optional) Budget Meeting
- June 1 Budget Hearing/Board Meeting
- June 2 Last Day of School
- June 3 Teacher In-service

7.0 GOOD OF THE ORDER

Robertson said that she felt like it was a good meeting tonight and that she hopes the coaches feel respected and heard.

Griffin said she loved hearing the engagement form the community and loved being here.

Stokes thanked the leadership team, the coaches and the staff for everything that they do. Stokes said that he appreciates them dearly and nothing that was said tonight was personal.

Taylor said that many of the leadership team and board members may not know Mike Workman but he’s done a lot for this community. Taylor said that he was grateful that he’s in a position to listen to everyone and he feels lucky to represent them.

Lieuallen thanked the leadership team for all that they are doing to keep the kids in school. Lieuallen welcomed Griffin to the board.

Walker reminded the board that the mandatory reporting training needed to be completed. Walker said she hopes that the staff and faculty are hearing that the board values everything they are doing.

Labhart thanked the leadership team for what they are doing to lead the district.

8.0 ADJOURN

Walker adjourned the meeting at 9:54 pm

_____ October 20, 2021
Haley Walker
Chairman’s Signature

_____ October 20, 2021
Bret Uptmor
Clerk’s Signature