

## SWEET HOME SCHOOL DISTRICT NO. 55

Sweet Home, Oregon

Board Chairman Jason Redick called the **regular meeting** of the board of Directors of Sweet Home School District No. 55 to order at 6:30 p.m. on November 8, 2021. This meeting was located at Sweet Home District Boardroom

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### **Board Members in Attendance**

Jason Redick, Mike Reynolds, (Zoom) Sara Hoffman, Jim Gourley, (Zoom) Jason Van Eck, Kevin Hill, (Zoom) Janice Albert, Debra Brown, Dale Keene: Absent:

Superintendent: Lisa Riggs; Administrators: Kevin Strong, (Zoom) Colleen Henry, Barbi Riggs, (Zoom) Thad Holub, (Zoom) Darel Bidwell, (Zoom) Ralph Brown, (Zoom) Nate Tyler, (Zoom) Aaron Huff, (Zoom) Terry Martin, (Zoom) Mark Looney, Luke Augsburg, (Zoom) Debbie Phillips, (Zoom) Josh Dargis, (Zoom) Todd Barrett Certified: (Zoom) Dan Tow; Classified: none Board Recording Secretary: Julie Emmert

**Other Attendance:** Benny, New Era, Officer Geoff Hamlin, Jill Roszel, Donna Short with Safe Routes, Tina Tressel, Robert Tressel, Roxanne Phonmona, Aruna Masih, Amanda Boyd, Philip Lingenedar, Jill Roszel, Nancy Hungerford (7:58 pm), Ethan Malabago

### **2. ESPY AWARADS**

Every month two students are selected from each school and presented with an ESPY Award at the Board Meeting. The award is presented to students who are doing well academically and have an exceptionally positive attitude about school. They demonstrate respect and responsibility towards staff and their peers. They show courage by not conforming to peer pressure and refuse to accept anyone who bullies. Selections for the month of November are: Foster School – Savannah Thompson, Addison Lynn; Hawthorne School – Brooklyn Bondesen, Leigha Turpen; Holley School – Ava Desmond, Renae Renek; Oak Heights School – Brooke Parsons, Devon Sharp; Charter School- Henry Gainer, Khloe Sautel; SH Jr. High School Serenity Herrera, Noah Medellin; and SH High School – Emma McCubbins, Greg Farrell. Congratulations to all of this month's ESPY Award winners!

### **3. Agenda Approval/Changes**

Chairman Redick called for changes and/or approval of the agenda.

***Motion No. 21-46: Board Member Debra Brown moved to approve the agenda as Presented with revised consent agenda items. Board Member Mike Reynolds seconded the motion. The motion passed unanimously***

**4. Public Comments:** Jason Redick read the public comment rule.

### **5. Student & Personnel Reports/Comments**

A. Certified & Classified Representatives: No Comment

B. Superintendent's Report:

1. Enrollment – Superintendent Riggs shared the current enrollment.
2. Professional Development/Professional Learning Communities – Barbi Riggs and Dee Dee Collins gave an update on our Professional Development calendar for 2021-22. Mrs. Riggs explained what PLC's and PD are and how we are using these days. Mrs. Collins shared what her focus is in the district – MTSS Specialist and her job is to support teachers by supporting and providing information.
3. Fall Sports Update – Dan Tow, High School Athletic Director: We had over 176 participants this fall in sports. Mr. Tow also shared updates on all fall sports and the upcoming winter sports.

4. Safe Routes – Jill Roszel and Donna Short: Shared information about the ODOT SRTS planning process for Sweet Home. She shared ways that people can get involved. Jill also shared the needs and help that is needed. Donna Short said the money and time put into the Jr. High project has been amazing.

## 6. Consent Agenda

- A. Approved minutes from the October 11, 2021 School Board Meeting
- B. Accepted resignation from Sherry McIntyre, District Nurse effective December 3<sup>rd</sup>, 2021
- C. Accepted ~~resignation~~ retirement from Suzette Anderson, FACS teacher at the Sweet Home High School effective June 17, 2022
- D. Approved hire of Lisa Murphy, District Nurse effective December 1, 2021
- E. Accepted resignation from Peter Larson, Social Studies Teacher at the High School effective January 2, 2022
- F. Accepted retirement from Cheryl Hicks, Transportation Supervisor effective December 17, 2021

***Motion No. 21-47: Board Member Jim Gourley, moved to approve the revised consent agenda as presented and amended. Board Member Mike Reynolds seconded the motion. The motion passed unanimously.***

## 7. Information/Discussion

- A. Budget Update, ESSER Report- Kevin Strong gave a report on the current budget compare to last year's spending. He also shared the ESSER, Elementary and Secondary School Emergency Relief Fund spending
- B. Facility Report- Kevin Strong – Jr. High Bleachers are installed. Fixed the handrails in the High School gym. Break in at the Crawfordsville School. Fire extinguishers were used and sprayed all over the gym putting a residue over most services.
- C. Board Policies- First Read
  - AC – Nondiscrimination
  - AC-AR – Discrimination Complaint Procedure
  - BBAA – Individual Board Member's Authority and Responsibilities
  - BD/BDA – Board Meetings
  - BDDH - Public Comment at Board Meetings
  - BDDH-AR - Public Comment at Board Meetings
  - CM – Compliance and Reporting on Standards
  - DJC – Bidding Requirements
  - GBA – Equal Employment Opportunity
  - GBEA – Workplace Harassment
  - GBNAA/JHFF – Suspected Sexual Conduct with Students and Reporting Requirements
  - GBNAA/JHFF-AR – Suspected Sexual Conduct Report Procedures and Form
  - GBNA-AR – Hazing, Harassment, Intimidation, Bullying, Menacing, or Cyberbullying Reporting Procedures – Staff
  - GBNAB/JHFE – Suspected Abuse of a Child Reporting Requirements
  - GBNAB/JHFE-AR(1) – Reporting of Suspected Abuse of a Child
  - GBNAB/JHFE-AR(2) – Reporting of Suspected Abuse of a Child
  - IA - Instructional Goals
  - IB – Freedom of Expression
  - IGBHA – Alternative Education Programs
  - IGBI - Bilingual Education
  - IIA – Instructional Resources/Instructional Materials
  - IJ – School-Counseling Program
  - IKF – Graduation Requirements
  - IKFB – Graduation Exercises
  - IL – Assessment Program
  - JB – Equal Educational Opportunity
  - JBB – Educational Equity
  - JECB - Admission of Nonresident Students

JFC – Student Conduct  
JFCF –Harassment, Intimidation, Bullying, Cyberbullying, Teen Dating Violence, or Domestic Violence – Student  
JFCJ – Weapons in Schools  
JHFE/GBNAB – Suspected Abuse of a Child Reporting Requirements  
JHFE/GBNAB-AR(1) – Reporting of Suspected Abuse of a Child  
JHFE/GBNAB-AR(2) – Reporting of Suspected Abuse of a Child  
JHFF/GBNAA – Suspected Sexual Conduct with Students and Reporting Requirements  
JHFF/GBNAA-AR – Suspected Sexual Conduct Report Procedures and Form  
KGBB – Firearms Prohibited  
LBE-AR – Public Charter Schools

**8. Action Items:** NONE

**9. Board Comments:** NONE

Short Recess 7:13 until 7:30

Back into Open session at 7:31 will recess until legal counsel logged returned at 7:58 p.m.

**Nancy Hungerford explained the procedure:**

**PROCEDURE FOR PRE-DISMISSAL HEARING OF TEACHER TINA TRESSEL IN OPEN SESSION**

1. The Board’s legal counsel will be available at this part of the meeting and will be available to go first, at the invitation of the Board Chair, to describe the process that will be conducted for the Board to hold a pre-term hearing in public and then to act on the recommendation of the superintendent. Legal counsel will also review applicable law regarding requirements for immunization or alternative safety measures if there is a religious or medical exemption. The Board may ask questions of me (about process).
2. Then the pre-term hearing begins, with the following timelines announced by the Board Chair:
  - a. 10 minutes: The Superintendent reads the letter recommending dismissal, explaining the facts about the Teacher's response (or lack thereof) to the requirements set by the OARs from ODE and OHA, and discussing the alternatives to dismissal (the school cannot have this teacher in the school without following the health and safety rules); alternative of unpaid leave has been offered and refused; no option for remote instruction (and why); dismissal only remaining option, or else the teacher will have to be paid for performing no work.
  - b. Up to 15 minutes: The Teacher will then be invited to make a statement regarding the recommendation.
  - c. Up to 5 minutes: The Superintendent may then raise additional points or contest information provided by the Teacher.
  - d. Board questions (generally 10-15 minutes maximum)
  - e. Chair closes the pre-termination hearing.
3. Decision-making process
  - a. The Board Chair invites a motion to be made regarding the Supt.'s recommendation. A motion to dismiss must contain these specifics: “I move that we accept the Superintendent’s recommendation to dismiss contract teacher \_\_\_\_\_, effective immediately, for neglect of duty and insubordination.”
  - b. If the motion is seconded, there can be Board discussion and questions of me or the Superintendent or the Teacher.
  - c. Then the roll is called and board members vote. Board members are not allowed to abstain unless they have a financial (or other) conflict of interest.
  - d. The results of the vote are announced, and then the Board moves on to any other business before adjourning.

List requirements:

~~10. Executive Session – ORS 192.660. (2) (b) and ORS 165 192.660 (2) (h) – Moved on the agenda to after the hearing~~

**11. Pre-termination Hearing:**

- Superintendent read the letter that was given to Tina Tressel
- Tina Tressel's Lawyer spoke
- Tina Tressel shared her statement
- Superintendent Rigg's raised additional points or contest
- Tina Tressel gave a last statement
- Board questions:
- Why is religious exempt not good enough, Mrs. Tressel feels it is not right for her and goes against her beliefs.
- Nancy Hungerford – Must follow the OAR - Shared the legal aspect of this situation.
- Jason Redick asked what we can do to keep Tina Tressel as an employee, at minimum unpaid leave.
- Tina Tressel stated she was not okay with any of the accommodations, will not take them.
- Closing pre-termination Hearing 8:43
- Declined all accommodations

***Motion No. 21-49: Board Member Jason Van Eck moved that we declined the Superintendent's recommendation to dismiss contract teacher Tina Tressel effective immediately, for neglect of duty and insubordination. Board Member Kevin Hill seconded the motion. The motion did not pass. Jason Van Eck-yes, Kevin Hill-yes, Sara Hoffman-yes, Dale Keene-no, Janice Albert-no, Jim Gourley-no, Mike Reynolds-no, Jason Redick-no, Debra Brown-no***

***Motion No. 21-50: Board Member Debra Brown, moved that we accept the Superintendent's recommendation to dismiss contract teacher Tina Tressel effective immediately, for neglect of duty and insubordination. Board Member Dale Keen seconded the motion. The motion passed. Dale Keene-yes, , Jim Gourley-yes, Mike Reynolds-yes, Jason Redick-yes, Debra Brown-yes, Janice Albert-yes, Jason Van Eck- no, Sarah Hoffman –no, Kevin Hill-no***

***Motion No. 21-51: Board Member Debra Brown moved to amend the previous motion. Mike Reynolds seconded the motion. The motion passed unanimously***

***Motion No. 21-52: Board Member Debra Brown moved that we accept the Superintendent's recommendation to dismiss contract teacher Tina Tressel effective immediately, for neglect of duty and insubordination but agree to hire her after mandate is lifted. Board Member Dale Keene seconded the motion. The motion passed. Dale Keene-yes, Kevin Hill- yes, Jim Gourley-yes, Mike Reynolds-yes, Jason Redick-yes, Debra Brown-yes, Janice Albert-yes, Jason Van Eck- no, Sarah Hoffman -no***

**10. Executive Session – ORS 192.660. (2) (b) and ORS 165 192.660 (2) (h) – entered at 9:03 p.m.**

RETURNED to open session at 9:19

**12. Late Items – No late items**

**13. Future Agenda Items**

- A. Next Board Officers Meeting December 6, 2021 at 3:30 p.m. Superintendent's Office
- B. Next Board Meeting December 13, 2021 at 6:30 p.m. in DO Board Room

**14. Adjournment**

The meeting adjourned at 9:23 p.m.

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*Signature, Board Chairman Julie Emmert, Board Recording Secretary*  
(This meeting was also recorded and saved supt/board/audio)