



Reedsport School District 105

EMERGENCY SCHOOL BOARD MEETING

MINUTES

JUNE 24, 2022, 12:30 p.m.

I. PLEDGE OF ALLEGIANCE @ 12:28 pm

II. ESTABLISH A QUORUM

A. Attendance: Carey Jones, Carrie Oldright, Bonnie Booher, Jack Dailey, Tom Capps, Rachel Amos.
Virtual: Eric Brandon, Jon Zwemke, Jerry Uhling

III. CHANGES TO THE AGENDA

IV. COMMUNITY COMMENTS

Individuals wishing to address the Board during the Regular Session will fill out a "Community Comment" card upon entrance to the boardroom. It is required to list the item you wish to address. Comments addressed to the board are limited to no more than three (3) minutes. You may address the board on a topic not on the agenda as long as it does not pertain to a complaint against a staff member. However, the board reserves the right to refer the matter to the administration.

Community Comment Rules for Virtual Attendance: Individuals wishing to address the Board without being present in the boardroom may submit their comments in writing or email to the address listed below. Comments received by 3:00 PM on the day of the meeting will be read at the appropriate time as determined by the Board Chair. Input received after 3:00 PM and during the meeting will be added to the minutes but will not be read during the meeting. Comments received after the meeting adjournment will be saved for the next regularly scheduled board meeting.

Submit Community Comments to: Reedsport School District email stipton@reedsport.k12.or.us or mail to 100 Ranch Road, ATTN: Community Comments, Reedsport, OR 97467

V. ACTION

A. Approval of ARE (Association of Reedsport Educators) contract.

1. Eric Brandon has asked Rachel Amos to give a brief summary of how the teacher's pay came about.
2. A lot of negotiations with bargaining unit, District Administration and DESD Human Resources. Purpose: recruitment, retention, seeking new employees, being a destination district. This will satisfy the needs of the school district as well as the ability to maintain competitive recruitment based on comparisons.
3. Jack Dailey and Carrie Oldright were the Board members who participated in negotiations.

4. There are concerns about the mass exodus of teachers, we need to know more about why they are leaving Reedsport.
 - a. We had four retirements with four who resigned. One entered administration. One was looking in a different area to live in. The other two wanted to move closer to family. For the retirees we want to thank them and wish them the best.
5. irRE continuing, staff evaluations returning, continuity in maintaining programs. We are done with pandemic restrictions and there are a lot of plans to continue to recover.
6. As we develop programs like CTE and clubs and sports we are looking forward to those programs increasing the development of staff and students.
7. This is the first time this administration has been able to negotiate a certified contract. There is a forced requirement for regular meetings and we are hoping this will bring concerns to administration sooner and not allow it to fester without intervention and discussion. The HR contract through DESD is more robust and includes exit interviews and proactive responding to employee concerns.
8. This is a good faith agreement that respects them and we are hoping to see excellent retention and leadership that will be a by product of this contract salary increase. Our contract is now about in the middle of the comparisons.
9. A fiscally responsible contract that relates to the teachers that we respect their education, experience and hard work.
10. When we ask for the board members to sit on the committee, we trust the board members to negotiate on behalf of the board.
11. Pages that have fiscal impact 29-30 sick leave and personal leave. 50 tuition reimbursement (contract with district to stay or pay back). 58-60 salary schedule. 3-year contract with 5%, 3%, 3% increase each year with a retention bonus. Longevity stipend provided at 5-year anniversaries (pg 41 article 20).
12. There is an increase to the number of registered teachers we are allowed to have (maintaining core curriculum standards). We want to allow more community involvement.
13. Flexibility in hiring veteran teachers that we didn't have before.
14. Thank you, Jack Dailey, Carrie Oldright and Jon Zwemke for all their hard work on the contract negotiations on behalf of the Board of Directors.
15. Eric Brandon made a motion to accept the ARE contract as presented. Carey Jones seconded. Vote: Yes: 5, No: 0. Approved.

VI. BOARD MEMBER COMMENTS

- A. Need to set-up a meeting to meet with Jerry and Amanda on their contract. We need to get Amanda's evaluation completed. Eric will call the contracted evaluator to see where they are in the process. Kevin and Amanda are in the final reflection meeting next week and the evaluation will be turned over to the school board. Once we receive the evaluation for Amanda and Jerry and then set-up a meeting to negotiate. The labor agreement we have for the principals and all confidential employees expires June 30th. This is not a union group.
- B. July 11 – 13, 2022 both administrators will be available.
- C. Special Session Board Meeting July 12th @ 6:00 pm Principal Evaluations.

VII. FUTURE AGENDAS

- A. July 8 - 10, 2022 – OSBA Summer Board Conference (*in-person or virtual*)
- B. July 12, 2022 @ 6:00 pm – In-person public Special Session Board Meeting
- C. July 13, 2022 – **NO BOARD MEETING** for the month of July
- D. July 18 - August 5, 2022 – Jon vacation (*unreachable*)
- E. August 10 - 11, 2022 – The Breakthrough Coach, Salem, OR (*All Bldg. Admin*)
- F. August 17, 2022 @ 6:30 pm – Board Meeting (*date change due to training schedule*)
- G. October 26, 2022 @ 5:30 pm – OSBA Fall Listening Sessions, South Coast ESD

VIII. ADJOURNMENT @ 1:23 pm

Next School Board Meeting: Wednesday, August 17, 2022

Submitted by Sharmen Tipton, Reedsport School District Executive Assistant / Board Secretary

Eric Brandon, Chairperson

Date

Jon Zwemke, Superintendent

Date