

Rainier School District #13
Minutes
Board Special Meeting/Work Session

March 27, 2023
5:30 PM
Rainier School District Boardroom

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

I. Preliminary Matter

- a. Call Meeting to Order at 5:28 p.m.
- b. Pledge of Allegiance - omitted
- c. Approve Agenda

Dr. Placido motioned to approve agenda with addition of an update on contract negotiations under item 5, e, seconded by Mr. Hisey

Discussion: None

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

II. Consent Agenda

- a. Approve the resignation of:
 - i. Kevin Hansen – RSD

Mr. Hisey motioned to approve consent agenda, seconded by Mrs. Hendricks

Discussion: None

Name	Aye	Nay
Mr. Hisey	x	
Mrs. Usher	x	

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Mr. Schimmel	x	
Mrs. Richardson	x	
Dr. Placido	x	
Mrs. Hendricks	x	
Mr. Harding	x	

III. Items for Board Action

- a.** Integrated Guidance Application & Budget, Dr. Hattrick: Powerpoint presented. Integrated guidance was responsive to requests from educational leaders and state legislators. Combined processes for community engagement, needs assessment, planning, budgeting and evaluation for 6 programs. Designed to reduce burden and redundancies and improve the framework by which progress can be measured over time.

1. Six Programs, One Process

- a. High School Success: for improving grad rates and college and career readiness
- b. Student Investment Account: To meet students' mental health and behavior needs and increase academic achievement/reduce disparities for student focal groups
- c. Continuous Improvement Planning: A process involving educator collaboration, data analysis, professional learning and reflection - toward improving outcomes for students and especially students experiencing disparity
- d. Career and Technical Education: Improving access and participation in education and training programs that prepare learners for high-wage, high-skill, in-demand careers
- e. Every Day Matters: Embedded across five other programs, focusing on student engagement, school culture, climate/safety & culturally sustaining pedagogy
- f. Early Indicator and Intervention Systems: The development of a data collection and analysis system, in which educators collaborate, to identify supports for students

2. In the plan, we address several areas that will increase student achievement, particular for our focal student groups.

- 1. Staff professional development**
- 2. Reduced class sizes**

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3. Intervention supports for students (both in and outside school day)
 4. Increased mental health wraparound support services
 5. CTE expansion
 6. Dual credit options
3. We encouraged community voice, with surveys, volunteers, advisory group meetings, staff and union meetings, focus groups with students and families and regular meetings with partners
4. We set goals to include our starting point, a five year goal as well as a stretch goal
5. Budget was presented to the board with total allocations for 2023-2024 at \$1,011,591.91

Questions/Discussion: We pass the bond and we move forward, will this change or will it need adjustment? List of programs, under holistic education, the after school activities and tutoring, is there any talk about adding more days other than just Tuesday and Thursdays? Watching the activity bus, what's the possibility of adding another bus and some kids are on the bus for 2 hours? What does equity mean in this plan? If we are going to target that group, the ones that are behind? We will need to come up with a plan on our own. So if we had a math problem, we'd look at hiring an additional math teacher. You mentioned there was supplantation language, we are to create new programs etc..? Do we have a plan? Is there any part of this plan that emphasizes keeping middle school and high school students separate? I worry about these students being in classes together and was wondering if any part of this plan helps us keep them separate? CTE programs, is there any of the CTE programs currently open to middle school students. It would take a significant amount of staff to change the bell schedule. Dual Credit?

Dr. Hattrick: No, none of this is capital. If we expanded learning spaces and we wanted to add another CTE teacher, we could adjust. Every expenditure is an estimate. We are looking at everything, but exploring options, maybe open before school. Our focus is how do we add additional academic opportunities. I'm going to keep us on track and that is Equity and lens is to support focal groups; students living in poverty, students of color, LGBTQ, that said if we have a student that doesn't fit into the groups, that student is covered as well. Some students have greater roadblocks with what they were born with or what they are facing. Both principals presented their School Improvement Plan which focuses on all students. That lens will not go away. We can no longer continue to marginalize those students that are where they are because of who they are. There are a lot of guiding questions when looking through the equity lens and I provided that previously. So typically with a grant you create a new position, but fortunately if it was already in the grant we are good. It mostly talks about transition support. No, there is nothing that does that. We cannot restrict activities because of age, but there is nothing that is pushing us to accelerate students when not needed. Yes. We would also need a new building. I've presented to LCC

ii. Opportunity for Public Comment

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1. First call for public comment at 6 p.m., Mr. Harding: We'll leave public comment open and come back in a bit.
2. Second call for public comment and public comment closed at 6:17 p.m.

Dr. Placido motioned to approve the Integrated Guidance Application and Budget as presented, seconded by Mrs. Richardson

Discussion: None

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

- b. Work session & board retreat dates, Dr. Hattrick: I offered two additional days for the calendar, nothing is set in stone. This is for the board to discuss and decide

Mrs. Richardson motioned to approve adding a work session on April 17, 2023 at 6 p.m., seconded by Mrs. Usher

Discussion: DC trip during the June date, Change April date to 17th at 6:30, then Dr. Hattrick can survey on the other dates. 5 pm is very hard to do. Hesitant to make plans into June. June is horrible.

Name	Aye	Nay
Mr. Hisey	x	
Mrs. Usher	x	
Mr. Schimmel	x	
Mrs. Richardson	x	
Dr. Placido	x	

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Mrs. Hendricks	x	
Mr. Harding	x	

- c. Resolution 1 Update, Dr. Hattrick: written addition to Resolution 1 provided. Kevin has resigned and the NWRES D has agreed to take over for the remainder of the year. Our current Resolution 1 simply says Business Manager and this allows us to give Jennifer Collins access for banking, ODE etc. The ESD is not increasing our cost for this year.

Dr. Placido motioned to approve Resolution 1 Update, seconded by Mrs. Richardson

Discussion: Looking for an in-house again? No, this is such a different world, so there is a team at NWRES D that divides up the roles. Maybe explore the NWRES D proposal, there was a lack of them wanting to be here, previously personal issues before Dr. Hattrick. We want 3 days minimum. No changes to support payroll needed

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

IV. Executive Session entered at 6:19 p.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 at 7:03 p.m. Taking a five minute break

No decisions were made

Re-entered special/work session at 7:12 p.m

V. Items for Board Training/Discussion

- a. Bond Update, Mr. Harding provided a written update from the PAC from Megan Keplinger. Questions can be directed to her after 4pm, only after

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work hours. Corlee Frederick is also someone you can talk to. They will have a facebook page.

- b. Dr. Hattrick: 1 pager given. If anyone wants to take the lead on anything let me know. We are wanting to have mailer hit mailboxes about May 1st along with their ballots. My hope is that more of you can lead the efforts. I cannot.
- c. Board-Superintendent Operating Agreement, Dr Hattrick: Is there anything that needs to be adjusted, modified? Do we currently respect this document? We can save this and work on it later if we need to, but I would like feedback and I can draft a revision and then lead you all through the commitments behind this.

Discussion: After approved and signed, smaller font and then maybe put it in our binders as a physical reminder for us to be proactive?

Other school districts are a lot more detailed than this. I don't know if you want to keep it simple or spell it out. Do you feel it's too vague? It's short and sweet. The other ones that have been read are definitely more detailed in regards to the board. Can Mrs. Hendricks send her the examples to Shalana and she can send them to the board? I'm fine with detail, but we don't do the stuff that's in here now.

Dr. Hattrick: When we know that there is disrespect, lack of trust, we feel it. These meetings are awkward. This has become public. I'm not threatening at all. You will not find a new superintendent. I know my colleagues and they won't come here. I need the board to do well, so I can do well. It has been really hard the last 2 weeks. I'm begging you to figure out how to be strong. It trickles down. I don't know what the answer is, but this job is harder now than in the pandemic. My evaluation was great in the numbers, but there was a disconnect in actions and verbiage. What is the one goal at RSD? I bet we'd have 7 different answers.

We shouldn't grandstand or public shame in an open session. I would never discipline an administrator in a group/public setting.

I look to you as my employers to figure this out. I'll do it with you of course.

Mr. Harding: Does the board want to bring this back in April, take your time?

Discussion: It feels like we need to take a statement or two each evening and figure out what they mean, because it's not happening.

Mr. Harding: We looked at this in September, we looked at something like this before and I don't see a problem with it. It's just putting it in action. If a person has a disagreement and you want to talk about it, do we do it as a board or individually. I'm at loss, I really was not targeting and I'm sorry. If you have concerns the whole board has to weigh in on the concerns.

Dr. Placido: When we have disagreements sometimes half the board doesn't even know there is a disagreement. It's about respectful interactions and I wouldn't blindside someone. If Dr. Hattrick had an issue with one of us, he would talk to us privately. Complaint policy, you talk to the person you are having an issue with.

Dr. Hattrick: I need this to be successful. I think I could've been way more successful had we been following this. Let's get to the good work of implementing programs and helping kids.

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Hendricks: We are not doing enough as a board on educational policies. We're stuck on stuff we shouldn't be.

Placido: At my job we open our meetings with a review of our agreement. Having it in the binder or on the wall is a great idea.

We constantly struggle to see what is the board's job vs what is the superintendent's job. We tend to want to get into Dr. Hattrick's plate and that's not okay. We have to define board work vs superintendent work. What are we allowed to have and not have?

Dr. Hattrick: Education should not be defined by our zipcode or define our professionalism. It's been day to day and operational and it's very toxic.

Dr. Hattrick read the operating agreement and asked all board members to respond via thumbs up if it is something they can do. Small edits made. Mostly all thumbs up with a few questions for clarification and a couple of I agree, but it may be challenging at times, but I will do my best. Dr. Hattrick will revise and bring back to the board.

- d. Board Goals, Dr. Hattrick: Did anyone come with a board goal they would like to share or would it be better to do this via email by responding to my weekend report. A couple of board members had them, but agreed to do via email due to the lateness of the meeting.
- e. Contract update: Negotiating or discussing and we are in the process of it. There has been a request to make an amendment to the data for the comparable wage data by replacing 2 districts with 2 other local districts for comparison. We are waiting for that to come back. Attorney responded and there is one whole section that has to come out in regards to no-cause termination. If we are going to re-do the contract, do we look at renewing now instead of next year? Strong discouragement for renewing his contract a year in advance, it's not appropriate. Attorney wants to know if we are opening the contract. If we are only looking at the two items, there is no need to include Dr. Hattrick.

VI. Future Agenda Items

- a. Evaluation process for superintendent for the 2023-24 SY.
- b. District Calendar
- c. District Goals
- d. Superintendent Goals
- e. Board Self-Evaluation

VII. Board Comments

Mr. Hisey: None

Mrs. Usher: None

Mrs. Richardson: Thank you to the committee, you guys working on the contract

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Mr. Schimmel: None

Dr. Placido: None

Mrs. Hendricks: None

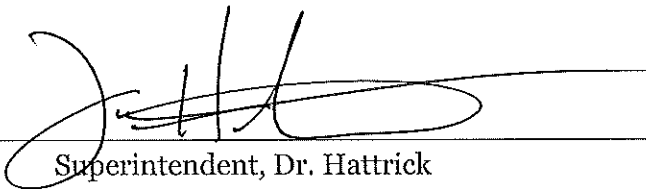
Mr. Harding: None

VIII. Next Meeting

- a. April 10, 2023 - First Budget Meeting, 5 p.m
- b. April 10, 2023 - Regular Meeting
- c. May 8, 2023 - Budget Meeting, 5 p.m
- d. May 8, 2023 - Regular Meeting

With unanimous consent we will adjourn.

IX. Meeting Adjourned at 9:00p.m.



Superintendent, Dr. Hattrick

4/13/23

Date



Board Chair, Mr. Harding

4/13/23

Date