



SCIO SCHOOL DISTRICT 95-C

38875 NW First Avenue
Scio, Oregon 97374

“Youth In Pursuit of Excellence”

SCIO SCHOOL DISTRICT 95C
SCHOOL BOARD MEETING MINUTES
Scio Middle School Library
38875 NW FIRST AVE., SCIO, OREGON 97374-9502
Thursday, September 12, 2024
6:00 P.M.
In Person/Via Zoom Meeting

The link to view the meeting:

<https://zoom.us/j/94410360023?pwd=cEg1Ylk2YncyMkkoQTlrM3BFZ1V4Zz09>

Opening 6:00 p.m.

Regular Meeting

REGULAR BOARD MEETING MINUTES

1) CALL TO ORDER/WELCOME

The meeting was called to order by Presiding Chair, Nicole Buganski, at 6:00 P.M.; other board members present were Ed DeWilde, Anber Nelson, Derryl James. Mike Ennis was absent. Also, present were Superintendent – Steve Martinelli, Payroll/Board Secretary- Chelle Mask, and Director of Charter Schools – Gary Tempel, and Business Manager – Tracy Porter. Principals Kim Roth, Jacob Alburn, and Kyle Braa were present. Also present were members of the audience (See list attached).

- 1.1 The flag salute was led by Nicole Buganski.
- 1.2 Audience Introduction/Request (See List Attached)

2) Approval of Consent Agenda

Anber Nelson made a motion to approve the consent agenda as presented. Ed DeWilde seconded the motion. Motion passed.

James – Yes Ennis – Absent Buganski – Yes DeWilde – Yes Nelson – Yes

3) Adjustments to Agenda/Adopt Agenda

Mr. Martinelli adjusted the agenda adding 5.6 Out of State Travel

Anber Nelson made a motion to adopt the agenda with adjustment. Derryl James seconded the motion. Motion passed.

James –Yes Ennis – Absent Buganski – Yes DeWilde – Yes Nelson – Yes

4) Delegation/Visitors

4.1 Visitor/Patron Comments: Nicole Buganski read the following statement:

The meeting will now be opened to receive public comments. We value the time and initiative members of the public take to share their thought with the Board. The Board’s role during public comment is not to immediately respond, but to listen. If there is follow-up necessary, we will direct our Superintendent to do so. Remember that we all model the way for our students, and we ask that everyone share their thoughts respectfully. Should any public comment include complaints regarding a personally identifiable District staff member, the Board chair will direct the speaker to the proper administrative process found in the Board policy KL which can be found on the table near the entrance of the room and on the District’s website. When called on please state your name and relationship to the District. Please note that speakers will have three minutes to express their thoughts. There is a maximum of 30 minutes’ total discussion, for any given item.

Nicole Zedwick, community member, let the Board know that they have the permit for the water fountain, and they had a fundraiser to raise money to help with refurbish the water fountain. The city has donated a water meter so she is coming to the Board to ask if the Scio School District would consider supplying water to the water fountain? Nicole also is asking the Board if she could get a set of plans of what Scio School District is thinking of building to help us space plan for our parking at the new building. Nicole also said “yes” they would like to take Scio School District up on our offer of moving their shed. Nicole is also asking when the fence goes in can there be privacy panels put in the fence at the new district property? Nicole is asking what is going in between their house and the tennis courts?

Nicole Buganski said the school district plans is to have a privacy fence put in at the new district property. Storage bins for sand and bark dust are going in there but we do not have any plans for that yet. Ed DeWilde commented that he doesn’t recall ever getting a final plan on the water

fountain. Nicole Zedwick will bring the plaque that has been finalized to the next board meeting. Mr. Tempel said that the district has never been billed for the water fountain in the past when it was operational. Mr. Tempel said it has always been city water. Nicole Zedwick talked with the city and the city said that sometimes they billed the district for the water and sometimes they didn't. Nicole Buganski said the water fountain will be a matter of discussion at a later date.

Craig Tibbs, community member, brought up a Facebook post of questions being asked of the district. Craig is asking if there is a way we can go through the questions and get answers to them for the community? Nicole Buganski said she has a fair amount of answers to the questions on Facebook. Nicole said she will read through them.

1. Why isn't the last district budget posted on the website?
Budget documents are available at the District Office – we have not had any public requests to update the website, nor any requests to view the budget document in person. We are more than happy to get the website updated. As we all know, websites can easily become outdated, and we will work to better this going forward.
2. Why are the bus drivers in our district that have been with us for years being paid less than some new hires? How does that help with retention? Shouldn't the ones we've had longer be paid accordingly?
This is not accurate information. We follow the collective bargaining agreement and have salary schedules that determine the rate of pay based on years of experience.
3. Why are our school aids receiving barely above minimum wage even if they've been with us for years but yet some of them are in very hard positions and navigate a lot of difficult situations.
Classified employee ("school aids") wages and benefits packages are negotiated between the District and OSEA. During bargaining, comparison groups (like size districts) are built to ensure that offerings are fair and competitive. Ultimately, both the collective bargaining team and the District agreed upon the wages and benefits package offering – this is not a one sided decision made by the District.
Funding is determined by the state legislature. Until funding for our schools matches the needs we are presented, we will forever struggle to pay people their true value. Unlike a company that sells things or a service, we don't have the ability to affect our revenue. We are given an amount allocated from the legislature and have to make decisions on how to divide up the pie. We can't raise prices, change our raw materials, etc. to help pay our workforce more. We engage in a local budget committee process that helps us to determine how to divide up that pie. State funding is a complex system.

Craig Tibbs asked how much money do we get per year from the State?

Nicole Buganski said it is all based on some complex numbers and formulas by the state.

Craig Tibbs asked how we can help out, so our teachers get paid properly.

Nicole said that Scio School District is comparable to other districts that are of similar size. You also have to consider that these are 190-day contracts. They are paid on those 190 days. We also look at total compensation, benefits, paid time off are all points of bargaining. Also, the teachers are PERS contributing, and the district contributes on their behalf. You have to look at this as a whole to be able to look at compensation.

Nancy Schrepfer asked if our enrollment in the schools gone up this year from last year. And is there a certain amount that comes from the state relative to the number of students we have?

Nicole Buganski said everything is relative to the number of students.

Nancy Schrepfer – do we know about our increase in student numbers?

Steve Martinelli said that we do have additional ADM. We will see a slight increase; October 1st is the date that will give a good idea of what our student count is. Steve Martinelli also said that it is a statewide count as well. Steve Martinelli explained that the process of the payout to the schools based on the number of students you have. Some years the school district will underestimate the number of students and some years the school district will overestimate the number of students which in tale would either give us more money or the school district would have to pay back the money.

Nancy – so another words there is not a set amount per student, so for instance if Scio attendance goes up Scio doesn't get credit for that, or another district may go down they don't get asked for the money back? **Steve said it is very complicated, the state does do May lookbacks. Our district is complicated because we have a virtual charter school because their student numbers fluctuate.**

Nancy – does that charter school figure into the Scio School District number. **Steve - The charter school is in our count but the money we get from the state for the charter schools count mostly goes to the charter school.**

4. Why do our teachers get allotted classroom funds (that are minimal at best) and when they try to utilize those funds, they get push back or denial of that use?

As a District we are stewards of public funds. We have laws and regulations that we must follow. We take this role very seriously. I'm not aware of teachers actually being told they cannot use their classroom funds. I do know that there are steps in the process that take pre planning on all parties to complete prior to receiving funds at times and we know we can always work to streamline this process moving forward.

In regard to the “minimal funds” classroom funds are part of the budget pie and where we put the dollars. Each dollar that goes to supplies comes out of the same dollars that pay salaries, student sports, books, heating, air conditioning, etc. We always have tough decisions to make regarding where each dollar goes.

5. Why are certain departments within our district such as arts, forestry, agriculture etc. doing their own fundraisers but then having to give that money to the district and then wait for permission (and sometimes get denied) to use the funds they raised for their programs?

Student Body funds that are controlled by school district personnel should be budgeted and treated as governmental funds, which are auditable. Due to this, we have internal procedures and controls that we must follow. Each principal is responsible for the administration of the building’s student body funds.

As to the public statements made, I’m not sure where this information is coming from. I would encourage these individual’s to reach out if they have concerns that need to be address. Please take your concerns to the building principals and if that doesn’t get you the answer you can bring them to the superintendent.

Matt H, community member, the elemental school has the parent club. What category are they?

Nicole – They have their own 503 c. They are their own entity.

6. Why was our drama program previously granted money then had it revoked for “bathroom improvements”? That negatively affects our students too.

This is an inaccurate statement. When we received bids to complete the project they came in over budget and we had to postpone the project until a later date. The project has since been completed.

7. Why is our former superintendent retired but yet still collecting a higher paycheck then the majority of our teachers but yet is working “part time”?

We can’t and won’t be discussing personnel during an open public meeting; staffing needs and hiring is determined by our Superintendent and Board of Directors.

8. How much money does our district actually have and where is it being allocated? (That should be listed in the 23-24 or 24-25 budget plan that is NOT on the website)

As mentioned above the budgets will be posted online in the near future if they aren’t already there by the time I’m answering this question.

9. Why does ANYONE have to go through the former super for financials or approvals instead of being able to go through the current one and is that a reason we're losing him?

The superintendent is responsible for all decisions made by the District. They can and often do delegate certain decision-making power to individuals, but it is their responsibility. There isn't anyone for the superintendent to "go through" for approval.

The Board's only employee is the superintendent. The superintendent is the only one the Board hires. It is very clear in the rules and policies the superintendent is responsible for hiring administrators and the administrators are responsible for hiring their staff. The Board approves the hires in session.

Craig Tibbs – So Steve gets to make all the financial and purchasing decisions?

Nicole – that's not really how it works. There is a lot of checks and balances. Purchases have to be tied to certain accounts in the budget. As far as spending goes everything has to be spent in accordance with the purchase and the account they are coming out of.

Craig Tibbs – Do you see the capital projects? Does Steve oversee those?

Nicole – Capital projects do come to the Board for approval because there is a threshold. There are multiple layers of accountability.

10. What is being done to retain our teacher and staff? I believe they need our support now more than ever!

We feel we have a number of very attractive benefits to offer our staff which aid in retention, including...

- ***Class sizes below the state average***
- ***Fair wages. We have presented a fair offer to our Scio Classroom Teachers Association of an 8.2% raise for the 2024-25 school year that will put our licensed teachers above average in our comparison group of school districts. Most licensed staff will also receive a yearly step increase resulting in an average increase of 12% on last year's salary.***
- ***We are offering a longevity type of payment to our returning staff based on their number of years of experience in the district ranging from approximately \$546 to \$14,700 per person.***
- ***We are offering a 14% increase in the amount we will contribute to their monthly insurance costs for the 2024-25 school year.***
- ***Our actual 2023-24 average salary in the district was \$54,000. If the proposed salary increases are accepted in bargaining by the Scio Classroom Teachers Association our 2024-25 average salary would be \$60,100.***
- ***Our students! Ask any staff member who has left a larger district to work here at Scio and they will tell you our students make a huge difference in job satisfaction.***

There are more incentives than mentioned above but these attempt to address the question from a perspective of moving forward, starting next school year.

11. Why are our coaches paid a lot less than any other district similar in size? They devote so much time and energy into our children as well!

You will continue to hear a recurring theme here. The pie is the pie, and we just have to continue to determine where each dollar needs to go. Every dollar going to pay coaches comes out of the same pie that pays for previously mentioned items. Coaching stipends are on the extra duty salary schedule of the licensed contract, which again, are collectively bargained and agreed upon between both the union and the District.

An audience member asked the Board - discussing of the past superintendent involvement in the superintendent duties can't be discussed during open session, where is the place because there has been a lot of parents getting to discuss that and so where is the place for this discussion?

Nicole – that would be with the employer of the said employee. Steve – you can refer to board policy KL as well.

Beth Blumenstein, community member, don't know if you need a formal request to put the budget on the website, if you do this a formal request to put the budget on the website. Second, I was wondering if the agenda can also be posted on the website before the board meeting. **Nicole – We will make note of that for the future. The agenda is usually posted on the website.** Third, I was wondering if there is an opportunity to have community meeting when the budget is adopted for the community to better understand what it is and why those decisions were made. **Nicole – We have a budget meeting that is open to the public and we usually don't have any additional attendees. They are posted in the same matter as the agenda is and they are also post in the newspaper, post office and website.** Beth – what time of the year is this usually? **Nicole – usually in April/May.** What are the comparison school districts? **Steve – we choose similar size school districts to Scio and we pick 10 above us and 10 below us to compare that are close to our region.** How does the Board received public feedback about funds are being allocated in the budget that the Board has discursion to change? **Nicole – this is all done in public session. Matt H – it all happens in the May Budget meeting. The Budget committee and the Board will go through the budget. The Budget committee will approve the budget and then it goes to the Board for approval in public session.** For the interim superintendent process, will the Board allow public comment and questions at the point we learn more about the process? **Nicole – Yes, to a reasonable extent.**

Craig Tibbs – Did I hear that the state isn't increasing anymore funds? Didn't the governor go on record that she was going to increase funds? **Nicole – Again, this is a very complicated process. Yes, the governor has earmarked a pot of money that the intent is to go above and beyond what has been allocated by the legislature in the past. We don't know until the legislature is done with their process.**

Craig Tibbs – What is the average pay increase for teachers a year? Is it 1% or 2%? **Steve – Admin, Managers, and Licensed staff all receive the same cost of living rate every year.**

Craig Tibbs – What is the process for a teacher to get ink? **Nicole – they need to go through their administrator.** Craig – What is the process for getting ink for the teacher’s printers? **Kyle – we have a copier that everyone uses. The teachers do not have printers in their classrooms.** Craig – What is the approval process for ordering? **Kyle – I will speak to the process at the high school. Staff would come to Meghan, Office manager, ask if they can order supplies, Meghan then would ask Kyle if the staff member could order, Kyle would check to see if they have the budget for the order and tell Meghan either to put in a requisition in the system, the requisition goes to Kyle to approve and then it goes to the next in line to approve. Tracy is the final person to approve the purchase.**

Luke Zedwick – When the truss’ or the seismic retro fit or when like the property is bought for the new district office, is that part of the budgeting process, is there additional funds somewhere else? How does that connect? **Nicole – the seismic retro was mostly covered by a grant. So, there wasn’t a lot of cost to the district. We took care of sheetrock and carpet and ceiling tiles. When the truss’ failed in open session the Board did give their consent if we had to pay for it, it came out of our capital building fund. The Board approved that. There still might be some insurance coverage on the truss’. And the property came out of the capital building fund. There is money set aside for different things.** Luke - Is that an annually budgeted every year or is that something that is accrued over the years? **Nicole – accrued over the years.**

Craig Tibbs – Let’s say the governor is telling the truth and Scio gets an increase where are those funds going to go? **Nicole – they will get budgeted in the next budget cycle through the budget process.**

Derryl James – commented that he is excited about seeing this much participation from the community about the budget. The most productive way is to come to the budget committee meetings in the spring.

Audience member has a question about the transportation concerns. We are down a couple of routes, and we have drivers leaving the district. What is the plan? I was looking into applying to be a bus driver and the income just wasn’t there. **Nicole – most schools outsource their busing. Bus drivers are part of the classified staff, their negotiations are coming up in the spring.** **Steve – We have asked our neighboring district for help with busing and they said they are down as well in drivers.** Audience member – can you increase their hours and be used in the schools between their morning and afternoon routes? **Steve – this would require some rewriting of job descriptions. We are in the process of trying to figure it out.**

Matt H. – Wanted to take this opportunity to say that an email was sent out that Steve Martinelli is retiring. We are grateful for Steve. You do right for our children. You care about people. You are patient. You are kind and you are an excellent listener. Thank you

5) Items Requiring Board Action

5.1 Staff Changes: Hires and Retirements

Anber Nelson made a motion to hire the following:

Emily Aman-Chamberlin-Middle School Asst Volleyball Coach
Harley Stephenson-Middle School Asst Football Coach

Dax Oberson-Bus Barn – Bus Driver

Kevin Harry-High School Science Teacher
Maddi Ferguson-High School Asst Volleyball Coach
Haylee Uffelman-High School Asst Volleyball Coach
Cliff Hargis-High School Asst Football Coach

Darren Buettner-Bus Barn-Transportation Manager

Ed DeWilde seconded the motion. Motion passed.

James – Yes Ennis – Absent Buganski – Conflict of Interest DeWilde – Yes Nelson – Yes

5.2 Accept resignation from the Superintendent:

Mr. Martinelli presented to the Board his letter of resignation effective November 2, 2024.

Anber Nelson made a motion to accept Mr. Martinelli resignation. Derryl James seconded the motion. Motion passed.

James – Yes Ennis – Absent Buganski – Yes DeWilde – Nay Nelson – Yes

5.3 Board Policy: Recruitment and Duties of the Superintendent:

Nicole Buganski addressed the Board. We have 2 different options: Do we move forward with a permanent Superintendent? Do we go through a process of an interim superintendent? The Board decided to with an interim superintendent. We can suspend policy CBB and go through everything in open session or we follow CBB, and we go through our process of posting a vacancy for an interim superintendent. OSBA recommends CBB policy. We are looking for an interim superintendent from the outside.

5.4 Interim Superintendent process:

The Board decided to go with the process of CBB policy. We will schedule an open public meeting. We will post the interim superintendent job.

James – Yes Ennis – Absent Buganski – Yes DeWilde – Yes Nelson – Yes

5.5 Surplus:

Mr. Tempel would like to know if we can surplus classroom desks and chairs? I also would like to know if we can surplus the deck and lean to on the district house?

Derryl James made a motion to surplus the classroom desks and chairs. Anber Nelson seconded the motion. Motion passed.

James – Yes Ennis – Absent Buganski – Yes DeWilde – Yes Nelson – Yes

The Board said no to the deck and lean to on the district house. Would like to see more plans.

5.6 Out of State Travel:

Timbre White would like to attend conference in Round Rock, Texas on October 11 & 12, 2024.

Anber Nelson made a motion to approve out of state travel for Timbre White. Ed DeWilde seconded the motion. Motion passed.

James – Yes Ennis – Absent Buganski – Yes DeWilde – Yes Nelson – Yes

6) Board Reports

6.1 Superintendent's Report

Current

1. Wanted to publicly thank everyone for their patience with our construction delays. Staff have been very flexible and we will continue to ask for grace as we move through the rest of the month.
2. Below please find my letter of resignation. I have been truly blessed to have spent the last 5 plus years with the Scio School District.

Scio School District Board of Directors,

I am writing to inform you of my decision to resign from my position as Superintendent at Scio School District, effective 11/02/2024.

This decision has not been made lightly. After careful consideration, I have decided that it is time to do what is best for me and my family. My time with the Scio School District has been both rewarding and fulfilling, and I am grateful for the support and collaboration I have experienced throughout my tenure.

During my remaining time here, I am committed to ensuring a smooth transition. I am available to assist in the process of finding and onboarding a successor, and I will work diligently to complete ongoing projects and responsibilities.

I am proud of the progress we have made together over the last 5 years and am confident that the district will continue to thrive. We have made it through a once in a lifetime pandemic and I truly believe Scio School District is a destination for our students and families. The staff of Scio are second to none and your leadership has helped to make Scio a special place to live and work.

Thank you again for the wonderful experiences I've had at the Scio School District. I will always look back on my time here with fondness and pride. I plan to continue living in Scio and will have some indirect contact with the district in my new position. I am proud to be part of Logger nation!

Warm regards,

Steve R Martinelli

Steve R Martinelli
Superintendent
Scio School District

6.2 GT Report

Also Included in this Packet
1. Nothing at this time

Projects

#	Project	Notes	Status / Start Date
1.	High School Stage	Completed	Completed
2.	HS Sophomore Boys Bathroom	Done except for the punch list, which will have to wait until the contractors are out of the way	January 2024
3.	Cherry Street Property	On Hold	December 2024
4.	MS Girls Locker Room	The Walls are opened up, the plumber is next	July 2024
5.	Centennial Office Pod Floors	Completed	Completed
6.	Centennial Roof Office and Pod B	Completed	Completed
7.	Security Upgrades	They have started, probably will not be done until Dec	July 2024
8.	Senior Bathrooms	On Hold until next year	Summer 2025

9.	HS Sophomore Girls Bathroom	Done except for the punch list, which will have to wait until the contractors are out of the way	October 2023
10.	Gate Bates Field	We have signed a contract, waiting on the pieces	August 2024
11.	Clean Up and Bins Tennis Court	The Clean up is done, we are getting bids for a slab	August 2024
12.	High School Seismic	We have our temporary occupancy, they expect to be here 3 more weeks finishing	June 2024
13.	Cherry Street Property Fencing	The contract is signed, we are having the property lines freshened up. We will need to remove some trees and decide what to do with the driveway property line before the fence can be finished.	September 2024
14.	MS Truss Repair	We are hoping to have our first room back This Friday 9/6, and the next one by next Friday.	August 2024

Zedwicks

We have met with Zedwicks, we are waiting for some answers from our surveyor on what it would look like.

Irrigation

Mike gathered data

	Sample 1	Sample 2	Sample 3
HS Softball Field 8-28-24	1. (.60)	2. (.90)	3. (.50)
HS Baseball Fields 8-27-24	1. (1 inch)	2. (.75)	3. (.90)
HS Baseball Field 8-29-24	1. (.75)	2. (.65)	3. (.40)
Bates Field 8/23/2024	1. (.80)	2. (1 inch)	3. (.70)
Bates Field 8/26/2024	1. (.70)	2. (.90)	3. (.50)
Bates Field 8/29/2024	1. (.75)	2. (.60)	3. (.90)

Enrollment

Centennial – 262

KG	1st	2nd	3rd	4 th	5 th
32	36	51	45	49	49

Middle School – 145

6th	7th	8 th
48	49	48

High School – 234

9 th	10 th	11 th	12 th
60	58	62	54

Lourdes	38
Willamette Connections	1037

In District Totals 24-25

Sep	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	June
641									

In District Totals 23-24

Sep	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	June
659	660	655	655	650	646	645	648	646	648

Audience member asked why the construction at the Middle School roof is taking so long. *It was explained that part of the building is a 1950 building. This is construction and issues come up while tearing into the damage. We also had the choice of repairing the truss' or putting new truss's in and the Board decided to do new. Putting in new truss' pushed the timeline out a couple of weeks because they have to build the truss' and the contractor didn't pull the damage out until truss' were on site.*

Audience member asked why we would tack on another construction project to the same contractor to give them double the work? Derryl – Oregon is seasonal construction, and it is much more difficult to hire during the middle of the summer. Adding work to a contract that is already in existence is fairly easy to do. Starting over and doing the full bid process with a new contractor is a protractive process and much more difficult. Gary – one of the nice things about the CM/GC process is that you can add projects to them.

Gary Tempel explained the watering schedule and the amount of watering that our grounds staff were doing at the fields.

7) Board Comments/Information/Discussion Items

7.1 Board Comments:

None

8) Announcements/Date of Importance

- 8.1 Next Regular Board Meeting, Thursday, October 17, 2024, at 6:00 p.m. at Middle School Library
- 8.2 October 11, 2024 – No Students, Statewide Inservice Day

9) Executive Session per ORS 192.660

The school board will now meet in executive session. The executive session is held pursuant to ORS 192.660...(2)(d) which allows the board to meet in executive session to conduct deliberations with persons designated by the governing body to carry on labor negotiations.

And

ORS 192.660(2)(e) which allows the board to meet in executive session to conduct deliberations with persons designated by the governing body to negotiate real property transactions.

Representatives of the news media and designated staff shall be allowed to attend. All other members of the audience are asked to leave the room. No decisions may be made in executive session.

Centennial Elementary 503-394-3265 • Middle School 503-394-3271
High School 503-394-3276 • District Office 503-394-3261 • Fax 503-394-3920

10) Adjournment

Chairman, Nicole Buganski

Nicole Buganski adjourned the regular meeting at 7:48 P.M. to go into executive session.

Nil Bl.

Oct. 17. 2024

Presiding Chair

Date Board Approved

Mellemas

Board Secretary

We did not return to the open session after the executive session adjourned.