REGULAR BOARD MEETING
Tuesday, June 11, 2019
The Board of Directors of Dayton School District No. 8 met for the regular monthly meeting on
Tuesday, June 11, 2019 in the District Board Room.

BUDGET HEARING
The Budget Hearing was opened by Board Chair Reba Stoller at 7:00 PM. There were no comments,
and the hearing was closed at 7:01 PM.

CALL TO ORDER
Board Chair Reba Stoller called the Regular Board Meeting to order at 7:01 PM and led the Pledge of
Allegiance to the American Flag.

ATTENDANCE
Board Members
Reba Stoller, Chair
Isaac Kearns, Vice-Chair
Pam Horst
Debbie Kearns
Francisco Montelongo
Raylinda Price
Teresa Shelburne

Administrators/Board Secretary
Jason Hay, Superintendent
Sean Yoder, Deputy Clerk
Candy Duer, Board Secretary
Stephanie Ewing, GS Principal
Jami Fluke, JH & HS Principal

PUBLIC COMMENT
Board Chair Stoller announced the public comment agenda item. She reviewed Board Policy and
guidance from OSBA regarding public comment at Board Meetings. She announced that Board Policy
CCC, Hiring of Licensed Administrators, will be an added agenda item to be discussed later in the
meeting.
The following public comments were heard by the Board: [Quoted topic titles were written as listed
on public comments form.]
• Benjie Hedgecock, parent and coach, spoke on the topic of “Principal Selection Process –
  Healing”. He also spoke on behalf of DeeDee Jacks, parent, and Alex Bowlin, parent.
• Lisa Willard, staff, spoke on the topic of “Classified Contracts”.
• Elizabeth Wytoski, community and staff member, spoke on the topic of “Public Comment on
  District Operations”.
• Sherri Sinicki, staff member, spoke on the topic of “Recent Events”. She also spoke on
  behalf of Patty Elliott, staff member.
• Roger Lorenzen, staff member, spoke on the topic of “Recent Process Changes”.

At 7:41 PM Board Chair Stoller called a recess. The Board meeting reconvened at 7:46 PM.

• Jami Fluke, staff member, spoke on the topic of “Recent Events”. She also spoke on behalf
  of Janelle Jackson, staff member, and Patrick Verdun, staff member.
• Jeremy Koch, parent, spoke on the topic of “Public Comment”.
• Lisa Thomas, staff member, spoke on the topic of “Comments”.
• Chris Wytoski, patron, spoke on the topic of “Public Comment”. He also spoke on behalf of Jeff Crapper, patron, Ann Coleman, patron and future Board member, Shawna Olberding, staff member, Kelli Hascall, staff member, and Jessica Pendergraft, staff member.
• Jason Mix, staff member, spoke on the topic of “Letter of Resignation”.
• Thompson Morrison (no relationship with District given) spoke on the topic of “Public Comment”.
• Ember Williams, student, spoke on the topic of “Board & Superintendent”.
• Jennifer Shilhanek, parent and staff member, spoke on the topic of “School Concern”.
• Joseph Flake, parent and community member, spoke on the topic of “Question that have gone unanswered”.
• Catie Jacks, alumni, spoke on the topic of “Alumni Concern”.
• Britanni Wrighthouse, N/A, spoke on the topic of “Miscellaneous”.
• Todd Brandon, parent, spoke on the topic of “Dayton School Year – My Daughters”.
• Jamie Williams, parent, spoke on the topic of “Concerns Regarding Jason Hay”.
• Efrain Arredondo, staff member, spoke on the topic of “Concern about School”.
• Roxanne Wilson, parent and volunteer, spoke on the topic of “#LoveTribe4Life(Summer) Creative Arts Program (Nonprofit-no cost to district)”. Handouts were given to Board members.

AGENDA
• Add Agenda Item 6.2: Discussion of Board Policy CCC, Hiring of Licensed Administrators.
• Change title of Agenda Item 7.5 to Superintendent/Administrative/Confidential – Contracts/Salaries/Benefits.
• Add Agenda Item 7.10: Approve posting of .2-.4 FTE Special Services Director.

CONSENT AGENDA

MOTION

It was moved by Raylinda Price, seconded by Francisco Montelongo, and carried unanimously to approve the consent agenda as follows:
• Approve Minutes of May 14, 2019 Budget Committee Meeting
• Approve Minutes of May 14, 2019 Regular Board Meeting
• Confirm employment
  - Claire Coleman, JH/HS AG/Greenhouse Technician, increase hours to 7.5 hours effective 2019-2020 school year
  - Patricia Elliott, HS Instructional Assistant, increase hours to 7.5 hours effective 2019-2020 school year
  - Charlie Hascall, JH/HS Ag Instructional Technician effective 2019-2020 school year (2018-2019 temporary contract)
  - Ivan Marble, Special Education Teacher – Post High School Life Skills effective 2019-2020 school year (new program)
  - Jessica Pendergraft, HS Instructional Assistant, increase hours to 7.5 hours effective 2019-2020 school year
  - Claire River, GS Teacher effective 2019-2020 school year
Superintendent
Superintendent Hay reported:

- The Board was thanked for their leadership.
- Junior High/High School Music Teacher Benjamin Garrett was thanked for the end of year band concert, and for growing the band program along with Grade School Music Teacher Ellen Lewing.
- Senior awards night on June 6th honored many graduating seniors by presenting over $500,000 in total scholarships.
- Superintendent Hay thanked all staff for the years of dedication to Dayton’s students resulting in exceptional graduation results, and a special thanks to JH/HS Jami Fluke and her team for assuring that all students met graduation requirements.
- The tradition to award the Dayton Education Citizen of the Year continued at the High School graduation ceremony. The award was given to Pam Johnson, Food Service Manager, for the tremendous amount that she has done for the community, staff and students over the years.
- New Board members Ann Coleman, Jeffrey Crapper, and Christopher Wytoski were welcomed. Board Chair Stoller, Vice Chair Isaac Kearns, and Superintendent Hay met with each new member for a short orientation meeting, and look forward to working together.
- The District Leadership Team (DLT) met for the second time. The Oregon Department of Education (ODE) Target Schools contact joined the meeting. A needs assessment preparing for the District’s Continuous Improvement Plan was conducted. Next steps include recruiting several new DLT members in order to bring greater diversity to the team. The next meeting will be scheduled for late July or early August in order to draft a Continuous Improvement Plan (CIP). The proposed draft CIP will be brought to the August 13, 2019 Board Work Session, where further revisions will be made. A finalized CIP will be voted upon at the September Board meeting and submitted to ODE.
- Board members received copies of Board Policy JEBA, Early Entrance**, and JEBA-AR, Early Entrance. The administrative regulation (AR) accompanies the policy that was adopted at the May Board Meeting. The language for the AR includes rules to follow if parents request early entrance to kindergarten.
- Work continues with the Teacher’s Development Group. Next steps include planning for possible summer math work at the Junior High and High School, and continued professional development during next school year.
- Grade School Principal Stephanie Ewing and her team were thanked for the work that resulted in the awarding of the ODE Multi-tiered Systems of Support (MTSS) grant in the amount of $20,000.
- Junior High and High School Principal Jami Fluke was thanked for her service to the Dayton School District and the many students she has impacted over the years.
- Stephanie Ewing was congratulated for being selected as principal of the Junior High and High School for the 2019-2020 school year. Dana Symons was congratulated for being selected as principal of the Grade School for the 2019-2020 school year.
- Outgoing Board Members were recognized for their many years of volunteer service to the District. Superintendent Hay presented plaques to Pam Horst for six years of service, Teresa
Shelburne for eight years of service, and Francisco Montelongo for 14 years of service. They were thanked for all that they have done for Dayton School District.

Financial Report
Sean Yoder, Business Manager, reported to date, 102.56% of the 2018-2019 budget revenue has been received, and 84.50% of budgeted expenditures have been made or encumbered. Student enrollment as of May 2, 2019, is 1008 students (Grade School 441; Junior High School 252; High School 315). (Record copy on file.)

Administrators
Grade School Principal Stephanie Ewing reported:
- A program celebrating the graduation of 70 kindergarten students took place at 6:00 PM this evening.
- Field Day and the Spring Showcase events took place today.
- The Grade School leadership team met to plan for inservice day on June 13, 2019.
- End of the school year processes taking place include grading and the hiring of new staff.

High School/Junior High School Principal Jami Fluke reported:
- Eighth grade promotion took place on June 10, 2019.
- High School graduation took place on June 8, 2019. One-hundred percent of the seniors graduated.

Bond
Superintendent Hay reported that the School Bond Measure passed. The Bond Measure will generate $11 million, and because of its passage, the District will also be awarded a $4 million matching state grant. That is $17.5 million when combined with the previously awarded $2.5 million seismic grant for the Grade School. The District is working with underwriters and Bond Counsel for sale of the bond in August. A Bond Oversight Committee will be formed, and an RFP (Request for Proposals) for Project Management Services will be released for a project manager. The RFP will be brought to the Board for approval at the August Board Meeting.

DISCUSSION
Schedule of Board Events
-All staff lunch, Wednesday, June 12, 2019, beginning at 12:30 PM at the High School Commons.
-Special Board Meeting, Tuesday, June 25, 2019 at 7:00 PM in the District Board Room.
-Regular Board Meeting, Tuesday, July 9, 2019 at 7:00 PM in the District Board Room.
-OSBA Summer Camp for School Boards, July 19-21, 2019, Riverhouse, Bend, Oregon. Eight rooms have been reserved at the Riverhouse for this conference. Board members are asked to contact the Board Secretary regarding conference and room registrations.

Discussion of Board Policy CCC
Board members received copies of Board Policy CCC, Hiring of Licensed Administrators; and copies of an email between Board Chair Stoller and OSBA (Oregon School Boards Association) Board Development Specialist Renee Sessler that gives guidance on the transfer and hiring of administrators. Board Chair Stoller reviewed both documents. She stated that she has looked at other local school district’s Board Policy CCC, and a state sample of a superintendent’s contract of employment. She read bullet point six of Superintendent Hay’s contract of employment: Duties. Board Chair Stoller
stated that she determined that the Superintendent has the right to transfer administrators when there are vacancies. Board discussion followed. Consensus was that Board members would like additional information regarding the transfer and hiring of administrators. Board member Debbie Kearns stated that she will research other districts regarding this transfer policy, and will report to the Board at the July 9, 2019 Board Meeting in a discussion agenda item.

**BUSINESS**

**Approve Insurance Coverage for 2019-2020**

**Motion**

Gary Eastlund, Hagan Hamilton (Insurance Agent of Record), presented renewal information and recommendations on property, liability, and workers’ compensation insurance. Board members received copies of the Insurance Programs Stewardship Report dated July 1, 2019 – June 30, 2020. (Record copy on file). Mr. Eastlund reviewed the report which gave information on the District’s property and casualty coverage placed with the PACE insurance program for Oregon Schools. SAIF continues to be the most competitive market available to schools for workers’ compensation. The District’s renewal premium reflects a decrease compared to last year’s premium.

-It was moved by Teresa Shelburne, seconded by Debbie Kearns, and carried unanimously to approve the recommended insurance coverage for 2019-2020 as follows:

  • SAIF Corporation – Workers’ compensation
  • Property and Casualty Coverage for Education (PACE) – Property and liability insurance

**Meal Prices and Student Fees for 2019-2020**

**Motion**

Board members received copies of the recommended 2019-2020 Meal Prices and Student Fees. The only change from the document from the 2018-2019 school year, is the addition of a District Instrument Fee for grades 5-12. This fee is for those students who are participating in a band program and are using a school instrument. Financial assistance is available upon request.

-It was moved by Raylinda Price, seconded by Francisco Montelongo, and carried unanimously to approve the recommended 2019-2020 Meal Prices and Student Fees. (Record copy on file.)

**Healthy and Safe Schools (HASS) Plan**

**Motion**

Board members received copies of the recommended Healthy and Safe Schools (HASS) Plan. Business Manager Sean Yoder reported that the Oregon Department of Education requires that the District annually certify that it continues to comply with the requirements of the HASS Plan. If a change is made to the plan, the revised plan will be posted on the District website.

-It was moved by Francisco Montelongo, seconded by Raylinda Price, and carried unanimously to approve the recommended Healthy and Safe Schools Plan. (Record copy on file.)

**Award Landscape Services and Propane Contracts**

**Motion**

Board member Debbie Kearns left the Board Room.

Board members received copies of the 2019-2022 RFP Landscape Maintenance Services Evaluation Summary. Vice Chair Isaac Kearns declared an actual conflict of interest on the Landscape Services Contract due to his financial interest in C and D Landscape Company. Superintendent Hay explained the bid process and factors considered when making the recommendation. He reviewed the summary.
and recommendation for landscape maintenance services. Superintendent Hay recommended the following proposal:

- It was moved by Pam Horst, seconded by Francisco Montelongo, and carried (5-0 [Abstained due to actual conflict of interest – Isaac Kearns; Yes – Pam Horst, Francisco Montelongo, Raylinda Price, Teresa Shelburne, Reba Stoller; No – none; Absent – Debbie Kearns])

Debbie Kearns returned to the Board Room.

Board members received copies of the 2019-2022 RFP Propane Services Evaluation Summaries. Superintendent Hay explained the bid process and factors considered when making the recommendation. He reviewed the summary and recommendation for landscape maintenance services. Superintendent Hay recommended the following proposal:

- It was moved by Teresa Shelburne, seconded by Pam Horst, and carried unanimously to award the 2019-2022 propane contract to McMinnville Gas.

**Superintendent/Administrative/Confidential – Contracts/Salaries/Benefits**

**Motion**

Board members received a list of Contract/Salaries/Benefits for the Superintendent, and Administrative & Confidential Employees. Superintendent Hay explained that the document was revised due to the change of administrators’ roles and the opening of a Grade School Assistant Principal position for the 2019-2020 school year.

- It was moved by Pam Horst, seconded by Francisco Montelongo, and carried unanimously to adopt the Contracts/Salaries/Benefits for the Superintendent and Administrative and Confidential contracts as presented. (Record copy on file.)

**Board Resolutions**

**Motion**

Board members received copies of recommended Board Resolution 6 - Resolution to Adopt the Budget for 2019-2020, Making Appropriations for 2019-2020, and Impose and Categorize Taxes for 2019-2020; and recommended Board Resolution 7 - Resolution Authorizing the Issuance, Sale and Delivery of General Obligation Bonds; Designating an Authorized Representative; Delegating the Negotiation and Approval of Financial Documents and Related Matters. Business Manager Sean Yoder and Superintendent Hay reviewed the resolutions.

- It was moved by Teresa Shelburne, seconded by Raylinda Price, and carried unanimously to adopt the following Board Resolution as recommended:

- It was moved by Raylinda Price, seconded by Pam Horst, and carried unanimously to adopt the following Board Resolution as recommended:
  - Resolution Authorizing the Issuance, Sale and Delivery of General Obligation Bonds; Designating an Authorized Representative; Delegating the Negotiation and Approval of Financial Documents and Related Matters (7). (Record copy on file.)

**Superintendent Evaluation**

**Motion**

Dayton School District #8: Regular Board Meeting – June 11, 2019
A final Superintendent Evaluation document was compiled by the Board. The document was presented to Superintendent Hay, and will be placed in his personnel file. Debbie Kearns made a statement that she does not agree with the evaluation scores.
- It was moved by Pam Horst, seconded by Raylinda Price, and carried (6-1 [ Yes – Pam Horst, Isaac Kearns, Francisco Montelongo, Raylinda Price, Teresa Shelburne, Reba Stoller; No – Debbie Kearns]) to approve the Superintendent Evaluation. (Record copy on file.)

**Dayton Education Association (DEA) Collective Bargaining Agreement**

**Motion**

Board members received copies of the 2019-2020 DEA Memo of Understanding. The purpose of the agreement is to delay the move to a tiered rate structure for benefits for one year through June 30, 2020.

- It was moved by Teresa Shelburne, seconded by Francisco Montelongo, and carried unanimously to approve the 2019-2020 DEA Memo of Understanding to delay moving to a tiered rate structure for benefits for one year as recommended. (Record copy on file.)

**Dayton Chapter of the Oregon School Employees Association (OSEA) Collective Bargaining Agreement**

**Motion**

Board members received copies of the 2019-2020 OSEA Memo of Understanding. The purpose of the agreement is to delay the move to a tiered rate structure for benefits for one year through June 30, 2020.

- It was moved by Pam Horst, seconded by Raylinda Price, and carried unanimously to approve the 2019-2020 OSEA Memo of Understanding to delay moving to a tiered rate structure for benefits for one year as recommended. (Record copy on file.)

**.2-.4 FTE Special Services Director Posting**

**Motion**

Superintendent Hay recommended adding a .2 -.4 FTE Special Services Director to help with these programs. The addition requires Board approval because it was not included in the 2019-2020 approved Budget.

- It was moved by Raylinda Price, seconded by Isaac Kearns, and carried unanimously to table the motion until the July 9, 2019 Regular Board Meeting.

**EXECUTIVE SESSION**

At 10:34 PM, the Board Chair announced that the Board would meet in Executive Session for the following purpose:

1. To hear complaints against a public officer, employee, staff member or individual agent who does not request an open hearing under ORS 192.660(2)(b).
2. To review and evaluate the employment-related performance of the chief executive officer under ORS 192.660(2)(i).
3. To review confidential documents under ORS 192.660(2)(f).

[Board members took a short recess to eat cake in honor of outgoing Board members.]

The meeting reconvened into the Regular Board Meeting at 11: 20 PM.
BOARD ACTION
Superintendent Goals for 2019-2020

Motion
Board members received copies of Superintendent Goals for 2019-2020 that were discussed during Executive Session. A finished document will be presented to the District office on June 12, 2019.
-It was moved by Raylinda Price, seconded by Francisco Montelongo, and carried unanimously to approve the Superintendent Goals for 2019-2020, with a finished document discussed in executive session to be presented to the District office on June 12, 2019. (Record copy on file.)

Public Complaint

Motion
A public complaint was discussed during Executive Session pursuant to ORS 192.660(2)(b).
-It was moved by Teresa Shelburne, seconded by Isaac Kearns, and carried unanimously to authorize Reba Stoller, Board Chair, to hire a third party investigator and proceed with the investigation related to the complaint heard in Executive Session.

The meeting was adjourned by the Board Chair at 11:24 PM.

Respectfully submitted,

[Signature]

Reba Stoller, Chair
Dayton Board of Education

[Signature]

Candy Duer, Board Secretary
Dayton Board of Education