

Rainier School District #13
Minutes
Special Board Meeting

August 15, 2022

5:00 PM

Rainier School District Boardroom

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

I. Preliminary Matters

- A.** Call Meeting to Order at 5:04
- B.** Pledge of Allegiance
- C.** Approve Agenda

Dr. Placido motioned to amend the agenda with the addition of Items for Board Action
A. Updated Calendar, Dr. Hattrick. , seconded by Mrs. Usher

Discussion: None

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

Items for Board Action

- A. Updated District Calendar, Dr. Hattrick: We realized that we missed an REA workday, so we have Tuesday, September 6th as Orientation day for 7th graders and new students and school officially starting on September 7, 2022

Dr. Placido motioned to approve updated district calendar, seconded by Mr. Hisey

Discussion: New teacher dinner, for those that have not done it. It's really fun. It's a great way to meet our new staff.
Hoping for Thursday, September 1, 2022

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

II. Items for Board Training/Discussion

A. Training with OSBA, Vincent Adams: Board Roles and Responsibilities
Insights or Questions from last time?

Mr. Harding: Policy BBAA, #4 We talked about visiting the campus, so what does that mean? I can go visit Hudson Park or the Shop. My interpretation is that I can go visit these sites without an entourage with me.

Mr. Adams: Poligy BG, Official visits. These two policies don't contradict, BG goes into further detail.

Mrs. Hendricks: I don't understand what we can and can't do. I thought we let Dr. Hattrick know and he will let the principal know.

Mr. Adams: Because of our identities our presence in schools is disruptive.

Mr. Schimmel: Collaborating with staff, part of formal visit, but this is a small community and there are a lot of board members involved in a lot of stuff and collaborations happen, just by passing by or working with individuals. The collaboration is a gray area and where is that line crossed.

Mr. Adams: When you collaborate in the Boardroom, that gets great results, but collaborating out in the community it can get gray. When we are outside of the Board room we are not making decisions and planning. We can express appreciation, so if you're out on the ball field, expressing appreciation is great, but keep board work in the boardroom. When out in the field being a parent, be a parent.

Dr. Hattrick: I think it would help to go a step deeper. Many board members are friends with community members and teachers, so how do they navigate that?

I can talk about education, but I do not talk about board business. You can not repeat what you hear. We have to uphold confidentiality. Never critique, only be positive with staff.

Discussion: Challenges, is not us wanting to talk about policy with staff, but the people we work with are more about the complaint process and issues.

Mr. Adams: You can send that info straight to the superintendent.

Dr. Placido: Just because I share that info does not make it board work.

Mr. Adams: Correct, you can loop in your chair just so they are aware.

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Mr. Hisey: Liked how we got into the minors of board roles. What we are to do, the separation of who does what.

Mr. Adams: Clear distinct roles help make things run smoother.

Mr. Hisey: I liked how we went back into ethics and when to recuse or not. If I'm unsure I can ask and we can collaborate.

Mr. Schimmel: Conflict of Interest. I have a wife who is an employee, doesn't get paid, but volunteers. You were talking about, if you feel there is a conflict there, we are a small community. We have a relative in school or working at the school and you recommended that we not even be involved in the discussion of something like that.

Mr. Adams: Noel can vote on the CBA for licensed staff, because it's for all licensed staff, not just his wife. If his wife was a contractor and the board was going to cast a vote on whether to award the contract, he would need to recuse and probably shouldn't even be in the room. It is a good practice to surface these things, it shows transparency.

Public Meeting Law:

ORS.192.620

192.610(5)

Quorum + District Business = Public Meeting

You can convene together, go to a fundraiser, just no district business.

Mr. Harding: Back up on one of the statutes, committees, it's not a quorum, do they have to be advertised?

Mr. Adams: Who do the committees answer to? The board develops a committee, if it is directed by the board chair and reports back to the board, then it has to be noticed and minutes have to be taken. A board member Policy committee, board members served, but the Superintendent brought it back to the board - no notice needed. It really is about who you are reporting to. Superintendent committees are your friend and it's a great way to develop relationships.

Dr. Hattrick: If there is a committee that has a quorum of the board, it has to be noticed, thus why all the committees have 3 members or less

Mr. Adams:

Meetings: Annual calendar, 7-10 days notice

- Special meetings: 24 hours notice
- Emergency meetings: less than 24 hours notice, but must give reason (example wildfires)

Work Session that we just turned into a board meeting?

This was a special meeting, had to provide 24 hours notice

- Work Session: Typically a single issue and no public comment, unless it's a hearing
- Executive session: On Annual Calendar, 7-10 days notice, only for specific exceptions, must be noticed, no action as it happens in meetings
- Operational Meeting: Policy BC/BCA
Elect/Designate officers, counsel, set the meeting calendar.

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Preparing for Meetings, Mr. Adams: How do you prepare for meetings?

Dr. Placido: I read it, write down questions, re-read it and then if I have other follow up I ask Dr. Hattrick.

Mrs. Richardson: Sunday, meet on Monday. We get hard copies at the meetings, I struggled with the chromebooks.

Mrs. Usher: I just don't know what to do with it afterwards.

Mrs. Richardson: I write on the agenda and just keep that.

Mr. Schimmel: I try to schedule my 1:1 with Dr. Hattrick the Thursday or Friday before our meeting after the agenda is pretty finalized so I can ask questions.

Mr. Adams: Good on you Dr. Hattrick. That's great for providing that.

Mr. Schimmel: Is there anything that we shouldn't be discussing or a line we shouldn't cross?

Mrs. Richardson: Don't make a decision outside of the board room.

Mr. Adams: No, having a 1:1 with the superintendent is good and you are not making a decision or directing the superintendent.

Dr. Hattrick: I meet on 1:1's and ask them what they think, how will they vote

Mr. Adams: That's fine, but don't share that with the others.

Mr. Harding: What kind of business would you have, but then it never makes it to a meeting, but a decision was made.

Mr. Adams: We had adjusted our calendar, we got a lot of blow back from parents. The superintendent had called board members to get thoughts and then he brought a recommendation.

Mr. Harding: But you can't poll the board

Mr. Adams: You can't, but Dr. Hattrick can. You are part of the board. In my example he was trying to come up with a recommendation for the board.

Mrs. Hendricks: She tries to send it out on Wednesday and I have a standing meeting on Thursday. I like the detail. I have found that it goes more smoothly if I meet with him before the meeting so he can answer questions or help me get more info.

Mr. Adams: That's great. When I first started, I did hard copy and then we switched to boardbook. So I then would copy and paste into a google doc and then add my questions

Mrs. Richardson: Meeting with the superintendent prior to meeting, is this just small districts?

Mr. Adams: This is the first I've heard of it and I can't wait to spread it around. In our meetings we only get to speak twice to any agenda item. Key point here is that everybody learns differently.

The Role of Board Chair

1. Facilitator
2. Enforces the Rules
3. Works to retain board focus
4. Board spokesperson

They get to plan with the superintendent. Think about pillars and ask is this board work? If it doesn't fit, it shouldn't go on the Agenda.

No good boardwork happens after 9pm.

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Mr. Harding: How long the meeting lasts depends on the dialogue and some of it has to happen. We don't have control over a lot of it. If we don't have history or all the info I think the board struggles and there is an opening for us to have a dialogue. Some things don't deserve a motion, so how do you form something that the board can have a dialogue to discuss stuff without a motion?

Mr. Adams: Robert's Rules of Order: it's linear, very structured. Very strange way to have a conversation and it's about efficiency for decision making. The problem is that the expectations on education have changed. A kid that doesn't graduate can't take part in the 21st century. I would argue that Robert's Rules don't keep up with the hard conversations.

You have to have data

Mrs. Hendricks: So how do you get that dialogue on the agenda so we can talk openly about it?

Mr. Adams: Talk about our values. School boards have to have work sessions. We can get reports and ask clarifying questions. Boards struggle with the human stuff.

Dr. Placido: Last meeting, meetings are very different, there was an item on the agenda we'd already discussed earlier in the spring a couple of times. I had spoken with him and about half the board engaged and it came up in the action items and instead of asking for motion our chair introduced the item and stated he didn't want a motion, we're not ready but then we kept discussing it.

Mr. Adams: Did anyone appeal?

Mr. Harding: Topic wasn't vetted enough, lots of questions being asked. It made it back to the Superintendent committee to study and talk, so I was unclear as to what that item was really trying to do and I think other members were feeling that way too. So how do we discuss this or change the way the district is doing business?

Mr. Adams: There are **6 principles of meetings**

1. Members have a right to info to help make decision
2. Practice: Request for info "Point of Info"

Mr. Harding: It was not on the Agenda that the Superintendent and I had and it came as a surprise.

Dr. Placido: It was on agenda, but not something Dr. Hattrick and I spoke about during our 1:1

Mrs. Hendricks: It was about paying all of our coaches. Dr. Hattrick had asked several times for the board to give feedback. It had come to us as a grievance. To me it was not a surprise as it's something we were still taking care of. I meet with him regularly so we discussed it thoroughly.

Dr. Placido: Was it because the proposal wasn't finished? We had talked about it.

Mr. Harding: I was thinking it was about the cost and raising fees and I wasn't ever involved in a discussion about paying assistant coaches and it seemed like the board was determining how we decide who is a volunteer vs. paid coach. In the old days we paid the assistant, they got paid, if they were at this other level they didn't. How do we discuss without having any supporting documentation?

Dr. Placido: It bothers me when we have to add. We amended the agenda in the past and had Items for Board discussion. Maybe it would've been better to remove it as an

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action item and move it to board discussion or move it to a work session instead of the chair saying I don't want a motion.

Mr. Adams: The way to address that is to call for a point of information and postpone it to a specific time and then make a motion to table a special meeting or next month unless this is a critical issue. If you don't have to discuss right then and there, you don't have to.

Mr. Harding: Your way sounds a lot better and it gets it to where it should be, so that the info comes back to board members with info needed.

Mr. Adams: I have a 1 pager on Robert's Rules.

Dr. Hattrick: If you could send it to me, I can get it to them.

Mrs. Hendricks: That is something we should've had a work session on (athletic topic)

Mr. Adams: Being Spokesperson, you have to set aside your own personal opinions and agendas

Effective Meetings, Qualities: start and end on time, follow agenda, orderly, everyone is heard, more time on students, succinct reports; this should/could be provided and staff share/present for 3 minutes, rules for proceedings, conducted with care and respect. Agenda meetings should have two previous agenda's, current and next month draft

Mrs. Richardson: I feel this is a huge problem for us. I do not feel like we have discussed education. I do not think we have spent nearly enough time on student focus.

Mr. Adams: If you go to succinct reports, read them and ask a question. If you don't have a question express appreciation

Six Principles of Meetings:

1. The majority has the right to decide
2. The minority has the right to be heard. (2 x round robin all have a chance to speak, limit your speech to 1 minute. Speaking and voting chart, drop chart into the agenda and use tick marks to keep track or use a separate list. You can do popcorn style but then Rod needs to call them
3. Members have right to info; "Point of Information"
4. Courtesy and respect required:
Things that are Out of Order:
 - Interruption, Criticizing past actions of the board, Personal remarks, Criticizing another member's motives
 - Discourteous remarks
 - Insulting language
 - Personal attacks
 - Inflammatory language... or worse?
5. All members have equal rights, privileges and obligations. If the meeting is out of order, call "Point of Order", Use Round

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Robin, No sidebar discussions. Members have to seek recognition before speaking.

6. Members have the right to an efficient meeting

Mrs. Richardson: So I see not to criticize the past, but I think that the community needs to know why it's broken and who ultimately was responsible for that.

Mr. Adams: Having oversight is board scope, but getting the gym fixed is operational and outside of the board. You can request a schedule or check in on the gym floor. As a board member your job is to support the district. It's a non issue

Mrs. Hendricks: It's frustrating as people haven't been able to use it for quite some time and it creates a hardship when you have high school, middle school trying to coordinate different times and I think that's why they are so upset.

Mrs. Richardson: But it makes me feel like we are micromanaging this.

Mr. Adams: So what is the issue?

Mrs. Hendricks: I don't know the timeline and as a board member that hears about this and it's challenging.

Mr. Adams: So at your next 1:1 meeting talk to him

Dr. Hattrick: So I understand and you want the end result of it, when is it going to be fixed? I found out this weekend that it probably won't be fixed until next year.

I want meetings to focus on students, but I need your help. Student success has been absent for the last couple of months because I am working on board directed things.

Mrs. Hendricks: That gym falls in there, it's used for PE. This started long before Dr. Hattrick

Mr. Adams: I think everyone is on the same page. The issue is how we talk about district operations. So this is an employee/employer relationship. We want to empower him to be the best employee that he can be. Your job is to say, he's doing the best he can, we're doing the best we can and we're working on it.

Dr. Placido: One of the things that came up in Dr. Hattrick's eval were board members that were unhappy with budgeting, like we should have more administrators or we need this, but the board made a decision that had this staffing level and we don't get to mark him down for our decision.

Mr. Adams: And that's a tough thing. Maybe you're at the store and someone is unhappy, you say, I support the decision of the board. It's a binding decision. Remember it is about the district.

Mr. Schimmel: Just waiting your turn and you see the body language or rolling of eyes.

Mr. Adams: You, the school board sets the order. If something comes up that is out of order any board member can call a point of order about what is happening.

If you don't agree with a ruling of the chair, it can be appealed, this should be used rarely and would require a $\frac{2}{3}$ vote (5 Members). There should not be sidebar discussions

Dr. Placido: I testified before congress two weeks ago. It was such a humble experience, but none of them paid attention. They were all on their phones, the assistants were passing notes and texting.

Mr. Adams: Interruptions only to maintain order. Members have a right to an efficient meeting. Use unanimous consent:

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Does any member have any items they'd like to pull from the consent agenda?

We can use unanimous Consent

You could approve consent agenda, "Without objection the consent agenda is approved" and at that point a board member can object

Robert's 8 Steps

Main motion

I move that.....seconded (two people want to discuss this, no second it dies)

Then chair restates the motion and opens up for Discussion, motion can be amended here. This is now the time to discuss it if you think something is wrong or shouldn't be doing this after 2 round robins, Chair restates the motion, roll call votes, chair then announces the results. You then move on, no post partum discussion

Mr. Harding: If we get a motion to amend and then someone motions to table.

Mr. Adams: We have to resolve the motions in order to move on.

Public Comment/Disruptions

Mrs. Hendricks: They come across harshly.

Mr. Harding: I think they've been handled okayed

Mr. Hisey: We have not had near the trouble other districts have. No screaming, cordial.

Mr. Adams: Elections are coming up and we are anticipating some upheaval.

Superintendent Evaluation

The most powerful tool the board has is fostering the relationship with the Superintendent.

Positive Feedback within a job evaluation: Have any of you had positive feedback in a job evaluation?

Mr. Hisey: Very positive, self eval, new job, manager, HR and director, they all discussed a section of my eval. Good feeling.

Dr. Placido: When I get my eval the exec committee does a conversational, there is a self eval, but the improvement areas are all constructive and it's very positive and affirming. My perspective was that it was great to have the sharing of the constructive in the room and then sharing the supportive in public.

Mr. Adams: With the Superintendent, we celebrate success and look for the areas of growth.

Focus framework can be used, Set clear expectations, learn together as a board team, create conditions for success, hold the system accountable, build public will

Mrs. Hendricks: It was too overwhelming for me. I would've been fine with bullets, but to get over 300 pages.

Mrs. Richardson: I trusted him that what he put for his bullets was actually in the documents and I read the synopsis.

Mr. Hisey: He's always giving extra. If you didn't understand a bullet, you could then look at the artifact that was attached to get better understanding.

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Mr. Schimmel: You could say that certain individuals may not be as candid if he's in the room. I'm not opposed, I just think it may change the language in the room.

Board Self-Evaluation: Policy BK, OSBA has a new tool and I'd like to orient the board before you use it. We've updated to the current standards. It is a really good process and can get really good results. Keep doing what you're doing. You have a great community and I'll send you info.

Mr. Hisey: Will you be emailing this out?

Mr. Adams: I will send it to your board secretary and she will send it out.

Dr. Hattrick: I'm encouraged that each and all want to do better and be a supportive team. As long as we have that unified goal of being a team, we can do great things. Hopefully we can apply some of this. I will re-start sending out weekend reports.

Mr. Harding: Further training, look at more training or work sessions in October?

Dr. Placido: Topic?

Mr. Harding: Board Eval, some of that stuff, quarterly eval of the Superintendent should go. It's an extra day.

Dr. Placido: Maybe adding a monthly meeting not night after regular meetings.

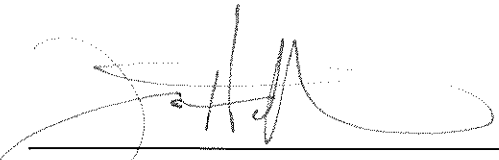
III. Next Meeting

September 12, 2022 - Regular Meeting


IV. Meeting Adjourned at 8:05 pm

Hearing no objection we will adjourn at 8:05pm

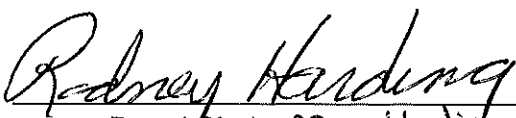
No objections.



Superintendent, Dr. Hattrick


10/10/22

Date



Board Chair, Mr. Harding

10/10/2022

Date

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Dr. Placido: We used the same framework, but he didn't include all the artifacts for his first year. It was 2020 and everything was weird.

Mrs. Richardson: He was the interim, so some things we couldn't evaluate him on

Dr. Placido: When we talked about how to prepare, we talked about how uncomfortable the 1st evaluation was the first time because the chair at that time just read the comments and numbers in a public meeting.

Mr. Schimmel: How many boards do eval based on 360?

Mr. Adams: Very few. Do Quarterly check-ins, this is a big one.

Mrs. Richardson: This will make the end one, so much easier.

Mr. Adams: This is an exec session as a whole board. 3 times, summer, fall, winter, so you can have a valuable conversation. This is not in public. Some boards do scores on their own, but some do it with the Superintendent in the room.

- Targeted Feedback Survey: This fills the information gaps, this is focus, not a 360, Internal and external stakeholders and developed collaboratively. The Board and superintendent decide who gets the survey. The data collected is now owned by OSBA, but it will be anonymous. OSBA pulls out the themes and returns the board a report. There is also a community side. So maybe you identify who, city council members, business owners and then you reach out and ask them, OSBA sends out the survey.
- 360 became weaponized and we don't want this.
- Don't forget that there should never be surprises as it's about growing the relationship with the board and superintendent.

Mrs. Richardson: When there are important things I will jot down notes, like inviting our students in to shower during power outages.

Mr. Harding: Can you put a limit on Dr. Hatrick to 100 pages?

Dr. Hatrick: My self eval was not reflective, I didn't get board time as we went right back into open session.

Dr. Placido: We walked through everything.

Dr. Hatrick: References on need improvement on where Middle School classrooms are even though that has nothing to do with me.

Mrs. Hedndricks: I prefer not to have all the supporting documentation. I just like specific rather than a storybook.

Mr. Adams: I would suggest 2 things:

1. If he provides a lot, the board should discuss how they are going to use that info. Noel seemed to have a great idea, use it as a reference.
2. The other conversation for the board to have is whether or not to have Dr. Hatrick in the room. So when a board member says this is an area I'd like to see for growth and he can ask questions or take notes.

Mrs. Richardson: There were two areas. I think that if Dr. Hatrick had been there I think we would've learned during the conversation.