

**Union County School District #11  
Imbler Public Schools  
Imbler, Oregon**

**November 16, 2021  
High School Room #1  
7:00 P.M.**

### **Preliminary Business**

#### **Call to Order**

Board Chair Glenn called the Regular November Board Meeting to order at 7:00 p.m. and asked visitors present to introduce themselves. Those present were: Tim and Jenny Phelps, Nicholle Arnoldus, Jennifer Teeter, Tony Haddock, Kristen Bingaman, Peter Benjamin, Jeff Whitaker and Drew Williams. Steve Kelley of OSBA was in attendance virtually.

#### **Agenda Items - Changes, Additions & Deletions**

Board Chair Glenn noted that Old Business - Superintendent Search would be moved to the top of the agenda. Also, Jeff Whitaker was present to discuss the IEF building project. This was also moved up on the agenda

### **Old Business**

#### **Superintendent Search**

Steve Kelley of OSBA presented the proposed “Qualities and Qualifications” for the Board’s review. He noted that the list consisted of the top ten items the survey respondents indicated were the qualities they wanted in the future superintendent. Mr. Kelley asked for Board comment and input. Ken Patterson asked to add a statement regarding the ability to develop staff. Mr. Kelley added a bullet point to encompass that quality. Board Chair Glenn then asked for public input. There was none. Kaiger Braseth asked about the number of respondents to the survey. Sarah Herb responded via email that there were 93 responses: Parents - 49; Certified Staff - 18; Community Members - 13; Classified Staff - 6; Board Members - 3; Students - 2; and Confidential/Supervisory Staff - 2.

Mr. Kelley then presented superintendent salary comparisons for the region and also for similar sized schools. Based on those comparisons, OSBA’s recommended annual salary range for the position was \$103,000 - \$113,000. Discussion ensued. Ken Patterson recommended a range from \$100,000 to \$113,000 for a 230 day contract. This would allow more flexibility for a candidate with no experience. The Board concurred.

Mr. Kelley discussed the make up of the screening committee. He recommended the committee be made up of 15 members in addition to the Board. Those members should be a representation of staff, parents and community members. The role of the screening committee would be to work with the Board to screen the applicants to help determine which applicants should be interviewed. They could also be involved in the interview process. He reported that OSBA would provide an application to be provided for those individuals interested in serving on the committee. The Board will select from the committee applicants at the December regular meeting. A screening committee training will be held on January 18<sup>th</sup> with the selection of superintendent applicants taking place on January 26<sup>th</sup> at a special meeting. Mr. Kelley asked if the Board had any other questions regarding the process.

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On a separate issue, Teresa Dewey asked Mr. Kelley whether the Board would need to complete the superintendent evaluation process this year since the current superintendent was serving in an interim capacity. Mr. Kelley noted that it would depend on the district's policy. Most policies state that the evaluation will take place annually. However, the Board could choose to waive that process. The Board thanked him for his input and assistance.

**Imber Education Foundation Project**

Jeff Whitaker was present to discuss their proposed project with the Board. He noted that the last time the foundation met with the Board was in 2019. They currently have \$155,000 that they would like to see put to use. He also noted that the value of those funds has been reduced by inflation and they would like to put the funds to use sooner rather than later. If the building project is not a current priority, they would like to know what project the funds could be used for. Ken Patterson reported that the Board was planning on moving forward with the elementary building project until COVID hit. Due to the uncertainty of funding/finances at that time, the project was placed on hold. Kaiger Braseth noted that the Board is currently focused on the repair of the locker rooms but that the elementary building project is still a priority. Jeff Whitaker informed the Board that there were a couple of IEF members that would be willing to serve on the building committee. Teresa Dewey reported that the ESSER II and ESSER III funds were earmarked for the building project and would need to be spent by June 2023 and June 2024 respectively. In order to spend those funds on time, the project needs to continue to move forward. The Board thanked Mr. Whitaker for his presentation.

**Consent Agenda**

Following a brief discussion regarding a few of the bills paid, Kaiger Braseth moved approval of the minutes and bills paid. Ken Patterson seconded the motion, which passed unanimously. One of the items discussed was the monthly payment of \$200 to Ralph Riomondo for the monitoring of the septic pond. Board Chair Glenn asked Drew Williams about the possibility of him receiving the proper certification to eliminate this monthly cost. Mr. Williams noted that the certification requirements have changed recently and it is more costly and cumbersome to obtain the proper certification. Discussion ensued. It was determined that a long term plan would be created for fulfilling this requirement with DEQ.

**Reports**

**IMESD Talking Points**

Superintendent Hislop presented the IMESD Talking Points. It was reported that COVID case numbers continue to trend downward and the OHA has stated that herd immunity may occur by December 26<sup>th</sup>. IMESD continues to collaborate with ODE, COSA and the Governor's Office to set the "goal posts" for mandate changes as community spread declines. He noted that our region is well-represented at the state level with Scott Rogers, Athena-Weston Board Member serving as the incoming OSBA President. Mr. Rogers is a highly-motivated, experienced board member who will be a tremendous asset to the organization.

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**Maintenance/Transportation Report**

Drew Williams reported that the new small bus has arrived and has already been used for a recent trip. He reported that fuel usage is up significantly due to running two buses for sporting events. Mr. Williams informed the Board that Northwest Engineering has taken a look at the locker room and they recommend completing the project all at once rather than in phases. Unfortunately, they are backed up and it may be the end of December before they can have plan drawn. Mr.

Williams reported that he had contacted other engineering firms but have not heard back from them. Joe Fisher stated he would provide a list of other engineering firms he could reach out to. Plans need to be engineered in order for contractors to submit bids for the project.

**Principal/ Activity Report**

Mr. Mills reported that the FBLA chapter, with the help of Head Cook, Tanya Corta, held an appreciation drive thru cinnamon roll breakfast for area Veterans. They also created an appreciation slide show to honor our local Veterans, past and present. FFA will be holding their second annual Tri Tip drive-thru dinner on November 19<sup>th</sup>. NHS will be shopping on Monday for a Thanksgiving meal to present to a local family of eight. Football awards night is Wednesday, November 17<sup>th</sup> and the Volleyball awards night will be held Monday, November 22<sup>nd</sup>. Winter sports practice began this week. There are currently 20 boys and 22 girls out for basketball. The first game will be here against Union on December 1<sup>st</sup>. Wrestling has 6 participants; five boys and one girl.

**Superintendent Report**

Superintendent Hislop reported that the ESSER III budget has been completed along with the Student Investment Act budget. It was reported that the COVID cases and quarantines have declined considerably. As a follow up to a request from last month's meeting, he reported that the number of out of district students is 55 in grades K-6 and 43 in grades 7-12.

**New Business**

**Superintendent Evaluation**

As discussed earlier in the meeting, the district policy states a superintendent evaluation will take place annually. Ken Patterson stated that the current process takes a lot of effort and wondered whether it was necessary for the current interim position. Jason Beck agreed. Superintendent Hislop noted that he would like feedback from the Board if there are things that they feel need to change. Discussion ensued. It was determined that the Board would use the proposed "Qualities and Qualifications" that will be used in the superintendent search in order to conduct a simplified evaluation process.

**Policy Presented for First Reading - ACB - Every Student Belongs**

The Board expressed concerns regarding the proposed revisions to policy ACB which was just adopted in December of 2020. The proposed revision lists specific items that represent symbols of hate. Jason Beck noted there are other symbols that can be interpreted as symbols of hate and they are not included in this list. The Board asked whether this was a required policy. Teresa Dewey noted that the email she received from OSBA encouraged boards to delete their current

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version and replace the policy and AR with the updated version prior to implementation of House Bill 2697 on January 1, 2022. She informed the Board that this was presented for the first reading and will not need to be acted on until the next regular meeting.

**Division 22 Standards**

Superintendent Hislop reviewed the Report on Compliance with Public School Standards for the 2020-21 school year. He reported that the report is posted on the district website as required and that the district is in compliance with Division 22 Statement of Assurances with the exception of the items that were waived for the 2020-21 school year.

**Senate Bill 744 - High School Graduation Requirements**

Superintendent Hislop reported that Senate Bill 744 temporarily suspends the requirement of students to demonstrate proficiency in the Essential Skills. The purpose is to research the current requirements to ensure that they are equitable, accessible and inclusive. He noted that while Oregon has one of the lowest graduation rates in the nation, Imbler's graduation rate is exceptional. He felt the implementation of SB744 will make it easier for students to graduate and will help schools with low graduation rates. Existing state requirements will be reviewed and a report will be made to the Legislature and State Board of Education by September 1, 2022. This report will summarize the review and make recommendations regarding graduation policies moving forward.

**Action Items**

**Approve OSBA Election**

Superintendent Hislop provided a brief background of both candidates running for LPC Position 1; Pat Morinaka of Nyssa and Bruce Kevan of La Grande. Following a brief discussion, Ken Patterson moved to cast the district's ballot for Chris Cronin of John Day for the Board of Directors Position 1 and Bruce Kevan of La Grande for the LPC Position 1. Jason Beck seconded the motion, which passed unanimously.

**Approve Staff Hiring**

**Junior High Boys' Basketball Coach - Brandon McGilvray**

Mike Mills recommended the hiring of Brandon McGilvray for Assistant Junior High Boys' Basketball Coach. Kaiger Braseth moved to approve the recommendation and Joe Fisher seconded the motion, which passed unanimously.

**Paraprofessional I - Tina McCrae**

Superintendent Hislop reported that Mrs. McCrae has been doing an exceptional job in the role of Paraprofessional I and recommended the Board approve the hiring. Kaiger Braseth moved to approve the hiring of Tina McCrae for the Paraprofessional I position. Ken Patterson seconded the motion, which was unanimously passed.

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**Approve Softball Co-op with Elgin High School**

Mike Mills reported that, after two separate surveys, there are currently 10 to 12 girls interested in participating in softball this spring. The details of the co-op have not yet been determined but with that many girls interested he felt it would be very beneficial. Kaiger Braseth moved to approve the Softball Co-op with Elgin. Jason Beck seconded the motion, which passed unanimously.

**Approve Qualities and Qualifications for Superintendent**

Kaiger Braseth moved to approve the Qualities and Qualifications as amended. Joe Fisher seconded the motion, which was passed unanimously.

**Adjournment**

With no further business to discuss, the meeting was adjourned at 8:51 p.m.

**Members Present**

Jason Beck, Kaiger Braseth, Joe Fisher, Pam Glenn and Ken Patterson.

**Others Present**

Doug Hislop, Superintendent; Mike Mills, Principal/A.D. and Teresa Dewey, Deputy Clerk.

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Chairman

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Deputy Clerk