

**Rainier School District #13**  
**Minutes**  
Rainier School District Boardroom

**Regular Board Meeting**  
April 18, 2022 at 6:30 p.m.

**Present:** Dr. Placido, Mrs. Richardson, Mr. Hisey, Mrs. Hendricks, Mr. Schimmel, Mr. Harding, Mrs. Usher

**I. Preliminary Matters**

- A. Call Meeting to Order at 6:30 p.m.
- B. Pledge of Allegiance
- C. Approve Agenda

Mr. Hisey motioned to approve agenda, seconded by Mrs. Richardson

**Discussion: None**

| Name            | Aye | Nay |
|-----------------|-----|-----|
| Dr. Placido     | x   |     |
| Mrs. Richardson | x   |     |
| Mr. Harding     | x   |     |
| Mrs. Hendricks  | x   |     |
| Mr. Hisey       | x   |     |
| Mrs. Usher      | x   |     |
| Mr. Schimmel    | x   |     |

**II. Reports, Information, and Discussion Items**

- A. Superintendent Report: Dr. Hattrick
  - Educator Appreciation Week was last week:  
2 days off for weather, snowy BBQ on Wednesday with sundaes, snow cones, continental breakfast, snacks and coffee daily
  - Remote Meteorology Team:  
Reports on local road and weather conditions were helpful
  - Portland Educator Fair:  
Was two weeks ago. We are in a nationwide shortage. Recent article illustrated that across the state there are .5 candidates for every position for next year. We currently have positions posted.

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- First policy committee meeting, got through 1/3 of OSBA recommended policy updates. We will have at least one more meeting prior to presenting the recommendations in May.
- In conversations with the Sheriff's office about bringing back a resource officer next year
- Summer Grant funding:
  - \$53,819 with a 25% district match for High School Allocation
  - \$103,274 with a 25% district match for K-8 Enrichment Allocation
- Graduation coming up, historically the board chair hands out diplomas with the Superintendent. Send email if you are interested in attending one or both graduations. NCA graduation is June 3, 2022 and RJSHS graduation is June 4, 2022
- Rainier Revisited is this weekend, hope you will be able to attend
- Tentative Summer Programming:
  - Kindercamp
  - K-8 Summer School Enrichment, last year was 4 weeks, Monday - Thursday 8:00 am - 1:00 pm
  - High School Academic Support Summer School, last year was 4 weeks, Monday - Thursday 8:00 am - 1:00 pm with focus on credit recovery
- CTE Programming: Meeting with OMIC later this week to talk about possible summer opportunities
- YMCA Summer Camp, falls under enrichment, 7 weeks, sign up for each week separately, breakfast and lunch provided. Typically the cost is \$150 per week but we can use grant funds in hopes to offer free or discounted. We are not limited to only 30 students. This also brings an opportunity for High School students to earn credit as camp counselors.

**Discussion:**

YMCA does outstanding things worldwide.

It is a personal choice as to whether a student does one week, some weeks or all weeks.

Seniors can earn academic credit, we are still in the planning phase.

Honor Band and FFA Banquet this week/weekend.

**B.** Financial Report, Kevin Hansen, written report provided.  
Business office is currently working on the internal audit and budget.  
Our projected ending fund balance shows \$2,886,000. Our ADM has not changed much and ESSER is included in your report.

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**III. Public Comment**

- A.** Tonight's meeting is designed to keep presentations and deliberations efficient and effective. The board will not comment, but will listen only. They may choose to call your name for public testimony at the end of the meeting if your topic is a non-agenda item. The board may choose not to address your request if your topic is outside the scope of the board's governance. We ask that you remember Oregon law prohibits us from discussing specific employees or their job performance. If you wish to speak, please complete the Public Comment Form and submit to the board secretary prior to the start of the meeting.

**Destinee Ryder:** (Read by Dr. Placido) Thank you to the Superintendent and staff for going above and beyond last week during power outages to open up showers for students in need.

**IV. Consent Agenda**

- A.** Approve March 1, 2022 Executive meeting minutes  
**B.** Approve March 14, 2022 Regular meeting minutes  
**C.** Approve the resignation of:  
    **a.** Riley Couch, RJSHS Teacher, Dean of Students, HS Athletic Director  
    **b.** Mary Graff, RJSHS Teacher  
    **c.** Madison Keezer-Birmingham, RJSHS Teacher

Mrs. Hendricks motioned to approve the consent agenda, seconded by Mrs. Richardson

**Discussion:** Sad to lose this group of educators. It's heartbreaking. These are exceptional educators that we are losing. I wish them the best. Our hearts are with Mary Graff and her family.

| <b>Name</b>     | <b>Aye</b> | <b>Nay</b> |
|-----------------|------------|------------|
| Dr. Placido     | <b>x</b>   |            |
| Mrs. Richardson | <b>x</b>   |            |
| Mr. Harding     | <b>x</b>   |            |
| Mrs. Hendricks  | <b>x</b>   |            |
| Mr. Hisy        | <b>x</b>   |            |
| Mrs. Usher      | <b>x</b>   |            |
| Mr. Schimmel    | <b>x</b>   |            |

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**V. Items for Board Action**

**A.** RJSHS & Clatskanie Soccer Co-Op Agreement, Dr. Hatrick recommended that we table this and revisit it in May - Tabled

**B.** REA Taxable Fringe MOU, Dr. Hatrick

This memorializes the grievance decision by the Board. Both items B and C are the same as are the MOU's. Under number 2, we added in the first sentence, "...not enrolled in a High Deductible Health Plan..."

Mr. Harding motioned to approve both the REA and OSEA MOU's (Combining items B and C), seconded by Mr. Hisey

**Discussion:** none

| Name            | Aye | Nay |
|-----------------|-----|-----|
| Dr. Placido     | x   |     |
| Mrs. Richardson | x   |     |
| Mr. Harding     | x   |     |
| Mrs. Hendricks  | x   |     |
| Mr. Hisy        | x   |     |
| Mrs. Usher      | x   |     |
| Mr. Schimmel    | x   |     |

**C.** OSEA Taxable Fringe MOU

The previous motion combined REA and OSEA MOU's together with one vote. See above.

**D.** YMCA MOU, Dr. Hatrick

- a. They would be using our facility Monday through Thursday, working around our schedule
- b. They are currently in the planning phase for the 7 weeks

Mrs. Richardson motioned to approve, seconded by Mrs. Usher

**Discussion:** Friday's can be challenging in regards to daycare. It can be troublesome to find care for 1 day a week.

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Dr. Hattrick can modify the MOU to state, "a minimum of 30 Rainier students". Great to involve the YMCA, it's great for our kids. They run a really neat program, previous themes: space and hiking. This program looks good and hopefully it's well attended. Hoping that this kick starts using the pool year round for our students and community. YMCA does provide Friday programming separate from the camp in Longview to members.

If students can't participate for free, whatever the tax info parents need to claim on taxes would be helpful. Hope to see the pool being used and students trained as lifeguards again.

Dr. Hattrick: YMCA is offering training on a swim curriculum. They are willing to train one of our staff members to be able to train lifeguards. This is a huge benefit for Rainier.

| Name            | Aye | Nay |
|-----------------|-----|-----|
| Dr. Placido     | x   |     |
| Mrs. Richardson | x   |     |
| Mr. Harding     | x   |     |
| Mrs. Hendricks  | x   |     |
| Mr. Hisy        | x   |     |
| Mrs. Usher      | x   |     |
| Mr. Schimmel    | x   |     |

**E. Admin Compensation, Dr. Hattrick**

- a. Non represented staff make up the admin team. Current contract is a set salary. Recommending a 5%, effective on July 1, 2022.
- b. Most Classified and Certified get a step and the COLA on top.

Mr. Harding Motioned to approve admin COLA at 3%, seconded by Mr. Schimmel

**Discussion:** We have used the same COLA for admin for several years and it is the same as REA. Discussion in regards to whether there should be two admin lists and the difference in 5% depending on current salary.

5% is what is currently in the upcoming proposed budget.

Classified and Certified get step increases and a COLA increase. Comments about tabling until the next meeting and that 5% is very fair.

Comparing admin to the union is apples to oranges Union employees pay premiums and monthly dues. There is a little discrepancy as to what is paid on union vs non union.

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Feeling that a percentage raise is less equitable across the board versus a set amount. Understanding that it's a common practice and need to consider job duties, responsibilities and current salary. The amounts of these 7 staff are very different. Staff receive a step increase every year unless they are topped out on salary schedule. All these individuals are doing a fine job and deserve a raise. The district is expecting a downturn in our funding. The cliff is coming. It's not appropriate for us to pull people off this list and consider them individually. The inflation rate is around 8%, so even a 5% increase doesn't cover it.

| Name            | Aye | Nay |
|-----------------|-----|-----|
| Dr. Placido     |     | X   |
| Mrs. Richardson |     | X   |
| Mr. Harding     | X   |     |
| Mrs. Hendricks  |     | X   |
| Mr. Hisy        | X   |     |
| Mrs. Usher      | X   |     |
| Mr. Schimmel    | X   |     |

**VI. Executive Session** entered at 7:18p.m.

- A.** To review and evaluate the performance of the superintendent or any other public officer, employee or staff member, unless that person requests an open hearing. (ORS 192.660(2)(i))

Returned from Executive session at 9:34 p.m.

**Dr. Placido:** No decisions were made, but we did complete our evaluation of the Superintendent. The board of the Rainier School District thanks Dr. Hatrick for his continued service during a very challenging time. We have met with Dr. Hatrick to provide his annual evaluation which included recognition for his many accomplishments as well as areas that we would ask him to concentrate on including working to improve the school environment and continued focus on improving student success. Dr. Hatrick has yet to work in Rainier during a normal time. We look forward to what his communication and organizational skills are able to achieve as we move out of the pandemic and into the coming years. Thank you so much for what you've done this year and last year. We're looking forward to what a hopefully, non COVID, pandemic year looks like.

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Mr. Harding motioned to give Dr. Hattrick a 3% COLA increase for the 22 - 23 school year, seconded by Mrs. Usher

| Name            | Aye | Nay |
|-----------------|-----|-----|
| Dr. Placido     | x   |     |
| Mrs. Richardson | x   |     |
| Mr. Harding     | X   |     |
| Mrs. Hendricks  | x   |     |
| Mr. Hisy        | X   |     |
| Mrs. Usher      | X   |     |
| Mr. Schimmel    | X   |     |

**VII. Future Agenda Items**

**VIII. Board Comments**

**Mrs. Usher:** This was my first time doing an evaluation. I'd like to thank everyone on the board for all the hard work that we just did and thank you Dr. Hattrick. It was really neat to see the pictures of Prom over the weekend and all the fun that the kids had. Glad to see those happening now.

**Mr. Hisey:** I appreciate working with you, Dr. Hattrick over the last couple of years. I look forward to further growth, learning with you and the rest of the team. I know we have our difficulties, but it's nice to know we can work through them without yelling at each other. Thank you very much everybody.

**Mrs. Hendricks:** I'd like to thank you Dr. Hattrick for this last year. I appreciate all your hard work and all the changes happening for the positive. You're doing a great job, keep it up.

**Mrs. Richardson:** Dr. Hattrick thank you very much for all your hard work. Something I have never seen, being in Rainier School District myself since second grade through graduation, never have I ever had an admin open up the school for

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kids to make sure that they had showers and a warm place to get ready for school. Personally, thank you and also to all the district staff that helped pull that off. That really was a gigantic thing.

**Mr. Harding:** I think we found a format that I think we ought to use sometime in the near future and include the superintendent and have a round robin frank discussion about where we want to go. Tonight was quite an eye opener on everyone getting along and doing what we did. Thanks for everybody's tolerance, it was pretty good.

**Mr. Schimmel:** I appreciate all the work you do, on your normal workday and on weekends. I know you put in a lot of hours, so I appreciate that. I look forward to working with you in the future. I know I'm new to this, so this is all a learning experience and I appreciate your help with me personally on our one-to-ones. I know you will take some of those suggestions as positives to grow. We as a board always have room to grow as individuals and as a body. I also want to thank Mr. Couch for all his work and support throughout his time here, countless hours on and off the clock. Thank you Mrs. Graff for all your years of service, personally to my daughter's and the 100's of students that she mentored, not just taught, so thank you.

**Dr. Placido:** I really appreciate the weekend update, our weekly email that updates us on what's happening. I really appreciate that, so thank you very much. I know how much time it takes and I appreciate it and we are paying attention. The showers thing is phenomenal, I would encourage you to develop a core of volunteers or something for homeless students or kids that work. Mr. Couch has not been here long. As an athletic director, he has been a phenomenal. I wish him nothing but success. Mrs. Keezer, her husband got his top pick for medical residency, so it's a big deal, thank you for the work you've done. Mary Graff, one of the first people we met, just always so kind. My daughter would get in trouble for reading in class and Mary would just talk to her about books. What a loss to see those names on our resignations. It's been a joy to work with you Dr. Hattrick. It's been a challenging, challenging time and the amount of time, energy and effort you put in is amazing. I hope you feel the pride we have for the job you have been doing.

**IX. Next Meetings**

- April 25, 2022 - Budget Meeting 6:00 p.m.
- May 9, 2022 - Budget Meeting 5:00 p.m.
- May 9, 2022 - Regular Meeting 6:30 p.m.
- May 23, 2022 - Board Work Session, 5:00 - 8:00 p.m.
- June 13, 2022 - Organizational Meeting 6:30 p.m.

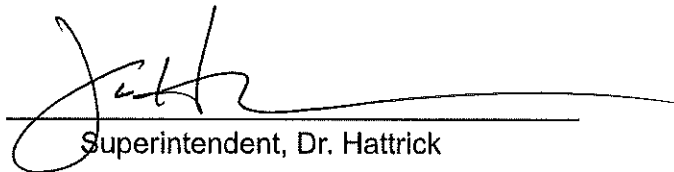


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Mr. Hisey motioned to adjourn , seconded by Mrs. Richardson

| Name            | Aye | Nay |
|-----------------|-----|-----|
| Dr. Placido     | x   |     |
| Mrs. Richardson | x   |     |
| Mr. Harding     | x   |     |
| Mrs. Hendricks  | x   |     |
| Mr. Hisy        | x   |     |
| Mrs. Usher      | x   |     |
| Mr. Schimmel    | x   |     |

**X. Meeting Adjourned** at 9:47 p.m.

  
\_\_\_\_\_  
Superintendent, Dr. Hattrick

5/1/2022  
\_\_\_\_\_  
Date

  
\_\_\_\_\_  
Board Chair, Dr. Placido

5/9/2022  
\_\_\_\_\_  
Date

