

**Condon School District 25J  
Board of Directors Meeting  
Condon High School  
Wednesday, March 11, 2020, 6:00pm**

**PRESENT:**

**Board of Directors**  
**Tim Campbell, Chair**  
**Brian Johnson**  
**Nichole Schott**  
**Scott Nation**  
**Corey Wade**

**District Employees**  
**Michelle Geer, Superintendent**  
**Lori Myers, Deputy Clerk**

**Others**

**CALL TO ORDER:** Board Chair Tim Campbell called the board meeting to order at 6:00pm, established a quorum and led the flag salute.

**INTRODUCTIONS & COMMUNICATIONS:** None

**ADDITIONS/ REVISIONS TO AGENDA:** Delete 2.5 under "Consent Agenda", Consider for Approval 2020-2021 Post-Retirement Employment Contract – Teresa Humphrey.

**CONSENT AGENDA:** Scott Nation moved to approve the regular board meeting minutes of February 19, 2020, the bill listing and the financial statements as presented. Nichole Schott seconded, unanimous.

Corey Wade moved to approve the 2020-21 Post-Retirement Employment Contract for Laura Harsin as presented. Scott Nation seconded, unanimous.

**REPORTS/ DISCUSSION:** Facility Project Discussion  
Superintendent Geer stated that there were no current updates for the facility project. She noted that the timelines were moving forward in regard to the RFP process for hiring a Building and Site Design and Construction Project Manager. The final step for hiring will be brought to the board at the May board meeting.

Superintendent Geer stated that there is a City of Condon Work Session scheduled for Monday, March 16, 2020 at 6:00pm to discuss the Condon Grade School property. Tim Campbell and Nichole Schott stated that they would be in attendance.

#### HVAC Discussion

Superintendent Geer reported that there is a pre-construction meeting with Kirby Nagelhout Construction this Friday, March 13, 2020. There is also a pre-bid asbestos meeting scheduled for Friday, March 20, 2020 with RFP's due April 6, 2020. This will be brought to the April board meeting for approval.

#### EIF Grant – PERS Match

Deputy Clerk Lori Myers stated that last fall the district was the recipient of the Employer Incentive Fund Grant which provides a 25% match on qualifying employer lump-sum payments into an established side account. The grant application was submitted requesting a 25% match on a deposit of \$200,000. At that time, the board decided to table the decision until spring as to whether or not to accept the grant, when we would have a better idea of bond costs as well as other commitments. She stated that the projected rate offset shows a 2.21% savings, but the side account could increase or decrease each biennium based on earnings or losses. According to PERS, employers with side accounts see larger rate reductions when investment returns are better than expected, and larger rate increases when investments underperform, compared to employers without side accounts. After discussion, it was the consensus of the board to withdraw the grant application and keep the funds in the Local Government Investment Pool.

#### **UNFINISHED BUSINESS:**

#### Consider for Approval Various OSBA Policies – 2<sup>nd</sup> Reading

Brian Johnson moved to approve the second reading of the OSBA policy updates as presented. Corey Wade seconded, unanimous. The policies were as follows; AC- Nondiscrimination, EFAA-AR Reimbursable Meals and Milk Program, GBDA- Expression of Milk, GCDA/GDDA- Criminal Records Check and Fingerprinting, IGAI- Human Sexuality, AIDS/HIV, Sexually Transmitted Disease, Health Education, IGBBA- Talented and Gifted Students, IGBBC- TAG Identification, IKF- Graduation Requirements, JED- Student absences and Excuses, JFCF- Hazing, Harassment, Intimidation, Bullying, JFCJ- Weapons in School, JGAB- Use of Restraint or Seclusion, KL-AR- Appeal to the Deputy Superintendent of Public instruction, AC-AR Discrimination Complaint Procedures, BBF- Board Member Standards of Conduct, BBFC- Reporting of Suspected Abuse of a Child, BDC- Executive sessions, BDDG- Minutes of Board Meetings, ECACB- Unmanned Aircraft System, EEA- Student Transportation Services, GBA- Equal Employment Opportunities, GBEA-Workplace Harassment, GBNA/JHEF-Reporting of Suspected Sexual Conduct with Students, GCA- License Requirements, GCAB- Personal Electronic Devices and Social Media-Staff, IICC-Volunteers, JEA- Compulsory Attendance, JEC-Admissions, JECA- Admissions of Resident Student, JGAB- Use of Restraint or Seclusion, JGE- Expulsion, JHCD/JHCDA- Medication, JHCD/JHCDA-AR- Medication, Required, JHFE- Reporting of Suspected Abuse of Child, JHFE-AR- Reporting of Suspected Abuse of a Child, JHFF/GBNAA-Reporting of Suspected Sexual Conduct with Students, KL- Public Complaints and KL-AR- Public Complaints Procedures. Delete: JHFDA-Suspension of Student's Driving Privileges and JHFE- Reporting of Suspected Abuse of Child.

#### **NEW BUSINESS:**

#### Consider for Approval Student Success Act Application

Superintendent Geer reported that the Student Success Act application is due April 15, 2020. The funding the district will receive is approximately \$184,000. Based on feedback from staff and parents, the top priorities for funding include, mental and behavioral supports, small class sizes and student opportunities. She stated that in the application she is proposing funding a third grade teacher as well as a half time vice-principal. The vice-principal position would be in partnership with North Central ESD. This position would relieve some responsibilities from the school counselor, allowing her to spend more time with mental health and behavioral supports. This

position would also support/mentor new staff, which we will have more of in the near future, and will also help with administrative supports. Nichole Schott moved to approve the application as presented. Corey Wade seconded, unanimous.

Consider for Approval the Recommendation of the Superintendent for Renewal/Extension of Contracts and Non-renewal/Non-Extension of Contracts of Licensed Staff

Superintendent Geer recommended the extension of contracts of licensed staff for Joe Colby, Heather Devine and Natalie Wilkins; the renewal of contracts from probationary to licensed staff for Heather Stephens; and the renewal of probationary staff for Brooke Brumley, Levi Day and Kayla Reffett. Nichole Schott moved to approve the recommendation of Superintendent Geer as presented. Scott Nation seconded, unanimous.

Consider for Approval Response to Secretary of State Regarding 2018-19 Audit Findings

Deputy Clerk Lori Myers reported that last year the Oregon Legislature implemented a new law that requires governing body responses to audit findings. The only audit finding for Condon School District is in regard to the lack of segregation of duties, a finding that has been and will continue to be an issue for not only Condon School District, but many small entities in Oregon. Scott Nation moved to approve the board signing a letter to the Oregon Secretary of State in response to the audit finding. Corey Wade seconded, unanimous.

**ANNOUNCEMENTS/  
DATES:** None

**PUBLIC COMMENTS:** None

**NEXT BOARD  
MEETING:** The next regular meeting of the board is scheduled for Wednesday, April 8, 2020, 6:00pm, Condon High School.

**ADJOURNMENT:** The meeting was adjourned at 6:45pm.

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Tim Campbell, Board Chair

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Lori Myers, Deputy Clerk