



GRANT SCHOOL DISTRICT #3

401 N. Canyon City Blvd. • Canyon City, OR 97820
Phone: (541) 575-1280 • Fax: (541) 575-3614

BOARD MEETING WEDNESDAY, January 19 2022 • 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, Kelly Stokes, Alicia Griffin, Dr. Colleen Robertson and Jake Taylor. Superintendent Bret Uptmor and Business Manager Heidi Hallgarth were also present.

1.3 Agenda Review

1.4 Public Forum

No public comment.

2.0 REPORTS

2.1 Superintendent's Report

Uptmor told the board that COVID cases are getting high in the district but at the meeting with the Grant County Health Department it was decided that the district wouldn't transition to distance learning at this point. Uptmor said that if the district can't get the buildings staffed then we will be forced to close school. Uptmor also said that if the Health Department sees that the schools are causing outbreaks they will close the school.

Uptmor said that he turned in two proposals to Rep. Owens for possible funding through the Legislature. Uptmor told the board that he requested funds to update the heating system at Humbolt and the roof at GU. Uptmor told the board that each project had to be over \$750k which was easy to reach with the roof project but in order to hit that at Humbolt they had to add an HVAC system for the gym as well. Lieuallen asked when the money would be available if the projects were approved. Uptmor said that they were starting the short session so we should see some sort of indication in May.

Uptmor told the board that the childcare feasibility study was completed last month so he would send the report out to them.

Uptmor told the audience that this month was board appreciation month. Uptmor told the board that he really appreciated all of the work that they do for him. Uptmor told them that they were the feed, for him to know what is going on in the community.

BOARD OF DIRECTORS:

Chairman Haley Walker • Alicia Griffin • Chris Labhart • Aaron Lieuallen • Dr. Colleen Robertson • Kelly Stokes • Jake Taylor

2.2 Administrator Reports

2.2.01 Grant Union Junior/Senior High School Principal, Ryan Gerry, was absent.

2.2.02 Humbolt Elementary Principal, Janine Attlesperger, said that her report was as written. Attlesperger told the board that each elementary grade level drew a name of a board member and created the posters, cards, and goodies that they received tonight. Attlesperger said that she really appreciates the board supporting Humbolt by coming in and meeting the kids, serving lunches, and reading to the students. Robertson told Attlesperger to thank her staff and students and tell them that the board felt really appreciated.

2.2.03 GU Athletic Director, Ryan Gerry, was absent. Shelton invited the board to the home wrestling meet at GU this weekend.

2.2.04 Seneca Head Teacher, Dana McLean, said that they were finishing up their iReady diagnostic testing this week and that they are seeing a huge improvement from the beginning of the year testing to now.

2.2.05 District SPED Director/Diagnostician/DTC/ Tag Coordinator, Rhonda McCumber, was absent.

2.2.06 Assistant Principal, Karen Shelton, told the board that GU has 22 less classes this year than last. Shelton went over the staffing needs/additions that they see at GU and emphasized the importance of building the CTE Pathways programs. Shelton said that they needed to add intervention staff to help the students that fell behind during COVID get back up to grade level, a shop teacher and another PE/Weights teacher so that Jason Miller could be freed up to teach more automotive classes. Taylor said that autos was growing so if they could get Miller in the auto shop more than that would be beneficial for the kids. Walker asked if the automotive classes were progressive. Shelton said that yes, they had a beginner, an intermediate and an advanced class. Robertson said that the staffing shortage and building the CTE programs needed to be made a priority in the budget. Lieuallen said that there was probably some need for intervention staff at Humbolt as well. Uptmor said that we will be advertising soon for a math/reading instructional assistant at Humbolt. Walker told Shelton that since budgeting will be happening soon she would like to see the schools make their big ask to the budget committee. Shelton thanked the board for their hard work.

2.2.07 Engagement Specialist, RC Huerta, was absent.

2.3 2020-21 Audit Report from Solution, CPA

Amy Walker with Solutions, CPA went over the 2020-21 district audit.

3.0 NEW BUSINESS

3.1 Masks

Uptmor told the board that on December 13th the State made the announcement that students were not required to wear masks outside anymore and that on January 14th OHA said that if students were wearing their masks correctly then the district did not have to go through contact tracing. Uptmor said that he was beginning to feel more optimistic as we move into spring because our students will be outside more and that last spring there were fewer cases so he's looking forward to a prediction that we will see less stress on our kids regarding masks. Robertson asked for clarification that masks are not required to be worn by kids outside at any of our schools. Uptmor told her that was correct.

3.2 Employee Retention

Cindy Dougharity-Spencer and Cammi Copenhaver went over the letter that Dougharity-Spencer asked to have included in the board packet. A copy of the letter is on file at the district office. Taylor asked Dougharity-Spencer what the staff was looking for in regards to a resolution to their concerns. Dougharity-Spencer told the board that they are looking for both more money and help. Dougharity-Spencer told the board that the district needed to make the work place a more positive place as well. Walker thanked Dougharity for writing the letter and for presenting the staff's concerns/needs/wants to the

BOARD OF DIRECTORS:

Chairman Haley Walker ▪ Alicia Griffin ▪ Chris Labhart ▪ Aaron Lieuallen ▪ Dr. Colleen Robertson ▪ Kelly Stokes ▪ Jake Taylor

board. Walker asked Dougharity-Spencer what the board could do for the staff today. Dougharity-Spencer said that they were just looking for a commitment to start making things better.

3.3 First Reading of Policies:

- BBAA – Individual Board Member’s Authority and Responsibilities
- GBA – Equal Employment Opportunity
- GBEA – Workplace Harassment
- GBNA-AR – Hazing, Harassment, Intimidation, Bullying, Menacing, or Cyberbullying Reporting Procedures – Staff
- GBNAA/JHFF – Suspected Sexual Conduct with Students and Reporting Requirements
- GBNAA/JHFF-AR – Suspected Sexual Conduct Report Procedures and Forms
- GBNAB/JHFE – Suspected Abuse of a child Reporting Requirements
- GBNAB/JHFE-AR (1) – Reporting of Suspected Abuse of a Child
- GBNAB/JHFE-AR (2) – Abuse of a Child Investigations Conducted on District Premises
- IA – Instructional Goals
- IB – Freedom of Expression

The board went around the room and discussed each one of the policies.

BBAA – No Questions

GBA – Robertson asked who the district Title IX Coordinator was. Uptmor said that it was him.

BGEA – Robertson said that she didn’t see disability discussed in the policy. Uptmor said that he thought maybe it was addressed in that last line. Robertson said that is fair and she can move on.

GBNA-AR – No questions.

GBNAA/JHFF – Robertson asked if the policy was posted in the district buildings. Uptmor said that it was.

GBNAA/JHFF-AR – No questions

GBNAB/JHFE – No questions

GBNAB/JHFE-AR (1) – Lieuallen asked for clarification on the definition of a child. Lieuallen said that it looked like the policy said that if you are only 17 but married then you are no longer considered a child. Uptmor said that he would have to do more research but he believed that once a minor was married they were emancipated. Lieuallen asked if there was another policy that would cover this situation. Uptmor said that it would be the “Reporting Abuse” policy. Lieuallen said that the policy states that the Administration cooperates with the investigators in these situations. Lieuallen asked where the administration gets their training to know how to cooperate with the investigator. Uptmor said that there is an annual COSA Law Conference that the administration attends and that along with staying in contact with the district’s attorneys is where they get their help in cooperating with the investigations. Lieuallen asked if these procedures were adequate. Uptmor said that if they didn’t do a good job then the district would be open to litigation and since that has not happened he’d say that they’re pretty good. Lieuallen said that the policy clearly states that when there is an investigation the district is not to notify the parents. Lieuallen asked how the parents find out; from their child when they get home from school. Uptmor said that yes, that is the mandate. Uptmor said that the local DHS is very good though and that they try to notify the parent after they have interviewed the student.

GNAB/JHFE-AR (2) – No Questions

IA – Labhart asked if music was part of the arts. Uptmor said that it was.

IB – No questions

3.4 BMFT Request for Salary and Compensation Negotiations

Walker told the board that they had received a letter from BMFT requesting to open negotiations. Walker reminded the board that they talked about this in November and asked Uptmor to reach out to the union to see if they were interested in opening negotiations regarding compensation. Uptmor went over the letter that is included in the packet.

Labhart moved that GSD #3 go into expedited bargaining process under ORS 243.698 with BMFT. Taylor seconded. The motion passed with 7 for; 0 opposed.

Lieuallen asked if the addition of job classifications to the job schedule would be taken care of at this time as well. Walker said that she believed it would along with discussion about the job descriptions as well.

Griffin, Stokes and Labhart agreed to be on the negotiation team.

BOARD OF DIRECTORS:

Chairman Haley Walker ▪ Alicia Griffin ▪ Chris Labhart ▪ Aaron Lieuallen ▪ Dr. Colleen Robertson ▪ Kelly Stokes ▪ Jake Taylor

3.5 Resolution 2011-15 – Emergency Procurements

Uptmor explained that the resolution was being proposed because of the heating problems at Humbolt. Uptmor said that we need to have an emergency declaration in place in order to expedite getting the new system in. Uptmor told the board that if the funding for this didn't come through from the legislation this project still qualified for the ESSER funds or could even come out of the general fund. Labhart asked if the plan was to put mini-splits in each room. Uptmor said that they were looking at a VSR unit that would sit next to the building with duct work ran to each room along with registers and thermostats which would provide both heating and cooling to the rooms. Lieuallen asked if the legislature funding was a reimbursement program. Uptmor said that he was assuming it was.

Robertson moved to approve Resolution 2011-15. Griffin seconded it. The motion passed with 7 for; 0 opposed.

Uptmor said that he would reach out to the vendor that did the work on the upper building to see if he would be interested in bidding on the project as well. Taylor asked if the old boiler system would be completely removed. Uptmor said that he would add that to the legislature request. Uptmor said that by declaring this an emergency this will help with the legislature funding. Griffin asked if there were any negative repercussions of moving this into an emergency situation. Uptmor said that sometimes the community has opinions that he doesn't like but he needs heat in the buildings next winter.

4.0 CONSENT AGENDA

- 4.1 November 3 Work Session, November 17 Superintendent Search Planning Meeting, November Board Meeting, December 8 Work Session and December 15 Superintendent Search Work Session Minutes
- 4.2 Approve Humbolt Cook's Assistant – Renee Updegrave
- 4.3 Hire Spring Coaches –List Attached
- 4.4 Accept Letter of Resignation from Seneca K-3 and Head Teacher – Dana McLean
- 4.5 Accept Letter of Resignation from GU Assistant Softball Coach – Mike Strong
- 4.6 Approve GU MS Wrestling Coach (Split Position) – Logan Bailey
- 4.7 Approve GU MS Wrestling Coach (Split Position) – Elijah Humbird
- 4.8 Recommend Approving the 2020-21 District Audit
- 4.9 Recommend Approving Resolution ORS 297.466
- 4.10 Approve GU Custodian – Jason Wright
- 4.11 Accept Letter of Retirement from Route Bus Driver –James Mabe
- 4.12 Second Reading of Policies:
 - AC – Nondiscrimination
 - AC-AR – Discrimination Complaint Procedure
 - BD/BDA – Board Meetings
 - BDDH – Public Comment at Board Meetings – DELETE
 - BDDH – Public Comment at Board Meetings (HB 2560)
 - BBBH-AR – Public Comment at Board Meetings
 - CM – Compliance and Reporting on Standards
 - DJC – Bidding Requirements
- 4.13 Approve Humbolt Instructional Assistant – Destiny Fairless
- 4.14 Approve Humbolt Instructional Assistant – Holly Wick
- 4.15 Recommend Approving Resolution –Grant Education Service District's Resolution Services for 2022-23

Robertson moved to approve the consent agenda as presented. Stokes seconded.

Robertson asked Uptmor to remind her about what 4.15 was. Uptmor said that every year the ESD has to provide a resolution to the district on the services that they are going to provide. Walker asked why the district was using two ESD's for support on Synergy. Uptmor said that Edupoint wanted a host for their program so High Desert ESD is the host and our local ESD is our support group. Walker asked where we go to improve the deficiencies and help out our staff. Uptmor said

BOARD OF DIRECTORS:

Chairman Haley Walker ▪ Alicia Griffin ▪ Chris Labhart ▪ Aaron Lieuallen ▪ Dr. Colleen Robertson ▪ Kelly Stokes ▪ Jake Taylor

that we would use Grant ESD. Walker requested to remove item 4.15 from the consent agenda to allow for further discussion at the February meeting.

Robertson said that she was sorry to see McLean leave and that the district would miss her. Taylor and Stokes both said that they piggy backed on what Robertson said.

Lieuallen asked how the district moves on to ensure that the findings in the audit don't happen again. Uptmor said that we were going to change how we budget for the special funds.

Robertson revised her motion to approve the consent agenda minus item 4.15. Stokes seconded. The motion passed with 7 for; 0 opposed.

5.0 OLD BUSINESS

5.1 Student Store

Uptmor said that this would be the last month that this would be on the agenda because the store is up and running.

5.2 Long Range Facility Plan

Uptmor said that this was going to stay on the list but we know it will be addressed with our strategic plan.

5.3 Security Camera System

Uptmor told the board that the cameras have been ordered and received and are now being stored in the buildings. Uptmor said that they would be installed this summer.

5.4 Superintendent Search

Walker told the board that both herself and Hallgarth met with COSA today and that there were 9 applicants. Walker went over the timeline with the board. Robertson said that she hoped the board could count on Uptmor to come up with a transition plan for the new Superintendent. Uptmor said that he would like to work with the new Superintendent.

6.0 FUTURE AGENDA AND CALENDAR ITEMS

Jan 24-25Preliminary Superintendent Interviews with Consultants
February 16 Board Meeting
February 2 Presentation of Superintendent Slate to Board -5:30 pm Executive/7:00 Regular
February 10 1st Round of Interviews -8:00 am – 6:00 pm (appx.)
February 23-24 ..Finalist Interview (Executive Mtg.) -5:30 pm
March 1 Board Selects New Superintendent (Executive Mtg.) -5:30 pm
March 9 Work Session –Time: TBD
March 9 Board Votes on Superintendent Selection
March 16 Board Meeting
April 6 Work Session –Time: TBD
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

Taylor thanked Dougharity-Spencer and Copenhagen for their comments to the board. He thought they were very helpful.

BOARD OF DIRECTORS:

Chairman Haley Walker ▪ Alicia Griffin ▪ Chris Labhart ▪ Aaron Lieuallen ▪ Dr. Colleen Robertson ▪ Kelly Stokes ▪ Jake Taylor

Stokes agreed with Taylor.

Robertson told the administration that they have changed her children's lives for the better so she thanks them.

Labhart said that he didn't think he could teach in this day and age. Labhart asked Attlesperger if he could visit with Ms. Martin and Mrs. Finley tomorrow. Attlesperger said to come on down.

Lieuallen said that the district could do better than "Let's see what sticks" out of the letter from the staff. Lieuallen thanked everyone in the district for all that they do.

Taylor thanked John Rowell for being in the audience.

Walker told Dougharity-Spencer that reading the words was great but hearing it from her made them hear what the staff are saying. Walker said that the board is there to help so they will do whatever they can do to help them.

John Rowell said he wanted to commend the staff for their presentation. He said that he roots for them and that it is really great to have people so dedicated.

8.0 ADJOURN

Walker adjourned the meeting at 9:36 pm.

Haley Walker
Chairman's Signature

February 16, 2022

Bret Uptmor
Clerk's Signature

February 16, 2022