

Clatskanie School District 6J
PO Box 678
Clatskanie OR 97016
BOARD OF DIRECTORS' REGULAR BOARD MEETING
February 26, 6:30 p.m., CES Library

MINUTES

Board Members Present: Walt Lovegren-Board Chair Monty Akin-Vice Chair, Megan Evenson, Judy Skirvin, Valerie Williams
Administration Team: Dr. Lloyd Hartley-Superintendent Amy McNeil-CMHS Principal, Brad Thorud- CES Principal, Jim Helmen-CMHS Assitant Principal, Deputy Clerk Janice Essenberg
Absent: Tami Burgher-Secretary
Guests: Erin Fennerty-Attorney, Luvaas Cobb Attorneys at Law, Haley Percell- Attorney, OSBA, Cody Mann-Clatskanie Chief, numerous staff and community members, see list

- I. CALL TO ORDER – 6:30 p.m.
 - A. Flag Salute: Walt Lovegren-Board Chair called the meeting to order at 6:30 pm
 - B. Agenda Review: Dr. Hartley noted that in the interest of time, written reports were provided in lieu of oral reports. Oral reports will resume next month.

- II. COMMUNICATIONS AND HEARINGS OF INTERESTED PARTIES
 - A. Public Comment:
 1. Dave Hicks, Clatskanie resident, former School Board member, spoke in support of renewing Principal Thorud's contract.
 2. Gail Hicks also spoke in favor of Principal Thorud.
 3. Connor Thorud, Principal Thorud's son, spoke in support of Principal Thorud.
 4. Viv Navarro presented a petition signed by 500 people in support of Principal Thorud and another petition signed by 41 families who said they would withdraw from the District if Principal Thorud's contract is not renewed.
 5. Kelly White, parent/grandparent of Clatskanie students, spoke in support of Principal Thorud
 6. Jessica Coughlin, parent, spoke in support of Principal Thorud.
 7. Kara Burghardt, CES staff, spoke in support of Principal Thorud.
 8. Dawn Warren, CES staff, spoke in support of Principal Thorud.
 9. Kris Lillich spoke in favor of Principal Thorud.
 10. Lucius Jones, CES staff, spoke in support of Principal Thorud.
 11. Ryan Froke, Travis Puckett and Isaac Wentz, CMHS students, spoke in support of CMHS teacher Jeff Skirvin.
 12. Janice Van Hoozer, grew up in Clatskanie, supports Principal Thorud.
 13. Phil White spoke in support of Principal Thorud.
 14. Beth Engel, former Clatskanie City Council member, appreciates the difficult job that the board must do, supports Principal Thorud.
 - B. Student Body Report: Written Report Provided

- III. NEW BUSINESS: None

- IV. SUPERINTENDENT'S REPORT: Written Report Provided
 - A. K-6 Principal Report
 - B. 7-12 Principal Report
 - C. Superintendent Report:
 - Financial Report

- V. BOARD MEMBER REPORTS: None

- VI. CONSENT AGENDA
 - A. Financial Report
 - B. Set Open Enrollment to 50 students for the 2018-19 school year
 - C. Set Inter-District Transfer to 50 students for the 2018-19 school year
 - D. Approve NWRESD 2018-19 Local Service Plan

- E. Approve Memorandum Article 14
- F. Teacher/Admin contract renewals
- G. Approve Budget Calendar
- H. Approve Minutes of January 22, 2018 board meeting

The motion was made to approve the consent agenda as presented.

ME/VW - UNANIMOUS

VII. Open Hearing:

Dr. Hartley discussed the process he went through to arrive at the recommendation to not renew Principal Thorud. Considerations included the importance the Board placed on a cohesive administrative team, the ability to maintain relationships of trust and teamwork, the potential for litigation by another member of the administrative team and coaching sessions that were unsuccessful. He recognized what a difficult decision this is for the Board, a group of volunteers who did not expect this type of situation.

Principal Thorud responded by discussing his commitment to students during his 17.5 years with the District. He hopes he can continue to work in the District, wants to put personal difficulties aside. He shared past evaluations, a letter of recommendation, the Superintendent's District Survey Reflection, Administrative Team Requests, an email to Dr. Hartley and letters of support from the community and staff.

The Board had an opportunity to ask questions and discuss. Megan Evenson (ME) asked about accusations of Principal Thorud (BT) threatening Principal McNeil (AM). Dr. Hartley (LH) replied that he met with AM, then with BT and again with AM. AM believed she was threatened. ME said it is a "he said/she said" situation. Given these circumstances, how will the community feel about a bond? Is BT willing to make strides in the relationship? LH replied that BT was unable to provide the support needed to create a cohesive relationship. ME said the Relationship Coach indicated there can be further efforts at communication. Has there been any effort? LH said, since other things have come up, no, there hasn't been any effort. Monty Akin (MA) asked BT if he had an opportunity to be mentored. BT said he met with LH for his summative evaluation. MA: but no specific advice on how to behave as an administrator? BT: no nothing this school year. Walt Lovegren (WL) asked LH, would mentoring be something you normally do? LH: we hired a coach to help us work through the issues. ME: BT, did you feel you were coached enough? BT: no, we did not get an opportunity to explore/discuss the coach's findings. ME: And why didn't the coaching continue? LH: The coach felt that there was no way to fix the situation. WL: BT, when meeting with AM, were you trying to reach out? BT: the purpose was to reach out to AM with compassion. MA: Did you reach out to LH? BT: I wanted to, but the meeting shifted gears. ME: BT, did you feel supported by LH up until the Budget Meeting? Even in difficult personnel issues? BT: Yes, I did at the time, I don't feel that way now. WL: Any further questions?

The regular meeting was adjourned to go into executive session at 8:00 pm.

ORS 192.660(2) (f) To consider information or records that are exempt by law from public inspection.

ORS 192.660(2)(h) To consult with counsel concerning the legal rights and duties of a public body with regard to current litigation or litigation likely to be filed.

The executive session was adjourned at 8:31 pm. The regular session was reconvened at 8:34 pm.

There was a motion made to approve Dr. Hartley's recommendation to not renew Principal Thorud's contract beyond June 30, 2018. Board discussion followed. Monty Akin said he believed it's important to support the superintendent and the district as a whole. Valerie Williams said she has been a board member for 5 years. It is an important role of the Board to work for the community and the students. Dr. Hartley has made many difficult decisions but she is concerned that her voice reflects the community. Renewing Principal Thorud's contract is the right thing to do. Megan Evenson said she cares about this district. This has been the worst month ever. As a board member for 6.5 years, she's seen great things have happened. The Board is not a rubber stamp for the superintendent. Renewing Principal Thorud is the right thing to do. He has a knack for bringing out the best in kids. She has never seen an administrator with the passion Principal Thorud brings to the job. Very disappointed in leadership and does not support Dr. Hartley's decision. I hope we can get past this. Judy Skirvin said that a lot of people support Principal Thorud, his work with kids has been good. As a board member she has to support her employee, Dr. Hartley. I have

to take everything into consideration. We have to support the administration. Walt Lovegren thanked everyone for their support and input. He hoped he answered everyone's emails and phone calls, which he appreciates. If we don't support the superintendent, the district crumbles from the top down. He has learned a lot from this experience, hopes people can get along.

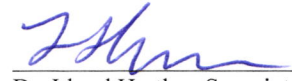
Called for the vote: MA/JS- passed, 3 votes to 2 (MA/JS/WL: Aye; ME/VW: No)

ADJOURNMENT: 8:45 P.M..

NEXT BOARD MEETING: March 19, 2018



Monty Akin, Board Chair



Dr. Lloyd Hartley, Superintendent