

SEASIDE SCHOOL DISTRICT 10

2600 Spruce Drive, Suite 100, Seaside, Oregon 97138

2025-2026 Board of Directors

Board Chair: Shannon Swedenborg

Board Vice-Chair: Katherine Davidson

Board Members: Sondra Gomez, Jason Haag,
Chuck Mattocks, Coral Sadler and Brian Taylor

Superintendent: Susan Penrod

Regular Meeting

Tuesday, July 15, 2025 at 6:00 pm

**Location: Secondary School Library AND Virtual
2600 Spruce Drive, Suite 200
Seaside, OR 97138**

Meetings may be held in-person only, virtual only, or most commonly, in-person with an option to join virtually. Please check the location above for the specifics of this meeting. Information regarding virtual meeting access is available on our website Meetings page - <https://www.seaside.k12.or.us/meetings>.

An opportunity for public comment is generally included in meeting agendas. When public comment is included in the agenda, those wishing to speak before the Board will have the opportunity to do so during the designated Public Comment time(s). Speakers may offer objective criticism of school operations and programs; however, the law prohibits the Board from hearing complaints regarding any personally identifiable District staff member. The Board asks anyone wishing to communicate a complaint of this nature to follow the process in Board policy [KL: Public Complaints](#).

Persons having requests for special needs and accommodations should contact the School District office at 2600 Spruce Drive, Suite 100, Seaside, OR 97138, 503-738-5591. Speech/hearing impaired individuals may reach the Oregon Relay Service by dialing 711. Requests should be made 48 hours in advance of the event.

1. **CALL TO ORDER**

Speaker(s): Board Chair

1.1. Acknowledgement of Board Members Present

1.2. Pledge of Allegiance

2. **SWEARING IN OF NEW NEW MEMBERS**

Speaker(s): Susan Penrod

3. **ELECTION OF 2025-2026 BOARD OFFICERS**

Speaker(s): Board Chair

3.1. Election of Board Chair

3.2. Election of Board Vice-Chair

4. **AGENDA REVIEW**

Speaker(s): Board Chair

5. **REPORTS**

5.1. STUDENT BUSINESS

Speaker(s): Ella Crater

Description: *This standing agenda item is for monthly reports from the SSD Student Reps. to the Board and for other requests/reports from students.*

5.2. SUPERINTENDENT’S REPORT

Speaker(s): Susan Penrod

Description: *This standing agenda item is for the Board to receive a monthly report from the Superintendent.*

Attachments:

July 15, 2025 Supt Report

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5.3. BUSINESS & FISCAL SERVICES REPORT

Speaker(s): Toni Vandershule

Description: *Description: This standing agenda item is for the Board to receive the monthly financial report from the Business Manager and other information relating to that department.*

5.3.1. Revenue & Expenditure by Function

5.3.2. Revenue & Expenditure by Object

5.4. UNION REPORTS

Description: *This standing agenda item is to receive regular reports from Licensed and/or Classified union representatives.*

6. **PUBLIC COMMENT**

Description: *The meeting will now be opened to receive public comment. We value the time and initiative members of the public take to share their thoughts with the Board. The Board’s role during public comment is not to immediately respond, but to listen. If follow up is necessary, we will direct our Superintendent to do so. Remember that we are all role models for our students, please share your thoughts respectfully. Should any public comment include complaints regarding a personally identifiable staff member, the Board Chair will direct the speaker to the proper administrative process found in Board policy KL: Public Complaints. Speakers will have three minutes to express their thoughts.*

7. **CONSENT AGENDA - Action**

Description: *To make more efficient use of meeting time, items that are routine in nature are placed on the Consent Agenda when no debate is anticipated. If discussion is desired, any item placed on the Consent Agenda may be removed to Action items, at the request of any board member, before a vote is taken. All remaining items of the Consent Agenda are then disposed of in a single motion.*

7.1. Approve Minutes of the June 17, 2025 Regular Meeting of the Board

Attachments:

Seaside SD 06-17-2025 SB Meeting Minutes

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7.2. Licensed Employment Actions

7.2.1. Employment of Robyn Valov/Elementary Special Education Teacher

Attachments:

Valov, Robyn - Elem SPED Teacher

18

7.2.2. Employment of Halie Korff/Elementary Teacher

Attachments:

Korff, Halie - Elem Teacher

19

7.2.3. Employment of Christen Cottam/Middle School Math Teacher

Attachments:

Cottam, Christen - MS Math Teacher

20

7.2.4. Employment of Skyler Neyenhuis/Elementary Music Teacher

Attachments:

Neyenhuis, Skyler - Elem Music Teacher

21

8. **ACTION ITEMS**

8.1. Strategic Plan Update

Speaker(s): Susan Penrod

Attachments:

Progress Toward Strategic Goals

22

SSD Updated Strategic Plan - July 2025

25

9. **BOARD REFLECTIONS/ANNOUNCEMENTS**

Description: *This standing agenda item allows the Board to reflect upon statements made during public comment or topics covered and to share announcements or reports of their board-related activities.*

9.1. OSBA Annual Convention - November 6-8, 2025

Speaker(s): Susan Penrod

10. **INFORMATION ONLY**

10.1. Employment Actions/Classified

Description:

- Meghan McKeown/from: Health Assistant, to: Educational Assistant-SPED/Transfer
- Liliana Sedano/Secondary Translator-Interpreter/Employment (continued, from temporary to regular)
- Audrey Kunde/Middle School Head Secretary/Employment
- Angela MacLean/Educational Assistant-SPED/Employment
- Joe Peitsch/Substitute Bus Driver/Resignation
- Alaina Gilmour/Substitute Bus Driver/Termination

10.2. Employment Actions/Confidential

Description:

- Susanna Fry/ from: Payroll & Support Specialist (0.5/0.5 FTE), to: Support Specialist (1.0 FTE)

11. **ADJOURN**



Superintendent's Report
School Board Meeting
July 15, 2025

Summer Update

Summer School Begins Monday

- Literacy Summer School, July 21- August 15, for 1st, 2nd and 3rd graders not yet reading at grade level
- Jumpstart Kindergarten, Aug 4th - Aug 15th, for students who did not attend preschool
- Credit Recovery, 6/30/25-8/15/25 for high school students who need to make up credits toward graduation
- Ninth Grade Bridge, Aug 18-19 for eligible freshman

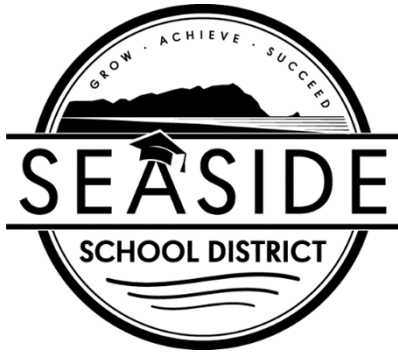
Capital Improvement Projects on Schedule

- Additional Parking at PRE
- Room enclosures in Secondary Library and MS Flex Spaces

Federal Funding Update

On June 30, the U.S. Department of Education notified state education agencies that funding for several key federal education programs is under review and that Grant Award Notifications (GANs) would not be issued on July 1, as is customary. The programs affected include:

- Title I, Part C – Migrant Education SSD does not receive funding for this program
- Title II, Part A – Supporting Effective Instruction Already removed for 2025-2026 budget
- Title III, Part A – English Language Acquisition Fund 243 -\$21,000
- Title IV, Part A – Student Support and Academic Enrichment Fund 246 -\$54,000
- Title IV, Part B – 21st Century Community Learning Centers SSD does not receive funding for this program



SEASIDE SCHOOL DISTRICT 10
2600 Spruce Drive, Suite 100, Seaside, Oregon 97138

MINUTES

Regular Meeting of the School Board
Tuesday, June 17, 2025, 6:00 PM

Secondary School Library AND Virtual
2600 Spruce Drive, Suite 200
Seaside, OR 97138

Chris Corder:	Present
Katherine Davidson:	Present
Sondra Gomez:	Present
Michelle Hawken:	Present
Kevin LaCoste:	Absent
Shannon Swedenborg:	Present
Brian Taylor:	Absent

1. **CALL TO ORDER**

Discussion: The meeting was called to order at 6:00 pm.

1.1. Acknowledgement of Board Members Present

Discussion: Members Brian Taylor and Kevin LaCoste were absent.

1.2. Pledge of Allegiance

2. **AGENDA REVIEW**

Action(s): I move to approve the agenda. This motion, made by Shannon Swedenborg and seconded by Sondra Gomez, Carried.

Voting Detail: Chris Corder: Yea, Katherine Davidson: Yea, Sondra Gomez: Yea, Michelle Hawken: Yea, Kevin LaCoste: Absent, Shannon Swedenborg: Yea, Brian Taylor: Absent

Voting Summary: Yea: 5, Nay: 0, Absent: 2

3. **REPORTS**

3.1. SPOTLIGHT

Description: This item is set aside for informational presentations that are not recurring agenda items. This may include guest speakers and highlights on schools or programs in the District.

3.1.1. Regatta Princess Presentation

Speaker(s): Chantrell Lee

Discussion: Superintendent Penrod introduced Regatta Princess Chantrell Lee.

Chantrell introduced herself, explaining that she represents Seaside in the Regatta. She relayed a riddle

regarding historic bias against women in law enforcement. Chantrell spoke about the first female sheriff in Oregon; she told the story of Diana Simpson and the challenges she faced as a women in the law enforcement industry. Eventually Diana became the first female sheriff in 2006. Chantrell spoke about the inspiration she takes from this story.

Board Members thanked Chantrell for sharing her speech and complemented her on her public speaking skills.

3.1.2. Recognition of Outgoing School Board Members

Speaker(s): Susan Penrod

Discussion: Superintendent Penrod read from prepared notes:

I'd like to take this time to thank our board members who are leaving their positions. Their dedication and commitment to students has been transformational for our district, and I am very appreciative of their work on the board.

Brian Owen began as a board member in 2020 and served on the board until 2024. We have not had an opportunity to recognize him before, so I'd like to say a few words about his accomplishments. Brian served on the Strategic and Operational Planning /Budget Development Advisory Committee for the Superintendent, and we worked on several projects together. Some highlights from Brian's work on this committee included updating the Facility Rental process and agreement and navigating the softball improvement project. I have always appreciated Brian's advocacy for the school district at community meetings, including Rotary and the Seaside Chamber. His calm, leveled thinking was always appreciated during our board meetings. Thank you, Brian, for your service to the students and staff.

Chris Corder was appointed to the school board in 2021. Sadly, this is his last board meeting. Chris' work on the Strategic and Operational Planning /Budget Development Advisory Committee for the Superintendent has been instrumental on so many projects, including updating the Facility Rental process and agreement, navigating the softball improvement project, planning summer capital improvement projects, and participating in the initial design of our future performing arts center. I have regularly relied on Chris' knowledge as a contractor to guide our work. Chris understands our community and is an incredible supporter of our programs, students, and staff. Whether it's flipping burgers or coaching softball, Chris is always willing to help. Thank you, Chris, for your service. I'm really going to miss you.

Michelle Hawken joined the school board in 2017 and this is also her last meeting. Michelle has been so supportive from the get-go, always ready to give a hug and share encouraging words. Michelle's connections with the community take place on a daily basis over really good coffee. Michelle has served on the Community Stakeholder Relations Advisory Committee for the Superintendent and has been instrumental in researching and developing the design of our future performing arts center. Additionally, Michelle has been an integral part of forming our education foundation, which will begin this fall. Michelle has an incredible gift for connecting and bringing people together, and I will always be grateful for all the people she's introduced me to. Thank you, Michelle, for all you've done for our district and for being such a great friend. I'll be in soon for a cinnamon dolce latte.

Executive Assistant Leslie Garvin invited everyone to enjoy some cake at the conclusion of the meeting.

3.2. STUDENT BUSINESS

Description: This standing agenda item is for monthly reports from the SSD Student Reps. to the Board and for other requests/reports from students.

Discussion: None.

3.3. SUPERINTENDENT'S REPORT

Speaker(s): Susan Penrod

Description: This standing agenda item is for the Board to receive a monthly report from the Superintendent.

Discussion: Superintendent Penrod reported on an end-of-year BBQ lunch, during which we celebrated our retirees. She thanked Jessica Smith, Chuck Loesch, Leslie Garvin and staff for their help. Penrod also reported on the start of summer projects, including enclosing spaces for classrooms at the secondary school, adding parking at PRE, and making improvements to the crows' nest at Broadway Field. Penrod reported on three Conex boxes delivered for our emergency preparedness - this was made possible by a grant from the State. She gave a big thank you to Rick Hudson (former emergency manager for Cannon Beach) who advocated for Seaside for this grant. Penrod continued, saying that we are continuing to pursue funding for a water filtration trailer. Penrod noted that this week staff had a two-hour training with Sande Brown, on emergency preparedness and the reunification process.

3.4. BUSINESS & FISCAL SERVICES REPORT

Description: Description: This standing agenda item is for the Board to receive the monthly financial report from the Business Manager and other information relating to that department.

Discussion: Toni Vandershule reported on: waiting on State and Federal funding to come in. Senate Bill 849 passed, so this will improve our PERS commitment beginning next year, and the Summer Food Service program will begin soon, down at SEPRD (the old Broadway school).

3.4.1. Revenue & Expenditure by *Function*

Attachments:

Board Report May 2025 by Function 1

3.4.2. Revenue & Expenditure by *Object*

Attachments:

Board Report May 2025 by Object 2

3.5. ADMINISTRATIVE REPORTS

Description: This standing agenda item is for the Board to receive brief informal monthly reports from school and department administrators regarding general business that does not warrant a formal report.

Discussion: Cate Blakesley reported about updating our licensed staff evaluation system, and thanked administrators for their work on it this year.

Jeff Roberts reported on a great graduation with all Board members in attendance. He also reported on: an all-night graduation party, an FBLA convention in Anheiem, and Congresswoman Bonamici holding an open house this Friday at the secondary school. Roberts thanked the Board for their support and expressed his gratitude.

Jason Boyd also expressed his appreciation of the Board for their collaborative work, even when things are difficult.

Attachments:

CBA Director's Report 6_25

3.6. UNION REPORTS

Description: This standing agenda item is to receive regular reports from Licensed and/or Classified union representatives.

Discussion: OSEA - Meghan McKeown shared that most staff are off for summer vacation. She noted that the BBQ was great and hoped maybe next year it could be later so the bus drivers can attend. She spoke about negotiations still being open and a bit of nervousness on the part of staff. McKeown noted that four staff will be attending a conference this summer. She thanked the Board for their work.

Penrod noted that drivers were offered subs so that they could attend the BBQ, but they all chose to continue to drive that day.

SEA - None.

4. **PUBLIC COMMENT**

Description: The meeting will now be opened to receive public comment. We value the time and initiative members of the public take to share their thoughts with the Board. The Board's role during public comment is not to immediately respond, but to listen. If follow up is necessary, we will direct our Superintendent to do so. Remember that we are all role models for our students, please share your thoughts respectfully. Should any public comment include complaints regarding a personally identifiable staff member, the Board Chair will direct the speaker to the proper administrative process found in Board policy KL: Public Complaints. Speakers will have three minutes to express their thoughts.

Discussion: There was no public comment.

5. **CONSENT AGENDA - Action**

Description: To make more efficient use of meeting time, items that are routine in nature are placed on the Consent Agenda when no debate is anticipated. Any item placed on the Consent Agenda may be removed at the request of any board member before a vote is taken. All remaining items of the Consent Agenda are then disposed of in a single motion.

Action(s): I recommend to approve the Consent Agenda items as presented. This motion, made by Shannon Swedenborg and seconded by Katherine Davidson, Carried.

Voting Detail: Chris Corder: Yea, Katherine Davidson: Yea, Sondra Gomez: Yea, Michelle Hawken: Yea, Kevin LaCoste: Absent, Shannon Swedenborg: Yea, Brian Taylor: Absent

Voting Summary: Yea: 5, Nay: 0, Absent: 2

5.1. Approve the Minutes of the May 20, 2025 Regular Meeting of the Board

Attachments:

Seaside SD 05-20-2025 SB Meeting Minutes

5.2. Licensed Employment Actions:

5.2.1. Lisa Koller/Elementary Teacher/Resignation

Attachments:

Koller, Lisa - Resignation

5.2.2. Karen Baller/HS Math Teacher/Resignation

Attachments:

Baller, Karen - Resignation

5.2.3. Julie Schneidecker/Elementary Dean of Students TOSA/Employment

Attachments:

Schneidecker, Julie - Recommendation to Hire

5.2.4. James Nagel/Middle School Health and PE Teacher/Employment

Attachments:

Nagel, James - Recommendation to Hire

5.2.5. AlmaLee Ingram-Jones/Elementary Special Education Teacher/Employment

Attachments:

Ingram-Jones, AlmaLee - Elementary SPED Teacher

5.3. Coaching Employment/Seaside High School:

- Jeff Roberts - Football - Head Coach 0.5 FTE/Assistant Coach 0.5 FTE
- Dennis Olstedt - Football - Head Coach 0.5 FTE/Assistant Coach 0.5 FTE

- Joel Dierickx - Football - Assistant Coach
- Cody Hartsoch - Football - Assistant Coach
- Nikiia Smith - Football - Assistant Coach
- James Nagle - Football - Assistant Coach
- Adam Israel - Football - *Volunteer* Coach
- Laurie Hudson - Volleyball - Head Coach
- Tia Abbey - Volleyball - Assistant Coach
- Celeste Scougall - Volleyball - *Volunteer* Coach
- Nathan Daniels - Boys Soccer - Head Coach
- Leonardo Luna - Boys Soccer - Assistant Coach
- Chase Januik - Boys Soccer - Volunteer Coach
- Chelsea Archibald - Cross Country - Head Coach
- Nina Buasu - Cross Country - Assistant Coach
- Victoria Keller - Cheer - Head Coach (Fall and Winter)
- Sarah Kantzler - Cheer - Assistant Coach (Fall and Winter)
- Kai Brown - Girls Soccer - Assistant Coach
- Matt Johnson - Girls Soccer - *Volunteer* Coach
- Bill Westerholm - Boys Basketball - Assistant Coach
- Cody Hartsoch - Boys Basketball - Assistant Coach
- Jim Poetsch - Boys Basketball - *Volunteer* Coach
- Aaron Chesnut - Boys Basketball - *Volunteer* Coach
- Marla Olstedt - Girls Basketball - Head Coach
- Kaley Wldemar - Girls Basketball - Assistant Coach
- Russell Hickman - Girls Basketball - Assistant Coach
- Natalie Chrisman - Swimming - Head Coach
- Sam Heroux - Swimming - Assistant Coach
- Carolyn Heyman - Swimming - *Volunteer* Coach
- Paul Silka - Swimming - *Volunteer* Coach
- Trent Rollins - Wrestling - Head Coach
- Mike Magnuson - Wrestling - Assistant Coach
- Curtis Cooley - Wrestling - *Volunteer* Coach
- Steven Dailey - Wrestling - Volunteer Coach
- Joel Dierickx - Baseball - Assistant Coach
- Jim Poetsch - Boys Golf - Head Coach
- Steve Hinton - Boys Golf - *Volunteer* Coach
- Ed Ardent - Boys Golf - *Volunteer* Coach
- Jeff Thomas - Girls Golf - Head Coach

- Chris Corder - Softball - Head Coach
- Veronica Hanson - Softball - Assistant Coach
- Ellie Magnuson - Softball - Assistant Coach
- Derai Hughes - Softball - *Volunteer* Coach
- Jessica Garrigues - Softball - *Volunteer* Coach
- Krystal Pike - Track and Field - Head Coach
- Dan Leary - Strength and Conditioning - *Volunteer* Coach (Fall, Winter, Spring)
- Evan Yokoyama - Strength and Conditioning - *Volunteer* Coach (Fall, Winter, Spring)
- Luke Miller - Flag Football - Coach
- Meghan McKeown - Flag Football - Coach

5.4. Coaching Employment/Seaside Middle School:

- Chad Clouse - Football - Head Coach
- Jake Funk - Football - Head Coach
- Luke Miller - Football - Assistant Coach
- Donald Zwahlen - Football - Assistant Coach
- Nicole Aydt - Volleyball - Head Coach
- Danielle Pike - Volleyball - Head Coach
- Kaley Waldemar - Volleyball - Assistant Coach
- Luke Miller - Boys Basketball - Head Coach
- Donald Zwahlen - Boys Basketball - Assistant Coach
- Chad Clouse - Girls Basketball - Head Coach
- Jake Funk - Girls Basketball - Assistant Coach
- Ashley Flukinger - Girls Basketball - Head Coach
- Luke Miller - Girls Basketball - Assistant Coach
- Gavin Meyer - Wrestling - Assistant Coach
- Chris Avery - Wrestling - *Volunteer* Coach
- Kaley Waldemar - Track and Field - Head Coach
- Jane Forman - Track and Field - Head Coach
- Nicole Aydt - Track and Field - Assistant Coach
- Colin Boutin - Cross Country - Head Coach
- Desiree Graetz - Cross Country - *Volunteer* Coach

Attachments:

Coaching Recommendations SMS June 2025

5.5. Work Agreements:

5.5.1. Speech Language Pathologist Work Agreement

Attachments:

SLP Work Agreement, 2025-2026

5.5.2. Business Manager Contract

Attachments:

Toni Vandershule Contract 2025-2027

5.5.3. Occupational Therapy Assistant Work Agreement

Attachments:

OTA Work Agreement 2025-2026

5.6. Job Description/Lead Teacher-Preschool/New

Attachments:

Lead Teacher - Preschool

5.7. POLICY - Second Reading and Adoption

Description: These policy actions were recommended by the Oregon School Board Association (OSBA) as part of their Policy Plus service, typically as a result of new legislation or to revise outdated language. They were brought to the Board in May for First Reading and are now presented for a Second Reading and action.

5.7.1. DBEA - Budget Committee

Description: Recommend to revise.

Attachments:

DBEA D1 REVISION

5.7.2. IIA - Instructional Materials

Description: Recommend rescind current policy and adopt new version.

Attachments:

IIA G1 NEW

5.7.3. IKJ - Artificial Intelligence

Description: New, recommended to adopt.

Attachments:

IKJ G1 NEW

5.7.4. IKF - Graduation Requirements

Description: Recommend to revise.

Attachments:

IKF G1 REVISION

5.7.5. IKFB - Graduation Exercises

Description: Recommend to revise.

Attachments:

IKFB G1 REVISION

5.7.6. JECA - Admission of Resident Students

Description: Recommended for revision

Attachments:

JECA D1 REVISION

5.7.7. JFE - Pregnant and Parenting

Description: Recommended for revision.

Attachments:

JFE D1 REVISION

5.7.8. JHCD - Medications

Description: New, recommended for adoption

Attachments:

JHCD G1 NEW

5.7.9. JHCD-AR - Medications

Description: New, recommended for adoption.

Attachments:

JHCD R G1 NEW

5.7.10. JHCD/JHCDA - Medications

Description: Current policy, recommend to delete.

5.7.11. JHCD/JHCDA-AR - Medications

Description: Current policy, recommend to delete.

6. ACTION ITEMS

6.1. Resolution #5 - Adopting the Budget

Speaker(s): Susan Penrod

Action(s): I move to approve Resolution #5 Adopting the Budget. BE IT RESOLVED THAT THE Board of Directors of the Seaside School District 10 hereby adopts the budget for the fiscal year 2025-2026 in the total of \$49,796,426. This budget is now on file at the Seaside School District 10 Office located at 2600 Spruce Drive Suite 100, Seaside, OR 97138. BE IT RESOLVED that the amounts shown below are hereby appropriated for the fiscal year beginning July 1, 2024 for the following purposes: GENERAL FUND 1000 Instruction (15,958,471) 2000 Support Services (10,590,074) 5000 Other Uses- 5200 Transfers of Funds (963,000) 6000 Contingency (2,500,000) Total General Fund (\$ 30,011,545) 7000 Unappropriated Ending Balance * (-) SPECIAL REVENUE FUNDS 1000 Instruction (4,168,881) 2000 Support Services (1,999,779) 3000 Community Services (1,405,904) 4000 Facilities Acquisition & Construction (605,323) 5100 Debt Service (27,540) Total Special Revenue Funds (\$8,207,427) 7000 Unappropriated Ending Balance * (209,593) DEBT SERVICE FUND 5000 Other Uses 5100 Debt Service (7,261,416) Total Debt Service Fund (\$ 7,261,416) 7000 Unappropriated Ending Balance * (-) CAPITAL PROJECTS FUND 4000 Facilities Acquisition & Construction (2,800,000) 5200 Transfers (-) Total Capital Projects Fund (\$2,800,000) 7000 Unappropriated Ending Balance * (1,306,445) TOTAL APPROPRIATIONS, All Funds (\$48,280,388) Total Unappropriated Amounts* (1,516,038) TOTAL ADOPTED BUDGET (\$49,796,426) * Unappropriated Ending Fund Balances are not appropriated BE IT RESOLVED that the following ad valorem property taxes are hereby imposed upon the assessed value of all taxable property within the district for tax year 2024-2025: (1) At the rate of \$4.4105 per \$1000 of assessed value for permanent rate tax (2) At the rate of \$.52 per \$1000 for local option tax (3) In the amount of \$5,434,000 for debt service on general obligation bonds CATEGORIZING THE TAX BE IT RESOLVED that the taxes imposed are hereby categorized for purposes of Article XI section 11b as: Subject to the Education Limitation: Permanent Rate Tax \$4.4105/ per \$1000 Local Option Tax \$0.52/ per \$1000 Excluded from Limitation: General Obligation Bond Debt Service \$5,434,000). This motion, made by Sondra Gomez and seconded by Shannon Swedenborg, Carried.

Voting Detail: Chris Corder: Yea, Katherine Davidson: Yea, Sondra Gomez: Yea, Michelle Hawken: Yea, Kevin LaCoste: Absent, Shannon Swedenborg: Yea, Brian Taylor: Absent

Voting Summary: Yea: 5, Nay: 0, Absent: 2

Discussion: Superintendent Penrod noted that the Budget Committee voted in May to approve the proposed budget and now the Board must vote on ratification of the proposed budget.

Attachments:

Resolution #5 Adopting the Budget

6.2. Resolution #6 - TANS Loan

Speaker(s): Susan Penrod

Action(s): I move to approve Resolution #6 as presented, authorizing tax and revenue anticipation notes and related matters. This motion, made by Shannon Swedenborg and seconded by Sondra Gomez, Carried.

Voting Detail: Chris Corder: Yea, Katherine Davidson: Yea, Sondra Gomez: Yea, Michelle Hawken: Yea, Kevin LaCoste: Absent, Shannon Swedenborg: Yea, Brian Taylor: Absent

Voting Summary: Yea: 5, Nay: 0, Absent: 2

Discussion: Superintendent Penrod reported that we are experiencing delays in state and federal funding and our current cash reserves are on track to pay staff through September. We are thinking ahead to ensure that we are able to make the October payroll.

Corder asked when we last had to do this. Vandershule noted it was the 2020-2021 year.

Vandershule noted that even if our funding arrives, we would still take the TANS loan.

Hawken noted that we used to do a TANS loan every year and that it is common.

Gomez asked why we wouldn't use our reserves. Vandershule noted that the budget is a snapshot, but our cash flow will come in later. She noted that in researching the TANS loan, it has a 4% interest rate and the process takes at least 30 days.

Attachments:

Resolution #6 2025 TANS

6.3. Designations 2025-2026

Speaker(s): Susan Penrod

Action(s): I move to approve the 2025-2026 designations. This motion, made by Shannon Swedenborg and seconded by Katherine Davidson, Carried.

Voting Detail: Chris Corder: Yea, Katherine Davidson: Yea, Sondra Gomez: Yea, Michelle Hawken: Yea, Kevin LaCoste: Absent, Shannon Swedenborg: Yea, Brian Taylor: Absent

Voting Summary: Yea: 5, Nay: 0, Absent: 2

Discussion: Superintendent Penrod noted that designations are documented each year and approved by the Board, she briefly reviewed the resolution document.

Attachments:

Designation with Meeting Calendar 2025-2026

6.4. Disposal of District Property - Technology

Speaker(s): Susan Penrod

Action(s): I move to approve the disposal of the obsolete or irreparable technology equipment, as requested. This motion, made by Katherine Davidson and seconded by Chris Corder, Carried.

Voting Detail: Chris Corder: Yea, Katherine Davidson: Yea, Sondra Gomez: Yea, Michelle Hawken: Yea, Kevin LaCoste: Absent, Shannon Swedenborg: Yea, Brian Taylor: Absent

Voting Summary: Yea: 5, Nay: 0, Absent: 2

Discussion: Superintendent Penrod noted the letter from our IT department outlining the items for disposal.

Attachments:

06172025_DISPOSAL OF DISTRICT PROPERTY_TECHNOLOGY

6.5. Superintendent Evaluation Summary 2025-2026

Speaker(s): Michelle Hawken

Action(s): I move to adopt the Superintendent Evaluation Summary for the 2024-2025 school year. This motion, made by Sondra Gomez and seconded by Chris Corder, Carried.

Voting Detail: Chris Corder: Yea, Katherine Davidson: Yea, Sondra Gomez: Yea, Michelle Hawken: Yea, Kevin LaCoste: Absent, Shannon Swedenborg: Yea, Brian Taylor: Absent

Voting Summary: Yea: 5, Nay: 0, Absent: 2

Discussion: Vice-Chair Michelle Hawken read aloud the 2024-2025 Superintendent Evaluation Summary.

Penrod thanked the Board for their collaboration.

Hawken noted that the process has improved over the years and the quarterly check ins have been really valuable.

Gomez thanked Penrod for her leadership and passion.

Attachments:

Superintendent Evaluation Letter 5-20-2025

7. **BOARD REFLECTIONS/ANNOUNCEMENTS**

Description: This standing agenda item allows the Board to reflect upon statements made during public comment or topics covered and to share announcements or reports of their board-related activities.

Discussion: Member Hawken reflected on her years on the Board and all the experiences along the way. She expressed her appreciation of her fellow Board members.

Member Corder spoke about his appreciation of the Board and the work that has been done and that will continue with new members.

Member Davidson talked about how great it is to be part of this Board. She also talked about an idea for the Strategic Plan and the possibility of starting a Strategic Plan newsletter. Penrod noted that this was discussed recently at the District Office and she agreed that a newsletter is a good idea.

Member Gomez thanked Corder, Hawken and Owen and said she feels like she has made lifelong friends and she will miss them.

The greeter for next month will be Shannon Swedenborg.

8. **INFORMATION ONLY**

8.1. Classified Employment Actions:

- Tim Widmer - Substitute Driver - Employment
- Ian Brown - Substitute Driver - Employment
- Alaina Gilmour - Substitute Driver - Employment
- Jose Campos - Custodian/Bus Driver - Retirement
- Bob Ray - Bus Driver - Retirement
- Jerry Herrington - Bus Driver - Retirement
- Na Yin - Secondary Educational Assistant - Resignation
- Kammil Johnson - Secondary Educational Assistant - Resignation
- Amber Bertolet - Assistant Cook - Resignation
- Alek Oliveira Mastrianna - Custodian - Resignation
- Jacob Jones - Substitute Driver - Inactivate
- Makenzie Ballew - Substitute Driver - Inactivate
- Kaitlin Menefee - Elementary Educational Assistant - Resignation

8.2. Confidential Employment Actions:

- Susanna Fry - From 1.0 FTE District Office Support Specialist, to 0.5 FTE District Office Support Specialist *and* 0.5 FTE Payroll Specialist

8.3. Policy AR Updates

8.3.1. IIA-AR(5) - Request for Reconsideration of Instructional or Library Materials Form

Description: Rescind current policy [IIA-AR(3)] and implement new version.

Attachments:

IIA R 5 G1 NEW

8.3.2. JFE-AR - Individualized Plan for Pregnant and/or Parenting Students

Description: Revision.

Attachments:

JFE R G1

9. **ADJOURN**

Discussion: The meeting was adjourned at 7:01 pm.

Recommendation for Hire Form - *submit to HR office*

Individual to Hire: Robyn Valov Start date: 08/25/25 Position: Special Education Teacher

Job posting #: 25026

Changes to position terms as specified in the job posting:

☒ FTE: 1.0

☐ Temporary: term

Work schedule: M-F 7:45-3:45

Reasoning for hire:

I would like to recommend that the District hire Robyn Valov for the open Elementary Special Education Teacher position at Pacific Ridge Elementary School. Robyn brings 21 years of experience in education, including 9 years as a Life Skills teacher for primary grade students and 3 years as a Resource Room Special Education teacher. She comes highly recommended by her current supervisor and has demonstrated a strong commitment to supporting diverse learners.

(Ex. references, experience, etc.)

Additional misc information:

Does the candidate have already scheduled days (trip, vacation, etc.) that they have indicated they are unable to work? By listing the days below, you, the administrator, are indicating you approve the absences, including the use of unpaid time.

Dates of pre-planned absences: _____

PROGRAM APPROVAL:

[Signature] 6/20/25
Administrator/Supervisor Date

FOR OFFICE USE ONLY:

[Signature] 6/23/25
Superintendent Date

☐ Submit to School Board for approval ☐ Issue hire letter

Recommendation for Hire Form - submit to HR officeIndividual to Hire: Haile Korff Start date: 08/25/25 Position: Elementary Teacher - 2nd GradeJob posting #: 25053

Changes to position terms as specified in the job posting:

☒ FTE: 1.0☐ Temporary: term _____Work schedule: M-F 7:45-3:45

Reasoning for hire:

I would like to recommend the hire of Haile Korff for our open 2nd grade teaching position. Haile brings valuable experience from her two years with the Peace Corps, where she served as a primary teacher training specialist. Since returning to the United States, she has continued her work in education as a substitute teacher. Most recently, she has served as a long-term substitute in kindergarten at Pacific Ridge since December, providing consistent and effective instruction while the classroom teacher was on parental leave. Haile's dedication, adaptability, and commitment to students make her a strong candidate for this position.

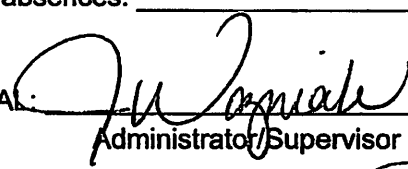
(Ex. references, experience, etc.)

Additional misc information:

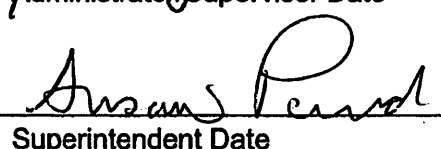
Does the candidate have already scheduled days (trip, vacation, etc.) that they have indicated they are unable to work? By listing the days below, you, the administrator, are indicating you approve the absences, including the use of unpaid time.

Dates of pre-planned absences: _____

PROGRAM APPROVAL:


6/20/25
 Administrator/Supervisor Date

FOR OFFICE USE ONLY:


6/23/25
 Superintendent Date
☐ Submit to School Board for approval ☐ Issue hire letter

Recommendation for Hire Form - submit to HR office

Individual to Hire: Christen Cottam_ Start date: August 25, 2025

Position: Middle School Math Teacher Job posting #: 25057

Changes to position terms as specified in the job posting:

x FTE: 1.0 ☐ Temporary: term _____

Work schedule: Full Time M -F 8:00 - 4:00 PM

Reasoning for hire:

We are requesting to move forward with the hire of Christen Cottam for the Middle School Math position at Seaside Middle School. Christen brings a strong professional background in science education and has worked extensively across content areas to support interdisciplinary learning. While she is newer to teaching math specifically, she has a solid foundation in mathematics and has successfully incorporated math instruction into her science curriculum.

Before entering the field of education, Christen worked in the biomedical field, which brings a valuable real-world perspective to her teaching. Her ability to connect academic content to authentic experiences enhances student engagement and understanding.

Christen has an outgoing personality, a collaborative spirit, and a student-centered mindset. She is deeply committed to supporting the success and well-being of all students. Her positive energy and diverse experiences make her an excellent fit for our school community. We are confident that Christen Cottam will be a wonderful addition to Seaside Middle School and enthusiastically recommend moving forward with her hire.

Additional misc information:

Will need to be liscenced in the state of oregon and get a foundational math endorsement

Does the candidate have already scheduled days (trip, vacation, etc.) that they have indicated they are unable to work? By listing the days below, you, the administrator, are indicating you approve the absences, including the use of unpaid time.

Dates of pre-planned absences: N/A _____

PROGRAM APPROVAL:

Wally Gugin 6-26-25
Administrator/Supervisor Date

FOR OFFICE USE ONLY:

Andrew Peral 6-30-25
Superintendent Date

☐ Submit to School Board for approval ☐ Issue hire letter

Recommendation for Hire Form - submit to HR officeIndividual to Hire: Skyler Neyenhuis Start date: 08/25/25 Position: Music TeacherJob posting #: 25047

Changes to position terms as specified in the job posting:

☒ FTE: 1.0☐ Temporary: termWork schedule: M-F 7:45-3:45**Reasoning for hire:**

I would like to recommend the District hire Mr. Skyler Neyenhuis for our open Elementary Music Teacher position. Mr. Neyenhuis is a recent graduate of Western Oregon University, where he earned a Bachelor of Music degree and successfully completed his student teaching in general music. He is eligible for K-12 music licensure and demonstrates a clear passion for music education, particularly in fostering foundational skills and musical appreciation in students. Mr. Neyenhuis comes highly recommended by his cooperating teachers, who have praised his professionalism, instructional skill, and ability to engage and inspire learners. I am confident in his ability to serve the District in this capacity.

(Ex. references, experience, etc.)

Additional misc information:

Does the candidate have already scheduled days (trip, vacation, etc.) that they have indicated they are unable to work? By listing the days below, you, the administrator, are indicating you approve the absences, including the use of unpaid time.

Dates of pre-planned absences: 6/30/25PROGRAM APPROVAL: [Signature] 6/30/25

Administrator/Supervisor Date

FOR OFFICE USE ONLY: [Signature] 6/30/25

Superintendent Date

☐ Submit to School Board for approval ☐ Issue hire letter

PROGRESS TOWARD STRATEGIC GOALS:

1. By June 2024, all students will be on track to graduate and be prepared with a plan beyond high school.
2. By June 2024, all students will develop the social and emotional skills to be positive community members.

Pacific Ridge Elementary School		
Year	Initiative	Strategic Goal
2019	Mission Control, Peace Corners, and Morning Meetings	2
2020	Pacific Ridge Beginning School opens	1
2020	Instructional Coach hired	1
2020	Standards-based report cards	1
2021	WIN (What I Need) / Interventionists hired	1
2021	Starbase	1, 2
2022	STEAM	1
2022	Student Council (4th and 5th grade)	2
2022	Family and Community Liaison	1, 2
2023	45 minute common preparation times Increased PE Minutes	1
2024	Junior Achievement- BizTown	1, 2

Seaside Middle School		
Year	Initiative	Strategic Goal
2021	8th-9th Grade Transition Counselor	1
2022	Newcomers Program, grades 6-12	1
2022	Expanded Electives (Art and Wellness/STEAM)	1
2022	Literacy and Math Blocks	1

2022	Home Room	1
2022	Student Success TOSA	1, 2

Seaside High School		
Year	Initiative	Strategic Goal
2021	Newcomers Program	1, 2
2021	Student Success TOSA	1, 2
2022	Instructional Coach	1
2023	Expansion of CTE Programs (Construction and Gulls Grub)	1
2024	Yonder	1,2

District-Wide		
Year	Initiative	Strategic Goal
2019	Guaranteed and Viable Curriculum (Mapping)	1
2021	Left the Clatsop County Consortium/Developed special programs for students with autism and specific developmental needs	1, 2
2023	Continuation of Staff Wellness Program	2
2022	Panorama	1, 2
2022	Marzano Framework of Instruction (High Reliability Schools) • Safe, Supportive, and Collaborative Culture • Effective Teaching in Every Classroom	1, 2

2022	HQ Instructional Materials • Art • Spanish • Music	1
2023	HQ Instructional Materials • English Language Arts • English Language Development	1
2022	Grow Your Own	1
2024	HQ Instructional Materials • Math • Science	1

Future Goals	
Effective Teaching in Every Classroom (Marzano)	1 (continues)
Alternative High School	1, 2
Health Occupation CTE	1
Performing Arts Center	1, 2
Marzano Teacher Evaluation	1 (2025)
AP Classes	1
Proficiency Scales and Competency Based Education (Marzano)	1
Dual Language Program at PRE	1, 2
Seal of Biliteracy on Diploma	1 (2025)

Seaside School District

Strategic Plan

2025-2028

Updated: July 2025

GROW, ACHIEVE, SUCCEED!



Presented to the School Board July 15, 2025

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Seaside School District Core Values

The Seaside School District is committed to providing equitable, safe learning environments, an engaging, well-rounded education, and a focus on collective wellness and community partnerships.

Seaside School District Mission Statement

Strengthening community, inspiring possibility, ensuring opportunity.

Seaside School District Vision Statement

In partnership with our coastal community, all of our students pursue excellence as passionate, empowered, lifelong learners.

Background

In 2017 the Seaside School District initiated a strategic planning effort which resulted in the adoption of a five year Strategic Vision Plan. Superintendent Sheila Roley Ed.D, convened a team of teachers, instructional assistants, community members, School Board members, administrators, secretaries, custodians, and an outside consultant. The team drafted the core values, mission, vision and two strategic goals for the district. Team members analyzed graduation, attendance, behavior and academic data disaggregated by focus groups. They also held ten community listening sessions. The Strategic Vision Plan was adopted by the Seaside School Board on December 13, 2018.

The first goal was, “By June of 2024, all students will be on track to graduate and be prepared with a plan beyond high school”. Performance indicators toward this goal included 100% of all freshmen would be on track to graduate, (earning 6.5 credits,) and all students would meet literacy and math targets on Star assessments by 3rd, 6th and 9th grade.

The second goal was, “By June 2024, all students will develop the social and emotional skills to be positive community members”. Performance indicators for this goal included 100% of students would meet positive behavior targets as measured by major and minor referrals and that all students would attend 95% of school days.

A worldwide pandemic caused Seaside Schools to move instruction online in the spring of 2019. Students returned to campus half time in 2020. In 2021 all students were back on campus. Our students effectively lost 18 months of full time schooling. This had a tremendous impact on student growth, so performance indicators were revised in 2019 but the goals remained the same: all students would be on track to graduate with a plan for after high school by 2024 and all students would have the social emotional skills to be positive community members by 2025.

In 2022, the Oregon Department of Education launched “Integrated Guidance” to braid funding from five grants: High School Success, Student Investment Account, Career and Technical Education, and Early Indicator Intervention System, with Early Literacy Success added in 2023. The Integrated Guidance application process required a needs assessment, data analysis, student, staff and community feedback, and the setting of Longitudinal Performance Growth Targets. These are the same components that were used to write the Strategic Vision Plan in 2017. This updated Strategic Plan is the result of combining the original plan with the Integrated Guidance Plan.

Superintendent's Message

Dear Families and Community,

Seaside students and staff are inspiring. Walk down any hall, from our Beginning School to High School and you will see energized students, compassionate instructional assistants, warm and professional teachers, dedicated administrators and the best custodians, secretaries, bus drivers and food servers in Oregon. The level of care and achievement of these individuals is seen in our continued academic improvement, our beautiful buildings and sport venues and our collective focus on growth.

In 2018 the School Board adopted a Strategic Vision Plan that included two overarching goals:

Goal 1 - All students will be on track to graduate with a plan beyond high school.

Goal 2 - All students will develop the social and emotional skills to be positive members of the community.

In the past few years we have made great strides towards these two goals. Both Pacific Ridge Elementary and Seaside Middle School have added targeted intervention times to their daily schedules to meet students precisely where they are on their learning trajectory. Student growth in 3rd grade reading shows an increase from 34% of students at grade level in 2022 to 56% in 2025. Ninth Grade on Track data shows an increase of 36.4% of ninth graders earning enough credits to graduate in 2021 to 86.4% ninth graders on track in 2024. Our Career and Technical Education (CTE) classes are well attended with 100% of CTE concentrators (two or more CTE classes in the same program) graduating in four years in 2024.

Teachers On Specials Assignment (TOSAs) have contributed to our second goal of developing the social and emotional skills of our students. We have implemented a district wide Social Emotional Learning (SEL) curriculum, Wayfinder, to teach self awareness, adaptability, empathy, collaboration, agency and purpose. Panorama student surveys show that 89% of students report having positive relationships within our schools.

This updated plan represents our commitment to graduating students ready for life beyond high school and raising emotionally healthy members of our beautiful community.

Sincerely,

Susan Penrod

Susan Penrod
Superintendent

The Update Process

Input from the Superintendent, Director of Curriculum and Instruction, Business Manager, Building Administrators, School Board Advisory Committees, teachers, staff, students, parents and community members was used in the development of the updated Strategic Plan. The team analyzed Oregon Department of Education Achievement Data, K-8 Star reading and math scores, attendance rates, behavior data, staff and student surveys, parent surveys and listening sessions, graduation rates, and Career Technical Education (CTE) enrollment. They looked for trends to make critical decisions about how to achieve our original goals:

Goal 1 - All students will be on track to graduate with a plan beyond high school.

Goal 2 - All students will develop the social and emotional skills to be positive members of the community.

Since 2023, Integrated Guidance (IG) funds have been used to achieve the two goals through hiring Instructional Coaches, Student Support TOSAs, Ninth Grade on Track support, Science, Technology, Engineering, Art and Math (STEAM) and Elective classes, Multi Tiered Systems of Support (MTSS), CTE courses, Early Literacy Intervention support and Family Liaisons. Progress toward the original goals is monitored through data reviews, community feedback, and IG team input.



District Core Values

*The Seaside School District is committed to providing
equitable, safe learning environments,
an engaging well rounded education,
a focus on collective wellness and community partnerships*

Analysis of academic, attendance and behavior data, as well as qualitative data from listening sessions and focus groups communicate three overarching themes. First, students, staff and families remain concerned with the **promotion of positive mental health**. Second, maintaining our **Career and Technical Education** courses and increasing elective opportunities are priorities. Third, we are committed to **increasing academic success** through a common Instructional Framework. The graphic below spells out the district's Equitable Framework of Instruction.

Seaside School District's Framework for Educational Equity



Integrated Grants Support Core Values

The vision of the original Strategic Vision Plan was to ensure all students complete high school with a plan for their future, a strong connection to their community and healthy self-esteem. This vision continues today and is supported by each strand of the Integrated Guidance Plan.

Student Investment Account

The Student Investment Account, or SIA, finances the support of student and staff well being through Student Support TOSAs, Family Liaisons, Instructional Coaches and Administrative Support at Pacific Ridge. Student Support TOSAs develop programs to promote overall mental health as well as support individual students needing targeted behavior plans. The Family Liaison provides a critical link between families, the school and community resources. Instructional Coaches bring our Instructional Framework to life through professional development, facilitating peer observations and learning opportunities, supporting collaborative teams and conducting instructional coaching cycles. SIA also pays for Elementary STEAM, and Middle School Art and STEAM electives.

High School Success

High School Success (HSS) dollars fund our Career Technical Education (CTE) courses, a 9th Grade Success Specialist, an 8th/9th Grade Transition Counselor and a Counseling Support Specialist. The 2024-2025 4-year graduation rate for Seaside High School was 78.4%. Students enrolled in at least one CTE course had a graduation rate of 93.67% and students who enrolled in two or more CTE classes in the same program of study had a graduation rate of 100%. Expanding our CTE programs will have a positive effect on our 4-year graduation rate going forward. Our 8th/9th Grade Transition Counselor and 9th Grade Success Specialist monitor students' freshmen credits and attendance to make sure they are earning enough credits for timely graduation. HSS directly impacts our first goal of all students graduating with a plan beyond high school.

Early Indicator Intervention System

The Seaside School District uses a Multi Tiered System of Support (MTSS) model of instruction. Baseline data is taken in reading and math, and growth goals are set for every K-8 student. If students don't achieve their growth goals within a six week period, learning interventions are introduced. Early Indicator Intervention System funds pay for Panorama, the data management system we use to monitor each student. This level of granular focus has led to K-5

literacy scores jumping from 34% 2021 to 56% in 2025, (a 22% increase and 15% higher than the state average). This directly affects our goal of all students graduating in four years as measured by 3rd and 6th grade literacy scores.

Early Literacy Success

Pacific Ridge Beginning School was established in 2020 providing a preschool experience for our youngest students. Additionally, Pacific Ridge Elementary implemented a school wide reading intervention block in 2021 called What I Need (WIN). The Early Literacy Success grant pays for a reading interventionist and consumable materials used during WIN. Kindergarten through second grade teachers are trained in the science of reading and use WIN time to teach phonemic awareness and phonics, the foundations of reading.



Accountability

Goal 1 - All students will be on track to graduate with a plan beyond high school.

Graduation readiness begins in preschool. Students who reach grade level benchmarks in reading, math and attendance by third grade are more likely to graduate on time than their peers. Reading and math data from K-8th grade is collected two ways, through our Star universal screener, and through state test scores. Ninth Grade On-Track data comes from our Student Information System (SIS) which tracks credits earned. Four Year Graduation Rates also come from the Student Information System (SIS) where student transcripts are located.

Goal 2 - All students will develop the social and emotional skills to be positive members of the community.

Behavior data is collected through major and minor referrals, and suspensions and expulsions. Social emotional and well being data is collected through Panorama student surveys and Wayfinder, our Social Emotional K-12 curriculum. Wayfinder is aligned to the New SEL standards adopted by ODE in 2023. Attendance data is generated in the Student Information System (SIS).

Accountability for these two goals is the primary focus of the superintendent in collaboration with district and school level administrators. To monitor progress towards these goals, the leadership team will implement:

- Monthly data reviews of attendance, SEL and student academic growth by the above mentioned metrics
- Annual reports on academic growth, attendance and SEL to the School Board by Principals and the Director of Special Services
- Annual State of the District report on progress toward goals one and two to the School Board by the Director of Curriculum and the Superintendent

If you have any questions about our Strategic Plan please contact Superintendent Susan Penrod, spenrod@seasidek12.org or call 503-738-5591.