

**Rainier School District #13
Special Board Meeting
DRAFT Minutes**

March 28, 2022 at 6:30 p.m.
Rainier School District Boardroom

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

I. Preliminary Matters

- A.** Call Meeting to Order at 6:29 pm
- B.** Pledge of Allegiance
- C.** Approve Agenda

Mr. Harding motioned to approve the agenda with an amendment to remove the executive session, seconded by Mrs. Richardson

Discussion: None

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

II. 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.

Tina Edwards: Thank you all for the job that you do. I have been volunteering in the Rainier School District for the last 20 years. Request for the board to review the Facility use policy that requires insurance coverage to be put on the upcoming agenda in April. I want to be a part of creating positive opportunities for kids in the district and this has caused a hardship to many local programs. Rainier youth football has already moved to Clatskanie due to the required COLI. I feel this is going to have a larger effect on the

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district than what we are currently seeing.

Dr. Placido: You are not the first one and our policy committee is meeting in the next couple of weeks. Thank you.

Cynthia Jacobs: I was on the superintendent search committee. He has met the demands time and again. He came knowing the myriad of concerns our district was facing. He has stabilized the district despite the active and aggressive lack of trust and respect towards his role and still continues to fight for improvements and positive impact. He deserves the utmost respect, support, and trust that the district can offer to him and certainly praise for an amazing job despite more than merely difficult times. Provided written copies for the board.

Dr. Placido: Thank you for providing copies. We will read it.

IV. Items for Board Action

A. REA Level III Grievance - Taxable Fringe, Dr. Hattrick

- a. Clarify Process
 - i. This is spelled out in the CBA
- b. Answer questions
 - i. What is the financial cost to the district? This depends on employee selection. In 2019 - 2020, taxable fringe cost was \$227,980. In 2021 - 2021, \$208,878. This year it will cost \$126,711. HSA is pre-tax, cash option would have taxes taken out.
 - ii. What is the cost in the 21 - 22 budget? Insurance cost (district contribution) is in the budget, but not the cost of providing the taxable fringe as a cash option (additional taxes and PERS cost).
 - iii. How many employees have selected the HSA option? 16 this year, 19 last year
- c. Make recommendation: We're currently in an educator shortage across the nation, therefore as a show of support for our staff and as an effort to improve the climate, I'm formally recommending that the board sustain the REA level III grievance and extend the taxable fringe as it has been applied in the past to all staff.

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Discussion: Started back in July, are you going to go back and pay what is owed and what about employees that have left the district?

Dr. Hattrick: Yes we would go back to July. This would only apply to current employees under the MOU

Discussion: Concern around employees that no longer work for the district and PERS, Social Security that will be a district expense. Maybe a percentage and compromise. We are already paying off a loan for PERS.

Dr. Hattrick: The \$126,711 includes those costs. For the staff that have selected the HSA, so they have already received their funds, we are talking about roughly \$30,000.

Dr. Placido: I appreciate this change. Mrs. Hendricks had a good point about the cost and that would be the only thing that would make me a little hesitant, however we have good people and we want to keep them and hiring an educator right now is near impossible. If this is past practice and something our employees are used to receiving then I think it's the right thing to do to give back to them.

Mr. Hisey motioned to sustain the REA Level III Grievance for taxable fringe, with MOU's to be written by Dr. Hattrick and the union's to include certified and classified staff retroactive to the beginning of the contract for all current employees, seconded by Mrs. Richardson

Mr. Hisey motioned to amend previous motion to sustain REA Level III grievance for taxable fringe which will make available an HSA and a cash option.

Mrs. Richardson accepted the amendment.

Discussion: Concern about future costs. PERS is continuing to rise and could be a real financial setback for the district.

Dr. Hattrick: I'd like to assemble an insurance committee and increase education around insurance options because there hasn't been a lot of that. An HSA can be taken with you, it doesn't expire at the end of the year.

Discussion: This is the right thing to do. It's been budgeted and past practice. It is important to keep the teachers we have and support them to keep them.

Hope that we as a board can take this as a lesson learned and that something like this doesn't pop up again. We have good educators here and we need to keep them.

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Dr. Placido: We started an insurance committee at my workplace and it's been incredible. It's challenging to know what you don't know. We negotiated as transparently as possible and it is challenging to negotiate something we don't know needs to be negotiated.

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

V. Board Comments

Mr. Hisey: It was nice how the union came and approached us. They were amicable, didn't seem harsh or really upset. It's understandable where they were coming from and it was nice being able to work together as a team and have this come to a good point for our school.

Mrs. Hendricks: I have nothing.

Mrs. Richardson: Thank all district employees it's been a challenging few years and thank you Dr. Hatrick for all your hard work putting this together for us.

Mr. Harding: With this grievance taken care of I think we ought to go back and pick up the coaching, part-time coaching and study that to see if there's any changes we want to make in the future on our part-time coaches.

Mr. Schimmel: I'd like to reiterate and support what our visitor Tina Edwards spoke about earlier in her public comment and encourage the board and the Superintendent to put the Facility Use policy on the nearest future agenda as possible. We have volunteers willing to help these kids, students, athletes improve our programs and it's a shame that, if there is any policy that hinders that. I feel strongly to show the community support in making these facilities more usable and we need to do that as soon as possible.

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Dr. Placido: I appreciate the work and quick change on the recommendation. I know that a board member had encouraged that different way of thinking and I thank you for bringing that recommendation forward. It's the planning season for kids getting ready for next school year and I really hope that class schedules go a little more like we have been told for awhile now. It sounds like things are going to be challenging again and I'm hoping that what I am hearing is not accurate. It's so nice to see all of your faces around our tables. I do not miss masks and I appreciate all of our board members willingness to follow the rules and guidance we had to follow over the last couple months, years and hopefully we don't have to go back there, but I really appreciated everybody's willingness to do what we needed to do to get to this mask-free point.

VI. Next Meetings

April 11, 2022 - Regular Meeting

April 25, 2022 - First Budget Meeting - 6:00 PM

May 9, 2022 - Second Budget Meeting - 5:00 PM

May 9, 2022 - Regular Meeting

Dr Placido: A reminder that if you're going to give me your evaluations in writing I need them tonight. If you're not giving them to me in writing, I need them by Thursday.

Dr. Hattrick: It was requested to see about having a special meeting for additional training. We reached out to OSBA and Vince is available and would love to come and join us in -person. Wondering if Saturday April 9 would be an option for folks, just in the morning from 9-12, we will bring continental breakfast for you.

Discussion: Setting a special board meeting. April 9 works for most with a couple of board members stating they will make it work.

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

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

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Mr. Schimmel	x	
Mr. Hisey	x	

VII. Meeting Adjourned at 7:02 p.m.