



**2022-23 Board of Directors**

**Board Chair, Alisha Oliver      Board Vice-Chair, Erin Cramer**

**Board Members: Mike Wagner, Laura Wipper, Mark Henderson, Coral Ford & Mackenzie Strawn**

**Student Representative to the Board, Omar Garcia & Rori Bentz**

**Superintendent, Lee W. Loving**

**Director of Teaching & Learning, Nicole Duncan**

**Director of Business & Fiscal Services, Rhonda Allen**

**Director of Human Resources, Danielle Blackwell**

**Superintendent/School Board Executive Assistant, Tonia Whisman**

**Regular Session**

**Thursday, March 3, 2022 ~ 6:00 PM**

**Stayton Elementary Cafeteria**

**875 N 3rd Ave**

**Stayton, OR 97383**

**NSSD VISION**

*We change kids' lives through a commitment to excellence, integrity, equity, and community engagement*

**NSSD MISSION STATEMENT**

*Ensure students reach their highest academic and vocational potential and develop into productive citizens*

**NSSD GUIDING PRINCIPLE**

*Do what is best for all kids*

**BOARD GOALS**

- 1) Offer the most comprehensive program possible for students and the appropriate staffing to support our commitment to doing what is best for all kids
- 2) Celebrate the successes of the District and community
- 3) Routinely monitor the effectiveness of District programs and services in order to better serve all kids
- 4) Build and sustain dynamic relationships with stakeholders of the District through proactive communication exchanges

1. **CALL REGULAR SESSION TO ORDER**

*The Regular Session of the North Santiam School District’s Board of Directors is called to order at 6:00 pm. It is an open meeting of the Board and the public is allowed to observe in-person and via Zoom. On the agenda is a place for public comment. Those in attendance that wish to address the Board during this time must complete a public comment request available via the link PUBLIC COMMENT CARD prior to this point in the agenda. Comment cards are also available in person at meeting sites and in the District Office during business hours.*

ACKNOWLEDGEMENT OF BOARD MEMBERS PRESENT: ALISHA OLIVER

PLEDGE OF ALLEGIANCE: ALISHA OLIVER

2. **APPROVAL OF THE AGENDA**

Any changes to the agenda after posting on February 25, 2022 are noted below:

Added Attachments-

Added Agenda Items-

- 5.1-Executive Session
- 5.2-Action on Licensed Contracts

Revised Agenda Items-

- 7.0- was revised to include staff in addition to students

**RECOMMENDED MOTION**

***Motion that the Board approves the meeting agenda as modified.***

3. **QUALITIES & QUALIFICATIONS OF SUPERINTENDENT:**

1. **OSBA Survey Report/Draft Q & Q of Supt: Steve Kelley**

5

Steve Kelley, OSBA Director of Board Development, will present the results from the stakeholder survey regarding the desired qualities and qualifications of a superintendent. He will present a draft based on the findings for the public and board members to review.

Q&Qs Proposed NSSD

5

2. **Public Comment on Q & Q of Supt.**

*The meeting will now be opened to receive public comment on the topic of the desired qualities and qualifications of the next Supt. We value the time and initiative members of the public take to share their thoughts with the Board. Those who have completed a public comment card will be called one at a time to step forward (or turn on their cameras/mics) and state their name and relationship to the District. Please note that speakers will have three minutes to express their thoughts.*

*To submit questions for a follow-up response, please complete the form available near the room entrance or via this link [QUESTIONS](#)*

3. **Board Discussion & Adoption of Q & Q of Supt.**

The Board will discuss, revise (if necessary) and adopt the desired qualities and qualifications to be

used during the applicant screening process.

**RECOMMENDED MOTION**

*Motion that the Board adopts the Qualities and Qualifications for the next Superintendent of the North Santiam School District as [submitted] [modified].*

**4. SCREENING ADVISORY COMMITTEE**

The Board will review the applications submitted and select the members of the new Screening Advisory Committee. This committee will provide feedback to the Board during the hiring process.

**RECOMMENDED MOTION**

*Motion that the Board appoint the following individuals to the 2022 Superintendent Screening Advisory Committee:*

**5. APPROVAL OF LICENSED CONTRACTS**

**6**

**Debi Brazelton**

HR Director, Debi Brazelton, will provide a list of contract extensions and renewals of administrative and licensed staff for Board approval. This list will also include notices of resignations and retirements that have been received thus far however, these do not require Board approval.

Licensed Renewals - 2022-23

**6**

**1. Executive Session (ORS 192.660(2)(b))**

The Board will enter into Executive Session to discuss the nonrenewal of staff contracts. The staff members involved have been properly notified and did not request the discussion to be held in open session.

**2. Return to Open Session/Action on Licensed Contracts**

The Board will return to open session and vote on the list of proposed extensions/renewals.

**RECOMMENDED MOTION**

*Motion that the Board extend and/or renew contracts for the individuals and time periods as proposed by the Superintendent.*

**6. NSSD BUDGET COMMITTEE VACANCIES**

As per NSSD policy DBEA, the Board will announce the vacancy of any Budget Committee members who are unable to complete the term for which they were appointed in preparation for the 2022-2023 budget process. Applications to fill any open positions for the remainder of their terms will be accepted starting the following day. There will be an agenda item on the March 17, 2022 Board meeting to review and possibly fill open positions.

**RECOMMENDED MOTION**

*Motion that the Board declares the following NSSD Budget Committee positions open to be filled by appointment for the remainder of their terms: Positions #8 and #10 expiring 6/30/24 and Position #12 expiring 6/30/25.*

7. STUDENT & STAFF ACKNOWLEDGEMENT

Board members will discuss options of how the District might honor staff and student perseverance through all the effects of COVID.

8. ADJOURN

Time:

EQUAL OPPORTUNITY EMPLOYER

*Equal employment opportunity and treatment shall be practiced by the North Santiam School District regardless of an individual's perceived or actual race, color, religion, sex, sexual orientation, national or ethnic origin, marital status, age, mental or physical disability or perceived disability, pregnancy, familial status, economic status, veterans' status, or of any other persons with whom the individual associates is able to perform the essential functions of the position, with or without reasonable accommodation. This meeting location is accessible to persons with disabilities. A request for an interpreter for the hearing impaired or for other accommodations for persons with disabilities should be made at least 48 hours prior to the meeting. If you require special accommodations, please contact Tonia Whisman at the North Santiam School District Office at 503-769-4928.*

## QUALITIES AND QUALIFICATIONS – Proposed *North Santiam School District*

- High degree of integrity/honesty with strong core values that are consistent with our community;
- Effective communication and listening skills;
- Puts KIDS first; is committed to serving all kids K-12;
- Is personable/approachable while keeping an open mind;
- Background in teaching and building administration (instructional leadership) preferably in small rural areas similar to the North Santiam community;
- Willing to make tough decisions and share the reasons for those decisions when possible (transparency).
- Willing to become a meaningful and contributing member of our community within and outside of the school system;
- Understands Oregon school finance, demonstrates sound fiscal management and strong budgeting skills.

**PROBATIONARY LICENSED - 1ST YEAR. RECOMMEND 2ND YEAR PROBATIONARY FOR 2022-23**

<b>Name</b>	<b>FTE</b>	<b>Primary Worksite</b>					
COBLENTZ, YARA K	1.0000	MARI LINN					
ROGERS, JULIE A	1.0000	MARI LINN					
ALPOUGH, LENA R	1.0000	STAYTON ELEMENTARY SCHOOL					
HUGHES, KYLE E	1.0000	STAYTON HIGH SCHOOL					
HURLEY, KATHRYN G	1.0000	STAYTON ELEMENTARY SCHOOL					
MITCHELL, ASHLEY S	1.0000	STAYTON ELEMENTARY SCHOOL					
BOYD, REBECCA	1.0000	STAYTON HIGH SCHOOL					
GROSS, KINDRA	1.0000	STAYTON HIGH SCHOOL					
JONES, MATTHEW S	1.0000	STAYTON HIGH SCHOOL					
MURPHY, MARY K	1.0000	STAYTON HIGH SCHOOL					
NIGHTINGALE, ASHLEY N	1.0000	STAYTON HIGH SCHOOL					
NYQUIST, WENDI L	1.0000	STAYTON HIGH SCHOOL					
PLATT, JASON	1.0000	STAYTON HIGH SCHOOL					
RASH, TAYLOR	1.0000	STAYTON HIGH SCHOOL					
SOUTHERTON, TAMRA	1.0000	STAYTON INTERMEDIATE SCHOOL					
ANFILOFIEFF, OLEMPIADA A	1.0000	STAYTON MIDDLE SCHOOL					
FREDRICKS, MORGAN I	1.0000	STAYTON MIDDLE SCHOOL					
HARRISON, LILLIAN A	1.0000	STAYTON MIDDLE SCHOOL					
McCAHILL, STELLA	1.0000	STAYTON MIDDLE SCHOOL					
HILL, ALIYAH B	1.0000	SUBLIMITY SCHOOL					
SPARKS, ULRIKE	1.0000	SUBLIMITY SCHOOL					

<b>PROBATIONARY LICENSED - 2ND YEAR. RECOMMEND 3RD YEAR PROBATIONARY FOR 2022-23</b>					
<b><i>Name</i></b>	<b><i>FTE</i></b>	<b><i>Location</i></b>			
MICHAUD, LINDSEY R	1.0000	STAYTON HIGH SCHOOL			
ROBINSON, CHRISTINA R	1.0000	STAYTON HIGH SCHOOL			
FARRENS, ASHLEY B	1.0000	STAYTON INTERMEDIATE SCHOOL			
PETTYJOHN, LAURA M	1.0000	STAYTON INTERMEDIATE SCHOOL			
ROBERTS, VICTORIA R	1.0000	STAYTON INTERMEDIATE SCHOOL			
SMITH, THOMAS S	1.0000	STAYTON MIDDLE SCHOOL			
ELMER, MANDI N	1.0000	SUBLIMITY SCHOOL			

<b>PROBATIONARY III TO CONTRACT 2022-24</b>		
<b><i>Name</i></b>	<b><i>Current FTE</i></b>	<b><i>Location</i></b>
RANK, LARYSA R	1.0000	STAYTON ELEMENTARY SCHOOL
STARK, CASSANDRA	1.0000	STAYTON ELEMENTARY SCHOOL
THOMAS, SHANI E	0.5000	STAYTON ELEMENTARY SCHOOL
EMMERT, BRADLEY J	1.0000	STAYTON HIGH SCHOOL
MUHIC, AARON S	1.0000	STAYTON HIGH SCHOOL
SZRAMEK, KATHRYN J	1.0000	STAYTON HIGH SCHOOL
KOEKKOEK, BRENT A	1.0000	STAYTON INTERMEDIATE SCHOOL
ANGUS, DANIELLE M	1.0000	SUBLIMITY SCHOOL
BADDELEY, ROCKELLE J	1.0000	SUBLIMITY SCHOOL

**CONTRACT LICENSED STAFF - 2-YEAR EXTENSION 2022-24**

<b>Name</b>	<b>FTE</b>	<b>Location</b>				
CARLILE, HOLLIE	1.0000	MARI LINN				
HUTCHISON, SHAYLEE R	1.0000	MARI LINN				
LAMOREAUX, KIM G	1.0000	MARI LINN				
MILLS, NICHOLAS A	1.0000	MARI LINN				
RASMUSSEN, ANDREW T	1.0000	MARI LINN				
REIFSCHNEIDER, CRYSTAL R	1.0000	MARI LINN				
ROONEY, GINA L	1.0000	MARI LINN				
SCHLIEVERT, CHRIS M	1.0000	MARI LINN				
VANDERLINDEN, ERICA	1.0000	MARI LINN				
FOWLER, DANA N	1.0000	OPTIONS ACADEMY				
BREITLING, STEFANIE	1.0000	OPTIONS ACADEMY				
JOHN, JAMES	1.0000	OPTIONS ACADEMY				
ABLES, MARGARET A	1.0000	STAYTON ELEMENTARY SCHOOL				
ALDERSON, ERIKA	0.6000	STAYTON ELEMENTARY SCHOOL				
CARL, EMERSON J	1.0000	STAYTON ELEMENTARY SCHOOL				
CARTER, TEAL	1.0000	STAYTON ELEMENTARY SCHOOL				
COOPER, SHEALON L	1.0000	STAYTON ELEMENTARY SCHOOL				
ERWIN, AMY M	1.0000	STAYTON ELEMENTARY SCHOOL				
FLEMMING, KRISTI J	1.0000	STAYTON ELEMENTARY SCHOOL				
GROSSEN, KATHLEEN	1.0000	STAYTON ELEMENTARY SCHOOL				
HILL, ALLISON	1.0000	STAYTON ELEMENTARY SCHOOL				
JOHNSON, CAMERON	1.0000	STAYTON ELEMENTARY SCHOOL				
KUENZI, ALYSSA J	1.0000	STAYTON ELEMENTARY SCHOOL				
LARIMER, CHARLES B	1.0000	STAYTON ELEMENTARY SCHOOL				
LAUGLE, JULIE M	1.0000	STAYTON ELEMENTARY SCHOOL				
PALFENIER, RUTH M	1.0000	STAYTON ELEMENTARY SCHOOL				
ROBBINS, LARISSA	0.5000	STAYTON ELEMENTARY SCHOOL				
RORMAN, KIMBERLY A	1.0000	STAYTON ELEMENTARY SCHOOL				
SCHAFFER, RACHEL A	1.0000	STAYTON ELEMENTARY SCHOOL				
ANDERSON, STEPHANIE M	1.0000	STAYTON HIGH SCHOOL				
FARRIS, WHITNEY N	1.0000	STAYTON HIGH SCHOOL				
FINICLE, STEVEN A	1.0000	STAYTON HIGH SCHOOL				

GOULTER-ALLEN, AMY	0.5000	STAYTON HIGH SCHOOL				
KRIEGER, RACHEL L	1.0000	STAYTON HIGH SCHOOL				
LUEBBERT, MARK D	1.0000	STAYTON HIGH SCHOOL				
NEVES, ELIJAH W	0.5000	STAYTON HIGH SCHOOL				
NEVES, ELIJAH W	0.5000	STAYTON HIGH SCHOOL				
NEWQUIST, MEGAN M	1.0000	STAYTON HIGH SCHOOL				
NYQUIST, RANDALL N	1.0000	STAYTON HIGH SCHOOL				
PETERSON, STUART G	1.0000	STAYTON HIGH SCHOOL				
ROCHETTO, TAMRA A	1.0000	STAYTON HIGH SCHOOL				
SCHIEDLER, MEGAN E	1.0000	STAYTON HIGH SCHOOL				
SCHMIDT, DARIN H	1.0000	STAYTON HIGH SCHOOL				
SHAFER, NICOLE	1.0000	STAYTON HIGH SCHOOL				
SHELDON, RYAN	1.0000	STAYTON HIGH SCHOOL				
SHIELDS, CHRISTOPHER T	1.0000	STAYTON HIGH SCHOOL				
SHOEMAKER, LAURA B	1.0000	STAYTON HIGH SCHOOL				
STUTZMAN, JENNIFER L	1.0000	STAYTON HIGH SCHOOL				
WEEKS, RODNEY	1.0000	STAYTON HIGH SCHOOL				
WEIDMANN, DANIELLE E	1.0000	STAYTON HIGH SCHOOL				
DANIELS, KATRINA	1.0000	STAYTON INTERMEDIATE SCHOOL				
RASKA, SYDNEY R	1.0000	STAYTON INTERMEDIATE SCHOOL				
TAUSCH, BETHANY L	1.0000	STAYTON INTERMEDIATE SCHOOL				
CORDRY, NEAL T	1.0000	STAYTON MIDDLE SCHOOL				
DAYTON, MICHELLE L	1.0000	STAYTON MIDDLE SCHOOL				
FULKS, STEPHEN M	1.0000	STAYTON MIDDLE SCHOOL				
HALLIN, KELSEY	1.0000	STAYTON MIDDLE SCHOOL				
HAWKINS, CLIFTON W	1.0000	STAYTON MIDDLE SCHOOL				
HILL, ERIN K	1.0000	STAYTON MIDDLE SCHOOL				
HOLM, ERIN	1.0000	STAYTON MIDDLE SCHOOL				
KAUFMAN, LINDSEY C	1.0000	STAYTON MIDDLE SCHOOL				
LINDSEY, ROBERT WAYNE	1.0000	STAYTON MIDDLE SCHOOL				
MANNIX, MICHAEL J	1.0000	STAYTON MIDDLE SCHOOL				
PETERSON, PHILIP C	1.0000	STAYTON MIDDLE SCHOOL				
ROTH, JESSICA	0.5000	STAYTON MIDDLE SCHOOL				
SHEPPARD, SHANNON M	1.0000	STAYTON MIDDLE SCHOOL				

TISLER, MELANIE C	1.0000	STAYTON MIDDLE SCHOOL				
WOLF, ELIZABETH	1.0000	STAYTON MIDDLE SCHOOL				
DARK, ELIZABETH J	1.0000	SUBLIMITY SCHOOL				
GARDNER, AMBER B	1.0000	SUBLIMITY SCHOOL				
HAWKINS, JOHN SCOTT	1.0000	SUBLIMITY SCHOOL				
HOCKMAN, ANDREW F	1.0000	SUBLIMITY SCHOOL				
ION, KATELYNN G	1.0000	SUBLIMITY SCHOOL				
KING, JOHN D	1.0000	SUBLIMITY SCHOOL				
KISER, JOSEPH A	1.0000	SUBLIMITY SCHOOL				
LIME, PAULIE A	1.0000	SUBLIMITY SCHOOL				
MITCHELL, REBECCA S	1.0000	SUBLIMITY SCHOOL				
NOLAN, MELODEE J	1.0000	SUBLIMITY SCHOOL				
PTACEK, E MARIE	1.0000	SUBLIMITY SCHOOL				
RUIZ, DANNIE	1.0000	SUBLIMITY SCHOOL				
SHERMAN, JEANETTE	1.0000	SUBLIMITY SCHOOL				
SHRYOCK, JANET L	1.0000	SUBLIMITY SCHOOL				
SMITH BROMLEY, MERYL J	1.0000	SUBLIMITY SCHOOL				
SMITH, BRENNAM	1.0000	SUBLIMITY SCHOOL				

<b>PROBATIONARY ADMIN 2022-23</b>						
<i>Name</i>	<i>FTE</i>	<i>Location</i>	<i>Hire Date</i>			
TRAEGER, JOSEPH	1.0000	STAYTON HIGH SCHOOL	7/29/2021			
WESTENSKOW, RYAN	1.0000	SUBLIMITY SCHOOL	7/1/2021			

<b>ADMINISTRATIVE CONTRACT EXTENSION 2022-25</b>			
<b><i>Name</i></b>	<b><i>FTE</i></b>	<b><i>Location</i></b>	<b><i>Hire Date</i></b>
BOLIN, DAVID	1.0	DISTRICT OFFICE	8/7/2006
HARBISON, JERI	1.0	MARI LINN	9/14/1995
MOORE, WENDY	1.0	SES	7/24/2013
OLSON, MATTHEW R	1.0	SMS	7/1/2014
PROCTOR, MICHAEL	1.0	SMS	9/12/2005
STOREY, VICKY	1.0	SHS	8/25/1997

<b>TEMPORARY CONTRACT - NON -RENEW</b>			
<b>Name</b>	<b>FTE</b>	<b>Location</b>	<b>Notes</b>
ALLEN JACKSON, DIANE	1.0000	STAYTON HIGH SCHOOL	SB 1049 TEMPORARY CONTRACT
DAVISSON, SARAH	1.0000	STAYTON HIGH SCHOOL	
GILBRETH, RENEE	1.0000	STAYTON INTERMEDIATE SCHOOL	
HAUCK, SAMANTHA	1.0000	STAYTON MIDDLE SCHOOL	
HOLM, DODI	0.4000	STAYTON ELEMENTARY SCHOOL	
REGNIER, ALLEN	1.0000	SUBLIMITY SCHOOL	
SHUMATE, SARAH	1.0000	STAYTON ELEMENTARY SCHOOL	
SLOAN, PAMELA	0.4000	STAYTON ELEMENTARY SCHOOL	
STUTZMAN, RONALD C	1.0000	STAYTON HIGH SCHOOL	
TAMAYO, TYLER	1.0000	STAYTON MIDDLE SCHOOL	

<b>RESIGNATION/RETIREMENT REC'D - NOT INCLUDED FOR RENEWAL</b>						
<b>Name</b>	<b>FTE</b>	<b>Location</b>				
CONLEY, WILLIAM LES	1.0000	STAYTON HIGH SCHOOL				
FIELDS, KELLY M	1.0000	STAYTON HIGH SCHOOL				
GARRIES, TYLER M	1.0000	MARI LINN				
HARRIS, NAOMI	1.0000	STAYTON HIGH SCHOOL				
HUMPHREYS, HALEY A	1.0000	STAYTON ELEMENTARY SCHOOL				
KACZYNSKI, KATHY D	1.0000	STAYTON ELEMENTARY SCHOOL				
KISER, KYLIE A	1.0000	STAYTON INTERMEDIATE SCHOOL				
LUU, LINDA	1.0000	MARI LINN				
MINTURN, RACHEL A	1.0000	STAYTON INTERMEDIATE SCHOOL				
PEETZ, MEGAN A	0.4000	STAYTON ELEMENTARY SCHOOL				
PROCTOR, DARCI B	1.0000	STAYTON HIGH SCHOOL				
USSELMAN, JOSEPH A	1.0000	STAYTON MIDDLE SCHOOL				
ZANDER, SARA	1.0000	STAYTON HIGH SCHOOL				
SHRYOCK, DARREN	1.0000	STAYTON HIGH SCHOOL	SB1049 WORKBACK			