

Rainier School District #13
Minutes
Rainier School District Boardroom

Regular Board Meeting
August 8, 2022 at 6:30 p.m.

Present: Noel Hisey, Christine Usher, Elizabeth Richardson, Elaine Placido, Tina Hendricks, Rod Harding, Joseph Hattrick, Megan Keplinger (sub for Shalana Harrison), Kevin Hansen, Eric Schimmel (joined virtually @ 6:32 p.m.)

I. Preliminary Matters

- A.** Call Meeting to Order @ 6:30 p.m.
- B.** Pledge of Allegiance
- C.** Approve Agenda

Dr. Placido made a motion to approve the agenda with the addition of: Item IV, Letter C-MOU for Alternate Pathway to Teaching, and Item D-Disposal of District property. Mr. Hisey seconded.

Discussion: None

Name	Aye	Nay
Mr. Harding	X	
Mrs. Hendricks	X	
Dr. Placido	X	
Mr. Hisey	X	
Mrs. Richardson	X	
Mrs. Usher	X	
Mr. Schimmel	Not Present at time of this vote. Mr. Schimmel joined right after vote was done.	

II. Reports, Information, and Discussion Items

- A.** Superintendent Report: Dr. Hattrick

Celebrations:

1. Danielle Nelson, our district nurse, became a nationally certified school nurse and the only nationally certified nurse in Columbia County.
2. There were a number of students that participated in the 4-H and FFA at the Columbia County Fair in July. Tamara Wait will present specifics at the September meeting.
3. East/West All Star Shrine Football Game: Lori Schimmel and Daryn Ware were selected as the cheer coaches for the West team. Students that

Rainier School District #13
Minutes
Rainier School District Boardroom

participated were: Kenny Tripp, Stone Ware, Anna Monk, Savannah Cash, Mikaela Buck, Ava Heath, and Paige Schimmel.

Lori Schimmel presented...

Anna Monk and Savannah Cash were chosen to participate as cheerleaders. Mikala Buck, Ava Heath, and Paige Schimmel were added additionally.

Athletes are asked to collect donations where 100% of the donations go to Shriners.

Dr. Hattrick shared he had been selected to serve on the COSA Equity Board (3-year term).

Calendar items: This is the last week of summer school and YMCA summer camp. First day of Kindercamp today. We will provide a completion report in September.

Briarcliff Pool is now open. Since the opening of the pool, 25 children have completed swim lessons and we have 81 that will begin swim lessons tomorrow. We will provide up to 240 children swim lessons this summer.

Facility updates:

Woodshop-Project began two years ago to figure out how we could bring the woodshop back. We had our first work session. We will have a woodshop in the fall.

Leadership team training: Trainings planned throughout the month.

Facilities Process: The policy has remained unchanged. The District has looked at alleviating the certificate of insurance requirement for facility requests for community groups, but it has not been waived and the policy will remain in effect. We are presenting information tonight about a volunteer program that will support community projects on campus. We will use a risk-assessment lens to determine level of risk when groups request to use the facilities.

We're in the final phases of implementing DESSA, which is a multi-tiered system of support to identify students in need of additional academic support. There will be more information once we roll that out.

Roof repairs: reviewing quotes for some needed repairs.

Rainier School District #13
Minutes
Rainier School District Boardroom

HPE gym floor: The District began investigating the issues with the gym floor in 2020. The District had previously waived the warranty guaranteeing the work, which released the contractor from being liable for the repairs. It was determined the issue with the gym floor began after the seismic work. In 2021, there was a full review of the gym floor by the insurance company and it was determined the issues with the gym floor are not covered under our insurance policy. Also in 2021, the gym floor was evaluated by Soderstrom Architects. In July 2022, the District hired a building general consultant to determine the cause of the water intrusion. They suggested the following next steps: 1. exterior foundation waterproofing work. 2. Evaluate the interior slab once the waterproofing is completed. 3. Consider topical slab waterproofing and a full floor replacement. Dr. Hattrick will give updates as things happen. Question from Rod: Are they proposing a curtain drain around the perimeter of the HPE gym? (Dr. Hattrick: yes).

Football lights will be installed this week or next; poles have been installed.

Bathroom remodel at high school has been completed. Bathrooms at the Commons will be completed before the first day of school. The move to remodel the bathrooms/be in compliance with Title IV included: Bathroom discussion began last year through the facility assessment and planning. Facility team did a site visit to see what single stall restrooms would look like and they visited the St. Helens remodel. At the Board meeting in May, there were public comments about how the District handles students using bathrooms who identify with a different gender than they were born with. At the June board meeting, Dr. Hattrick presented a facility plan to ensure all students would have access to their gender-preferred bathroom, which was approved by the Board.

Wrestling: wall mats are in and the wrestling room will begin being remodeled soon.

Updates: Upcoming letter to be sent out to the community to share about the following improvements: 1. Focus on celebrating the accomplishments of our students and staff. 2. Renewed emphasis on improving the climate and culture in Rainier, which includes respect for all. 3. Focus on data and results. 4. Focus growth and academic excellence.

Work session dates...I'll see you again tomorrow night. And, the following week.

Rainier School District #13
Minutes
Rainier School District Boardroom

Board comments about the Superintendent report:

Mr. Harding: I looked at the bathrooms at the high school. I thought they turned out really well. Two looked really small, but they said they were big enough to work.

Mrs. Usher: Bathrooms in locker rooms. Will they be open this year? (Dr. Hattrick: that will be a question I'll direct to the athletic director once I meet with him.)

B. Financial Report, Kevin Hansen

July 26, 2022 was my one-year anniversary for working in the District.
July 25-29 Kevin attended the OASBO conference. Enrolled in the new business managers institute for Oregon. We meet every other week.

Actuals this month...

Total revenues: \$1,207,154. Your Board report says \$1,086,575, but there were two deposits that weren't in the report that came in July: the Common School fund for \$41,511 and the County Timber Tax for \$79,067.

Net revenues: \$874,263 for the month

Estimated ending fund balance: \$2,421,000

Board Comments/Questions: Dr. Placido asked Kevin to clarify the final ending fund balance.

III. 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.

None

IV. Consent Agenda

A. Approve July 11, 2022 regular meeting minutes

B. Approve July 11, 2022 executive meeting minutes

C. Approve the hire of:

a. Jack Vanderford, RJSHS CTE Teacher

Rainier School District #13
Minutes
Rainier School District Boardroom

b. Cassidy Crawford, HPE Teacher

Mrs. Hendricks motioned to approve the consent agenda, seconded by Mrs. Richardson.

Discussion: None

Name	Aye	Nay
Mr. Harding	X	
Mrs. Hendricks	X	
Dr. Placido	Abstained-Was out of the country	
Mr. Hisey	X	
Mrs. Richardson	X	
Mrs. Usher	X	
Mr. Schimmel	X	

V. Items for Board Action

A. Coach Compensation

Dr. Hattrick: For your consideration, I have developed a draft for coach compensation. We're getting really close. Without any judgment, I've asked for feedback from the Board, but I've only gotten feedback from a couple Board members. This is a working copy and worth some discussion, consideration, and study.

If the coach compensation proposal I have created were to get approved, the positions that are listed are the positions that are currently offered for our certified staff as extra duty compensation. The proposal has been created using the collective bargaining agreement as a starting point.

There are a lot of factors to consider when switching from a volunteer model to a compensated model.

Last year, the total cost was right around \$75,000 in compensation, but the actual cost was \$100,000. About 30% of the cost goes to insurance, PERS, and associated payroll expenses.

Rainier School District #13
Minutes
Rainier School District Boardroom

I want to turn it over to the Board for consideration, but I'm also open to scrutinizing this work. We may even want to bring in a payroll specialist or employment specialist to ensure we've thought of every possible complication when we switch from a volunteer model to a compensated model.

Discussion:

Mrs. Richardson: I don't believe we're doing anything wrong with waiting.

Mr. Harding: At this point, I would entertain a discussion without a motion. I agree with moving this forward. I don't like the step schedule. In the past, we've always had a single line. Some of this is dictated by the contract.

Dr. Hattrick: There is no reason we can't follow a different model. We just want to make sure the union is involved as well so we're all on the same page.

Dr. Placido: I have some real concerns of shifting volunteers into paid roles and what the financial implications are. I want to hear some risk management details. I think your 30% cost may be a little low. I'm also really concerned about valuing one set of volunteers over other volunteers. Finding some way to value them is important, but we're putting monetary value on one set of volunteers versus another.

Mrs. Hendricks: What I'd like to know is how many football coaches are certified staff? (Dr. Hattrick/Greg Miller: Zero). I'm assuming it's the same for basketball and wrestling? (Greg Miller: one certified staff for basketball and zero for wrestling.) Do we have volunteer head coaches that are not compensated?

Dr. Hattrick: It is somewhat inconsistent as to who is compensated and who isn't. 2017 since they were last compensated.

Mrs. Hendricks: Do we know how it was decided on which head coaches were paid or not?

Dr. Hattrick: That was before my time.

Mrs. Hendricks: We have football starting with a coach and head coach that are compensated. How do we proceed?

Rainier School District #13
Minutes
Rainier School District Boardroom

Dr. Placido: We have some coaches, who are starting fall sports, that are not employees who are compensated, and some coaches, who are not employees that are not compensated? That is not okay.

Mr. Schimmel: I have three things I'd like to mention. I appreciate the time you've put into this spreadsheet. I feel there are too many variables that would cause a lot of conflict with deciding who does and who does not get compensated. I think, if we're going to compensate coaches, it needs to be clear to the coaches in a timely manner. I don't think it can be determined based on participation. This has been talked about for quite some time. It's obvious the budget is able to include these expenses. There is just as much learning (life skills) that you can't get in the classroom. I feel the money we spend on these coaches is just as valuable as a woodshop teacher, etc. I feel the money we spend on coaches is just as well spent on these teachers.

7:11 p.m. We lost Eric Schimmel via Zoom (it timed out), so Dr. Hattrick called Eric via speaker phone.

7:12 p.m. Eric Schimmel on speaker phone...There are some things that the coach volunteers at the current time are required to do that other volunteers aren't required to do (like drive players to and from events safely, required certifications, etc). This saves the district lots of money. They should be compensated for the amount of responsibility they take on. A middle school coach is a little bit less, but they take on the responsibility of managing student athletes. We have the means to do that now.

Mr. Hisey: I want to piggyback on what Dr. Placido said a little bit ago about fairness and equality. I'm looking at the various groups on the volunteer list. Are we putting more importance on a football coach versus a volleyball coach? It doesn't matter what sport you're coaching and it should be equal.

Dr. Hattrick: I didn't create any figures. It came from the collective bargaining agreement.

Mrs. Hendricks: I believe, from what I've looked at, you also have to look at the seasons. How many weeks is each season? Football starts in the middle of August. I want to see us be fair to everyone.

Dr. Placido: I absolutely see the value of sports. However, our mission is supposed to be student success. We are spending a lot of time focusing on something that is not

Rainier School District #13
Minutes
Rainier School District Boardroom

based on student success. There is nothing on our agenda that impacts student success.

Mrs. Richardson: I would encourage any of the Board members to meet with Dr. Hattrick for help with any of this topic. We haven't mentioned academics tonight. This is embarrassing. If our kids can't read, sports aren't going to help them out.

Dr. Hattrick: Eric, Elaine, and Christina...would you be okay with joining a study group to look at this further? (All said yes.)

Mr. Harding: Some of the sports are district sports, but they're not totally supported by the district. Soccer, cross country, swimming, etc.

Dr. Hattrick: Give me a week to two weeks to gather all the data and I'll drill down on what has been the past practice. Then, I'll convene the meeting.

Mr. Harding: I'd entertain a motion to table this.

Mrs. Richardson made a motion to table the discussion in order to gather more facts, Dr. Placido seconded the motion.

Discussion:

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

Discussion: Christina Hendricks: I would agree to move this to special meetings as we fact gather, but I'm not comfortable tabling this as we move into the sports season.

Rainier School District #13
Minutes
Rainier School District Boardroom

B. District Volunteers

Dr. Hattrick: How can we leverage the support of our community (volunteers), given the potential risks of some projects. I've put together a proposal (list of projects). Once a project is posted (we'll post them on the website) volunteers can sign up for a specific project. I'm asking the Board to approve the Volunteer Liability Release Form that would go along with each service project. This has been vetted by our insurance company. I submit this and our entire volunteer program to the Board for approval.

Mr. Harding: Do we already have District paperwork for this? Some of this is also covered under policy. Hold harmless...I don't think that would hold up in court. I would think that we should study this.

Mr. Hisey motioned to approve district volunteers, seconded by Mrs. Richardson.

Discussion:

Dr. Placido: We've already had attorneys and insurance look at this.

Mr. Harding: There are some liabilities the District can't get out of. It's kind of a false sense of security for the District.

Dr. Placido: It would be helpful to define "projects," because we have multiple kinds of projects in the District.

Mrs. Hendricks: To me, this isn't any different than me volunteering in the classroom. I view this as a waiver.

Mrs. Usher: Volunteers must submit proof of vaccination? Do we accept exemptions like we did for teachers?

Dr. Hattrick: Depending. Yes, they can submit for an exemption. Direct contact with students would be riskier than working at the softball field.

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

Dr. Hattrick- MOU: Alternative Pathway to Teaching

We have a classified employee who is filling one of our certified positions and this creates a safeguard as we train people to move up in the workforce.

Rainier School District #13
Minutes
Rainier School District Boardroom

Gives the classified employee the option to step back into their role at their previous step and their seniority pauses with classified.

Mrs. Richardson motioned to approve, Mrs. Usher seconded.

Discussion:

Christina Hendricks: Asked for clarification...at what point does that person that we hired through the classified position no longer have a job? It's kind of risky if someone doesn't complete their program and can go back to their old position. It will put someone else out of a job.

Dr. Hatrick: No, the professional development plans are approved by the superintendent. If it extends beyond the plan, we will have to have a discussion about it.

Dr. Placido: I think this is great. It encourages good people to stay in the District and to take the next step.

Mr. Harding: This MOU goes away in June of 2024?

Eric Schimmel: I support this and I'm excited for this individual to continue to work for our school district.

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

Disposal of District property, Dr. Hatrick:

Rainier has a history of hanging onto things. Outside of the welding shop/wood shop, there is an outdoor storage area (that is not supposed to be a storage area, but it has

turned into one), that is full of old desks, office chairs/desks, student chairs that are damaged from weather, birds, etc. This is a loose interpretation of Policy DN-Disposal of District Property. We need to clear it out so we can prepare for the woodshop and

Rainier School District #13
Minutes
Rainier School District Boardroom

the welding shop. These areas can be used for consumables, metals/wood, as well as appropriate uses for the area. There is also clutter in many other places around the district (potentially 12 rooms that have been used as storage). I would like to diminish this over time. I'm asking the Board to trust staff to make these decisions (with some guidelines).

1. First priority is to post item(s) for sale, or hold a community yard sale. Some of these items have a value of zero, or negative (it's costing us to store them).
2. Give to charity
3. Dispose of the items

Stipulations: No single item valued above \$200 will be disposed of.

Request to dispose of some property to maximize the effectiveness of this district.

Mr. Hisey made a motion to accept Dr. Hattrick's proposal for disposal of district property, Mr.s Richardson seconded.

Discussion:

Dr. Placido: Policy DN doesn't have a dollar value. Referenced ORS 332.155. Are you erring on the side of caution and making more work than necessary by putting the \$200 value on the proposal?

Dr. Hattrick: The reason I put the value in the proposal is that I'm asking the Board to extend a great deal of trust that we're not going to be disposing of valuable district property. I don't need the dollar figure.

Dr. Placido: proposed to strike the dollar amount and align with our policy.

Mr. Harding: I like the dollar amount.

Dr. Placido made an amendment to the proposal. Mrs. Hendricks seconded the amendment.

Vote for amendment: Mr. Harding voted no on amendment.

Vote for proposal including the amendment: Motion carried unanimously.

Rainier School District #13
Minutes
Rainier School District Boardroom

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

VI. Future Agenda Items

- A.** Bond
- B.** Vehicle Review
- C.** Committee Appointments

Mr. Harding: Does anyone have any future agenda items?

Dr. Placido: I don't see anything in the future agenda items that are focused on student success. Can we add that?

VII. Board Comments

Mr. Schimmel: I would like to congratulate all the student athletes that participated in the East/West Shrine Game. Would also like to thank the maintenance team for all their

hard work on the facilities. They're a small group doing a lot of work. I know some won't agree, but I believe the coaches' compensation is also helping students.

Mr. Hisey: The past couple weeks, friends and family have been down at the pool area, but they were not aware of the pool being opened. This can hurt us. Is there any way we can post information at our gate regarding the pool schedule? We've had a lot going on with our school grounds the last year. It would be nice for the Board to get a tour. Looking forward to the coming year.

Dr. Placido: I wanted to congratulate the student athletes that played in the East/West game. The swimming reopening was fun! Super excited about woodshop. Ms. Wait was a fantastic representative at the County Fair. Really great kids coming from Rainier

Rainier School District #13
Minutes
Rainier School District Boardroom

at the County Fair. Appreciate the work on the bathrooms. It's an important step toward equity and safety for our school community. Please figure out how to bring back the Honor Roll. (Dr. Hattrick: Plans for honor roll are in the works.)

Mrs. Richardson: My youngest attended the summer school program. Upcoming Board sessions...we need to reset on academic achievement. We are missing things for our students, but I'm not against paying coaches.

VIII. Next Meetings

August 9, 2022 - Board Work Session, 5PM - 8PM

August 15, 2022 - Board Work Session, 5PM - 8PM

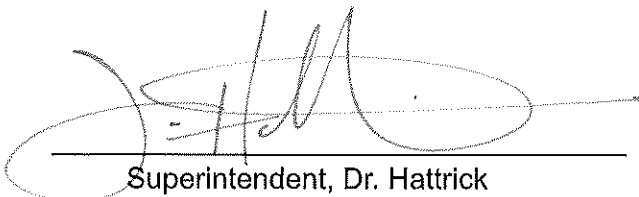
September 12, 2022 - Regular Meeting

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

Discussion:

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

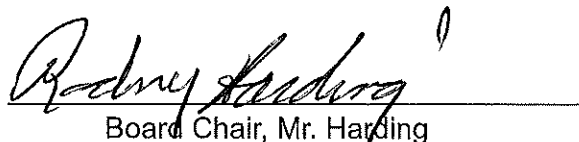
IX. Meeting Adjourned at 7:57 PM



Superintendent, Dr. Hattrick

10/10/22

Date



Board Chair, Mr. Harding

10/10/2022

Date

