

Oakridge School District No. 76
Board of Directors
Board Work Session
November 17, 2020

The Work Session of the Board of Directors of Oakridge School District No. 76 was convened at 5:04pm by virtual Zoom Meeting by Chair Weddle. In addition to the Chair, those present were Vice-Chair Susan Hardy, and Directors Kevin Martin, Tami Edmunds, Mikal McPherson. Also present were Superintendent Doland, Confidential Secretary Jayme Martin, Steve Kelley, Director of Board Development with OSBA, Marie Dudgeon, Labor Relations Consultant with OSBA, and Nancy Hungerford, Attorney of Record.

1. Approval of the Regular Board Meeting Minutes

Vice Chair Hardy moved to approve the regular board meeting minutes from November 09, 2020. Director Edmunds seconded the motion. Chair Weddle, Vice Chair Hardy, and Directors Martin, Edmunds, and McPherson voted yes. Motion passed.

2. Board Professional Development with OSBA - OSBA (Oregon School Boards Association) Director of Board Development, Steve Kelley asked for introductions of the Board, Superintendent, and Confidential Secretary. He asked the Board for their original motivation to be on the board and if anything has changed in their expectations since being on the board. Introductions were made, and each board member spoke about their reasons for being on the board.

- A. Steve Kelley gave the following training and review for the Board:
- Collaborative Governance
Steve Kelley gave a statement, "Collaborative Governance Utilizes effective partnerships to learn and lead together in an environment and trust and respect with a shared focus on equitable student outcomes through collective responsibility, accountability, and support". He asked the Board what Equitable student outcomes mean to them. The board members spoke about what equitable student outcomes mean to them. Steve Kelley spoke about the Boards role of communication in building effective partnerships.
 - Communication with our Partners
Steve Kelley gave an in depth description on policy BBA - Board Powers and Duties, BBAA - Individual Board Member's Authority and Responsibilities, and BG - Board-Staff Communications.
- B. Oregon School Boards Association, Labor Relations Consultant, Marie Dudgeon, gave the following training and review for the Board:

- Union/Associations

Marie Dudgeon spoke about general communications and protocols between staff members and a board member. She spoke about direct dealings and advised the board not to enter into direct dealings. She explained the myth vs reality regarding unions or associations and their bargaining tactics. She said that people think that the community does not have a right to know what is going on during bargaining negotiations. She stated this is a myth and gave advice on how to communicate with the community during negotiations and suggested that communications with the community should start at the beginning of negotiations. She stated this gets around miscommunication to employees. She spoke about the board all being on the same page and speaking with one voice. She spoke about sidebar negotiations and gave recommendations on how to perform the sidebar. She explained what open bargaining meetings are and advised these types of meetings help in avoiding miscommunication from the union and their members.

Director Edmunds asked, "What can the Board do in response to an email when a person emailing is asking questions without making them feel like they are being ignored." Both Marie and Steve answered, stating the Board Chair or a designee should respond and direct the person to the Superintendent with their questions. Superintendent Doland asked, "What if the question that is being asked is regarding current bargaining negotiation items?" Steve Kelley said, "In that case, those questions need to be directed back to their own association."

3. Executive Session pursuant to ORS 192.660(2)(d) to conduct deliberations with persons designated by the governing body to carry on labor negotiations.

At 6:07pm, Chair Weddle called the meeting into Executive Session pursuant to ORS 192.660(2)(d) Nancy Hungerford gave an update on the most recent proposal from current bargaining negotiations. Executive Session Adjourned at 7:20pm.

- C. Marie Dudgeon asked the board for their questions regarding the Board roles, or their communication with staff or community members. Director Edmunds asked for the best way in educating our staff and community members on the roles and responsibilities of the board members and the fact that there is a process. Marie stated that there is a misconception in both the staff and the community that they think the board holds power in being able to answer their questions in regards to things like HR or entering into an agreement with them individually. So the way to handle that is to redirect their questions, by saying that the superintendent is the one that handles those types of questions, and refer them to the superintendent. Steve Kelley spoke about educating the community by putting up statements on the Boards' page of the website. He suggested a Board message. Marie spoke about other districts' issues dealing with COVID and negotiations. She stated negotiations were happening in many other places not just in Oakridge. Steve Kelley suggested the Board come up with a Board Operating Agreement that would set the stage for anything that would come up during negotiations, or any


other circumstance. He said it would set the culture of the board for any future member or superintendents.

D. Director Edmunds asked if the board could discuss verbiage and designate a person to respond to emails. It was asked of OSBA for guidelines on the verbiage. Steve Kelley said depending on the type of question, the Board Chair, or whoever was designated to respond to staff or community questions, should simply state something like, "The Board received your question, and thank you for your email." "The answers to your questions need to be answered by the Superintendent and I will forward your questions to her." or "I will add your question to the Board agenda and the Board as a whole will discuss this matter in a Board Meeting." Superintendent Doland stated she could draft statements that could be sent out and the Board could give their input on any changes needed. It was decided to be discussed at the next work session.

4. **Meeting adjourned at 8:02.**

APPROVED:


JRM


Chairman

 12/17/2020
Superintendent