



GRANT SCHOOL DISTRICT #3

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

BOARD MEETING WEDNESDAY, August 17, 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 Aaron Lieuallen, Alicia Griffin, Chris Labhart, Jake Taylor and Kelly Stokes. Superintendent Louis Dix was present. Dr. Colleen Robertson and Business Manager Heidi Hallgarth were absent.

THIS MEETING WAS RECORDED. THE RECORDING IS ON FILE AT THE DISTRICT OFFICE.

1.3 Agenda Review

- 3.11 Solutions Letter to Board
- 3.12 Policy JFCIA – Co-Curricular/Extra-Curricular Student Drug Testing

1.4 Public Forum

No public comment.

2.0 REPORTS

2.1 Superintendent's Report

Dix thanked everyone for the opportunity to be here and told the board that he loved coming to work. Dix said that people in the community have been fantastic and very welcoming. Dix apologized for the websites and Facebook. Dix told the board that RC Huerta had moved on to another position in the district so we were trying to get someone hired that can take care of the websites and social media pages and keep them updated. Dix said that the admin team has been working really hard. Dix told the board that Lusco has been cleaning up policies that contradict each other and don't align with board policies. Dix said that Shelton has been working hard as well trying to make a few little things better and improved. Dix said that he wanted to make the district a district of excellence and that starts with good administrators and staff that are putting good policies and strategies into place. Dix said that he's excited about what Shelton was doing at the high school. Dix talked about AVID and the difference that will make at the high school. Dix said that Attlesperger has been very busy getting ready for the new school year along with interviewing and hiring several new employees. Dix told the board that he was going to make Northway an administrator and put her in charge of special services in the district, i.e. SPED, Title, TAG, etc. Dix told the board that he's going to start meeting with the custodians once a month to go over projects and little things that need to be done to improve the grounds. Dix told the board that ¼ of the gym floor was ruined due to a filter on the ice machine breaking causing the water to run underneath the gym floor. Dix said that he has been working with Cindy

BOARD OF DIRECTORS:

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

Dougharity-Spencer on a new evaluation process. Dix told the board that they had a new teacher training this year that Dougharity-Spencer led as part of the mentor program.

2.2 Administrator Reports

2.2.01 Grant Union Junior/Senior High School Principal, Karen Shelton, said it has been a whirlwind of a summer. Shelton told the board that 10 teachers attended AVID training over the summer. Shelton thanked Dougharity-Spencer for making sure that the new teachers got to attend the REN training and for training the teachers onsite during in-service. Shelton told the board that GU had added 2 new junior high classes, Spanish and Leadership and 3 new high school classes, Lit to Film, Local OR History & Business and Entrepreneurship. Shelton said that Business and Entrepreneurship is a path to Career Pathways. Shelton told the board that Durych is going to teach yearbook and media, with the media portion of the class they are going to record the morning announcements and put them out for people to see. Shelton told the board that all of the teachers they have hired at GU this year have had their bachelors and are enrolled in a Masters program. Shelton told the board that they've hired 9 people, 8 of those are teachers and 1 is a registrar. Shelton told the board that three of these positions are new positions that the board supported last spring. Shelton told the board that she was super excited to get a working camera system. Shelton said that they met with the students last year and got feedback from them about the student handbook. Shelton said there was a lot of good feedback that resulted in changes in the handbook. Shelton asked the board to start thinking about ways to secure the 17 doors that are in the GU building. Lieuellen asked Shelton if she had started looking at companies and getting quotes. Shelton said that she had not. Shelton said that in Milton-Freewater they upgraded to a card system and re-configured the office to accommodate this new upgrade. Dix said that he has never worked in a school that you didn't have to be buzzed into so there are a lot of things that need to be done in the district to make the buildings secure. There was discussion about heating and air conditioning being installed in the buildings. Taylor asked who is teaching the Local Oregon History class. Shelton said that Dougharity-Spencer would be teaching this class.

2.2.02 Humbolt Elementary Principal, Janine Attlesperger, told the board that Humbolt had hired 11 new staff members both certified and classified so far with 4 of those being staff that have changed positions. Janine told the board that she still has a kindergarten teacher position open and 4 instructional assistant positions in both general and SPED. Attlesperger asked if the district could post open position announcements on social media. Dix said that once the Communication Specialist is hired that will be a number 1 priority for him, getting all district information out there. Attlesperger told the board that they are going to be looking at math curriculum for Title this year. Attlesperger said that she agreed with Karen on the importance of securing our schools. Attlesperger said that she was very excited to have the new camera system installed and working. Attlesperger said she is working on the schedules for the planned safety drills. Attlesperger thanked Dix for walking through the school and for hearing both hers and the custodians' concerns. Attlesperger said that she has scheduled social and emotional assemblies at the end of every day. Attlesperger told the board that the Back to School night at Humbolt would be right before the Welcome Back BBQ at GU. Labhart asked if we could say that we have the highest classified and certified salaries in the county. Attlesperger said that she thought maybe certified but wasn't sure about classified. Dix said that they would have to call all of the districts in the county and ask what their wages were.

2.2.03 GU Assistant Principal/Athletic Director, Andy Lusco, talked about the handbooks and the policies that are in them. Lusco said that the handbooks were updated. Lusco told the board that he had a mandatory coach's meeting last night and that he got good feedback from the coaches. Lusco said that the new handbooks created more opportunities for students to participate in sports not less. Lusco said he will be meeting with the teachers to discuss classroom management. Lusco said he is meeting with the coaches to discuss items that they need and items that they want to try to come up with a list of things that they can start working on and/or replacing. Lusco said that we may need to come up with a capital improvement plan for athletics instead of having everything coming out of the sports budget. Lusco said that they spent six weeks with the students going over the handbooks. Taylor thanked Lusco for engaging the students.

2.2.04 Seneca Head Teacher, NOT HIRED YET

2.2.05 Special Programs Director, Shanna Northway, told the board that she met with the staff at both Humbolt and GU going over her expectations and talking about things that probably need to change especially with the pretty "green" staff at Humbolt. Northway said she's been scheduling IEP meetings and trying to get subs lined up. Northway said that removing the Fridays from the calendar this year has caused a challenge in getting these scheduled because they used to utilize Fridays for a lot of their IEP meetings. Northway said that she is trying to get their CPI training scheduled and set up. Northway said they are working on getting students and staff schedules set but it's proving difficult because they are

BOARD OF DIRECTORS:

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

still missing several people in the SPED department. Northway said that she's talked with Attlesperger about some possible cross-overs between Humbolt and GU for the students. Labhart gave recognition to Lloydene Thomas and all of the time that she put into the SPED department and the green house. Labhart said she was a neat lady and that he missed her.

Someone in the audience asked about the teachers that are employed by the district but are not certified teachers. Dix explained that they have to be enrolled in an education program and that they will be evaluated every year. Dougharity-Spencer explained the mentor program that she is a part of. She said that each new teacher is assigned to a mentor teacher that is there on site to help them and guide them as they go along throughout the year. Dix said that the teacher shortage is not just a John Day problem it's a state and national problem. Attlesperger explained all of the extra time that the new teachers get during the week to work with their mentors. Northway asked if there was anything that the district could put out to explain to the community about the new teachers because this is a concern to the community. Northway said that if the staff don't meet the progress requirements in their program or don't meet the expectations of their evaluation they will not be hired back next year.

3.0 NEW BUSINESS

3.1 Resolution 2023-1 – District Organizational Procedures for the 2022-23 School Year

Walker explained what the organizational procedures were. Labhart asked why there is only one and not two signatures required on checks. Shelton explained that before a check is cut there are two signatures on the request. Walker said that if this was or had been an issue the auditors probably would have mentioned it.

Taylor moved to approve Resolution 2023-1 District Organizational Procedures for the 2022-23 School Year Lieuallen seconded. The motion passed with 6 for; 0 opposed.

3.2 Appoint Board Chairman and Vice-Chairman for the 2022-23 School Year

Lieuallen moved to approve Walker as Board Chair. Taylor seconded. The motion passed with 6 for; 0 opposed.

Labhart moved to approve Griffin as Board Vice-Chair. Lieuallen seconded. The motion passed with 6 for; 0 opposed.

3.3 Approve Suicide Plan

Walker explained to the board that this was a new plan. Dix said that Marci Judd will be the one training and working with the staff to make sure that they are following the guidelines and the plan. Walker suggested approving the plan as presented tonight so that they have something in place at the start of school and then if they want to revise it at a later date they can. Lieuallen asked if all staff were going to get the training or if it was only those that wanted to take it. Shelton said that they are training every employee in the buildings. The administration explained to the board the different trainings and what they could use. Attlesperger said that the trainings are going to happen multiple times during the year instead of just during in-service. Griffin asked if there was a basic training that staff could take before they start their job so that they at least have a starting point.

Walker went through the plan and asked questions of the administration.

Taylor moved to approve the District Suicide Plan. Stokes seconded. The motion passed with 6 for; 0 opposed.

3.4 Board and Superintendent Working Agreement

Walker explained to Dix what the Board and Superintendent working agreement was.

Labhart moved to approve the Board and Superintendent Working Agreement. Griffin seconded. The motion passed with 6 for; 0 opposed.

3.5 Mission and Vision

Dix suggested creating a committee to rework the mission and vision. Dix said it should be something simple that everyone will remember and it should be posted in all of the district facilities. Dix said he will see if Vince with OSBA would come

BOARD OF DIRECTORS:

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

back out and work with the committee. Dix suggested including the classified and certified staff as well as the board and administration.

Lieuallen moved to approve the current Mission and Vision statement as presented with the expectation that they will be revisited and made more concise. Griffin seconded. The motion passed with 6 for; 0 opposed.

3.6 Establish 2022-23 Board Priorities

The board went over the priorities and looked at reworking them. Labhart said that he was shocked that we were not an accredited school and he thinks that needs to be a priority. Labhart said that he thinks we should be the only school in the county that is accredited. Shelton said that it is a long process but still needs to be done.

Taylor moved to establish the 2022-23 Board Priorities with the accredited revision. Griffin seconded. The motion passed with 6 for; 0 opposed.

3.7 Large Gym Name Proposal – Dean Nodine Gym

Taylor said that he was the one that kind of spear headed this request. Taylor said that Nodine was with the district 28 years and was pretty integral in the building of the new gym and the purchase of the Seventh Street property. Taylor said that he would like to propose on behalf of the family that the gym be named either Dean Nodine Court or Dean Nodine Gym. Labhart said that he worked under Dean and he was very much for this. Labhart said that he thought it should be named Dean Nodine Court.

Labhart said that he would like to also see a plaque. Walker suggested holding a formal dedication of the court to name it after Nodine, inviting the family and the community.

Taylor moved to name the new gym court Dean Nodine Court. Labhart seconded it. The motion passed with 6 for; 0 opposed.

3.8 Approve Certified MOU

Dix explained that the only change to the MOU was Article VIII.

Labhart moved to approve the certified MOU. Taylor seconded. The motion passed with 6 for; 0 opposed.

3.9 Approve Admin Salary

Dix said they are not quite done negotiating but they are close. Dix said that the administration team has been grossly underpaid and he can't believe that we are even able to hire anybody. Dix said that he is trying to get them inline with other 2A schools and schools in our area.

3.10 Increase Custodial Time

Dix said that the Humbolt and Seneca custodians are only 32 hour a week employees and he thinks that there is enough work to keep them busy for 40 hours a week. Walker asked if Dix needed a motion from the board to increase the custodial hours. Dix said he didn't need it but he wanted to make sure that the board was okay with him assigning more hours to the custodians. General consensus of the board was that they supported the increase in hours.

3.11 Solutions Audit Letter

Dix handed out the letters to the board. Dix said that he has a list of board members that he handed them out to.

3.12 Drug Testing Policy -JFCIA

Dix said he was not aware of this policy until Lusco mentioned it to him. Dix said that the current policy is very restrictive. Dix said he didn't want to get rid of the policy but he wanted to remove the statements about testing all athletes before the

season and random testing of the athletes during the season. Lusco said that he agreed with what Dix had said and that he didn't want his first interaction with a new student to be asking them to urinate in a cup. Lusco said that's not a good way to earn their trust. Shelton said that the entire GU staff agree that they want to get kids engaged. Dix proposed that the board suspend the policy while they work on the policy. Lusco said that if the board doesn't suspend the policy then Lusco will have to start testing the kids.

Labhart moved that they suspend and revise policy JFCIA. Griffin seconded. The motion passed with 6 for; 0 opposed.

4.0 CONSENT AGENDA

- 4.1 Approve June 1 Board Meeting Minutes
- 4.2 Approve Fall & Winter Coaches
- 4.3 Accept Letter of Resignation from Humbolt SPED Teacher – Cala Fuller
- 4.4 Accept Letter of Resignation from Humbolt 4th Grade Teacher – Brittany Finley
- 4.5 Accept Letter of Resignation from Humbolt Instructional Assistant – Destiny Fairless
- 4.6 Approve GU Social Studies Teacher – Destiny Fairless
- 4.7 Approve Seneca K-3 Teacher – Breanna Apostol
- 4.8 Approve Humbolt 1st Grade Teacher – Breanna Cook
- 4.9 Approve Humbolt 2nd Grade Teacher – Rachael Darrah
- 4.10 Approve Humbolt SPED Teacher – Erin Hodge
- 4.11 Approve Humbolt 4th Grade Teacher – Bobbee Boethin
- 4.12 Approve Humbolt 6th Grade Teacher – RC Huerta
- 4.13 Approve Humbolt SPED Teacher – Holly Wick
- 4.14 Approve GU Registrar – Kalli Wilson
- 4.15 Approve Humbolt Instructional Assistant – Baylee Combs
- 4.16 Approve Humbolt Instructional Assistant – AJ McQuown
- 4.17 Approve GU Behavior/Academic Advisor – Lorie Dix
- 4.18 Approve GU Language Arts Teacher – Elijah Humbird
- 4.19 Approve GU/Humbolt Temporary Lawn Maintenance – AJ McQuown
- 4.20 Recommend Adopting Resolution 2022-2 – Fund Transfers
- 4.21 Accept Letter of Resignation from District Bus Mechanic – Ty McDaniel
- 4.22 Accept Letter of Resignation from Humbolt Instructional Assistant – Makenna Culley
- 4.23 Accept Letter of Resignation from Humbolt SPED Assistant – Rachael Darrah
- 4.24 Accept Letter of Resignation from Humbolt Title Teacher – Elijah Humbird
- 4.25 Accept Letter of Resignation from Humbolt 6th Grade Teacher – Andrea Ashley
- 4.26 Accept Letter of Resignation from Humbolt Kindergarten Teacher – Peggy Murphy
- 4.27 Accept Letter of Resignation from Humbolt SPED Assistant – Holly Wick
- 4.28 Approve GU Academic Interventionist – Preslie Gehley
- 4.29 Approve GU Language Arts Teacher – Rebecca Batease
- 4.30 Approve GU Math Teacher – Matt Jones
- 4.31 Accept Letter of Resignation from GU Girls' Varsity Basketball Coach – Jason Miller
- 4.32 Approve Humbolt Title Teacher – Denise Thomas
- 4.33 Approve Humbolt Instructional Assistant – Brandi Gubser
- 4.34 Approve Humbolt Instructional Assistant – Stacey Broaddus
- 4.35 Approve Humbolt Instructional Assistant – Billy Radinovich
- 4.36 Accept Letter of Resignation from GU Math Interventionist – Whitney Richey
- 4.37 Accept Letter of Intent to Retire/Rehire from Humbolt Instructional Assistant – JoAnn Humphrey

Shelton asked if the HR person could take over filling out the PSF forms because the administrators do not have time to get all of the transcripts needed to determine the salary schedule. Attlesperger requested pulling Baylee Combs PSF (4.15) because she is not sure if she will be returning this year or not.

Stokes moved to approve the Consent Agenda with the requested revisions. Taylor seconded. The motion passed with 6 for; 0 opposed.

BOARD OF DIRECTORS:

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

5.0 OLD BUSINESS

5.1 Long-Range Facility Plan

Lieuallen said he is going to talk to Nick Green about securing the schools. Lieuallen said this is not currently part of the feasibility study plan but it is something that needs to be taken care of now. Lieuallen asked if there had been any applications for the mechanic job. Dix said that it had been posted for over a week and there has not been one applicant. Dix said that he talked to Brian at Frontier Equipment and told him that we were not making a commitment to them right now. Dix said that Frontier Equipment is pretty expensive.

5.2 Security Camera System

Can be removed off of next agenda.

5.3 SRO Intergovernmental Agreement with the County

Dix said that he called and left a message but has not heard back from then yet. Lieuallen said that the board had asked Bret to have the sheriff's department representative come back to the board and have a discussion with them again. Dix asked the admin if they felt that having an SRO in the building was a positive thing. Shelton said if it were the right person she thought it would be. Lieuallen said that he had a lot of questions about the agreement. Lieuallen said he didn't know if they needed to schedule a work session or not. Labhart said that he was totally against an SRO, he felt the money should be sent on a school counselor. Walker suggested a small work session. Dix said he would send out a meeting invite.

6.0 FUTURE AGENDA AND CALENDAR ITEMS

August 17.....New Teacher In-Service
August 17 ... Board meeting
August 22 Teacher In-Service
August 29 First Day of School
Sept. 21..... Board Meeting
Oct. 19..... Board Meeting
TBD..... OSBA Fall Regional
Nov. 10-12..... Annual OSBA Convention
Nov. 16..... Board Meeting
Jan. 18..... Board Meeting
Feb. 15..... Board Meeting
March 15 Board Meeting
April 19 Board Meeting
May 3..... Budget Meeting
May 17..... Board Meeting
May 17..... Budget Meeting (Optional)
June 14..... Budget Hearing/Board Meeting
June 15..... Last Day of School

7.0 GOOD OF THE ORDER

Griffin expressed her gratitude for all of the work that the administration did over the summer. Griffin says she knows that they've worked really hard and it's appreciated.

Taylor said that he appreciates the administrators very specific detail in their communications. Taylor told them that they've already proven their value.

Labhart requested a speaker system for the board meetings. Labhart said that he gave the information to Dix earlier today. Labhart said that he's heard from several people that are excited that the students will be respected and treated fairly.

Lieuallen said he's talked to a lot of people and they see that there are changes and they are excited but want to see where it goes. He said they feel like they will be heard.

Shelton said that she thinks that everyone is excited about the opportunity and chance to grow.

BOARD OF DIRECTORS:

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

Walker said that she knows that we are losing students to other districts so she wondered if there were any partnerships that could be formed with Prairie to see what the two districts could offer each other, maybe even some communication with their board members. Taylor, Griffin and Stokes agreed with Walker. Labhart said he had reservations. Labhart said when somebody poaches our kids on purpose, I don't deal with that, I know it's happening. Lieuallen said when both school districts succeed it's better for everyone. Lieuallen said there needed to be some open communication and dialogue between the schools. Lieuallen said he didn't know any of their board members and didn't even know Casey well. Walker said that it sounds like almost everyone agreed so we should extend the offer and see what happens. Dix asked if the board wanted him to reach out to Casey.

Dougharity-Spencer said that this administration team works really well together and share ideas which is something that we haven't had in this district for a very long time. Dougharity-Spencer said that it actually feels like they are working towards what is best for our kids. Dougharity-Spencer said it makes her really happy and she thinks we have a great future in front of us and we're on the right path.

8.0 EXECUTIVE SESSION ORS192.660 (2)(f) To consider information or records that are exempt by law from public inspection.

9.0 TAKE ACTION ON INTER-DISTRICT TRANSFERS

Walker moved back into open session at 11:45.

Dix said that right now we are at about 22% of students transferring out. Walker said that is too high. Dix agreed and said that we don't want that because if we keep losing kids we will have to reduce staff and that not only affects our staff but our whole community. Labhart asked Dix what is the percentage he would be comfortable with. Walker said that we need to make sure that if we've reached our limit there needs to be some exceptions for the people who have legitimate reasons. Lieuallen asked if it was first come first serve or if it was the first five with legitimate reasons. Dix said that there should be a list of legitimate reasons to allow students to come in and to leave our district but we have to have a set number. Walker asked if Dix was recommending a percentage or a solid number. Dix said that he would take input on that. Dix said if a set number maybe 15 students in and out. Taylor asked what if we hit that and there is a legitimate reason. Dix said then that would be a decision he would have to make because sometimes there is a legitimate reason. Dix suggested 10 for Humbolt, 10 for GU and 3 for Seneca. Griffin said that the hard thing is that the cap is for students coming in again. Walker said if they live in our district they can legally come back to our school. Labhart said that it used to be that students could go up to Prairie for one period of Ag and Prairie could come to us for our CAD program. Walker said this is what she wanted to talk about in the work session. Labhart recommended a 5% cap for the whole district. Griffin said that she liked that idea because then it was dependent on enrollment and the district wasn't stuck with hard numbers. Walker said that the board didn't need to decide what the legitimate criteria was that was Dix's job the board only needed to set the limit of students if they are going to allow inter-district transfers. Dix said he thinks the legitimate reasons needed to be the ones he suggested earlier.

Lieuallen moved to set the inter-district transfer number at 5% for the district, effective immediately. Griffin seconded. The motion passed with 6 for; 0 opposed.

10.0 ADJOURN

Walker adjourned the meeting at 11:56pm.

Haley Walker
Chairman's Signature

Louis Dix
Clerk's Signature