

**Board of Director's Meeting**

**Minutes- November 20, 2023**

**OPENING OF PUBLIC SESSION**

The meeting was called to order by Board Chair Boyd at 6:00 pm. Board Chair Boyd led the Pledge of Allegiance.

**Attendance:**

- X - Joseph Boyd-Board Chair-Present
- X - Wally Neson-Vice Chair-Present via Zoom
- X - Diane Boisa-Present
- X - Zachary Best-Not Present
- X - Irene Barajas-Present
- X - Misty Wharton, Superintendent-Present
- X - Ken Richwine, High School Principal-Present
- X - Megan Kellow, Special Programs Administrator -Present
- X - Chad Holloway, District Facilities and Alternative Education Administrator-Not Present
- X – Kristina Albin, K8 Principal-Present via Zoom

**Patrons, Students and Staff:** Mike Sears, Maricela Medina, Shirley Hill, Abby Love, Julie Love, Travis Love, Rachel Gregory, Nicole Hurliman, Miyles Dodson, Eli Love, Mary Hurliman, Kaili Jensen, Jaxon Jensen, Dia Norris, Monique Stein, Austin Reno, Mason Vu, Pedro Sandoval, Colin Ensminger-Stapp, Sharman Ensminger-Stapp, April Bailey, Jesse Lewis, Angie Slavens, Kim Cavatorta, Mark Cavatorta

**Zoom:** Bobbie Stirling, Meesha Filosi, Breanne Kennedy Andescavage, Tera, Ursula McVittie, Baylee Bentel, Lauren, Melanie, Sydney, Tim Hirsch, Jesse King, Robin Richwine, Patricia Marshall

**Approval of Agenda – November 20, 2023**

**MOTION:** Diane Boisa 2nd: Irene Barajas AYES: 4 NOES: 0 ABSTAIN: 0

## **COMMUNITY/SCHOOL PRESENTATIONS**

### Strategic Plan - Proposal and Presentation – Superintendent Wharton

Mrs. Wharton started by giving everyone a few minutes to fill out the National Center Ranked Objectives handout. Starting small with numbers 1-5, everyone ranked their top five most important objectives. People were encouraged to finish all 20 if they like. Together as a group, a few shared their number one objective, with no one having the same answer.

Mrs. Wharton shared a little history on the Strategic Plan. When she started as Superintendent, there was no Strategic Plan. There was no clear path on how we make decisions on the budget, who we hire or programs that we offer. We went through a three day process to create a Strategic Plan. Day one was community and staff collaborating, day two was staff only, and day three it went to the board. The board took in all the information they had been given from the different stakeholders and then they ranked all the 1-20 objectives in order. That is how we came up with the Strategic Plan last time. Mrs. Wharton said it is time as a community to reprioritize our 1-20, now with student voice involved in the process.

Superintendent Wharton went over key components of the Strategic Plan:

- **VISION**

What the district is striving to do.

- **MISSION**

What the District will accomplish by the end of the five-year plan.

- **DISTRICT RANKED OBJECTIVES**

The ongoing designing, development, implementation and evaluation of the objectives are to ensure a continuous improvement process in place. The objectives present the definition and priority of the services to be accomplished, in which progress is evaluated on an annual basis.

- **EXPECTED ANNUAL MEASURABLE ESSENTIAL OUTCOMES**

The described and specific expected measurable outcomes (what we use now to measure outcomes is outdated).

- **ACTIONS/SERVICES**

Events to be performed to meet the District Ranked Objectives.

**Vision Statement:**

Inspiring individual excellence, diligence, self-awareness, and lifelong learning.

**Mission Statement:**

Nestucca Valley School District, in collaboration with families and community, is committed to:

- Providing a safe, healthy and supportive environment that promotes social and emotional health.
- Attracting, supporting and retaining, dynamic teachers and staff.

- Individual academic excellence and achievement for all students.
- Developing hard working, responsible, self-directed, confident and collaborative problem solvers who are both ethical citizens and college and career ready.
- Implementing challenging and innovative learning opportunities by incorporating best educational practices.
- Encouraging critical thinking and creative expression
- Developing cultural competence, while embracing diversity and our small community as strengths.

### **Fiscal Integrity of the District:**

Mrs. Wharton said that fiscal integrity was very important at the time. When she became Superintendent, the district had \$80,000 in contingency money. Standard rule of thumb is that you have enough in contingency that you could run the school district for two months if something bad were to happen. The school board set a goal of 6%, which we hit in three years. The board raised it to 12% and we grew to that. To close out of our facilities projects we went back down again. We are now in a growing mode again so the board will need to set a new fiscal goal for me to grow our budget towards.

Mrs. Wharton said at that time, we recognized our facilities were old and our busses were old. We needed to put aside money each year to improve on capital projects and purchasing of equipment. We created that fund and put \$350,000 in that. It is essentially what we count on as timber revenue, where it is a one time monies and that stays the same. We have 70 new students in the last year and a half. That is almost 20% of our entire population. Our class sizes are too large. That translates to we have to hire more teachers. All those things have a domino effect.

The entire Strategic Plan is available on our website and has been there since they adopted it. With each objective, we would generate measurable outcomes and tell you how we are going to measure those outcomes. First piece would be to identify the stakeholders that want to come to the table, getting the objectives ranked, creating a vision and mission statement and then going through and outlining the information.

Superintendent Wharton said that after going through the town hall meetings and one on one meetings, she has been reflecting on how to engage community and students in this process. Mrs. Wharton said her recommendation would be to start in January through April, and engage community groups and student groups in consultant led discussions about the district. We can learn what everyone deems important for the school. Then have another town hall or two with the board. In April, we would go through the three day process to draft the strategic plan.

Mrs. Wharton asked before everyone leaves tonight, if you want to leave your 1-20 ranked objectives, it would be very useful information to her.

Greg Woods asked if the Next Generation Science Standards are the same as what the state requires now? Mrs. Wharton said that science is tricky, the national standards are different than the state standards. The National Standards are more challenging so that is what we decided to use. They are

more college ready. Mr. Woods asked if we could hold our goals higher than what the state requires? Mrs. Wharton said yes, absolutely. The data shows that if you can expose kids to a college course by the time they are a sophomore, they are 85% more likely to be successful in college. That was one of our goals we wrote seven years ago.

## **PUBLIC COMMENT**

Sherry Hartford said she has attended meetings, spoke with outreach programs and she has done her homework before coming before the board. When she went to one of these meetings it was about people who had transitioned and how it had impacted them. Reading through the Oregon Health Standards, she said starting in Kindergarten, we are talking about gender identities. It is confusing to children to be getting this kind of information when their brains are not fully developed. She is asking that the board looks through and does their due diligence in researching what is in the health standards.

Cindy Marshall read a letter on behalf of former employee, Ashley Sears. Ashley worked at the Early Learning Center as a lead pre-school teacher and wanted to share her reasoning for her resignation. With class requirements being a max of 18 students and a 1:9 teacher to student ratio, it felt impossible for her to take breaks or a lunch period. Ashley said that these concerns were brought up to admin and a board member. Ashley said she filed a complaint with the union and they did not respond. If she was sitting on the board she would ask, why are the repairs being addressed now when the ELC has been part of the district for three years, what other repairs are needed and how is the pre-school promise grant money being used? Her question for Diane Boisa was, why did nothing happen after her interviews of the ELC staff? Ms. Boisa answered, everyone had resigned before she got the chance to do anything.

April Bailey said she is thankful for freedom of speech that we get to enjoy in this country. Mrs. Bailey said she is also thankful for the education that she received at Nestucca Valley School District. This is why she continues to work on school issues. Education is very important to her and the good start she had at Nestucca made a huge difference. Mrs. Bailey wished to address the topic of board member stipends. She feels that the stipends are a bad idea. Timber revenues will likely be less in the future because of the HCP, which will allow less timber to be harvested and less money for the district. If boards members were to receive the full stipend, that would equal about \$30,000 a year. This money could be used to help cover the costs of a staff member from being cut, which seems like better use of funds. Mrs. Bailey said if board members are receiving stipends, it blurs the line between being an employee of the district and feels it would be a conflict of interest. She also feels it gives an unfair advantage to school board members who are already in the position verses a new candidate who

would be running for the position. Those who were already on the board could save up their stipends for campaigning purposes where other candidates do not have that opportunity. This is not out of disrespect for the position, Mrs. Bailey said. She realizes how much time and work goes into being a board member, but feels it is not a good use of school funds.

Mike Sears abstained from his original request for public comment.

### **CONSENT AGENDA—consolidated motion**

- Board Minutes from October 16, 2023
- Board Minutes from October 23, 2023
- Board Minutes from November 3, 2023
- October 2023 Financial Report
- Ratification of Employment

**MOTION:** Irene Barajas 2nd: Diane Boisa AYES: 4 NOES: 0 ABSTAIN: 0

### **ACTION DISCUSSION**

**Recommendation:** Approve – Contracting with a company to complete a new 5 year Strategic Plan. NVSD is at a point where new fiscal, academic and character building goals need to be set. The former Strategic Plan was invaluable in moving the district in the direction of where we are today. Mrs. Wharton said the initial cost paid for itself many times over, in having the roadmap of how to function and make decisions as a district.

**MOTION:** Diane Boisa 2nd: Irene Barajas AYES: 4 NOES: 0 ABSTAIN: 0

### **INFORMATION/DIRECTOR QUESTIONS**

Superintendent Wharton said the town hall meetings were very productive, as well as the one on one meetings she has had with some parents. Mrs. Wharton said it cleared up a lot of questions and feels it will move the district and community collectively forward in a productive way.

Mr. Holloway is at the CTE work group tonight. That is going very well. More people continue to get involved. Mrs. Wharton shared that she went last week and presented to the Neah-Kah-Nie school

board. They are all very excited about it. We have started to meet with contractors in different fields. Next week she has a meeting in the technology field, which is a subcontractor with Intel.

Mrs. Wharton asked if the board had any updates? Ms. Boisa said she would like to talk about the stipends. She said she agrees with Mrs. Bailey and thinks it's a bad idea. Mrs. Wharton said she also agrees and thinks it is a violation of the Oregon Ethics Laws, which is why we have not brought it up yet. This is us just informing you that this is out there and we are going to wait to address it.

Mrs. Wharton thanked the board on their one day workshop working on the Board Governance protocols. There are copies of this in the packet. This will go before the board next month for the board to adopt or amend.

Mrs. Wharton's Superintendent evaluation is coming up. Next week she will send out a summary of her year and her objectives, with an evaluation tool. The evaluation will take place on January 10<sup>th</sup> with Dr. Hanline. The board will complete their evaluation tools and send back to Mr. Hanline. He will meet with the board and put it all together in a final evaluation.

Mrs. Wharton asked if any of the board would like to talk about the OSBA conference? Mrs. Barajas said the conference was very informative, especially for someone who was new to the board. It was nice to hear from people in different sized school districts and how they do things.

Mr. Nelson said he really enjoyed the keynote speakers who presented at the OSBA conference and said there were a lot of good conversations between the districts. Mr. Nelson wished everyone a Happy Thanksgiving! He wanted to make a statement regarding the town hall meetings. Mr. Nelson said there were a lot of communication going on and a lot of questions answered. There were discussions about home economics and a possible club for that. There were different points of view on student homework. As a past teacher, he believes in homework but within the realm of what the student can do. There were some good positive statements made from the crowd. Mr. Nelson said that positive communication is the only way to take care of concerns within the district.

Mrs. Wharton said there are four vacancies open on the budget committee. The process for this is to request an application if you are interested. The budget Committee process starts in April. After Thanksgiving break we will push out information on this. There will be a simple application, but there are criteria to qualify to serve as a budget committee member. Members must live within school district boundaries and cannot financially benefit from the district. It is a 3 year term and generally there are only two to three meetings. Mrs. Wharton will work with her chief financial officer to draft a budget. They then propose that to the budget committee and it is up to the committee to ask questions and make recommendations for an adoption of the 24-25 school year.

### **FURTHER BUSINESS**

No further business.

### **ADJOURNMENT**

The meeting was adjourned by Board Chair Boyd at 6:44 pm.

