

NEAH-KAH-NIE SCHOOL DISTRICT 56  
Joint Board Meeting with TBCC 5:30 p.m.  
Regular Board Meeting 6:30 PM  
Work Session: Early Learning Committee 8:00 p.m.  
Executive Session 8:30 p.m.

December 9, 2019  
Neah-Kah-Nie District Office Board Room

**OFFICIAL MINUTES**

Present

**PRESENT**

**Board Members**

Pat Ryan, Chairman  
Carol Mahoney, Vice Chair  
Terry Kelly (absent)  
Michele Aeder  
Landon Myers (absent)  
Sandra Tyrer  
Kari Fleisher

**District Office Staff**

Paul Erlebach, Superintendent  
Mark Sybouts, Business Manager  
Kathie Sellars, Administrative Assistant

**TBCC Board Members**

Betsy McMahon  
Pam Zweifel  
Mary Faith Bell  
Kathy Gervasi, Chairman  
Tamra Gammon  
Jennifer Purcell

Call to Order of the  
Joint Board meeting  
with TBCC and NKN  
Board

**I. CALL TO ORDER**

Mr. Ryan called to order the joint board meeting between Neah-Kah-Nie School District and Tillamook Bay Community College at 5:34 p.m. He had everyone in the room introduce themselves. He thanked both boards, this is a special opportunity for each board to work together.

**II. JOINT BOARD MEETING WITH NEAH-KAH-NIE SCHOOL DISTRICT AND TILLAMOOK BAY COMMUNITY COLLEGE**

**A. Partnership Updates and Data**

1. First Class Scholars and other Neah-Kah-Nie Graduate Numbers at TBCC
2. Dual Credit Updates and Data
3. Expanded Options

Teresa Rivenes, Chief Academic Officer from TBCC provided information on the three items listed above. She explained the two different types of dual credit options as well as Expanded Options. Last year TBCC had six high school teachers teaching dual credit at NKN, this year there are nine teachers. Last year TBCC had nine dual credit course offerings at NKN, this year there are 22 course offerings planned.

Last year the total number of NKN student credits earned was 762, which saved students over \$82,000. All dual credit classes count toward a student's four-year degree. Ms. Buckmaster mentioned that in the early years the goal was to get as many students taking classes as possible. Now the main dual credit focus is on transfer degree courses that will count toward any degree at a university.

**B. Other Partnerships Between TBCC and Neah-Kah-Nie School District**

TBCC Dean of Students, Daryl Spitzer talked about the healthy partnership that has developed this year between NKN and TBCC in the welding program. He explained that several years ago NKN lost its welding program due to budget cuts. The program is back and going strong. Ms. Buckmaster stated that Mr. Spitzer was instrumental in the development of the welding lab. The first dual credit welding class began this fall.

### C. Group Discussion

1. Other ways TBCC and Neah-Kah-Nie can partner to help more Neah-Kah-Nie students connect to college or the workplace:

Mr. Erlebach noted the success of the welding program; Mr. Tomlin agreed and shared his excitement with the CTE program and the TBCC/NKN partnership. Ms. Buckmaster and Mr. Erlebach stated that the partnership has evolved over time beginning with planning and facilities, the renovation of classrooms at the high school, then the training of staff and now students. Ms. Buckmaster mentioned how the CTE Programs and other dual credit offerings help to decrease the feel of community isolation. Some other CTE ideas for students are in the fields of healthcare, agriculture, fire-fighting, natural resources and grow your own educator programs. Mr. Erlebach would like to see some Early Childhood options.

Internships for students is also an important aspect of CTE programs. Mr. Tomlin stated that TBCC might be creating a position that would coordinate internship opportunities across the county.

Mr. Erlebach shared his desire to have multiple options for students.

Mr. Ryan adjourned the joint board meeting at 6:22 p.m.

Call to Order of the  
Neah-Kah-Nie Board  
Meeting

### III. CALL TO ORDER

Chairman Pat Ryan called the regular meeting of the Board of Directors of the Neah-Kah-Nie School District to order at 6:33 p.m. He welcomed staff and patrons of the District. All present stood for the flag salute.

### V. APPROVE AGENDA

Approve the Agenda

**M-Tyrer/2<sup>nd</sup> Fleisher to approve the agenda as presented. Motion carried unanimously.**

Motion to Approve

### VI. VOLUNTEER OF THE MONTH

Volunteer of the Month

- A. Jason and Denise Weiss, Nominated by Nehalem Elementary School

Mr. Ryan read a prepared statement from Kristi Woika who along with her staff nominated Jason and Denise for the Volunteer of the Month. Mr. Erlebach presented Mr. & Mrs. Weiss with certificates of appreciation. Ms. Woika presented them with a card and a gift certificate for the Sand Dune.

## VII. **CONSENT AGENDA**

- A. Approve Minutes from November 12, 2019 Regular Board Meeting
- B. Personnel Report
- C. Request for Overnight, Out of State Travel for High School Athletics, Corey Douma

**M-Mahoney/2<sup>nd</sup> Aeder to approve consent agenda as presented. Motion carried unanimously.**

Motion to Approve

Communications

## VIII. **COMMUNICATIONS**

### A. Oral Communication

Public Input

#### 1. Public Input

Bill Browne stated that he has a couple students in the district who play baseball, he is here as a show of support for Mr. Rob Herder and he hopes he will be able to stay on in the district.

Student Input

#### 2. Student Input, Eccla Fry

Eccla was not present at the meeting. Ms. Buckmaster presented the high school report. It is attached to these minutes.

Staff Input

#### 3. Staff Input, Angie Douma

- The Early Learning work group attended a training at NWRESA on November 5<sup>th</sup> They will provide an update during the work session
- James Billstine observed a TBCC Writing 121 instructor and is implementing ideas into his classroom instruction
- James Billstine, and Jenna Betts are working together, sharing writing strategies and aligning curriculum
- Kathryn Harmon and the new Engineer/Design class is using the 17 unsustainability goals as inspiration to create solutions to global problems using tools in the new HS Makerspace
- Corey Doma and Jenna Betts took seven students to a female athlete leadership conference on November 23<sup>rd</sup>
- The third annual Hall of Fame induction ceremony was held on December 7<sup>th</sup>. Students served food and helped clean up after the event

### B. Written Communications

Written Communications

Mr. Ryan reviewed the various written communications below.

1. Board and Administrator: December
2. Enrollment Report
3. Nehalem Nugget
4. The Howler

## IX. REPORTS

- A. Neah-Kah-Nie Middle School State Report Card and Smarter Balance Results, Lori Dilbeck  
Ms. Dilbeck shared the middle school state report card data. Ms. Dilbeck's report is attached to these minutes.
- B. Neah-Kah-Nie High School League Affiliation, Heidi Buckmaster  
Ms. Buckmaster stated that we do not know. The Athletic directors get together and review all the data and make decisions accordingly. Ms. Buckmaster stated that as soon as she finds out she will inform the board.

## Unfinished Business

## X. UNFINISHED BUSINESS

- A. Neah-Kah-Nie High School Chemistry Lab, Steve Baertlein  
Mr. Baertlein stated that he sent out a sternly worded email last week that is finally getting some action. Once the heating issue is resolved, the Chemistry lab will be finished.
- B. Covered Play Structures at Nehalem Elementary and Garibaldi Grade School, Steve Baertlein  
The designs are complete. We are still waiting on another report for storm water runoff that the City of Garibaldi is requiring. It may delay the bidding process.
- C. Solar Grant, Steve Baertlein  
The solar projects that will go on at both elementary schools have been delayed. They expect to do them sometime during the first quarter. The weight of the solar panel systems is under review. We also will need building and conditional use permits.
- D. Interior/Exterior Door Locks, Steve Baertlein  
This project has also been stalled because the company is having a difficult time pulling together a crew. The project will begin over Christmas break they are willing to work at night if necessary.
- E. Nehalem Elementary Bleachers, Steve Baertlein  
The bleachers will be installed over spring break.
- F. High School Gym Floor, Steve Baertlein  
We are in the middle of completing a contract on this project; we have the best contractor in the state. We are in the process of joining a purchasing cooperative to get the best price. Once that happens, we will have a contract. There will be no problem starting this project at the beginning of the summer.

Mr. Ryan asked about the beaver situation. Mr. Baertlein stated that Tyler Ernst has trapped six beavers. The beavers have really built up that dam. He mentioned that he and Dave tore it out once and it was very difficult.

## XI. NEW BUSINESS

### A. Policy Adoptions

#### 1. GCPC/GDPC Retirement of Staff

This policy and AR are being deleted per OSBA recommendation. They will be invalid January 1, 2020. OSBA is working on policy that is compliant with the new law.

#### a. GCPC/GDPC - Retirement of Staff

#### b. GCPC/GDPC-AR - Reemployment of PERS-Retired Staff

**M-Fleisher /2<sup>nd</sup> Tyrer to delete policy GCPC/GDPC and the AR. Motion carried unanimously.**

## XII. FISCAL

### A. Payment of Bills

No board member raised an issue with the November check register.

### B. Fiscal Summary Sheet

We had the worst property tax turn over due to the courthouse closure and the Thanksgiving holiday, we should be caught up in January.

## XIII. SUGGESTIONS AND COMMENTS

### A. Superintendent

Mr. Erlebach reported the following:

- We will participate in a Safe Routes to School phone conference this Friday, December 13th. The City of Rockaway wrote the grant to get a safer route for students. We are hoping for a concrete sidewalk. It is essential that the grant have public input
- Will have a student investment planning meeting on January 14<sup>th</sup> and 28<sup>th</sup> from 8:00 a.m. – 11:30 a.m. Ms. Mahoney will attend the meeting on the 14<sup>th</sup>. Julie Smith, from NWRESA will lead both meetings. ODE came out with updated guidance yesterday; he will forward that to the board. The community engagement meetings will end on December 20<sup>th</sup>
- The administrators would like to take the board out to dinner before the January board meeting for Board Appreciation month
- He emailed a request from Tom and Renee Cathern to present to the board in January
- He and Kari Fleisher are part of the Property Tax Exemption committee created by the county commissioners. There is a plan by which counties and cities can be incentivized to build affordable housing, and we do have a housing crisis in this county. Kari is the chairperson for that committee
- He thanked Corey & Angie Douma, Margaret Whiting, Heidi Buckmaster and all those who worked to make the Hall of Fame banquet a success. It was a great event

- NKN HS and MS choir and band students participated in a workshop provided by professional musicians. The workshop was funded by the Mudd-Nick Foundation
- The leadership team is reading the book Dare to Lead, by Brené Brown
- He attended a meeting in Bay City regarding the Bay City Park
- He attended the Partners of Americas Foundation Costa Rica exchange program interviews, they interviewed two students
- We have a Mudd-Nick Foundation benefactor who is supporting the recording studio at the high school
- The timber law suit is moving along, there is no incentive for the state to delay, they are being penalized daily

**B. Board**

Board

Kari Fleisher stated that she wanted to attend the Hall of Fame event, but she became ill.

Mr. Ryan stated that we have discussed some professional development for the board. He will bring this back to the Board in January or February.

**XIV. PERSONNEL**

Personnel

**A. Hiring**

1. Jay Woika as Special Education Teacher at Garibaldi Grade School

**B. Coach**

1. James Johansen as Garibaldi Grade School Chess Coach

**C. Resignations**

None at this time

**D. NON LICENSED PERSONNEL INFORMATION - Informational Only**

**1. Hiring**

- a. Juan Pozos as Special Education IA at Neah-Kah-Nie High School
- b. Samantha Jepson as Nehalem Elementary/Neah-Kah-Nie High School Custodian

**2. Resignations**

- a. Samantha Jepson as Neah-Kah-Nie High School Special Education IA

**XV. SUSPEND REGULAR SESSION**

Suspend Regular  
Session

The regular session was suspended at 7:23 p.m.

**XVI. WORK SESSION** Early Learning Committee –Mr. Ryan announced that the Early Learning committee work session would be called to order at 7:30 p.m.

Work Session Called to  
Order  
Early Learning Work  
Group Update

Janmarie Nugent, Kristi Woika, Melinda Rumage, Ashley Verhulst, and Angie Douma represent the committee.

Ms. Nugent stated that they have met two times at NWRES D, as well as three other times in small groups. They are working with Kendra Nelson from NWRES D and Dorothy Spence from the Early Learning Hub. They are using the improvement science model, but they are approaching it a little differently than the process directs. Kendra Nelson is helping them through this process. They had a very large list of questions to answer as part of their work. She provided the board their driver diagram. Their Aim Statement is “what is best for Neah-Kah-Nie preschool age students: half-day, full-day or a combination of both half/full? The Early Learning Team planning questions and driver document is attached to these minutes.

They plan to survey parents and are currently working on their survey questions. Ms. Nugent mentioned that the Preschool Promise grant opens the end of January but is due back within a six-week timeframe. They want input from the community about what parents feel they need. They do not know if they can receive input from the community and meet the Preschool Promise grant timeline.

Mr. Ryan thanked the group for their work, he stated that he understands that the timeline is tight, but can we apply for the grant and then decline if we decide that the Preschool Promise model will not work for us. Ms. Woika stated that other groups are working on social emotional learning and self-regulation for PreK students. NKN is the only district that is looking at Preschool Promise. They are meeting with Eva Manderson on January 6<sup>th</sup> to answer some of those questions.

Discussion occurred. Ms. Nugent stated that once they determine what the need is then they will have a better idea what their focus should be.

Work Session  
Adjourned

The work session adjourned at 8:12 p.m.

**XVII. EXECUTIVE SESSION – Evaluation of the Superintendent, ORS 192.660(2)(i)**

Executive Session  
Called to Order at 8:15  
p.m.

Mr. Ryan called executive session to order at 8:15 p.m. under ORS 192.660(2)(i) to complete the evaluation of the superintendent. Mr. Ryan adjourned executive session at 8:34 p.m.

Executive Session  
Adjourned at 8:34 p.m.

**XVIII. RECONVENE REGULAR SESSION**

Reconvene Regular  
Session

Mr. Ryan reconvened the regular session at 8:34 p.m.

**XIX. ADJOURN**

Adjourn

Hearing nothing more to come before the board the meeting adjourned at 8:34 p.m.

**XX. NEXT MEETING**

A. January 13, 2020

1  **NKNHS**

**School Board Report**

ASB- Board Representative: Ecce Fry

2  **Special Recognition:**

Students of the Month: Keygan Wagner and Kyla Huntley

Athletes/Activities of the Month: (Speech) Megan Troutman - Has finished in 2 tournaments

(Speech) Tyler Motsinger - Has performed well this season

Football Honors:

Jacob Waldron- honorable mention running back

Destin Donaldson- honorable mention receiver

Eric Nielsen-Lambert- 2nd team receiver, honorable mention defensive back

Jett Johnston- 2nd team offensive lineman

Kent Pieper- honorable mention defensive line

Kienon Klepper- honorable mention linebacker

Mychal Kelly- honorable mention quarterback, honorable mention linebacker

Travis Bennett- 1st team offensive lineman, 1st team defensive lineman

3  **Athletic Team Updates:**

Winter Sports

We have our first basketball games tonight and they had their first wrestling meet on Friday. 30+ boys came out for basketball. I am trying to piece together a JV2 schedule for them. Girls numbers are down this year due to such a large senior class graduating last year but the ones we have are working hard and have great attitudes.

Info from Athletic Director: Corey Douma:

- Classification Update - At this point I believe is unlikely that NKN would be moving up to 3A next school year. It is more likely to happen 3 years from now when our enrollment is predicted to increase and the every 4 year OSAA reclassification happens.

4  **Activity Updates**

Leo's Club- Skyanna Goodland: Red Cross Blood Drive was held on Nov. 4th, we met our goal and may have set a donation record for our school.

Speech and Debate- Hannah Reynolds: This past weekend the Speech and Debate team competed incredibly at Silverton High School against 27 other schools. Senior Megan



Troutman and Freshman Samantha Smith both won first place, Sophomore Tyler Motsinger earned 2nd, and Junior Kara Ramage received 3rd in their respective events. We also had two other students make it to final rounds--a great start to the season!

National Honor Society- TBD:

FBLA- Stevie Jackson: We just wrapped up our annual wreath fundraiser. We sold 67 items and profited just shy of \$700. Goals include to recruit more freshmen and send members to Salt Lake City, Utah for nationals 2020.

Choir - Michael Simpson: Ahlers, Miller- European tour - November Report

Costa Rica Exchange: Ben Holm- November report

Band- Russell Zaugg:

5  **Activity Updates Contd.**

Student Council:

Robotics:

School Climate and Culture- Kelly Thayer: A large number of students report having stress, sleep issues, depression and anxiety, our plan is to teach calming strategies through advisory lessons that will be led by the students with support from the adults.

6  **School Updates**

PBIS: We are establishing a wellness sub committee to create protocols to roll out in November.

Attendance report- Margaret Whiting : We are currently at 91.85% for overall attendance and our 9-11 grades are above 90 %, our attendance goal for the year, the senior class is at 88.5%. We had 30 students with perfect attendance for Tri-1!

ASPIRE report- Margaret Whiting: Last Wednesday I had the pleasure of accompanying one of our mentors and her student to interview the Honorable Judge Trevino in her chambers. The student wants to go to Law School and it was a highlight for all of us. As always are looking for more volunteers, please send any interested people my way, I can be reached at 503-355-2272 or [margaretw@nknsd.org](mailto:margaretw@nknsd.org)

Other committees at work: Pirate- rebranding , Hispanic Parent Group, Pirate recording studio focus group, Soccer focus group, CTE revitalization grant, Measure 98 plan revisions, Climate and Culture team...

7  **College/Career Ready - Counselor Reports**

Dual Credits 2019-2020: Total credits earned Tri 1 - waiting on grades from TBCC

Number of students taking dual credit class Tri 2: 92

Number of dual credit classes this term - 8

Class of 2023: 81 students (16 SPED, 6-504's, 8 modified diploma) On Track: 92%

Class of 2022: 52 students (8 SPED, 3-504's, 2 modified diploma, 1 certificate) On Track: 82%

Class of 2021: 62 students (8 SPED, 2-504's, 4 modified diploma, 1 ext diploma, 2 certificate) On Track: 81%

Class of 2020: 62 Students (4 ext. Diploma, 1-504, 2 mod. diploma) On Track: 73% (4 2 cr def., 44 12 benchmark)

Math: 79 82% passing

Reading: 84 87.5% passing Writing: 84 86% passing

Sophomore PSAT Results: 25% met math benchmark; 43% met reading benchmark

College/Career Speakers/Field Trips to date: 22

FAFSA Completion: 47% (2 parents opting out, 1 SS# issue)

8  **Site Council Report:**

Members: Heidi Buckmaster, Esther Troyer, Kathryn Harmon, Jaime Simpson, Kara Rumage, Jenni Stinnett

Accreditation review is scheduled for January, we will be utilizing SSA data from surveys, other school data and a needs assessment to develop 3 priority goals.

9  **Go Pirates!**

Board Presentation  
Overview of State Report Card  
Neah-Kah-Nie Middle School  
December Board Meeting 2019

**\*Percentages are based on the percent of students meeting or exceeding the state assessment.**

**Successes:**

- Above state average in Regular Attenders, ELA and Math
- Individual Student Progress for both ELA and Math is high
- Enrollment is up (213 students) and still able to maintain good class size
- **Highly effective teachers** with the majority of them having three or more years of experience

**Concerns:**

- In math and ELA our disaggregated data shows a discrepancy between subgroups compared to white (ELA - White 59%, Hispanic 36%, Free/Reduced 43%, Ever English Learner 38%, **Students with Disabilities 29%**) (Math - White 49%, Hispanic 32%, Free/Reduced 39%, Ever English Learner 31%, **Students with Disabilities 26%**)
- Even though our math and ELA scores are above the state average, they declined or stayed the same from last year (ELA dropped 9% and Math stayed the same).
- Our overall Regular Attender percent is above state average (84%), however subgroups show a discrepancy compared to white (Hispanic 82%, Free/Reduced 79%, Ever English Learner 81%).
- **Students with disabilities come to school regularly, but show the least amount of growth in ELA and Math.**

**Next Steps:**

- After school tutoring for students who need an extra dose of instruction. We are currently servicing 5 students, but hope to increase. In addition, a
- Professional Development in differentiating lessons to meet the needs of all students.
- Begin the process of implementing the RTI framework to help us meet the needs of all learners by implementing a system of analyzing data on a regular basis and adjusting instruction.
- Continue to improve our Student Support Team system by supporting teachers with students who are not showing growth.

- Implement the data team process where teachers regularly meet to discuss students' progress in all subjects.
- Implement weekly grade-level meetings where teachers and support staff can share concerns and brainstorm solutions to support all students.
- Continue to refine interventions in both math and reading.
- Refresher/implementation of Constructive Meaning.
- Use SBAC Interim Assessments as a tool to target instruction.

## Early Learning Team Planning Questions

**Problem of Practice: What is best for NKN preschool age students half day, full day, a combination half/full day?**

District	District Fiscal	ODE	EL and PP Dorothy Spence
<p>Should NKN SD pursue a Preschool Promise Grant?</p> <p>What are the limitations to a Preschool Promise Grant?</p> <p>How can the school district best serve three and four year olds?</p> <p>Should NKN SD include three year olds in its preschool program?</p>	<p>What are the estimated costs for the school district to fund its own preschool, including half day and full day programs?</p> <p>If two full day preschools are selected, where would the second preschool class be located: NKN School District main office, Garibaldi Grade School, NKN HS, other?</p> <p>If the team does not recommend a Preschool Promise Grant because of grant stipulations, should the school district fund full day preschool, half day preschool, or a combination of half day/full day preschool out of its General Fund?</p>	<p><b>OTLA - Office of Teaching and Learning Assessment</b></p> <p><b>ELD - Early Learning Division</b></p> <p>What does research/best practice indicate are the benefits of full day preschool vs half day preschool? (ELD)</p> <p>Does 3rd grade reading and math SBAC scores indicate a need for full day or half day preschool? (OTLA)</p> <p>What are estimated impacts of half day vs full day on third grade reading and math scores? (OTLA)</p> <p>What is ODE's recommendation, full day vs half day? (ELD)</p>	<p>What does the NWRESD Early Learning Hub recommend, full day vs half day preschool?</p> <p>What does a Preschool Promise Grant fund and what are the requirements tied to the funds?</p> <p>What is the recommendation of NWRESD to best serve three and four year olds?</p>

*"The team will present a proposal to the NKN School District Board of Directors on how best to serve NKN preschool age children that may include the current model of service: two half day preschool sessions; two full day preschool sessions; one full day and two half day; or any proposal based on best practices and research. Proposals I, II, and III must be presented to the NKN board by March 1, 2020. This due date is tentative, it may be earlier due to budget cycle. The proposals must include staffing costs, transportation costs, location of services, implementation timeline, and all other logistical questions. Implementation for the school district is the 2020-21 school year."*

# Early Learning Driver Diagram for: Neah Kah Nie School District

## Aim Statement

By March 2020, the Neah-Kah-Nie Early Learning PLC will deliver a presentation to the school board answering the question "What is the best for Neah-Kah-Nie preschool age students: half-day, full-day, or a combination half/full?  
 (Should NKN expand programming to across the district?)

Primary Drivers (What must be done in order to meet the objectives of our aim)	Secondary Drivers (What drives change on the primary drivers?)	Change Ideas (But seriously, how are we actually going to do that?)
Needs sensing from the community (survey/empathy interviews)	Obtain answers to fiscal Funding Building Transportation Staffing	P-3 Alignment Team - what does this look like?
Obtain ODE information	Develop awareness around half-day program	
Obtain NW EL Hub information (Dorothy Spence)	Develop awareness around a full-day model	
Create empathy interview questions and potential candidates,		