

**Oakridge School District No. 76**  
**Board of Directors**  
**Regular Board Meeting**  
**March 8, 2021**

The Regular Meeting of the Board of Directors of Oakridge School District No. 76 was convened at 6:05pm by virtual Zoom Webinar and called to order by Chair Weddle. In addition to the Chair, those present were Vice-Chair Susan Hardy, and Directors Tami Edmunds, Kevin Martin, Mikal McPherson. Also present, were Superintendent Doland, Confidential Secretary Jayme Martin.

**A. Public Comment**

Nicole Sulick – Spoke about her rebuttal to the investigation of the Superintendent as well as asked for specifics into the Superintendent evaluation.

Chair Weddle read public comment submitted electronically from Laura Wilson, Tinamarie Mathis-Standley, and Shannon Bloomer.

**B. Announcements/Correspondence (Information Only)**

**1. Budget Hearing Dates**

Chair Weddle announced the budget meeting dates for, April 12, 2021 5:30pm, May 10, 2021 5:00pm, and June 14, 2021 5:45pm (Budget Hearing).

**2. Responses to Investigative Report**

Chair Weddle read a statement from the Board Regarding the Investigative Report. (Attached)

Director Edmunds read her personal statement. (Attached)

Vice Chair Hardy stated she agreed with what Director Edmunds said. She said it is time for all to come together as a community and all the arguing, and blaming does not fix anything.

Director Martin stated he believed the way the District has handled everything with COVID was very well done. He reiterated that the community needs to get focused on what was best for the kids. They should be the main focus. He stated both certified and classified staff have an avenue through their unions to file grievances if they feel there is a violation of the contract and have complaints. Director Martin said if an individual has a complaint, they need to handle them themselves instead of going through a third party. He spoke about the importance of students getting back in school and getting back to normal life.

Director McPherson stated it is important to remember that everyone is passionate about the students making emotions run high. She wants to take the lessons from this experience and learn from them and grow. She would like everyone to come together to create the best school experience for the students. She would like everyone to feel good about the situation and learn from it, keeping the kids as the priority.

Vice Chair Hardy spoke about the statistics of staff retention and the number of students that leave the District. She asked if that information could be available. Superintendent Doland stated she could include that in the Board packet. Vice Chair Hardy spoke about Oakridge District students transferring to Lowell School District, stating this is not a new thing, that it had been happening for years. She spoke that staff retention was possibly better than it has been in the past because the reality is being a rural school district people come to work because they need a job, but a year or two later they leave because they have experience. She said this has also been happening for a long time.

Chair Weddle stated he was proud to serve with the board members because they are dedicated to the District as well as to the children.

Superintendent stated it was apparent to her that the community cares very deeply for the kids. She called out three particular examples; the youth wrestling program that rivals any large community, the dedication of the parents during the pandemic, and the year of the snowstorm where the retired teachers in the community came forward to teach in classrooms where the teacher was not able to make it to the school do to conditions. She was proud to serve in this community. She stated she is dedicated to making the District the best that can be offered by taking the suggestions from Rob Saxton's report and making her a better leader in turn making the district better. She stated she has recommitted improved communication to the staff and community. She appreciated the opportunity for input and feedback to learn and grow and make changes to become a better leader. She recognizes that there are disagreements on decisions that have been made, but knows that all hearts are in agreement to do what is best for the children of Oakridge. She is committed to work with staff and community to move forward in supporting the children.

**C. Approval of Meeting Minutes**

- **Work Session January 25, 2021,**
- **Regular Board Meeting February 8, 2021.**

*Vice Chair Hardy moved to approve the minutes from the Work Session on January 25, 2021 as well as the minutes from the Regular Board Meeting on February 8, 2021. Director Martin seconded the motion and the motion passed with all directors voting yes.*

**D. Review Expenditures for January – General Funds/Special Funds/OSD Bond**

Business Manager Peggy Mahla stated to operate the month of January \$1,023,985 was spent. Of that amount, the bond was \$248,475. The seismic rehabilitation bond was \$123,444 and other funds were \$102,630 making general funds \$475,000, which is a normal amount. She spoke about the auditor being at the next meeting to explain the process and answer any questions the Board may have. She also stated the interim audit is coming up in May.

**E. Reports (Discussion)**

**1. Superintendent Report**

**Metrics:**

Superintendent Doland shared the new metrics and stated they are very good news. She stated all of K-6 is in hybrid instruction with 7-12 starting in LIPI and Hybrid at staggered times. She showed the Lane Co map regarding COVID cases stating she likes watching the progress of the map going from orange and red to a little yellow and tiny bit of green. Superintendent Doland spoke about the Sector Risk Level being guidance for the sports teams. Currently being in the high-risk category, only 25% occupancy allowing for 50 people total in a space. This allows for the volleyball players to be indoors and allow for some competitions. Some football competitions are also allowed, that will be audio broadcast. She stated as the level comes down to moderate, this would allow for up to 100 people occupancy.

**Enrollment:**

Superintendent Doland showed an enrollment graph showing the current number, last years number and the beginning of the year's number. OES has 283 currently, 309 last year and 288 from the beginning of the year. The younger ones are being homeschooled or continuing with CDL. OJH has 87 currently, 79 last year, and 88 at the beginning of the year. OHS has 146 with some seniors completing, 159 last year and 159 at the beginning of the year. Total District enrollment is 516 students.

**Updates:**

Superintendent Doland spoke about safety committees. She showed the website where information can be found. She stated Pace is in collaboration in getting the safety committee up and running.

Superintendent Doland spoke about site councils and that the principals have them running at each of the schools. She spoke about the website having the site council information as well.

Superintendent Doland shared pictures on the construction projects using the seismic rehabilitation grant, the USDA grant, and bond funds.

Vice Chair Hardy asked about Board representation on the site councils. Superintendent Doland stated what was in policy was, Classified staff, Certified staff, parent and principal. Chair Weddle stated that was changed a while ago due to the thought of Board representation being a little too much.

## **2. Food Service**

Food Service Coordinator, Ashley Kirkhart reported the program balance at OES is -\$42,443.06, with last year's balance at \$15,811.62. OJSH current balance at \$93,312.64, with last year -\$36,137.73. The District balance of all schools is \$50,869.58. She announced the OES kitchen is now open after being closed for almost a year. A grab and go lunch is served to all Hybrid and LIPI students. A drive thru meal pick up is served to CDL students as well as anyone the community between the ages of 1-18 as long as the child did not receive a meal in school. A breakfast and lunch is served on Monday's for Monday and Tuesday meal. On Wednesday, a breakfast and lunch are served for Wednesday, Thursday and Friday. Mrs. Kirkhart thanked the food service staff, educational staff, and the bus drivers for their hard work in making the food service program run and ensuring the children of the community do not go hungry.

## **3. OJSH Report**

### **Attendance:**

Principal Chapman spoke on average attendance. He stated there hasn't been much improvement in attendance but it is staying static. Compared to other districts, attendance is right on par so that is overall a good thing.

### **Grades:**

Principal Chapman gave an overview of Session 1, 2 and 3 grades. He stated the number went up only a little bit but was encouraged by the number of incompletes that were out there as opposed to straight fail. This information was also consistent with that of others statewide, struggling to keep kids on task.

### **Miscellaneous:**

Principal Chapman talked about his site council, stating they met on February 25 and meeting the 1<sup>st</sup> Wednesdays of every month.

Principal Chapman stated 14 seniors have completed.

Principal Chapman spoke about OJSH students being in LIPI and/or Hybrid. With the LIPI model, students can only attend for two hours. In the Hybrid model, they can attend for three hours. The A cohort will come in the morning and the B cohort will come in the afternoon.

Principal Chapman reported a 7 vs 7 high school football competition at South Eugene. There will also be another competition with Lowell. He stated there is a struggle finding other teams to play especially for junior high football since there are not many others that are doing 7 on 7 for junior high. He reported on the volleyball games. He stated all home games are being streamed on the YouTube channel. Gary Snyder is doing the streaming and the graphics. He is doing a really great job.

## **4. OES Report**

### **Attendance:**

Principal Iten reported a 91% school average attendance. Kindergarten is at 94%. First grade is 95%. Second grade is 94%. Third grade is at 90%. Fourth grade is at 89%. Fifth grade is at 94%. Sixth grade is at 82%.

### **Site Council Meeting:**

Principal Iten reported they had their first site council meeting. Meetings will be held the third Wednesday of the month for April, May and June. Minutes will be posted online.

**Hybrid:**

Principal Iten reported K-6 were in Hybrid learning model starting March 1<sup>st</sup>. He stated 209 students have returned to in person learning which is about 74% of the student population. Cohort A comes Monday through Thursday 7:45 to 10:45. Cohort B comes Monday through Thursday 12:15 to 3:15. Special Education students are offered extra support in reading and math meaning if they are in Cohort A, they come for the afternoon, and Cohort B comes in the morning.

**Report Card:**

Principal Iten stated report cards went home the week of March 1<sup>st</sup>.

**Activities:**

Read Across America week was the first week in March which OES participated in. There was a Professional Development day on Friday, March 5, which focused on Number Corners with Cindi Neace, an MTSS review, and a suicide prevention training through LESD.

**F. Unfinished Business****1. Policy BDDH-Public Comment Revisions**

Superintendent Doland asked for clarifications on changes in Policy BDDH. The Board discussed the possible changes. Director McPherson requested clarification on the process to sign-up for public comment. It was stated that if time allowed, calling on raised hands could be an option. Board discussed differences between public comment with in-person and virtual meetings. Board agreed that signing up for public comment was the best way, then allowing others to speak if there was time. Also, the Board liked adding a person's address during sign ups. The Board agreed to carry over Policy BDDH to the next meeting.

**G. New Business****1. Policy BDDH-AR-Public Comment Procedure**

Superintendent Doland stated this document was Board agreements on Board communication and public comment. She recommended the Board read over the agreements and bring it back to a work session for discussion.

**2. 2021-22 Oakridge School District Official Calendar**

Superintendent Doland explained two different school calendars with one starting before Labor Day and the other starting after Labor Day keeping the same end date. She stated the staff have received both calendars to provide comments and will present it to the Board at the next meeting.

**3. Appoint Budget Committee Member for 3-year Term (Action)****4. Appoint Budget Committee Alternate Member for 3-year Term (Action)**

*Director Edmunds made the motion to appoint Judy Rowland to Budget Committee for a three year term, and Jim Freeman as the Budget Committee Alternate for a three year term. Director Martin seconded the motion and the motion passed with all directors voting yes.*

**H. Personnel****1. Executive Session Pursuant to ORS 192.660 (2)(i) Review and evaluate the employment-related performance of the chief executive officer of any public body, a public officer, employee or staff member, unless the person whose performance is being reviewed and evaluated requests an open hearing.**

Chair Weddle called the meeting into Executive Session at 7:50

**2. Reconvene Regular Session**

Chair Weddle reconvened the Regular Session Meeting at 8:36

### 3. **Certified Contract Recommendations**

*Director Edmunds made the motion to approve the recommendations as presented. Vice Chair Hardy seconded the motion and the motion passed with all directors voting yes.*

### 4. **Superintendent Evaluation Summative Approval**

Director Edmunds read the Superintendent Evaluation Summary statement. (Attached)

*Vice Chair Hardy moved to approve the Summative Evaluation. Director Edmunds seconded the motion and the motion passed with all directors voting yes.*

### 5. **Superintendent Contract Recommendation**

*Director Martin moved to allow Vice Chair Hardy and Director Martin to negotiate any contract changes with Superintendent Doland. Director McPherson seconded the motion. Further discussion was had by Director Martin stating he and Vice Chair Hardy would meet with Superintendent Doland and bring it back to the Board after receiving any guidance with OSBA. The motion passed with all directors voting yes.*

*Vice Chair Hardy moved to renew Superintendent Doland's contract. Director Edmunds seconded the motion. The motion passed with all directors voting yes.*

### 6. **Employment Recommendations**

#### **Extra Duty**

**Tony Hammock, Temporary Athletic Director (Effective February 8, 2021)**

**Mark Osborn, Temporary Head Football Coach (Effective February 8, 2021)**

*Director Edmunds moved to approve the recommendations as listed. Vice Chair Hardy seconded the motion. Further discussion was had by Director Martin, stating he would like voting on Non-Certified members to be discussed at a future work session. The motion passed with Director McPherson, Director Edmunds, Chair Weddle and Vice Chair Hardy voting yes. Director Martin abstained his vote.*

### 7. **Retirement**

#### **Classified**

**Rosa Saraz, OJSH Educational Assistant, 7.5 hours (Effective June 16, 2021)**

*Director Edmunds made a motion to approve the retirement as listed. Vice Chair Hardy seconded the motion. The motion passed with Vice Chair Hardy, Director Edmunds, Director McPherson and Chair Weddle voting yes. Director Martin abstained his vote.*

### I. **Future Agenda Items**

1. **Next Regular School Board Meeting, April 12, 2021 6:00 p.m., Virtual Zoom Meeting**
2. **Board Work Session TBD**

### J. **Adjourn**

Meeting adjourned at 8:48pm

APPROVED:

  
JRM

  
Chairman

  
Superintendent



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## Public Comment for 3/8/21 Board Meeting

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Laura Wilson <laurakswilson@gmail.com>

Sun, Mar 7, 2021 at 11:31 PM

To: osdcomments@ohswarriors.net

Cc: jweddle@oakridge.k12.or.us, shardy@oakridge.k12.or.us, tedmunds@oakridge.k12.or.us, kmartin@oakridge.k12.or.us, mmcpherson@oakridge.k12.or.us

Hello,

I am Laura Wilson, parent of students, wife of teacher and professional in the Oakridge Community. I want to start by expressing my appreciation for everyone's time and attention.

As part of my professional development, I have studied and continue to study effective leadership. Please allow me to briefly explain what makes an effective leader and what does not.

Traditional Leadership is focused on power over subordinates with all authority focused at the top. This style of leadership has proven to be ineffective in situations that require creativity, ingenuity and independence of thought. The field of Education requires all of those.

Servant Leadership requires the Leader to share power and their attention is not on exerting power over, but rather on power with. Their focus is on the staff's needs and supporting those in order for all to achieve the shared goal and purpose. In education, that is to offer and provide education to the students in the community. The overarching goal is to build a stronger, well educated society. Servant Leadership helps to foster growth, development, creativity, ingenuity and independence of thought. Skills that are vital for leaders within a school district.

Servant Leadership requires effective feedback, communication, and collaboration with the objective of meeting a clear shared vision and goal. Effective leaders use sincere, specific and timely feedback. They ask their team for their input, value it, and discuss it with them. They collaborate with the team to keep everyone on track and productive toward the goal. They trust their team members to do the work needed and can comfortably do this because they know them. They know their unique strengths and weaknesses, respect their abilities and limits, and delegate accordingly. They must be excellent listeners and be vulnerable enough to give up total power and control in order to accomplish this.

I would ask anyone reading this to really give time and space to evaluate if the leadership skills we need our leaders to have are being displayed. Does our Educational Leadership provide effective feedback, communication, and collaboration? Do they listen and value feedback from their team and those who they are aiming to serve? Or do they behave in ways that are defensive, closed off, and with power over?

My experience, witnessing what has occurred over the last several months, and the evidence presented by Nicole Sulick with collaboration from many staff and community members including myself, has led me to a clear conclusion. I believe that several members of our current Oakridge District Leadership have not shown themselves to be effective leaders. My question then becomes, what will be done about it? Do we as a community deserve to pay the price of the many mistakes they have made or continue to make? I am concerned about the risk to our funding, to retaining our current staff members, about losing programs and services because requirements are not being met, and about meeting the common shared goal of providing quality education to the students in our community.

I will end by expressing my sincere hope that my audience will take my words to heart and recognize that I only speak out due to my deep concern for, first my family, but not less my community which I have grown to love, and the community members within.

Thank you,  
Laura Wilson  
47704 Beaver St,  
Oakridge, Or 97463





OSD Comments &lt;osdcomments@ohswarriors.net&gt;

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## Investigation

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**Tinamarie Standley** <tstandley5@icloud.com>  
To: osdcomments@ohswarriors.net

Mon, Feb 8, 2021 at 9:41 PM

I missed the deadline to sign up but here is my comment.

I was very disappointed that the board blocked the investigator from talking to any staff. The reason given was to save money. However, if he does not collect all the relevant information and speak to the teachers how will he have accurate and complete report?. It seems it would be more expensive to have to do a second investigation.

Sincerely,  
Tinamarie Standley  
OTA Secretary



OSD Comments &lt;osdcomments@ohswarriors.net&gt;

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**Comment letter**

1 message

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**Shannon H (thriftygirl)** <thriftygirl25@gmail.com>  
To: osdcomments@ohswarriors.net

Sun, Feb 7, 2021 at 9:08 PM

I am disappointed that the school board for Oakridge School District continues to show a lack of respect, empathy and equity for those that served and continue to serve their school and community. The act of disappointment is the act of not allowing those that have requested to speak to a third party investigator on the matter of no confidence regarding the school districts current administration. These valued members of the community have been brave enough to speak out on the behalf of many saying: we have evidence and would like to share our findings. You have ignored them. I was asked to speak out by my past students and their families. I care deeply about my students present and past and worry about their future. I have to ask you the board, how many more good teachers, good staff, good community member is this school board prepared to loose? There is a National Teacher shortage in this nation. There is a global pandemic and they have served. Many of them served faithfully and were dedicated. Your preference to ignorance will not bring you bliss. Your actions, your choices are detrimental to the school, the community, and most of all our students, children, and the future of Oakridge.

Please reconsider and look at the evidence, review data, and follow the procedures that you yourselves put in place, and for once, please, think of the future instead of the past.

Sincerely,  
Mrs. Bloomer  
Former:  
Sped educator  
Theatre educator  
Assistant to the culinary program  
Track and field enthusiast  
For Oakridge School District

Sent from my iPhone