



GRANT SCHOOL DISTRICT # 3

401 N. Canyon City Blvd. • Canyon City, OR 97820
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BOARD MEETING WEDNESDAY, September 21, 2022 • 7:00 P.M. DISTRICT OFFICE

MINUTES

- **PRELIMINARY BUSINESS**
- **Call to order**
- **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, Dr. Colleen Robertson and Kelly Stokes. Superintendent Louis Dix was present. ~~Dr. Colleen Robertson [was absent]~~. Business Manager Heidi Hallgarth ~~[was]~~ absent.

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

- **Agenda Review**
5.15 Approve GU SPED Teacher – Wand Wenick

- **Public Forum**

No public comment.

2.0 REPORTS

2.1 Superintendent's Report

Dix apologized for the district website and district Facebook not being updated as well as it should be. Dix introduced Paula Bartley as his new secretary and district communications specialist and relayed that she will now be updating the social media sites. Colton from ESD has also been hired to temporarily support Paula in learning the platforms and being able to edit/update. He will come in every 2 weeks for a couple of hours. Dix has directed Paula and Colton to look at some other district websites formatting to assist in making ours more user friendly. Dix has also instructed them to start work on a district phone app to assist families with communication. Dix shared that the district suicide prevention plan has been reviewed by Intermountain ESD and the district attorney and with a few minor changes, the plan has been finalized and is now in place. Dix shared that we currently do not have someone certified/licensed to spray weeds on district grounds due to state regulations. Dix contacted Grant Soil & Water and they need a copy of the district pest management plan. He would like to contract with them to start spraying rather than relying on a district person. Dix is working with Mark from ESD who is the SIA grant liaison to transition from individual grants to one grant to encompass the entire district. They meet weekly to keep up on grant requirements and monthly to cover any changes. Dix officially welcomes Paula and encouraged others to introduce themselves. Dix has been working with Cindy Dougharity-Spencer on creating a plan for the certified staff

BOARD OF DIRECTORS:

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

evaluation process. Currently, the district has only the TalentEd program and no written-out plan/outline with areas to address. Dix is also meeting monthly with the certified/classified union representatives to strengthen the relationships. Dix would also like to thank administrators, teachers and staff for all the hard work with the large number of new hires.

2.2 Administrator Reports

2.2.01 Grant Union Junior/Senior High School Principal, Karen Shelton, said they are working really hard with the media class to try and integrate the students into information sharing. They will be creating all social media posts and flyers. Shelton believes this will contribute to really giving students a strong voice at GU. Shelton did a survey with the students to find how they think and feel and allow them to make suggestions on how to improve. She is encouraged by the results and will continue doing surveys to encourage the student voice in ideas. Shelton would also like teachers to have a strong voice, so teacher committees have been formed around areas that need improvement. Shelton shared that she has done past work with admin from Milton-Freewater on building safety/security. They have much older buildings and have recently done a complete overhaul to address safety/security concerns. One feature Shelton shared was a new bell system that can be used for an individual classroom or a succession of rooms. New camera systems have been installed at GU, but there are a few gaps. Dustin and Shelton are working on mapping to cover those areas and get some additional cameras.

2.2.02 Humbolt Elementary Principal, Janine Attlesperger, would like to thank the board for the mentoring program. It has been fantastic for Humbolt and has led to some great opportunities. They did some peer observations last week in K-2, a sub was in for one of the mentor teachers and then had the opportunity to be the mentor for some of her peers and vice-versa. Next steps are to plan peer observation days for grades 3-6. Coming to the end of final benchmark assessments, Friday morning training in Professional Learning Communities. Communications are continuing on Facebook and School Messenger texts/emails. Monthly family newsletters continue as well as weekly staff updates. PTA is very active on social media as well as volunteering and now have a bulletin board in the school lobby. Will be doing KJDY/Coffee Time on 10/14. Brenda is doing purchase orders for Humbolt staff to help with ordering. Security cameras are doing well. First fire drill is next week. Janine would like to have badge size lock down protocol so teachers could have them on their lanyards. Dental screenings were this week and de-escalation training is in the beginning of October. She would like several de-escalation trainings to cover all staff so everyone is familiar with the process.

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 and have now been rolled out to students and parents. They have just completed their first eligibility and resulted in substantially less students not being eligible. The handbook helped, and kids seemed to know where they were at and no surprises. Lusco feels that the new handbook and eligibility process may have solved a few problems in communication with students and parents about expectations. Lusco and his staff are trying hard to communicate quickly to parents about last-minute schedule changes. Access to Facebook and website have helped with that. Lusco relayed that the back to school BBQ being changed to the week before school started was a success and they had a great turnout. Lusco expressed concern about the mass of door keys with no corresponding door lock and door locks with no corresponding keys. Lusco would like to see a key log, but hasn't been able to locate one. Walker relayed that she has been speaking with Dix and ESD regarding an electronic access system. Dix, Walker, Lusco and Shelton all agree that the main concern is that it is a student safety problem.

2.2.04 Seneca Head Teacher, Brianna Apostol said that herself and Tina McCormick will be splitting the head teaching responsibilities. Brianna lives down here and will attend meetings in town and Tina lives in Seneca so will attend meetings there. Their team is introducing some new things to integrate students such as themed monthly class meetings. The September theme featured the circle of control (what you can/cannot control) and they did activities during the month to spotlight the lesson. The head team is also implementing reading buddies where the older students pair up with the younger students and read to them. Brianna and Tina are finishing up the student math and reading diagnostics to see where they students are at academically. They would also like to look at Seneca becoming a magnet school, possibly an outdoor school. They believe Seneca students are in a unique situation with low numbers and surrounded by history. Brianna, Tina and students expressed a big thank you to Dix and Natalie Weaver as now Seneca school is able to serve students breakfast!

2.2.05 Special Programs Director, Shanna Northway, told the board that she has had a busy month and they were really relieved to finally hire Wanda Wenick to help her and Andrea with the SPED programs. Wanda has 20+ years of experience in special programs as well as alternative schools. Northway expressed that Wenick's experience in de-escalation

BOARD OF DIRECTORS:

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

Louis Dix – Superintendent

training will be a great asset to the district and students. Wenick will allow Northway and Andrea the time to lay out the much-needed individual specialized programs. Northway has been working with reporting requirements and who is responsible for what reports, due dates and where the gaps in reporting have been. Northway has been receiving training from Wendy on testing students for SPED and has meetings planned for more trainings to get up to speed on current testing protocols. Northway shared that each SPED student requires 6-10 hours of testing and each student has to be re-evaluated every 3 years. She has been able to do observations on each teaching assistant to find areas of improvement. She committed to doing that for the new, green staff and is impressed and said it is going well. Northway has been working with ESD for de-escalation training to address areas of need within the new staff. She says she sees really positive changes at Humbolt and GU and has seen the Enrichment Labs really make a difference. Northway said Humbolt has historically had some animosity and toxicity in their program and they are meeting those challenges head-on and really making progress in commitment to change. Northway has been working with Janine and Louis on Title funding and understanding the process and using those funds completely and wisely. She is also impressed with the new Learning Lab curriculum at GU, both Math 180/Read 180 was expensive but very worth the money. Northway has also been getting TAG ILP's sent out with eligibility requirements. Northway has been putting much time into relationship building and having tough conversations that are necessary and has been rewarding. She was able to go up to Seneca and really appreciates that setting and wants to support the students/staff by having bi-weekly visits.

Haley Walker asked Northway to please explain the difference between an Enrichment Lab and a Learning Lab. Northway explained that an Enrichment Lab is for a student who is just below grade level and still attends a regular class, but is re-taught basic concepts to support them. A Learning Lab is where the student is not attending a regular class, but has a specific modification to the curriculum for them at their own level. Walker expressed thanks for the explanation.

Louis Dix asked Northway about the coffee machine in the school store. The machine has been broken, and Northway explained the repair cost and that they decided to just purchase another one. Northway also expressed that the store and coffee machine has provided a great opportunity for SPED and GENED students to learn career/job skills that they can take with them into life.

3.0 EXECUTIVE SESSION

3.1 The Grant School District #3 Board adjourned into executive session at 7:45PM pursuant to ORS 192.660(2)(f) – Review of Confidential Information. The minutes were taken by attorney Rebekah Jacobson and are located in her file as they are attorney-client privileged. The Board adjourned out of executive session at 8:07PM.

4.0 NEW BUSINESS

4.1 SIA Annual Report Update

Louis Dix handed out SIA funding report to board members and expressed monthly meetings with Mark at ESD to fully understand SIA funds and how they work. The federal funds have gone largely unused, is budgeted, and must be spent by the end of September or it goes back to the federal government. The district currently has \$100K to spend, Andy Lusco had suggested to buy district/prospector shirts for each student and staff member, so 613 shirts were ordered to spend some of the funds. Dix relayed that the remainder of the funds were spent on new, interactive big screen televisions for classrooms. Dix is hoping to spend some HSS funds to get a screen for every classroom in the district. Wall mounts need to be installed and training will be provided by the television manufacturers.

4.2 Nominate Chris Cronin for OSBA Board Position 1

Haley Walker asked for a motion to nominate Chris Cronin for OSBA Board Position 1. Stokes made a motion to nominate Chris Cronin for OSBA Board Position 1, Griffin seconded, motion carried unanimously.

4.3 OSBA Conference – Portland, OR Nov 11-13

Haley Walker expressed the value of attending the conference and the education included. She encouraged everyone who can attend to do so. Several board members expressed interest in going. Dix asked that those who are interested to please let Paula know as she will be making reservations and lodging fills up quickly.

4.4 District Mascot

Louis Dix shared that there are five different mascots representing our district. He thinks this is confusing and would like to consolidate and have a new, single district mascot. Dix has contacted Brenna Desjardin with Painted Sky and Straws of

BOARD OF DIRECTORS:

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Gold people to create a new district design. Karen Shelton expressed agreement with the single mascot idea and says she believes it will create comradery between the schools and a “Prospector for life” mentality. Dix expressed Seneca and Humbolt being the Lil Prospectors, and there are some cultural issues with Seneca retaining the Indians mascot. He is working on the Indians issue, but ideally would like the district logo to be the pick axes and the prospector to be the mascot. Bre from Seneca expressed concern that any changes made would need to have Seneca community involvement. Dix assured Bre that, if that was the decision, a public meeting in Seneca would be scheduled. Walker reiterated that the seven board members would not be making any decisions for any of the schools without community involvement.

4.5 Administrative Contract Negotiations 2022-23

Dix passed out the current negotiation document and opened discussions regarding administrative contract negotiations. He indicated that the current document includes retroactive pay and a \$3,000 bonus and reminded everyone how extremely hard every administrator has been working in trying to improve their building and students. He is very proud of all staff. Dix has also included a \$2,500 professional development bonus so administrators can choose what education opportunities they would like to attend. Salary increases/steps include COLA consistent with teacher salaries as well as the benefit structure. Dix relayed that the bonus/retroactive pay would be included in the next paycheck. Walker asked for any questions, discussion or a motion to approve. Lieuallen asked Dix if this package now made us competitive with other districts of our size. Dix said that we are now about average, some below, some above.

Robertson moved to approve Administrative Salary Changes for the 2022-23 school year. Lieuallen seconded, motion passed with 6 for; 0 opposed.

5.0 CONSENT AGENDA

- 5.1 Approve August 17 Board Meeting Minutes
- 5.2 Accept Letter of Resignation from Humbolt Title IA Assistant – Tonya Fulton
- 5.3 Hire Spring Coaches
- 5.4 Approve Humbolt Instructional Assistant – Kassandra Helmricks
- 5.5 Approve Humbolt Instructional Assistant – Dixon Apostol
- 5.6 Approve GU Jr. High Football Coach – Brian Broaddus
- 5.7 Approve Humbolt Kindergarten Teacher – Stacy Broaddus
- 5.8 Approve Humbolt Instructional Assistant – Kendall John
- 5.9 Reverse Previous Approval of Retire/Rehire for Humbolt Instructional Assistant- JoAnn Humphrey
- 5.10 Accept Letter of Resignation from GU Varsity Volleyball Coach – Shanna Northway
- 5.11 Approve District Communication Specialist – Paula Bartley
- 5.12 Approve GU Jr. High Cross-Country Coach – LeVana James
- 5.13 Approve GU Dance Coach – Ashley Romero
- 5.14 Approve Humbolt SPED Instructional Assistant – Taysha Frank
- 5.15 Approve GU SPED Teacher – Wanda Wenick

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

Walker would like to recognize Wanda Wenick. The district office needed office help and Wenick showed up, has subbed for the district and is now taking on the GU SPED position. Walker believes Wenick is “all about the kids” and is “all in” for our school district. Walker would like to personally thank her for her stepping up for the district.

6.0 OLD BUSINESS

6.1 Long-Range Facility Plan

Nick Green relays that there is an expert team in designing schools, site selection and civil engineering working for the district. Although decisions were made at the end of the last leadership tenure, and this team is new, he is open to any questions regarding funds, scope of work, project milestones, etc. Walker stated she had received a current status from Catalyst and that it was nice to get an update firsthand. Green said he wants to continue to do that monthly to keep people updated. They are currently evaluating sites and the goal is to have a site selected soon with a school design to fit the site. Green feels strongly that it is our responsibility to pick a site and plan a design with the worst-case scenario in mind. In his opinion, that would be another flooding event at Grant Union. Green shared that FEMA would only replace 75% of the loss, and any rebuilding efforts would be subject to floodplain standards that are extremely expensive. He doesn't see a viable

Louis Dix – Superintendent

strategy for re-directing the water during flooding. He also believes that federal funding is available to assist in the project. Regulatory relief is available and Green is working to remove prevailing wage rates to make the project more affordable. Green stressed being intentional about site selection and building design. Green is not aware of an emergency plan, recognizes the need for maintenance and wants to look forward in safety and security. He believes in the mantra “warm, safe and dry” and thinks we are failing with our current school.

Dix expressed appreciation for Green’s work in getting us funding for the new roof at GU and the new heating/cooling system at Humbolt.

6.2 SRO Intergovernmental Agreement with the County

Dix relayed that after talking with the undersheriff, there not enough personnel at the county level to support an SRO at this time. The county is at least a year out before they could consider it. At that time, the current documents signed by Bret Uptmore would be expired, so the district would have to begin the process again. Lieuallen asked is we want to consider other options at this time or table the discussion altogether. Walker relayed there has been some discussion regarding retired law enforcement officers for some kind of security presence.

6.3 Follow-up Conversation with Prairie City

The board had asked Dix to reach out to Prairie City to see if collaboration was a possibility. Prairie has a strong FFA program, GU has a strong auto shop program. Dix has emailed the Prairie Superintendent twice with no response, so he has no update at this time. Robertson suggested maybe reaching out to Lindy Cruise, the Prairie FFA person for a response as Lindy has been really supportive between the schools. Walker said that if Dix is not getting a response from the Superintendent maybe she should reach out to the board chair about collaboration. Robertson thinks it is important to include the pertinent teaching staff as well as the administrators as no one person can make the collaboration decision. Walker agreed and said the intent is to collaborate and send administrators back to staff to ask the questions. Dix agreed to reach out to the Superintendent again and if he receives no response, Walker agreed to reach out to their board chair.

7.0 FUTURE AGENDA AND CALENDAR ITEMS

- 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

8.0 GOOD OF THE ORDER

Lieuallen said he appreciates the communication efforts and it is being noticed. He’s heard several positive comments. He said he saw subbing paperwork come home with his kids and he was glad to see that.

Robertson is grateful for the hard work and for those who are making it such a great place to raise kids. She is proud of the efforts towards kids who are not college bound, as her son is a career welder and loves his work.

Stokes is also very grateful for his kids’ education in our district with 2 of his kids attending/graduating college. He attributes that to the great teachers our district has.

BOARD OF DIRECTORS:

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

Louis Dix – Superintendent

Jake met with the Seneca staff and that's where his daughter got her start. He is grateful for the staff who got her off to college and now has a kindergartner starting at Humbolt. He is proud that everyone is still here and working hard.

Alicia expressed big thanks for all those who wear many hats and recognizes we are spread thin. As a parent, she loves the communication and is comfortable with all the welcoming, open atmosphere to talk with the staff.

Dougharity-Spencer expressed thanks to the board on behalf of the mentoring project. They got additional days and that helped the new teachers hit the ground running. She feels like the district really supports the program.

Walker thanked schools for allowing her in to observe. She reminded others to do their SafeSchool training by month end. She pointed out that Dix is very much a thinker/doer and she sees the entire administrative staff as self-motivators and everyone seems to be on this mission to be better and she thinks it's a beautiful thing to watch!

10.0 ADJOURN

Walker adjourned the meeting at 9:17pm.

Haley Walker
Chairman

September 21, 2022

Louis Dix
Superintendent

September 21, 2022