

SPRINGWATER ENVIRONMENTAL SCIENCES SCHOOL

BOARD OF DIRECTORS

MEETING MINUTES

May 12, 2021

6:00pm

<https://us02web.zoom.us/j/88981869966?pwd=WE1kdzVraUFSUEFaRFBoY2E4NTVTVQT09>

Meeting ID: 889 8186 9966

Passcode: 808267

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Find your local number: <https://us02web.zoom.us/j/keE4nY8wbs>

Members Present: Tina Marquez, Holly Johnston, Genevieve Sheesley, Chelsea Hamilton, Devon Sommer, Tory Blackwell, Mali Geister, Cinda Scott

Members Absent: Justin Bearden

Staff Present: Greg Mylet, Dani Ainson, Tony Miceli, April Newlon

Community Present: Alysia, Nathalie Doherty, Anna Murray

Call to Order: 6:03pm

Holly reads a statement from Justin Bearden-

Due to increased job demands, Justin has decided to step down from his board position. We will discuss open positions and board development at our June 9th regular board meeting.

Motion to Approve the April 14th, 2021 Meeting Minutes with edits: Approved by ALL

Update:

Holly has spoken to Kristin Miles our OSBA Board representative who says many boards are beginning to return to in person meetings using a hybrid model of in person and zoom.

According to Kristin Miles we need to state that we want to create an Advisory Board and vote on it.

Holly also reminds us to promote Advisory board and new member board positions. (discussion is later on in the agenda)

Next School Year 2021-2022:

Greg shares screen-

What we do know:

1. Covid will still exist and we will use precautions.
2. We will plan on full days moving forward in the school year.
3. Wearing mask
4. Covid testing will still be available

What we don't know:

1. Do we still need to offer CDL?
2. Do we need to maintain cohorts?
3. What will the requirements of Covid positive cases be?
4. Variants
5. What do we do for families who are still reluctant to return to in person learning?

ODE Timeline:

Final Draft of Guidance will be out July 19th

Holly- When do you recommend, we have a follow up discussion?

Greg- After July 19th. Also, what will we do if we need to quarantine a class? If we are in cohorts? The details area in the planning.

Tory- how are teachers feeling about introducing a new CDL and the existing curriculum? Would the CDL look like Calvert?

Greg- Converting a current curriculum into CDL, If not Calvert maybe something else. Wait and see what the guidance from OCSD is.

Cinda- Will we need it? Will we ask the families of those who are still out if they will be returning? Do we need to offer CDL to them?

Genevieve- Staff, how are they feeling about returning in full? If they aren't feeling comfortable, will they be able to teach the CDL classes?

Holly- What are the lessons learned? Do we go back to business as usual or make changes based upon what has been learned from this experience?

Greg- I've been thinking of the logistics and questions to ask staff regarding the experiences. Developing questions to ask regarding conferences, collaborations etc.

Tory- What were the unforeseen benefits?

Holly- I would like to hear from people what worked and what didn't.

Greg- Let's hear from teachers, develop a scope and sequence.

Dani- I noticed a benefit of breaking up the individual grades of middle schoolers and working with them individually 6th, 7th and 8th.

Greg- Can we do a Zoom meeting to get all the stake holders? Teachers, Board, Families and have breakout rooms?

Tory- Also we need to think of teachers and work life balance. What worked and what are they never willing to do again.

Dani- Can we pick a date near the end of the school year and or at the beginning of next school year?

JUNE 10th Staff and Board 2:30pm at the school

2 meetings first Board and Staff then evening with families, board, and staff. Q&A form

Springwater Counselor Tony Miceli shares Data:

Tony shares his screen with classroom data, review of past demographics, equity of time spent, balancing lessons with each triad and small group counseling sessions.

Males: 58-54.7%

Females: 44-41.5%

Other: 4-3.8%

Ethnicity: Meeting students with all backgrounds

Tier 1- Individual

Tier 2- Small Groups

Tier 3-

Tony is also the 504 coordinator

Tony's Professional goals 2021-2022

- Strive for equal balance with groups/triads
- Sent a survey to teachers, they appreciate the growth mind set skills
- Would love to partner with high schools and colleges

Tory- Suggest Tony attend a skills day at the college. Ogdon has developed video library of interviews.

Greg/Holly- Each compliment Tony on his Professional goals and his development of reflections

Public Comment: 6:57pm

None

Principal's report:

Let's celebrate being @ the school, learning is happening! FFS is Back! Some kids who haven't been at school are joining FFS. Seeing them join their friends has been wonderful!

Math professional develop with teachers was great.

Delicious treats from the Board were nice for Teacher Appreciation week.

ODS (Outdoor School)- is next week. This year 4 days at 4 different locations day trips busses will be provided.

Summer camps- are 2 weeks it is in the planning stages.

Clear Creek Trail Run this year (Jog-a-thon)- There will be biking, running, walking, small and large groups obstacle reports and students will still be able to pick up stamps on their cards.

Food drive vs a fundraiser for the event? Where to donate too? What items do they specifically need?

Fox trot- Will happen this year

8th Grade Promotion- Will happen this year a little different than last year's car park event.

Calendar proposal for 2021-2022 School Year-

Next year start September 13th end June 21st

900 hours is required by ODE

957 hours at Springwater currently

922 hours with early release on FFS 1:30pm

May conference- Student lead, changes conferences not near ODS

Chelsea- Noticed February near Presidents day to keep a long weekend

Greg- That would change the FFS days

Tory- Conferences if Parent only could be on Zoom vs child led

Dani- Fall/Spring check in with all family's vs February would be a as needed basis

Genevieve- Can we make sure conferences are not the same week as Teachers Appreciation week.

Genevieve- There is history of FFS an evolution. When the school first began it was every other Friday, then FFS half days, then full days with FFS.

Chelsea- I remember when it was half day's kids did FFS then got on the bus and left. There was no time to debrief and discuss what they learned in the field.

Genevieve- I'm wondering what the driving factor is of this change?

Greg- Professional Development for teachers, data collection and sharing data with colleagues

Dani- The conversation came up after the Math training. We were able to share lessons and have meaningful conversations about it. We want to carve out times to check in.

Holly- What would the students miss by leaving? Enrichments? Could we add another day for teachers to do Professional Development?

Greg- Full longer days for Professional Development is harder vs smaller chunks of time that happen on a regular basis. It would be a time to look at data and make some intentional changes based upon results.

Holly- I can see how this would be challenging for some families with childcare and transportation. I realize Springwater is a school of choice however we want to make sure we can be aware this may cause some hardships for some families. I know we have put out a lot of surveys however can we get feedback from families first.

Greg- Maybe not a stand-alone survey but included with something else.

Genevieve- Having every other Friday off is appealing to most teachers. Could we include more Fridays to get more professional development days?

Dani- I can't speak for all staff. I will ask them.

Greg- October 8th was a Professional Development day. We used it to capture data to prepare for conferences.

Greg- Most schools have a weekly check-in

Tory- Maybe free up / triad to rotate through?

Greg- Then there would be 6 weeks in-between meetings vs Bi-weekly check-ins.

Holly- To Re-Cap sounds like a bit of changes to the calendar perhaps Greg can re-work it and we can vote on it at the June meeting and the FFS early Release.

Student Investment Account-

Proposed SIA adjustments for next year moving IA positions from 4hrs-6hrs =\$50,000.

Adding FFS Coordinator .1 FTE

Adding Middles School Art .1 FTE

Adopting Literacy Curriculum= \$15,000.

Continuing with Math PD (Professional Development) w/TDG (Teachers Development Group) = \$15,000.

Equity Training= \$5,000.

What is our desired Math persons criteria?

Greg- An Undergrad in Math and went on to teach. Certified in Math with Special Training.

Genevieve- Have we opened up the hiring to out of state? Nationally?

Greg- We post on School Spring, Talent Ed, COSA

Genevieve- What if we don't find this magical person?

Chelsea- Do we have anyone on staff currently who is qualified to teach Math?

Greg- Amanda and Troy

Genevieve- I have a person in mind I will reach out to.

Genevieve- Would Cassandra be willing to teach remotely the TDG?

Tory- Greg send me the job description so I can talk to some people at CCC to get out the word of mouth.

Holly- OSBA- Gave advise in hiring that it only be a panel of Staff. Not community and not board members. Due to equitable issues. It must be Greg and teachers only.

Advisory Board Proposal- Holly and Chelsea

Holly talked to Kristin Miles and all we need to do is Vote on creating an Advisory Board and create an application.

Chelsea- Put together a Draft application and shares her screen with the board. Titled New Member Application, Name, Email, phone number, Parent or alumni or affiliation with the school, what content are you an expert in?

Tory- Can we put something in about you don't have to have a child at Springwater, what is your connection to the school?

Cinda- Can we have a category of Naturalist, orienteering club etc.?

Tory- Soul of Springwater, Founding Member?

Mali- Sustainability category?

Tory- Springwater advisory committee with link and add to the website?

Tory- If it was called Board Advisory Committee the acronym would be S.C.A.C

Holly- Please each board member should reach out to people in your professional and personal lives to connect with people you think should be on this committee. We could begin as early as June and still add people mid-year.

- Noticed Genevieve Sheesley stepped out of the meeting at 8:08pm

Motion to form a Springwater Advisory Committee- Approved by ALL

HR consultant Proposal: Holly

Holly has reached out to several HR consultants. For several reasons, our former HR consultant has retired and with a high turnover of staff this year we want to develop a 3rd party exit interview. Holly has 3 Proposals to present.

Common trends are this should be a 3rd party consultant.

- Person/ Firm should report to the Board directly
- The most effective are done after the Employment is over
- Compensation
- Benefits
- Leadership

All feedback will be anonymous. When a group of people leave this is easier however when only one leaves at a time this is harder. Work with a consultant can be rolled over year after year.

Anna Lee@ HR Answers- offered a Bronze, Silver, or Gold packages. \$129-\$282 per hour. \$158. Per hr. anticipating 15/20 hrs. \$2,300-\$3,100. For Exit Interviews.

Susan Nizbet- has done work with Springwater before. Has been to our school. Anticipates 24-34hrs. Only works with schools. \$120. Per hour plus drive time.

Mary Rowe- @ Works Place LLC. Mary has worked with schools and public institutions. Does some work in Private Practices. Anticipates 10/12hrs \$100. Per hour \$1000. 30min-1hr per interview and put together a report for each departing staff.

Tory- Could these people help take some of the pressure off of Greg for new hires?

Holly- Maybe depending upon which person

Greg- Do I continue to reach out to our existing person? At OCSD

Holly- Yes for now

Holly- Which person is a better fit?

Holly- Mary is not budget driven, liked her deminer and practical approach.

Susan had a different tone. Skilled and might overwork our needs. Soft touch approach.

Anna at HR Answers would be the Cadillac version and has school experience.

Holly- the next steps would be for this person to draft and exit interview by our June meeting and get feedback from the board. And conduct the exit interviews over the summer.

Motion for Holly to move forward with hiring Mary Rowe with Works Place LLC to develop our exit interview program. – Approved by ALL

Public Comment: None

Stand at Ease: 8:42pm

Return to Open Session: 8:48pm

Budget Report:

Treasurer Tory Blackwell reports:

Savings Account- \$711,890.24

Checking Account- \$417,647.52

Tory notes there are no surprises here. The budget committee has met 3xs this year and will meet again to set a Budget for next year.

Comparisons 2019

Fundraising is set a bit lower then in the past. We spent extra \$ in curriculum expenses.

Tory reviews and explains budget items and what has changed from this year to last year.

2022- Graduation expenses will be larger as we would like to bring back the graduating classes of 2020 and 2021 to join in the Celebrations.

Tory- We do have an excess of \$140,000. to figure out how to spend. Moving the staff up a step would be around \$25,000. Facilities improvement? Storage issues? Active Property Management? Administrative Salary? Ideas Suggestions?

Holly- What are PERS? 22%

What facilities upgrades do you recommend? Could a property management company provide Monthly inspection and recommendations?

Holly- What about the roofs on the portables?

Greg- I reached out to Clackamas County and haven't heard back from them. I will reach out again. We are in better shape financially then we anticipated due to the Federal Government really coming through for us and giving money. If they, hadn't it would be a very different story.

Teachers' contracts- Vote and decide

Increase 2% cost of living and increase the steps 75% vs current 65% to more align with OCSD.

Step 55% of what OCSD

Goal of 100%

What would it be if we did go to 100% now? Greg will put together the numbers for us to be voted on during next week's Special Session.

Thoughtful Discussion regarding how to spend this \$140,000. will be moved to the June agenda.

Facilities:

Covered area update:

Greg is reaching out to contractors' wood is more expensive this year so maybe it will be more \$ than our last quotes. ESSER funds should cover it.

Jog-a-thon:

Fundraiser or Canned Food drive? Chelsea suggests we pair with Loved One Brandy Johnson. Maybe if we overwhelm one place, we can divide it up each triad. And or ask for what specific items they are asking for socks, towels, toiletries etc.

Auction Update:

\$28,000. Total Profit

\$11,000. Straight Donations

\$11,460. Playground

Plant Sale:

\$1,200.

Risk Management: None

Public Comment: None

Reminder Special Session: May 19th, 2021 @ 6:00pm

Adjourn: 9:47pm

