

INDIVIDUALIZED EDUCATION FOR ALL LEARNERS

August 8, 2022

6:30 P.M.

- 1.0 FLAG SALUTE/ROLL CALL Dena Crowell
Zone 1, Vacant; Zone 2, Tony Isom; Zone 3, Parker Leigh; Zone 4, Suzy Parker; Zone 5, Vacant; Zone 6, Kirt Glenn; Zone 7, David Karo.
- 2.0 ELECTION/SWEARING IN OF OFFICERS
2.1 Elect Chairman
2.2 Elect Vice-Chair
2.3 Oath of Officer
- 3.0 GOOD OF THE ORDER/COMMUNICATIONS
3.1 Agenda Adjustments Chairman
- 4.0 CONSENT AGENDA Chairman
4.1 Approve Candace Pelt as District Clerk
4.2 Approve Celeste Van Cleave as Deputy Clerk
4.3 Approve Candace Pelt as Custodian of Funds and Authorize Facsimile Signature of District Clerk
4.4 Delegate Candace Pelt Authorization to Sign for Federal Programs for the District
4.5 Approve Candace Pelt as the District Budget Officer
4.6 Approve The Times, Eugene Register Guard or the Albany Democrat Herald for District Legal Notices and Publications
4.7 Approve the Firm of Garrett, Hemann, Robertson, P.C. as District Legal Counsel
4.8 Approve Key Bank and the Local Government Investment Pool, as Depositories for School District Funds
4.9 Approve Brown & Brown Insurance as School District's Insurance Agent
4.10 Approve Pauly, Rogers & Co. as Official 2022-2023 Auditors for the District
4.11 Determine that Roberts Rules of Order will be used to Conduct Board Meetings, Except Where Other Group Processes may be Initiated by the Superintendent or Chair
- 5.0 ACTION/BUSINESS Chairman
5.1 Review/Appoint Applicant for Board Member for Zone 1 Chairman
5.2 Review/Appoint Applicant for Board Member for Zone 5 Chairman
5.3 Approve Minutes of the June Regular Board Meeting Chairman
5.4 Staff Acknowledgements Candace Pelt
5.5 Approve the Hire of Administrative Staff Candace Pelt
5.6 Set Date/Time for High School Graduation Candace Pelt
- 6.0 AUDIENCE COMMENTS
The Board is interested in hearing from our community. Public comments are welcome at the specified place on the agenda. Comments need to be about district operations and programs. The Board is unable to hear in open session any matters related to personnel or students. If you have personnel concerns, please share those directly with the superintendent. If you have a complaint you wish the district to address, please follow our policy KL (public) or GBM (staff).

7.0 REPORTS
7.1 Superintendent

Chairman
Candace Pelt

8.0 ADJOURN

Chairman

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 72 hours before the meeting to Dena Crowell, Executive Assistant, 32433 Hwy. 228, Halsey, Oregon, 97348, 541-369-2813. If needed, you may contact the Oregon Telecommunications Relay Service at 1-800-735-9200 for assistance in contacting the District. Central Linn is an equal opportunity educator and employer.

AGENDA EXPLANATIONS

2.0 **Election of Officers** – The Board will elect a Chair and a Vice Chair for 2022-2023.

ALL CONSENT ITEMS CAN BE APPROVED IN ONE MOTION

- 4.0 **Consent Agenda** – Items 4.1 through 4.5 simply authorize Superintendent Superintendent, Candace Pelt, and the Business Manager, Celeste Van Cleave, to act on behalf of the Board as the District Clerk and Deputy Clerk respectively. The roles noted in the agenda are common for most districts and on-going, but they do require annual re-approval so that these two positions may carry out the District's fiscal responsibilities.
- 4.6 **Approve *The Times*, *Eugene Register Guard* and the *Albany Democrat Herald*** – It is required that public school districts formally designate their newspapers of record. The three papers we use for positions and legal announcements are included on the agenda.
- 4.7 **Approve Legal Counsel** – We are recommending the District and Board continue to contract legal services from the firm noted in the Agenda. The Board's approval of this firm will ensure continued representation and the firm's history with Central Linn is invaluable. The district does contract for other specialized legal services on an as needed basis, but this action is only in regard to counsel for the Board and District.
- 4.8 **Approve Depositories** – We are recommending the Board continue to use Key Bank and the Local Government Pool. Our day-to-day banking has been done with Key Bank and the District is pleased with the service received. The Local Government Pool is where our larger and longer-term transactions/deposits are made.
- 4.9 **Approve Insurance Agent** – We are recommending the Board to designate Geoff Sinclair with Brown & Brown Insurance as the district's Insurance agent for the 2022-2023 school year.
- 4.10 **Approve Auditors** – We are recommending the Board again designate Pauly, Rogers and Co. as the district's auditing firm for the 2022-2023 school year.
- 4.11 **Approve Rules for Conducting Meetings** – Although other meeting management forms may be used by the Board in conducting its business, it is recommended the Board adopt the continued use of Robert's Rules of Order.
- 5.1 **Review/Appoint Applicant for Board Meber for Zone 1** - One application received by Carie Simon. See packet for application.
- 5.2 **Review/Appoint Applicant for Board Member for Zone 5** - One application received by Jason Curtis. See packet for application.
- 5.4 **Staff Acknowledgements** – Acknowledge the hire of Wendi Farris, Varsity Girls' Soccer Coach; Kasandra Lauzon, School Nurse and the resignations of Lindsay Androy-Koberstein, HS English Teacher; Tiffany Day, HS Social Studies Teacher; resignation of Denise Johnson, HS Health Occupation/CTE; resignation of AJ Rise, HS Math Teacher and the resignation of Heidi Hermansen, Jr/Sr High Principal.
- 5.5 **Approve Hire of Administrative Staff** - Candace Pelt recommends to the Board the hire of Kyle Kivett as the Jr/Sr High Interim Principal for the 2022/2023 school year.
- 5.6 **Set Date/Time for High School Graduation** - The Board needs to set a date for High School Graduation. Past practice would suggest Saturday, June 10, 2023 at 1:00 p.m. for the 2023 graduation date and time.

UPCOMING EVENTS

Board Training - September 10, 2022. Location: HS Rm 803, Time TBD. Topic: Strategic Planning

Work Session - September 10, 2022. Location: HS Rm 803, Time TBD. Topic: Strategic Planning

Next Board Meeting – September 12, 2021 @ 6:30, High School Cafeteria and via Zoom

Board Work Session - September 26, 2022. Location: HS Rm 803 @ 6:00 pm. Topic: Strategic Planning

****Also included in the Board Packet, as reminder information, the adopted Board Meeting Schedule, the adopted Work Session Schedule, the adopted Board/Superintendent Priorities and the Superintendent Evaluation Timeline.**

Central Linn School District 552-C

Code: **BBBB**
Adopted: 1/11/88
Revised: 4/14/05

Board Member Oath of Office

New directors must qualify by taking an oath of office before assuming the duties of office. The oath of office will be in the following form:

I, _____, do solemnly swear (or affirm) that I will support the Constitution of the United States, the Constitution of the State of Oregon and the laws thereof, and the policies of the Central Linn School District. I will faithfully and impartially discharge the duties of the Office of School Board Member according to the best of my ability during the term for which I have been appointed.

Signature

END OF POLICY

Legal Reference(s):

ORS 332.005

1.0 ROLL CALL

On June 13, 2022 Chair Karo called the meeting to order at approximately 6:30 p.m. in the Central Linn Elementary Library and via Zoom.

Members Present: David Karo, Kirt Glenn, Suzy Parker, Parker Leigh, Tony Isom

Members Absent: Brian Tenbusch

Others Present: Candace Pelt, Celeste Van Cleave, Dena Crowell, Rachel McKee, Glenda Seiders, Denise Johnson, Tia Parrish

2.0 GOOD OF THE ORDER/COMMUNICATIONS

2.1 Agenda Adjustments: None

2.2 ASB Report: None

2.3 Facilities Report: Joni Wixom, Facilities Supervisor, provided a 2022 summer projects schedule to the Board.

2.4 Facilities Committee Report: Superintendent Pelt reported meeting with Facilities Committee members who announced that in light of the recent school shootings that they want the District to be secured and feel safe. These members informed Superintendent Pelt they intend to install fencing around both school campuses with electric entry gates this summer. This generous announcement would be a donation to the District.

2.4.1 Security Measures: Discussion on fencing/gate installation: Chair Karo approved the idea of the installation and asked if the gates would be closed during the school day. Superintendent Pelt announced that gates would be locked though procedures will need to be established to allow entrance/exit to District grounds and that emergency response procedures will need to be updated this summer in preparation for the fall. Superintendent Pelt asked the Board to thank the Facilities Committee for their generous support and donation.

3.0 BUDGET HEARING

3.1 Public Testimony on the 2022-2023 Budget: None

3.2 Discussion: Celeste Van Cleave, Business Manager, reminded the Board that authority for the Budget is at the major function level only.

3.3 Close Hearing: Chair Karo closed the hearing at approximately 6:42 p.m.

4.0 SUPPLEMENTAL BUDGET HEARING

4.1 Public Testimony on the Supplemental Budget: None

4.2 Discussion: Celeste Van Cleave stated that the Supplemental Budget is to add additional authority for the High School Summer Credit Recovery Program that occurs prior to June 30th. The 2021-2022 Budget did not have the Credit Recovery Program factored into it.

4.3 Close Hearing: Chair Karo closed the hearing at approximately 6:44 p.m.

5.0 AUDIENCE COMMENTS

Glenda Seiders, Districtwide Concerns

6.0 ACTION/BUSINESS

6.1 Approve Minutes of the May Regular Board Meeting: Director Parker made a motion to approve the May Regular Board Minutes, as submitted. Vice Chair Isom second the motion. Motion passed 5-0. Zone 1 vacant and Zone 5 absent for vote.

6.2 Approve April 25th Budget Committee Work Session Minutes: Director Leigh made a motion to approve the April 25th Budget Committee Work Session Minutes, as submitted. Director Parker second the motion. Motion passed 5-0. Zone 1 vacant and Zone 5 absent for vote.

6.3 Approve May 16th Special Session and Work Session Minutes: Director Glenn made a motion to approve the May 16th Special Session and Work Session Minutes, as submitted. Director Leigh second the motion. Motion passed 5-0. Zone 1 vacant and Zone 5 absent for vote.

6.4 Approve May 16th Budget Committee Minutes: Vice Chair Isom made a motion to approve the May 16th Budget Committee Minutes, as submitted. Director Parker second the motion. Motion passed 5-0. Zone 1 vacant and Zone 5 absent for vote.

6.5 Adopt 2022-2023 Budget: Director Leigh made a motion to adopt Resolution 6-01-22 Adopting the Budget in the aggregate amount of \$14,369,202; Resolution 6-02-22 Making Appropriations in the same amount and Resolution 6-03-22 Imposing and Categorizing Taxes-Combined at the rate of \$4.6179 per \$1,000 of assessed value for tax year 2022-2023. Vice Chair Isom second the motion. Motion passed 5-0. Zone 1 vacant and Zone 5 absent for vote.

6.6 Adopt Supplemental Budget Resolution: Celeste Van Cleave reported the Supplemental Budget Resolution provides authority to cover costs for the High School Credit Recovery Program for the Summer of 2022. Director Leigh made a motion to adopt Resolution 6-04-22. Vice Chair Isom second the motion. Motion passed 5-0. Zone 1 vacant and Zone 5 absent for vote.

6.7 Adopt Transfer Resolution: Celeste Van Cleave reported the transfer resolution provides authority to move funds from contingency to General Fund transfers to cover food service costs which are currently in the red. A transfer is required from the General Fund to balance the fund. Director Leigh made a motion to adopt Resolution 6-05-22. Director Parker second the motion. Motion passed 5-0. Zone 1 vacant and Zone 5 absent for vote.

6.8 Approve ESSER Capital Expenditure: The 22/23 adopted budget allocates \$800,000 of ESSER III funds to be used to purchase a new Vo-Ag building in partnership with the Facilities Committee. The anticipated start of construction will begin the summer of 2023. ODE requires Board approval for capital expenditures beyond \$25,000. Director Leigh made a motion to approve the use of ESSER funds for capital expenditure. Vice Chair Isom second the motion. Motion passed 5-0. Zone 1 vacant and Zone 5 absent for vote.

6.9 Declare Board Vacancy: The resignation of Board Director, Brian Tenbusch, was accepted and Zone 5 was declared vacant. This vacancy will be filled through Board appointment.

6.10 Staff Acknowledgements: The Board acknowledged the hire of Kaitlyn Isom, Head Cheer Coach; John Holman, Boys' JV Basketball Coach; Gus Isom, Assistant Varsity Football Coach; Tracy Smith and Jacob Gaskey, Co-Junior High Boys' Basketball Coaches; Amanda Leduc, Educational Assistant and the resignation of Jenny Savage, Educational Assistant and Kassidy Shryock, High School English Teacher.

6.11 Approve Hire of Licensed Staff: Director Leigh made a motion to approve the hire of Savannah Ashcraft, Elementary Art Teacher on a Temporary contract; Mary Arnold, Elementary Special Education Teacher on a Temporary Contract; Rodney Baney, Counselor on a Temporary Contract; Sarah Curtis, High School Special Education Teacher on a Probationary Contract and Wendi Farris, Middle School Teacher on a Probationary Contract. Director Leigh second the motion. Motion passed 5-0. Zone 1 and Zone 5 vacant for vote.

6.12 Approve Student Exchange: The District was notified by Cultural Homestay International of the desire to place exchange students with Central Linn families, for enrollment in the 22/23 school year. Chair Karo made a motion to accept the registration of exchange students. Director Leigh second the motion. Motion passed 5-0. Zone 1 and Zone 5 vacant for vote.

6.13 Approve Complaint Response #1: Chair Karo stated third party investigation findings to Mr. Tyler Collin's complaint indicated that there were no immediate meeting law violations though the District needs to make more clear the posting of Board Meetings and following Executive Session Meeting Laws. Chair Karo made a motion to take no further action. Director Leigh second the motion.

Discussion: Vice Chair Isom stated that he would prefer to acknowledge the partially substantiated findings noted by the third party investigator and to make the appropriate changes. Chair Karo rescinded his motion. Director Parker made a motion to acknowledge the areas of concern uncovered in the investigation and to respond to Mr. Collins in writing. Vice Chair Isom second the motion. Motion passed 5-0. Zone 1 and Zone 5 vacant for vote.

6.14 Approve Complaint Response #2: Chair Karo stated this complaint was from Ms. Rachel Seiders input on the Zone 1 vacancy. Chair Karo stated he does not think there is action to take at this time. Director Leigh made a motion to take no action to Ms. Seiders complaint. Vice Chair Isom second the motion.

Discussion: Vice Chair Isom stated that even though action will not be taken to fill Zone 1 tonight, the Board needs to take another look at filling the vacancy. Director Parker asked when/how do we fill the vacancies? Chair Karo responded that applicants will be interviewed and then voted upon at an open meeting. A motion will need to be made to revisit applicants who have already been interviewed. Director Glenn stated the need to take applications from both zones and fill the vacancies. Vice Chair Isom agreed with Director Glenn on the need to bring the vacancies up as an agenda item in the next meeting but that the Board currently needing to take action on Ms. Seider's complaint response. Motion to take no action to Seiders' complaint passed 4-1. Director Glenn Opposed, Zone 1 and Zone 5 vacant for vote.

Vice Chair Isom asked to revisit Zone 1 vacancy at the next board meeting.

6.15 Adopt Board Policy IKF, Graduation Requirements: Superintendent Pelt reported that changes made to IKF does not lower standards but updates policy language and helps remove

barriers. Director Leigh made a motion to adopt Policy IKF, Graduation Requirements. Chair Karo second the motion. Discussion: Vice Chair Isom asked for clarification on what Career Education credit referred to. Superintendent Pelt stated it is a required component that is met through advisory that explores career related education. When asked for input, staff member Denise Johnson, stated that meeting the Career Education credit has been a little unclear but that as a parent she would like a required class in Personal Finance that would meet the Career Education requirement. Superintendent Pelt announced that Ms. Johnson is scheduled to teach Personal Finance next school year. Director Leigh pointed out that a Personal Finance course was noted in the May Work Session Minutes as a desired course addition. Director Parker asked about whether the twelve Modified Diplomas electives are applied towards a student's personal choice, to which Superintendent Pelt stated that students are able to choose their own elective classes. Motion passed 5-0. Zone 1 and Zone 5 vacant for vote.

7.0 REPORTS

7.1 Financial Report: Celeste Van Cleave reported that this time of year is a cash lean year though May is a big revenue month; having received revenue through a final State School Fund payment, State Forest Revenue, Common Schools Fund revenue, and High Cost Disability revenue. Ms. Van Cleave informed the Board that Seismic Rehabilitation construction will begin this Friday, trailers have already been moved onto the High School campus.

Ms. Van Cleave announced that currently open through June 27th are dairy product bids along with produce bids.

7.2 Superintendent Report: Superintendent Pelt reported appreciation on the part of many staff to a smoothly run high school evacuation due to a gas leak detected in the boiler room. Bus drivers responded immediately to evacuating students and staff to the elementary school. After the evacuation, feedback from emergency responders recommended adjustments to our evacuation procedures that will be adjusted over the summer. Superintendent Pelt reported that June's Open House had a successful turn out and that Board members, Tony Isom and David Karo, congratulated all graduates at their commencement ceremony. Superintendent Pelt informed the audience that graduation was held outside, after ASB input, to solidify a location due to the possibility of the High School Gymnasium being unavailable due to seismic construction. With the anticipation of rain, tents were brought in though several community members responded that the tents were not adequately used. Superintendent Pelt agreed to the feedback and informed the Board that plans to adjust to Oregon weather will be made for future outdoor graduation ceremonies. High school seismic rehabilitation construction will begin regardless of weather conditions. Seismic contingency is very slim; hope for no major issues during the rehabilitation process.

8.0 ADJOURN

With no further business before the Board, Chair Karo adjourned the meeting at approximately 7:31 p.m.

Dena Crowell, Board Secretary

Board Chair, David Karo

Date Approved

**SCHOOL BOARD DIRECTOR
APPLICATION FORM**

**CENTRAL LINN DISTRICT #552C
BOARD POSITION ZONE: 1**

NAME: Carie Simon

ADDRESS: [REDACTED] Shedd, Or 97377

EMAIL: [REDACTED]

TELEPHONE(S) : [REDACTED]

Return to:

**Superintendent, Dr. Candace Pelt
Central Linn School District
PO Box 200
Halsey, Oregon 97348**

Note: An eligible candidate must be a registered voter and resident of the district for one year immediately preceding the appointment and residing within the boundaries of the designated zone.

Name Carie Simon

Date 7/18/2022

The Central Linn School Board's objective is to appoint board members who can be of the most help to the District. The Board looks for people with different skills and perspectives, i.e., a board needs members with management, parenting, leadership, schooling, and community experiences with skills.

The following information will assist the Board in considering the applications of all candidates on a consistent, uniform basis:

I. STATEMENT OF PURPOSE:

Please write a brief response to each of the following questions:

1. What knowledge, experience, and expertise could you contribute as a member of the Central Linn School Board?

I grew up in small school districts and experienced how the positive relationship
between the school and community was able to foster a positive experience for
each student. In each of my professional positions, I have been a key player
in assessing options and creating a plan of action to better improve systems,
procedures and/or communications. I offer a unique background of
management, compliance and all aspects of entrepreneurship.

2. Individualized education for all learners; Describe what this statement means to you and how it might affect the classroom or structure of a school.

Individualized education for all learners would mean assessing each
students needs and structuring their learning plan accordingly. There are
various ways to assess a student so that we are meeting them where they are.
The next part of this would be ensuring the teachers have the tools and support
in place to foster each childs growth. This includes involving the parents.

3. What would be your primary goal(s) if you were appointed to serve?

Since becoming a member of this community, I see a great need
for structured and consistent communication. In the absence of information
parents are left to assume the details. I believe that in a small community
like ours, the relationship between the community and the school district
is a foundation to the success of the students. When a school has the support
and engagement of community members, they are able to achieve greater work.

4. What is your evaluation of the Central Linn School District and what is your vision for it?

As a Central Linn parent, I have seen many improvements in the recent year and believe strong leadership is key for continued future growth. I believe that most folks involved in our School district/community have the same goal in mind, there are simply different thoughts on how to achieve it. This is where the body of the work to reunite the School district and community will be vital in our growth.

Our students deserve a school that provides a safe and positive environment that allows them to learn and reach for their goals. Our teachers also deserve this same environment. We have a diverse population of students/staff and requires us to hear their needs and think outside the box for solutions. This can be difficult when we have high turnover with staff. I would like to work towards Central Linn being a district teachers want to come to and are excited to join and contribute to our growth.

I see many great students that are committed not only to themselves but take great pride in representing Central Linn. I believe we can work to foster this and encourage others to do the same.

5.

What challenges do you foresee ahead for the Central Linn School District and how should we respond to them?

As I mentioned above, there have been many great improvements this last year. The challenge for the future will be to continue making strides on the tough topics such as the buildings, while also coordinating the day to day needs. Keeping lines of communication open will help to ensure valuable input is received and facts are shared back out.

The 2021-2022 school year for the middle school was one of great challenges. There are many great kids that were in those classes and many kids that seem to need some additional support and guidance. In working with our Wellness team, it is evident that there is a need for basic resources. It is proven that kids need structure and this comes from strong leadership. I believe we have an opportunity with the Principal position open for the Middle/High School. I appreciate that we did not rush into a decision but I do believe this an opportunity to bring in a tenured individual whom can provide guidance for achieving the environment our students/staff deserve.

II. EDUCATIONAL & PROFESSIONAL TRAINING

Name of school and location (Include high school, college graduate work and other)	Degree, Diploma	Minor	Major
Oakland High School	High School Diploma		
Lane Community College	Associates Degree	General Studies /	Business

III. WORK/CAREER EXPERIENCE

Name of Business and/or Job and Location	Dates	No. of Years	No. of Employees In System	Position Held
PacificSource	2016-Current	5 years	1600	Account Manager
Farmers Insurance	2013-2016	3.5 years	various	Business Consultant (1.5 yrs) Agency owner (2 yrs)
WHA Insurance	2007-2013	5.5 years	50	Customer Service Rep in Employee benefits

IV. COMMUNITY EXPERIENCE

Name of Clubs, Boards, Organization, Etc. and Location	Date	Nature of Involvement
Brownsville Rec Center Volleyball Director	2018-2020	Coordinated Volleyball season and off season clinics
Brownsville Rec Center - Coach	2016-2019	Volunteered as assistant basketball coach
Junior Achievement	2017-2020	Volunteered in class rooms to teach JA selected programs.

Please specify special awards and recognition:

V. REFERENCES

Give at least three recent references who have firsthand knowledge of your character, personality, scholarship, and leadership ability.

Name	Address	Official Position	Telephone
Blaine Cheney	Brownsville Oregon	Preveiou Rec Center President	503-932-0929
Brian Derrickson	Albany Oregon	Central Linn Coach	541-740-5575
George Sherwood	Eugene Oregon	Sales Executive	541-915-1845

Only complete applications will be considered. To be considered, applications must be received by the Superintendent on/or before the specified date of the official notice.

**SCHOOL BOARD DIRECTOR
APPLICATION FORM**

**CENTRAL LINN DISTRICT #552C
BOARD POSITION ZONE: 5**

NAME Jason C. Curtis

ADDRESS [REDACTED] Brownsville, OR 97327

EMAIL [REDACTED]

TELEPHONE(S) [REDACTED]

Return to:



~~SM~~ Superintendent, Dr. Candace Pelt
Central Linn School District
PO Box 200
Halsey, Oregon 97348

Note: An eligible candidate must be a registered voter and resident of the district for one year immediately preceding the appointment and residing within the boundaries of the designated zone.

Name Jason E. Curtis

Jason E. Curtis

Date 6/13/22

The Central Linn School Board's objective is to appoint board members who can be of the most help to the District. The Board looks for people with different skills and perspectives, i.e, a board needs members with management, parenting, leadership, schooling, and community experiences with skills.

The following information will assist the Board in considering the applications of all candidates on a consistent, uniform basis:

I. STATEMENT OF PURPOSE:

Please write a brief response to each of the following questions:

1. What knowledge, experience, and expertise could you contribute as a member of the Central Linn School Board?

Having a BS in elementary education combined with two years of in classroom teaching experience as a full time teacher, I am able to have a much different perspective of the student and staff needs for the daily functions of our schools. Combining that classroom experience with owning a successful small business for the past 18years has given me a skill set that lends itself to understanding both the business and public relations side of decision making with regards to present and future operations of the school. Additionally, this allots me a diverse perspective on how such decisions would affect the students, staff, and community as a whole.

2. Individualized education for all learners; Describe what this statement means to you and how it might affect the classroom structure of a school.

Individualized education is the end result of trusting and supporting staff in such a way that they are free to move with their students learning styles while arriving at the same destination. Realizing that not every teacher teaches the same and not every student learns the same requires that we allow the professionals we have hired to be able to teach without the pressure of fitting a predetermined mold. Furthermore, supporting the staff with third party professional development opportunities keeps the fluidity of the learning process from stagnating. Ultimately, individualized education may appear unorthodox at times, but with the right people at the helm with access to the proper tools, all learning styles can flourish.

3. What would be your primary goal(s) if you were appointed to serve?

I am excited to say that many of the goals I set 6months ago have been achieved by the District to a point where new goals are now being made possible. Looking ahead at curriculum/facilities/increased enrollment and the benefits those three elements bring to students, staff, and the community as a whole has been a new priority for me. In order to achieve those goals, I have a complimentary goal of improving communication via a revised school website. The consolidation of the many existing platforms can lead to a team minded approach where students, staff, and community members can contribute and be included in the overall process of education with greater ease and transparency.

4. What is your evaluation of the Central Linn School District and what is your vision for it?

My current evaluation of the CLSD is one of forward progress. All of the primary components for positive growth have been waiting on the correct circumstances to arrive. Those specific conditions are currently upon us. This upcoming school year will be the proving grounds for the Board and Administration to engage the entire District in the process of assembling the key elements required to take CLSD to the next level of exceptionalism in education, sense of community, and universal inclusion. My overall vision is that of achieving these goals with team minded forward momentum.

5. What challenges do you foresee ahead for the Central Linn School District and how should we respond to them?

One of the greatest challenges that I foresee ahead for CLSD is that of change and how we navigate it. It does not seem to matter whether a change is positive, negative, or neutral in overall affect; the simple reality for most is that any change is going to be uncomfortable at first. In relation to my answers to the previous questions, I have made the evaluation that we are on the precipice of a seemingly vast directional shift in how we set and achieve goals at CLSD. While I am certain that this upcoming shift will be absolutely positive in overall outcome, the simple reality remains that this will require a change in how students, staff, and the community perceive the daily operations of fostering the educational/life skills development of our children. In my experience, the most direct way to harbor a positive experience for those encountering life transitions is that of great communication and effective facilitation of adoption. This is a top down process that begins with the Board and I am fully aware of the responsibility that comes with that position. The Board is the initiator for creating an environment that enables the Superintendent, Principals, Staff, Students, and Community as a whole to be empowered to reach their full potential without distraction beyond their immediate control. We cannot allow change to be a distraction, but rather an inclusive process for all.

Previous Board Application Answers Submitted 12/13/21 for Comparison and Context

3. What would be your primary goal(s) if you were appointed to serve?

While I have many goals in mind for our students, staff, and community to see coming to fruition in the near future, the businessman in me knows that the elimination of distraction needs to be dealt with first. It goes without saying that the biggest obstacle we have faced in the last two years has nothing to do with what our primary goals are, however, it has pulled far too much energy away from that which matters most-our sense of community. I have dedicated myself to attending every school board meeting this year, invested well over a 100 hours and counting into researching school board functions/policies, OHA Guidelines, individual OAR's and ORS's, US and Oregon constitutions, etc. My primary goal in doing so is to be able to pull our community together for an informed common goal, increase our enrollment, and ultimately get back to that which matters most-our kid's futures and the people helping to shape them.

4. What is your evaluation of the Central Linn School District and what is your vision for it?

My evaluation of the CLSD is one of unmatched potential. Whether it is our students, staff, facilities, or community, this school has been quietly waiting in dormancy to become a benchmark for others to strive for. My entire life I have always been about redemption. Seeing potential where others may pass by, while understanding the reason they may have walked by is the amount of effort it requires, has been engrained in me for as long as I can remember. The people in this community are unrivaled in absolute skills, resources, and stubbornness to reach a goal if properly motivated. Reviving an existing campus, replenishing the passion for education in our staff and students through new opportunities once thought unobtainable is something that I know this community will get behind. I am willing and able to put in the effort it takes to reach that potential.

5. What challenges do you foresee ahead for the Central Linn School District and how should we respond to them?

The overall theme of my previous answers has been about community. Not only CLSD, but our nation as a whole is being undermined by many factors never before seen. In any relationship, whether it be a marriage, being a parent, an employee, etc. communication is the one thing that can either unite us or divide us. Communication and community go hand in hand and that has been broken apart in ways we never imagined prior. Our response needs to be one of community restoration through common goals being communicated from a standpoint of unity. We need to respond to division with clarity of purpose.

II. EDUCATIONAL & PROFESSIONAL TRAINING

Name of school and location (Include high school, college graduate work and other)	Degree, Diploma	Minor	Major
<i>Selmon Union HS</i>	<i>Diploma</i>		
<i>Oregon State Univ.</i>	<i>Bachelor Science</i>		<i>Elementary Ed.</i>

III. WORK/CAREER EXPERIENCE

Name of Business and/or Job and Location	Dates	No. of Years	No. of Employees In System	Position Held
<i>Sandyville Charter</i>	<i>2001-2003</i>	<i>2</i>	<i>~30</i>	<i>Full Time Teacher Math/Health/PE. Grades 1-12</i>
<i>Curtis Excavations</i>	<i>2003-Present</i>	<i>18</i>	<i>2</i>	<i>Owner</i>

IV. COMMUNITY EXPERIENCE

Name of Clubs, Boards, Organization, Etc. and Location	Date	Nature of Involvement
Sharing Hands - Buell	2014-2018	Board Member
Brownsville Rural Fire Dept.	2013-Present	Fire Fighter / E.M.T.
Brownsville Fire Assoc.	2013-Present	Secretary, VP, President
AYSO Soccer	2017-Present	Volunteer Ref., Coach @ various seasons
Central Tennis Rec	2017-Present	Volunteer, Coach @ various seasons
Brownsville Chamber of Comm.	2015-Present	Member

Please specify special awards and recognition:

Firefighter Rookie of the Year and Firefighter of the year x 2

V. REFERENCES

Give at least three recent references who have firsthand knowledge of your character, personality, scholarship, and leadership ability.

Name	Address	Official Position	Telephone
Reed Anderson	34586 Road Dr Buell	^{Owner} Anderson Ranches	(541) 954-8145
Merritt Schilling	25666 Timber Rd Buell	^{Founder} AMT	(541) 979-5817
Kevin Rogers	234 W. Bishop Way Buell	^{BRFD} Chief	(541) 619-6361
Jeff Hetterle	24919 Gap Rd Buell	^{Owner} Hetterle Const.	(541) 409-6601
Scott McDowell	806 Oak St. Buell	^{Buell} City Admin.	(541) 466-5880 (cell # avail on request)

Only complete applications will be considered. To be considered, applications must be received by the Superintendent on/or before the specified date of the official notice.

CENTRAL LINN SCHOOL DISTRICT
Schedule of Regular School Board Meetings
2022-2023

The Central Linn School Board meets the second Monday of each month, with the exception of January, at 6:30 p.m. The schedule of meeting dates and locations are as follows:

Monday

August 8, 2022

September 12, 2022

October 10, 2022

November 14, 2022

December 12, 2022

January 23, 2023

February 13, 2023

March 13, 2023

April 10, 2023

May 8, 2023

June 12, 2023

Location of Meeting

Library – Elementary School

Cafeteria – High School

Library – Elementary School

Cafeteria – High School

Library – Elementary School

Cafeteria – High School

Library – Elementary School

Cafeteria – High School

Library – Elementary School

Cafeteria – High School

Library – Elementary School

Elementary School

239 West Second St
Halsey, OR 97348

High School

32433 HWY 228
Halsey, OR 97348

CENTRAL LINN SCHOOL DISTRICT

Schedule of Board Work Sessions 2022-2023

Central Linn School Board work sessions are as listed, at 6:00 p.m. Each meeting will be located in Room 803, Central Linn High School.

Mondays

September 26, 2022

Topic: Strategic Planning

December 5, 2022

Topic: Strategic Planning

March 20, 2022

Topic: Strategic Planning

May 22, 2022

Topic: Strategic Planning

2021-2023 School Board and Superintendent Priorities

***Vision:** An Individualized Education for all Learners*

***Mission:** The mission of the Central Linn School District, in partnership with family and community, is to ensure a safe and caring environment where each student has the opportunity to reach his/her potential in the changing world.*

- 1. Successfully improve the academic, social-emotional, and overall well being of students and staff in the District.**
 - Develop and implement listening sessions and survey tools for the community with regards to the District's Mission and Vision, a long-term leadership plan (including the attributes of the Superintendent), and District goals.
 - Provide on-going, high impact communication with the school community about decisions that are being made to ensure the safety of students and staff.
 - Implement additional support for students who are struggling with academics or behavior.
 - Create more opportunities for class meetings, interpersonal connections with students, and building relationships. Create and utilize a mentor system with outside support and peer connections.
 - Provide staff ongoing training on integrating technology into classroom instruction.

- 2. Foster a culture of trust by openly sharing District processes, decisions, and information in a timely manner. Elevate student and family voices to inform decision-making, provide feedback, and ultimately help educators create systems that are more responsive to student needs.**
 - Seek out feedback from students and families who we have not successfully served or those who have had adverse experiences with the School system.
 - Create and administer a Climate Survey each Spring to families and community members.
 - Work with building leaders to include student perspectives and student-centered data at staff meetings, during data team meetings, and when making decisions that impact student learning.
 - Develop systems of support for families and students who are impacted by drugs, alcohol, trauma, or other social-emotional needs.
 - Enhance internal communications to build employee trust and morale by informing employees of District planning, decisions, improvement efforts and celebrations.
 - Define a small group to review strong examples of internal communication structures in comparable organizations.
 - Review and define current internal communication structures and identify gaps in internal communication opportunities.
 - Create a feedback structure that supports the District in evaluating its processes and communication.

- 3. Design and implement high-quality professional development that accelerates the knowledge, will, and skill of teachers and staff to ensure that all students have a strong sense of belonging with their school community and are academically successful. This professional development will focus on:**
 - Instructional practices and classroom environments that connect students' knowledge and personal experiences with what is being taught in the classroom.
 - Strategies that increase student resilience and restorative practices.
 - [Universal Design for Learning](#) and language rich instruction.
 - Implementing Improvement Science and Plan, Do, Study, Act mini cycles of instructional improvement.
 - Effective instructional practices, approaches, and classroom routines.
 - Supporting high achievement for all learners in heterogeneous classroom environments.
 - Early literacy and numeracy instruction for k-3 students.

2021-2023 School Board and Superintendent Priorities

4. **Prepare high school students to be successful for the future they choose.**
 - Partner with community organizations and businesses to increase the number of CL students with paid positions, internships, and supported job placements.
 - Create new and expanded Career and Technical Education opportunities including middle school options.
 - Routinely review disaggregated student data as part of the continued development and implementation of instructional supports to increase graduation rates.

5. **Communicate and collaborate with staff, community, and alumni partners to provide meaningful family and community engagement opportunities which contributes to the overall goal of supporting all CL students.**
 - Through the Student Success Act and High School Success Grant, allocate funding to support implementation of extended learning time, interventions for students, and the expansion of mental health supports.
 - Improve community engagement by seeking meaningful ways to connect, inform, and better receive timely input from the community at large, local businesses, retirees, and the faith community (E-Mail expansion, audience-specific fliers, presentations, etc.).
 - Sustain on-going partnerships with business and faith-based leaders in the community. Improve access and formal communication channels.

6. **Partner with staff, parents and families, community, and alumni partners to develop a focused and long-term facility improvement plan that ensures safe, modernized and effective learning environments for all students, and considers the following: Safety/security; Career-Technical Courses; Class size and enrollment projections; and District facility use.**
 - Develop and Implement a Long- Term Facilities Plan; align 2022-23 Budget Planning Committee to update Budget Goals reflecting Facility improvements.
 - Develop and Publish Facility Committee Agenda and provide public opportunity for input and direction.
 - Host staff and public listening sessions specific to facility needs and direction.
 - Host several student forums to adequately improve the use of student voice in the long-range facility planning process.

7. **Provide training opportunities for school board members and the superintendent to enable them to be highly effective, deeply knowledgeable about their roles, and understand the students and families they serve in the district.**
 - Conduct a self-assessment with school board members to develop a professional learning plan. The assessment will focus on education equity and student-centered board governance practices that are evidence-based in compliance with [SB 334](#).
 - Develop a professional learning plan based on information from the self-assessment and link the training plan to current school board goals and priorities.
 - Create specific professional learning and training for board members interested in serving as the chair or vice chairperson of the school board and any newly elected members on the board.
 - Post the professional development plan and training sequence on the district website.
 - In May or June, the school board will report on their professional learning and create a revised training plan for the next school year.

Central Linn Superintendent Evaluation Timeline for 2021-23

<i>Action</i>	<i>Date</i>	<i>Person(s)</i>
<ul style="list-style-type: none"> Board/superintendent review the evaluation process standards, and timelines to be used this school year. Board formally adopts all of these in open session. 	1/10/22	Board & Superintendent
<ul style="list-style-type: none"> Superintendent reports interim progress on evaluation standards (also goals, if any) to the board. Any specific feedback from board to the superintendent can be done in executive session. (See below.) 	3/14/22, 6/13/22, 10/10/22	Superintendent
<ul style="list-style-type: none"> Evaluation documents sent to board/superintendent to be completed and returned to the board secretary (or designee) by 1/24/23. Results must be compiled by the 1/31/23 board meeting. 	1/9/23	Board Secretary (or designee)
<ul style="list-style-type: none"> <i>Superintendent presents their self-evaluation and/or “artifacts of evidence” of performance to the Board. Superintendent exits upon completion.</i> <i>Board members discuss their individual evaluations and develop the board’s written summative evaluation. (Speak with one voice.)</i> 	1/31/23 *	Board & Superintendent
<ul style="list-style-type: none"> <i>Board members meet to discuss their evaluations and develop the board’s official written summative evaluation document(s) that will be shared with the superintendent. (If needed. Board may have finished on 2/13/23.)</i> 	1/31/23 *	Board (if needed)
<ul style="list-style-type: none"> Board chair or designee presents draft of the summative evaluation prior to the 2/13/23 board meeting. Details of the evaluation will be discussed with the whole board at the upcoming executive session. This is a “preview” copy. 	2/13/23	Board Chair (or designee)
<ul style="list-style-type: none"> <i>Board and superintendent meet to discuss and clarify the summative evaluation document. Superintendent exits executive session.</i> <i>Changes to the evaluation may be made at this time.</i> Board votes in open session to approve the summative evaluation. A copy of the final written summative evaluation form is placed in the superintendent’s personnel folder. 	2/13/23	Board & Superintendent
<ul style="list-style-type: none"> Notify superintendent of contract extension/non-extension (if applicable) 	3/15/23	Board
<ul style="list-style-type: none"> Superintendent/board set evaluation goals for upcoming year. (Open session.) Board/superintendent review the evaluation process (including TFS feedback, if being used), standards, (additional goals, if any) and timelines to be used this school year. Board formally adopts all of these in open session. 	3/15/23	Board & Superintendent

Notes: “*” denotes a special meeting. All other meetings are regular meetings. Evaluation meetings may be held in executive session unless otherwise requested by the superintendent to be done in open session ORS 192.660(2)(i). ***(This is denoted above with bold italics.)*** This adopted timeline shall serve as noticed to the superintendent of the pending stated executive sessions within this document.