

Alsea School Board Meeting  
Wednesday, January 25, 2023 School Board  
Begins Meeting at 7:00pm right after Oversight  
Bond Committee Meeting at 6:00pm

Alsea School Library  
301 South 3rd Street  
Alsea, OR 97324

1. Call to Order  
The Bond Oversight meeting was cancelled due to GMP unavailable.
2. Flag Salute
3. Approval of the Agenda  
Approval of the Agenda - approval with amendment adding item 5a, to the discussion item. Ryan VanLeuven motioned to approve, Deb Lindberg 2nd, all in favor yea. This motion, made by Ryan VanLeuven and seconded by Deb Lindberg, Carried.  
Robert Webb: Absent, Risteen Follett: Yea, Deb Lindberg: Yea, Linda Montanez: Yea, Ryan VanLeuven: Yea  
Yea: 4, Nay: 0, Absent: 1  
Approval of the Agenda - approval with amendment adding item 5a, to the discussion item. Ryan VanLeuven motioned to approve, Deb Lindberg 2nd, all in favor yea.
4. Superintendent Report:  
Sean Gallagher
  - a. RIF
  - b. Bond GMP UpdateSuperintendent Report  
Sean Gallagher
  - a. Bond GMP update - Alsea has secured Integrity Management Solutions as a project management for the Bond project. Updated quotes have been submitted from CB Construction and Straightline architects. Mr Giggy received all updated quotes for everything except electrical. Mr. Giggy will obtain bids from subcontractors for the electrical work. A final bid due date needs to be established.
  - b. RIF - reduction in force proposal. The district is facing a significant reduction of ADM for the 2023-24 school year will be about half of what the enrollment is for this current school year. This will be a significant decrease in revenue for the school district. State law requires the district to submit a balanced budget by June 30th each year. Lower enrollment is due to cutting of programs as well as a decrease in Learn at Home enrollment. This is something that all online programs are seeing across the state. We need LaHO to decrease their enrollment even more for next year in

order to be in compliance with ODE for the district to remain a non-virtual school status. Mr. Gallagher recommended a two stage process, mid year and prior to July 2023, stage two going into place on July 1st. Freeze on spending only purchasing needed items, nothing extra. A hiring freeze has been in place since October of this year. This is going to be a difficult process. Both looking at the school, staff and community effects. The state does not provide enough funding to pay for the staffing positions adequately. If we continue to make these changes we can survive and not have to close the schools doors. Looking hard into reaching out to other more inexpensive but still highly effective services. Questions from the board: Debra Lindberg realizes that this RIF has to happen to survive. Clarified that this is not just against the LaHO staff it is district wide. LaHO is as equally staffed as the building staff as well. She requested that Superintendent Gallagher will bring his recommendations to the board for approval prior to any action being taken. With resignations starting to come in what will happen? Sean Gallagher said that it depends on the position, if it is essential we will continue to hire from within or distribute duties. Risteen Follett had the following questions to clarify the two part reduction. What is the reduction goal for the first phase as well as what is the goal for the second phase? Ryan VanLeuven asked if we continue with this process will we for sure be able to keep the doors open? Will we for sure have to close the doors to the school if the board and Mr. Gallagher does not continue to move forward. Risteen Follett asked for clarification on the numbers presented to the board. Mr. Gallagher reiterated that the numbers put before the board in the supplementary budget are the numbers from the state. We need to be very careful who we have to let go as students have relationships with teachers. Sean Gallagher stated the majority of the staff will be let go late spring for next year. The Board is just being asked to approve Mr Gallagher to continue with the RIF process.



**District Administration Office**  
**Mr. Sean Gallagher – Acting Superintendent**  
301 S 3<sup>rd</sup> St  
Alsea, OR 97324  
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[www.alsea.k12.or.us](http://www.alsea.k12.or.us)

# MEMO

*OK for Board approval*  
*[Signature]*  
*1/12/23*

Date: 1/10/2023

To: Board of Directors

From: Sean Gallagher – Acting Superintendent  
Tim France - Principal, Learn at Home Oregon  
Heather Shunk - Assistant Principal, Learn at Home Oregon

Re: Seesaw Curriculum Adoption

Recommending Seesaw Curriculum adoption for the following reasons:

1. Dedicated to providing high quality substantive educational curriculum to support the work of teachers and students towards reaching academic goals and objectives in accordance with state standards.
2. Currently, K-5 teachers are independently finding resources and developing curriculum that aligns with state standards, and this adoption would allow for a tremendous amount of support in their efforts.
3. Seesaw platform provides engaging, high-quality, differentiated instruction across all academic content areas that meet state standards and focuses on increased feedback and interaction between students, teachers, and families.
4. Seesaw technology provides support for all learners to access high quality content in an equitable manner.
5. Although a newer curriculum, Seesaw is becoming well known as teachers and districts are finding great success implementing this to provide opportunities for students to build confidence while targeting standards.
6. Intuitive tools simplify data-informed and differentiated instruction within all academic areas, so every student receives the right level of support and challenge.
7. Foundational math and literacy skills, comprehensive computer science, social emotional and personal development lessons are provided within the Seesaw curriculum.

8. Built in assessment, reflection, and connection activities are easily accessible and intuitive for all participants.
9. Audio and text directions for assignments are provided in 100+ languages supporting equitable access for all students.
10. Student-driven portfolios are created within the platform to support reflection, growth mindset, and motivation. Portfolios capture student progress and are shared with an authentic audience - teachers, peers and family members.
11. Seesaw focuses on engaging all adults that are invested in the academic and personal path of each student. Additional family members can be invited to student accounts to provide encouragement and support in real time with text and audio posts.
12. A comprehensive progress monitoring system is embedded in the program which supports competency-based assessment and gives teachers a more complete picture of student's progress in real time.
13. Analytics provide details on student progress with-in standards based skill activities and lessons, and multiple views of student engagement.
14. Communication and engagement is a key component of the Seesaw platform. Teachers, specialists, support staff, and family members are able to share resources, updates, and collaborate to meet the unique needs of each student.
15. Seesaw provides a platform for creating a highly engaging community of learning where students can receive feedback and support from fellow students.
16. Seesaw provides extensive online resources to support teachers, administrators, families, and students.

Seesaw contract is for 400 students, which would allow a few elementary teachers at ASD Brick & Mortar to explore the possibility of utilizing the platform within their classrooms as well.

The district recommends that the board approves the Seesaw K-5 Curriculum. The cost is \$4,780 for 400 students.



Company Address 548 Market St.  
PMB 98963  
San Francisco, CA 94104  
United States

Please send any billing questions to ar@seesaw.me

Bill To Name Aalsea School District 7  
Created Date 12/15/2022  
Expiration Date 12/31/2022  
Quote Number 00054466

### Contract Summary

Contract Start Date 1/1/2023

Contract End Date 12/31/2023

# of Students 400.00

**For non-US customers only:**

Total Price USD 4,108.21

Do you have a VAT/GST registration number or equivalent?

Tax USD 0.00

Grand Total USD 4,108.21

If yes, enter registration number here: \_\_\_\_\_

### Contract Details

Product	Quantity	Sales Price	Total Price	Invoice Date
Credit	1.00	USD -671.79	USD -671.79	1/1/2023
Seesaw - District	400.00	USD 11.95	USD 4,780.00	1/1/2023

### Admin Sponsor (e.g. Principal, Director of Instructional Tech, etc.)

Decided to purchase (or renew) Seesaw. Will be included in conversations about our partnership progress.

**Sean Gallagher**

Name: \_\_\_\_\_

Email: **sean.gallagher@alsea.k12.or.us**

**Superintendent**

Title: \_\_\_\_\_

Phone: **5414875643**

### Seesaw Lead

Responsible for Seesaw training and adoption. Main Seesaw point of contact throughout the contract.

**Heather Shunk**

Name: \_\_\_\_\_

**heather.shunk@alsea.k12.or.us**

Email: \_\_\_\_\_

**LAHO Principal**

Title: \_\_\_\_\_

Phone: **5415314213**

### Tech Lead (Who can help set up your school?)

Lead for Seesaw's technical implementation. Point of contact for technical issues or updates.

**Nathan Roberts**

Name: \_\_\_\_\_

**nathan.roberts@alsea.k12.or.us**

Email: \_\_\_\_\_

**Technology Director**

Title: \_\_\_\_\_

Phone: **5414875653**

### Billing Contact - Accounts Payable (Who will pay the invoice?)

Receives invoices. Point of contact on payment-related matters.

**Brynn Campbell**

Name: \_\_\_\_\_

**brynn.campbell@alsea.k12.or.us**

Email: \_\_\_\_\_

**A/P**

Title: \_\_\_\_\_

Phone: **5414875665**

### School Address



Address: P. O. Box B

City: Alsea

State: Oregon

Zip / Post Code: 97324

Upon signing by Customer and submission to [web.seesaw.me](http://web.seesaw.me) or your sales representative, this Order Form shall become legally binding unless this Order Form is rejected by Seesaw Learning, Inc. for any of the following reasons: (1) the signatory below does not have the authority to bind Customer to this Order Form, (2) changes have been made to this Order Form (other than completion of the purchase order information and the signature block), or (3) the requested purchase order information or signature is incomplete or does not match our records or the rest of this Order Form.

This Order Form is governed by the terms of the Seesaw Learning, Inc. Master Services Agreement ("Agreement") found at <https://web.seesaw.me/msa> unless (i) Customer has a written master services agreement executed by Seesaw Learning, Inc. for the Services, in which case such written subscription agreement will govern or (ii) otherwise set forth herein. By signing below, the parties agree to be bound by the Agreement.

Name: Sean Gallagher

Date: 12/15/2022

Company: Alsea School District  
Email: sean.gallagher@alsea.k12.or.us

Title: Superintendent

Accepted By:   
92D2A615F61640D...

PO Number (if required): \_\_\_\_\_

Seesaw Signature

Name: \_\_\_\_\_

Company: \_\_\_\_\_

Accepted By: \_\_\_\_\_

Date: \_\_\_\_\_

# One Platform for Educators, Students, & Families

## High-Quality Instruction

Flexible instructional tools help teachers reach every student with their best teaching practices.

Support student creation, agency, and motivation while making learning accessible for all.



## Family Engagement in Learning

Engage all adults in a student's life as partners in learning.

Student-led portfolios and flexible messaging tools keep families in the loop and help educators to keep learning going at home.



## High-Quality Instruction

*Seesaw*

## Actionable Insights

## Actionable Insights

Intuitive multimodal tools make what students actually know visible.

Teachers have the insights they need to meet students where they are.





**"I don't say this lightly... Seesaw has been an absolute game changer for teachers."**

*- Eric LeMoine, Beaverton School District*



## Seesaw Functionality That Meets Our Immediate Online Academic and School Wide Needs:

- Dedicated to providing high quality substantive educational curriculum to support the work of teachers and students towards reaching academic goals and objectives in accordance with state standards.
- Currently, K-5 teachers are independently finding resources and developing curriculum that aligns with state standards, and this adoption would allow for a tremendous amount of support in their efforts.
- Seesaw platform provides engaging, high-quality, differentiated instruction across all academic content areas that meet state standards and focuses on increased feedback and interaction between students, teachers, and families.
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# Do It All On Seesaw

**Intuitive tools** that students of all ages and teachers of all comfort levels **love**.



**MULTIMODAL TOOLS**



**PORTFOLIOS**



**PROGRESS MONITORING**



**MESSAGES**

[Explore All Features](#)



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## MEMO

Date: 1/25/23

To: Board of Directors

From: Sean Gallagher – Acting Superintendent

Re: Reduction In Force (RIF) Recommendation

The district is facing a significant reduction in estimated ADMw for the 2023-24 school year. For 2022-23 the ADMw that the district is currently operating under is 1166, the estimated ADMw for 23-24 based upon current enrollment numbers is 620. This is a significant decrease in revenue for this school district. By state law, the district is required to submit a balanced budget by June 30, 2023 for the board to approve. This target must be met.

The reason for the drop in ADMw is multi-fold:

1. The district cut programs in spring 2022 that were not being properly served by state and federal law. To provide proper services to those programs would have been a deficit to the district. With the cuts to those programs created a loss of ADMw.
2. LAHO enrollment for 2022-23 ended up approximately half of what was budgeted. This is consistent with other online programs throughout the state.
3. LAHO enrollment for 2023-24 will need to be capped at approximately 217 ADMr to maintain non-virtual status with ODE. This was recently discovered that there was serious misrepresentation in regards to the status of LAHO back in 2021. I am working with Oregon Department of Education (ODE) on a transition plan that allows the district to maintain the non-virtual status.

### **Contracts:**

Since I arrived in March 2022, our staff has been evaluating every contract that the district participates with by asking three questions:

1. Do we still need this service?
2. If we need this service, can we provide this service from within?

3. If we can't provide this service from within, is there a better product that costs less that the district could secure?

By embarking on this process, the district has significantly reduced overall costs as evidenced by the budget report at the January board meeting. Some drastic examples of these reductions are:

1. LAHO Digital Platform
  - a. Cost during 2021-22 = \$1M
  - b. New cost with different vendors for 23-24 = \$58K
2. Google Advertising
  - a. Cost during 2021-22 = \$380,000
  - b. New cost with providing the service in-house = \$6K
3. Venture Capitalist Project
  - a. Out of bounds for district use of funds
  - b. \$500K contract with requests for additional funding
  - c. Cancelled April 2022
  - d. Savings = \$150K
4. Others
  - a. Most other contracts are small in the range of <\$40K

#### **Re-established relationships with regional services:**

When I arrived, the district was very isolated. Since then we have re-established relationships with LBL ESD, County Officials, Corvallis Library System, Public Health, etc... These organizations are providing direct services now to our district through state funding sources. This alleviates the district budget from having to provide these services internally or reach to the outside sources on the open market.

#### **Checks & Balances:**

The district has also employed a checks and balances system for any requested requisitions. There are multiple layers of approval now in place before district funds are spent.

#### **HR Reset:**

The board of directors recently approved new salary schedules with 2% steps at the last board meeting. The project re-balances compensation packages throughout the support staff while remaining competitive within the region. Prior to this approval, compensation packages have not been fairly distributed and were way out of bounds both on the low end and the high end. There will be some savings from this reset, the district is currently placing staff appropriately on the new salary schedules and will be calculating the approximate savings shortly.

#### **RIF Recommendation:**

Approximately 80% of a school district's budget is associated with staffing compensation packages including benefits. The district still needs to continue operating, thus cannot reach to the full 20% to balance the budget. We are at the point where the district will have to reduce overall staffing to balance the budget by June 30, 2023. The target range is approximately \$3-\$5M of our ~\$11M budget. I am recommending two stages for the RIF:

1. First stage will occur mid-year between now and June 30, 2023

2. Second stage will be a part of the 23-24 budget development

**Spending Freeze:**

Along with the RIF, I have placed the district on a spending freeze where only necessary items will be purchased.

**Hiring Freeze:**

The district has already been on a hiring freeze since October 2022.

It is important to note that any money that the district can save this year can be applied to the budget target for next year which reduces the target. The business department is currently working on a supplemental budget to complete the 2022-23 school year and is starting to build the 2023-24 budget. As this process moves along, we will have more definitive figures that will narrow down the deficit target.

This is going to be a very difficult transition for the district. We value the dedicated staff that we have employed, but the State of Oregon simply does not fund our school district at the level to maintain current staffing levels. By creating a balanced budget by June 30, 2023 this will ensure the future success of the Alsea School District.

5. Discussion

- a. Local Service Plan 2023-2025
- b. Bond Project Managers IMS
- c. Resolution to Terminate Paradigm Learning Systems

Discussion

- a. Resignation of School Board member - effective immediately Robert Webb has resigned his position. Questions from the board: Ryan VanLueven asked, "do we have anyone who is interested in filling the spot for the short term? What are the pros and cons of appointing someone this late in the school year? By the time we secure someone the year will be almost over. Risteen Follett will consult with Vince Adams to see what he feels would be the best since we are in the process of hiring a Superintendent. Risteen Follett will look into the policy for guidance around a four person school board.
- b. Local Service Plan 2023-2025 - ESD packet. Given to the board ahead of time so that you have a chance to look at it. Sean Gallagher said Alsea School District will have Tonja Everest, ESD Superintendent, come and do a presentation to the board in March or April. Alsea is currently working at a tier 4 level with ESD.
- c. Bond Project Manager IMS - Sean Gallagher as stated earlier Alsea has secured IMS for the bond management. Nancy Giggy will be helping with the communication piece, getting information out to the community via Sara Cash.
- d. Resolution to terminate Paradigm Learning Systems - current learning platform, looking into another platform. By evaluating each and every contract that the school district has we have been able to secure a less expensive platform.



# ALSEA SCHOOL DISTRICT 7J

PO Box B

11 S 3<sup>rd</sup> Street  
Alsea, Oregon 97324

541.487.4305 Fax 541.487.4089

## RESOLUTION No. 2022-2023-005

This resolution is to terminate our contract with Paradigm Learning Systems, LLC. 3006 Acorn Court, Philomath, OR 97370.

We have paid approximately \$1,000,000 in 2021-2022 to Paradigm Learning Systems, LLC. After our staff did extensive research looking for other platforms, we found we could get our curriculum, learning management, and a classroom platform at approximately \$58,000.

We have had many complaints concerning the Paradigm Learning System, LLC. One of the largest complaints has been the use of our Chromebooks not being compatible with certain platforms.

We have a large investment in our Chromebooks and it is not feasible to change computers. The new platforms are compatible and will work with Chrome books, so that will also save us from switching to more costly computers.

X \_\_\_\_\_  
Risteen Follett  
Board Chair

X \_\_\_\_\_  
Sean Gallagher  
Acting Superintendent

6. Patron Comments:

Patron Comments: In the room first: Joni Olsen - over the past few weeks bombarded with information.

She has repeatedly asked for information regarding financials and other documentation from the Board to

see more clearly how they came to their HR reset to justify their decision. She will give the board the

sheet she has put together as to what she is requesting. She realizes she has put the board in the spotlight.

Although coming on strong she respects the board decision. It initially felt like a lose lose situation but

has come to feel like it is more of a win win situation. With being transparent with the RIF situation.

Steve Boynton - spoke to the partnership with Alsea. He spoke to the board on behalf of LaHO staff and

approximately 250 Learn at Home families requesting that the board step in and intervene and stop

leadership from performing education malpractice. He asked the board to stop the mid year change which

will cause undue stress on staff as well as students. Mr Boynton feels that will be losing at least 100

families due to the change. Mr Boynton stated that LaHO has been sabotaged from the beginning of this school year.

Keenan Elbers, regarding the RIF. If an employee deals with the same job as the person who resigns, will

seniority take place in the RIF conversation. Risteen Follett felt that information would be useful to the

board as well. If this person leaves then the next person in line then steps up in the seniority process.

Ms Wilson asked, for positions that open up due to a resignation will that position then be opened up to

the internal staff allowing them to apply for the open position or will they just be reassigned to current

staff? Mr Gallagher said that he will send a follow up communication email clarifying both Mr Elbers and

Ms Wilson's questions.

Bart positive comment, he wanted to thank the staff and community for the support of the wrestling

tournament this past weekend. It could have not been done without the many people who helped run it.

17 teams were represented by schools around the state to create a very successful event.

7. Board Comments

Board Comments - No comments to add.

8. Action Items:
  - a. Seesaw Curriculum Approval
  - b. RIF Approval
  - c. Approval to Terminate Paradigm Learning Systems
  - d. Superintendent Salary Reduction Plan

Action Items:

a. Seesaw Curriculum Approval - Heather Shunk, very well attended meeting with families last week, students will be able to upload work, teachers will be able to evaluate students. LaHO staff and families are very excited. She has been receiving emails from parents who are very excited about the new program. Teachers are very excited about the resources that will now be available

to them to use. Debra Lindberg made a motion to approve the Seesaw program. Ryan VanLeuven seconded. Debra Lindberg asked how many platforms needed to be used. Access to books of different levels that can be embedded into the Seesaw program. There is a cost to use Seesaw. Seesaw is one of the three adoptions with all three costing the district \$59k per year. Risteen Follett asked Ms Shunk about the collaboration capability using Seesaw. How does this program work with mentoring among teachers? Heather Shunk is looking forward to collaborating with the Alsea brick and mortar staff in the future by moving to this program. Administrators will be able to provide feedback as well as they can also see what students upload. For existing families this is very important because they are online, they do not have the contact with students in a regular classroom so this adds even more support for them. Risteen Follett stated when she looked at the Seesaw cap of 400 could this program be used for brick and mortar students to access as well for student intervention? The answer is yes. LaHO has been 'folded into' the program that already exists for the district. Heather Shunk spoke about feedback from parents and the ability to adjust for students who need to have curriculum adjusted if they are struggling as well as students who need more of a challenge. Debra Lindberg motioned to approve with the additional information. Ryan VanLeuven seconded. All in favor yeay.

b. RIF Approval - Risteen Follett motioned to approve the process to proceed. Debra Lindberg

seconded. Ryan VanLeuven requested a guideline with lots of information. Risteen Follett amends that the board is requesting an addendum to the board prior to any action being done.

Superintendent Gallagher reiterated that tonight is just for the board's approval to move forward.

Risteen Follett asked that this be done just to ensure that the doors remain open and nothing else.

Discussion is to move forward. All in favor yea.

c. Approval to terminate Paradigm Learning Systems - memo in the attachments, Ryan Vanleuven

motioned to approve the termination of the contract with Paradigm Learning Systems, Debra

Lindberg seconded. Risteen Follett wants to verify that the 45 day notification is within legal

boundaries, as well as reviewed by the Alsea legal counsel. All in favor yea.

d. Superintendent salary reduction plan - reduction contract memo. Superintendent Gallagher with

all reductions he wanted to let the staff know that he is a part of the team. He is donating 10 days

back to the district upon his termination June 30th. Motion to accept the donation of Sean

Gallagher to donate the 10 days back to the district. Deb Lindberg motioned to accept Superintendent Gallagher's donation of 10 days back to the district. Ryan Van Leuven seconded.

No further discussion. All in favor yea.



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**Mr. Sean Gallagher – Acting Superintendent**

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## MEMO

Date: 1/25/2023

To: Board of Directors

From: Sean Gallagher – Acting Superintendent

Re: Paradigm Contract Termination

I am recommending that the board approve the termination of the Paradigm contract for 22-23 school year. The district has found other platforms to replace Paradigm that involves curriculum, learning management, and a classroom platform for a potential costs savings of over \$500,000 annually to the district in the future. We appreciate the time that Learn At Home Oregon (LAHO) has spent with Paradigm, but due to cost efficiencies, we find this transition necessary. Paradigm received the 45 day notice for termination of contract on January 18, 2023.



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## MEMO

Date: 1/25/23

To: Board of Directors

From: Sean Gallagher – Acting Superintendent

Re: Supt Contract Amendment

In lieu of the pending budget cuts and reduction in force, I am recommending that my 260 day contract is reduced by 10 working days. The district is not in the current state where the Superintendent could be absent for 10 working days, thus I would like to donate those days back to the district. I will remain on duty for the duration until June 30<sup>th</sup>. Any adjustments to monthly paychecks will be settled with the last June paycheck. Alsea deserves the very best effort of everyone in this time of need.



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3. If we can't provide this service from within, is there a better product that costs less that the district could secure?

By embarking on this process, the district has significantly reduced overall costs as evidenced by the budget report at the January board meeting. Some drastic examples of these reductions are:

1. LAHO Digital Platform
  - a. Cost during 2021-22 = \$1M
  - b. New cost with different vendors for 23-24 = \$58K
2. Google Advertising
  - a. Cost during 2021-22 = \$380,000
  - b. New cost with providing the service in-house = \$6K
3. Venture Capitalist Project
  - a. Out of bounds for district use of funds
  - b. \$500K contract with requests for additional funding
  - c. Cancelled April 2022
  - d. Savings = \$150K
4. Others
  - a. Most other contracts are small in the range of <\$40K

### **Re-established relationships with regional services:**

When I arrived, the district was very isolated. Since then we have re-established relationships with LBL ESD, County Officials, Corvallis Library System, Public Health, etc... These organizations are providing direct services now to our district through state funding sources. This alleviates the district budget from having to provide these services internally or reach to the outside sources on the open market.

### **Checks & Balances:**

The district has also employed a checks and balances system for any requested requisitions. There are multiple layers of approval now in place before district funds are spent.

### **HR Reset:**

The board of directors recently approved new salary schedules with 2% steps at the last board meeting. The project re-balances compensation packages throughout the support staff while remaining competitive within the region. Prior to this approval, compensation packages have not been fairly distributed and were way out of bounds both on the low end and the high end. There will be some savings from this reset, the district is currently placing staff appropriately on the new salary schedules and will be calculating the approximate savings shortly.

### **RIF Recommendation:**

Approximately 80% of a school district's budget is associated with staffing compensation packages including benefits. The district still needs to continue operating, thus cannot reach to the full 20% to balance the budget. We are at the point where the district will have to reduce overall staffing to balance the budget by June 30, 2023. The target range is approximately \$3-\$5M of our ~\$11M budget. I am recommending two stages for the RIF:

1. First stage will occur mid-year between now and June 30, 2023

2. Second stage will be a part of the 23-24 budget development

**Spending Freeze:**

Along with the RIF, I have placed the district on a spending freeze where only necessary items will be purchased.

**Hiring Freeze:**

The district has already been on a hiring freeze since October 2022.

It is important to note that any money that the district can save this year can be applied to the budget target for next year which reduces the target. The business department is currently working on a supplemental budget to complete the 2022-23 school year and is starting to build the 2023-24 budget. As this process moves along, we will have more definitive figures that will narrow down the deficit target.

This is going to be a very difficult transition for the district. We value the dedicated staff that we have employed, but the State of Oregon simply does not fund our school district at the level to maintain current staffing levels. By creating a balanced budget by June 30, 2023 this will ensure the future success of the Alsea School District.

9. Executive Session:  
To consult with counsel concerning the legal rights and duties of a public body with regard to current litigation or litigation likely to be filed. (ORS 192.660(2)(h))  
Executive Session: 2023
10. Return to Open Session  
Return to Open Session: 2052
11. Adjourn  
Adjourn - 2052
12. Key Dates and Calendar Updates  
January 17 – 27, 2023 J Term  
January 27, 2023, School in Session  
February 8, 2023, Regular School Board Meeting