



# LINCOLN COUNTY SCHOOL DISTRICT

Dr. Majalise Tolan  
Superintendent

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## Board of Directors NOTICE OF A BOARD MEETING Lincoln County School District Board Executive & Work Session

**Date** Tuesday, September 9, 2025  
**Time** Executive Session 5:00 pm re: (ORS 192.660(2)(d)) for Labor Negotiations & (ORS 192.660(2)(b)) for Personnel  
**Place** Taft 7-12, 3780 SE Spy Glass Ridge Dr, Lincoln City, OR 97367

The Lincoln County School District Board of Directors has scheduled a Lincoln County School District Board Executive & Work Session of the Board beginning at Executive Session 5:00 pm re: (ORS 192.660(2)(d)) for Labor Negotiations & (ORS 192.660(2)(b)) for Personnel.

Public comment will only be heard if a specific public comment time is designated on the agenda. Not all meetings of the Board have public comment.

If you are a member of the community and wish to speak before the Board, please email the following information to [eddie.symington@lincoln.k12.or.us](mailto:eddie.symington@lincoln.k12.or.us) by **12:00 pm on the business day prior to the meeting: Name, address and phone number (optional), and topic.** Once your request is received, you will be contacted with details regarding making the comment during the meeting. Public comment cards will also be available at the door and must be completed and given to the Board Secretary. All public comment will follow Board Policy BDDH – “Public Comment at Board Meetings.”

**The session will be streamed and can be accessed by visiting our [website](#).**

The agenda is attached.

The 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 before the meeting.

THIS NOTICE SATISFIES THE REQUIREMENTS OF ORS 192.630, 192.640 AND 332.045.

For further information or to request accommodations, please contact:  
Eddie Symington, Assistant to the Superintendent and School Board  
Lincoln County School District | 1212 NE Fogarty | Newport, OR 97365

**LINCOLN COUNTY SCHOOL DISTRICT**  
**Board of Directors – Lincoln County School District Board Executive & Work**  
**Session**

**Tuesday, September 9, 2025 - Executive Session 5:00 pm re: (ORS 192.660(2)(d))**  
**for Labor Negotiations & (ORS 192.660(2)(b)) for Personnel**  
**Taft 7-12, 3780 SE Spy Glass Ridge Dr, Lincoln City, OR 97367**

**Agenda**

1. Call to Order & Establishment of a Quorum
2. Recess to Executive Session: (ORS 192.660(2)(d)) for Labor Negotiations & (ORS 192.660(2)(b)) for Personnel
3. Adjourn Executive Session, Resume Work Session
4. Board Sound System Training

# Draft Board Meeting Audio/Video Setup

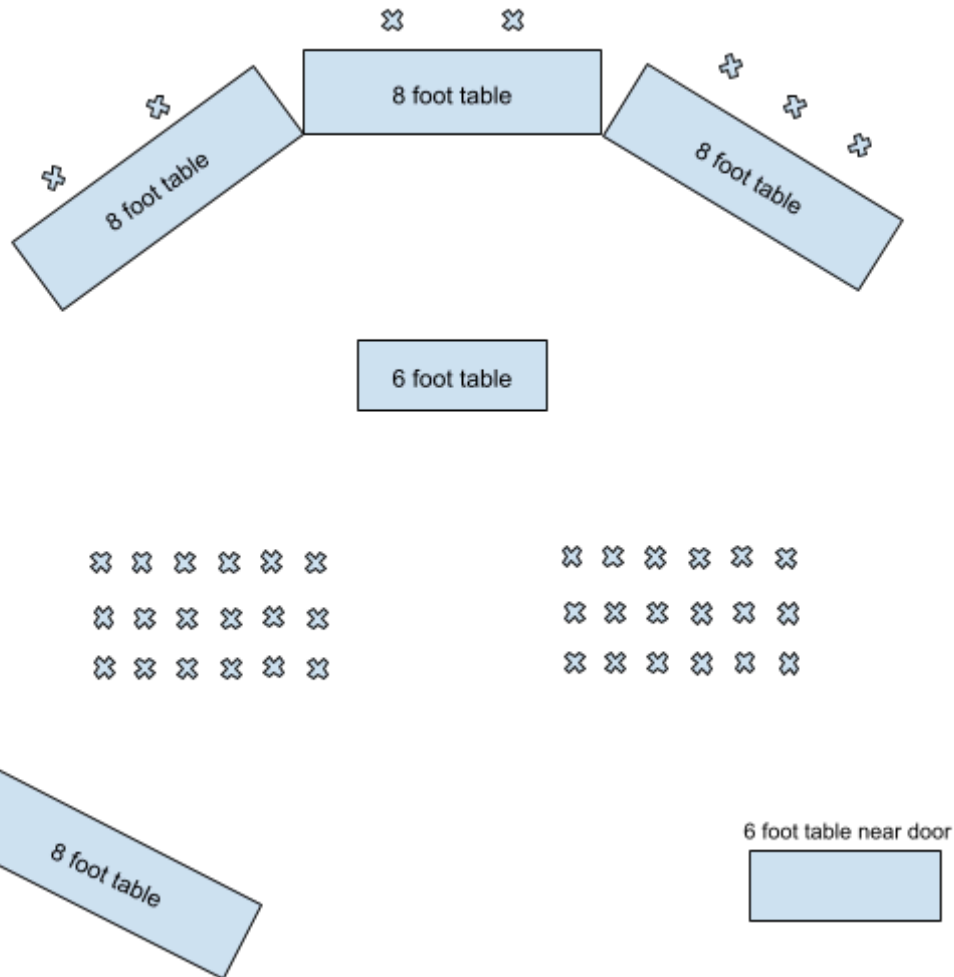
September 3, 2025

## Board Meeting Schedule, Location, and Rooms:

Date	Location	Room	Notes
9/9/25	TAHS	Media Center	
10/14/25	TOES	Cafeteria	
11/12/25	CVES	Cafeteria	
12/9/25	SCES	Gym	Change to Cafeteria?
1/13/26	YVES	Cafeteria	
2/10/26	TOHS	Media Center	
3/10/26	WPHS	Cafeteria	
4/14/26	OLES	Gym	Change to Cafeteria?
5/12/26	TAES	Gym	Change to Cafeteria?
6/9/26	NPHS	Media Center	

## Room Setup Diagram:

This drawing is not to scale. Buildings may need to adjust to best fit the space.



## Technology Use Etiquette:

- Board members and Superintendent all wear lapel mics attached to lanyards
- Do not move the location of the mic on the lanyard (6-8 inches from face)
- Use your normal voice with the mic, Tech will adjust levels for you
- Keep the space around the mic free from excessive clothing (scarves, etc.)
- Keep the mic turned on at all times during the meeting
- Look for hand signals from the Technology team for beginning the meeting and during any troubleshooting during the meeting
- When standing up to address the audience, only stand in the space directly between the board tables and the guest speaker table

## Potential Issues with Gyms and Cafeterias:

- Feedback is caused by an unexpected loud sound from the speakers entering back into the mic, causing a loop between the two devices.
  - Avoid feedback by always talking in your normal voice.
  - Clapping and cheering in a gym or cafeteria will cause unavoidable feedback, unless the frequency of those sounds are filtered out.
- Each board member has a different range of frequencies produced when they speak. The Tech team works to find those levels and exclude other levels. This process takes time, and is different in every location.
  - Mic checks before the meeting starts are a crucial part of a successful experience.
  - Please wait for a signal from the Tech team before starting the meeting for this reason.

#### Hand Signals

- Thumb up means “Good to go.” There are no problems on either end.
- **Green** sign means that there is a problem on the Tech team's side and we are working to fix it. Board members can continue the meeting while we fix the problem.
- **Red** sign means that the problem is on the Board's side. This could be something like:
  - Not speaking into the mic
  - Voice is too low
  - Interfering sound is coming from something around the mic
-

## 5. Communication Agreement

# Lincoln County School District

## Board–Superintendent Communication Agreements

### Purpose

These agreements outline how the Board of Directors and Superintendent will communicate to ensure effective governance, leadership, and student-centered decision-making.

### Agreements

#### 1. Communication Channels

- The Superintendent is the primary point of contact between the Board and staff.
- Requests for information flow through the Superintendent unless otherwise agreed.
- The Board Chair and Superintendent will serve as key liaisons for urgent or sensitive issues.
- Board members may request an agenda item for future meetings by making the suggestion in a public meeting or by submitting their request directly to the Board Chair prior to the regularly scheduled Agenda Setting meeting with Board and District leadership.

#### 2. Transparency and Trust

- The Superintendent will keep the Board informed of emerging issues, challenges, and successes.
- Board members will share concerns directly with the Superintendent, avoiding surprises in public meetings.
- The Board will make decisions as a whole Board and only at officially noticed Board meetings.
- The Board will follow Oregon Public Meeting Laws.

#### 3. Respectful Dialogue

- All communication and deliberation will be professional, respectful, and student-focused.
- Personal disagreements will be addressed constructively, so as not to interfere with Board business.

#### 4. Confidentiality

- Executive session discussions and confidential personnel/student matters remain private.

- Sensitive information will not be shared with outside parties without authorization.

**5. Responsiveness**

- The Superintendent will acknowledge Board requests promptly and provide timelines for follow-up.
- Board members will respect staff time by limiting detailed requests to governance-related matters.
- All parties commit to responding to communication within a reasonable timeframe (e.g., 48 hours).
- The Board Chair will respond to group emails sent to the whole Board.

**6. Unified Voice**

- Once Board action is taken, all members will support and communicate the decision publicly.
- The Administration will clearly articulate Board actions and decisions to staff and the community.
- The Board Chair will speak on behalf of the Board when authorized to do so.

These agreements will be reviewed annually during the Board retreat and updated as needed.

**Acknowledgement**

By signing below, the Board of Directors and Superintendent affirm their commitment to these agreements in the spirit of collaboration, respect, and service to the students and community of the Lincoln County School District.

**Board Chair:** \_\_\_\_\_ **Date:** \_\_\_\_\_

**Board Member:** \_\_\_\_\_ **Date:** \_\_\_\_\_

**Board Member:** \_\_\_\_\_ **Date:** \_\_\_\_\_

**Board Member:** \_\_\_\_\_ **Date:** \_\_\_\_\_

**Board Member:** \_\_\_\_\_ **Date:** \_\_\_\_\_

**Superintendent:** \_\_\_\_\_ **Date:** \_\_\_\_\_

6. Bond Project & CTE Space Tours: Taft 7-12
7. Adjournment

## **Board Goals 2024-2029**

**GOAL ONE:** Lincoln County School District will establish and meet high expectations for student achievement.

**GOAL TWO:** Lincoln County School District will create equitable, diverse, inclusive, and accessible learning environments across the district within a framework of excellence in education.

**GOAL THREE:** LCSD will provide for the long term health and welfare of our facilities and finances, focusing on accessibility, technological innovation, and purposeful utilization.

**GOAL FOUR:** Lincoln County School District will strengthen community relationships through communication and engagement with staff, students, families, and community partners.

### **Lincoln County School District Equity Team Land Acknowledgement Statement**

We ask that you take a moment to stop what you are doing, to listen to these words as we recognize the land that we currently inhabit. No matter where each of us is physically located in Lincoln County, we must understand that we are on traditional homelands and unceded territories of indigenous peoples. Where we live in Lincoln County, these are the ancestral homelands for the Confederated Tribes of Siletz Indians.

Lincoln County School District acknowledges the Confederated Tribes of Siletz Indians that consists of over 30 bands originating from Northern California to Southern Washington. The Confederated Tribes of Siletz Indians currently occupy and manage 9,310 acres located here in Lincoln County but is a mere fraction of their original 1855 1.1 million-acre Siletz coastal reservation. We must remember the people of the Confederated Tribes of Siletz Indians are and will forever be the first stewards of this land, water, and fish.

We acknowledge and recognize the continued sovereignty of the Confederated Tribes of Siletz Indians and honor their ancestral homelands. We are committed to bringing awareness to their history and the existence of the Confederated Tribes of Siletz Indians since time immemorial.

**NON-DISCRIMINATION:** Lincoln County Schools do not discriminate nor tolerate discrimination on the basis of an individual's race, color, religion, sex, sexual orientation, national origin, disability, gender identity, marital status or age or because of the race, color, religion, sex, sexual orientation, national origin, disability, gender identity, marital status or age of any other persons with whom the individual associates.