

**Oregon Virtual Academy
Board Meeting Minutes**

Date: 6/8/2021
Note Taker: Trisha Wick

Participants:

Voting Board Member: Barry Jahn, Myk Herndon, Paul Tannahill, Franklin Roberts, Megan Trow, MJ Sandall, Steven Isaacs

ORVA Academic Team Members: Melissa Hausmann, Kerry Foley, Jamie Stiles, Chelsea Gill, Ashley Smithy, Tiffany Folsom

K12 Regional Team:

Call to Order @ 6:31 pm

Agenda Item: Executive Session	
Discussion: The Board will be meeting in Executive Session to consider records exemption from disclosure (attorney client privileged communications) pursuant to ORS 192.660(2)(f)."	

Agenda Item: Public Comments	
Discussion: Ranee Solmonsson would like to discuss the importance of clear, consistent & transparent terms of ORVA's employment agreement. Mrs. Solmonsson has noticed a lot of inconsistencies, undo confusion and stress around ORVA's employment agreements and pay scales. She feels that ORVA needs a contract commencer to be received by professional peers and other districts across Oregon. Mrs. Solmonsson recommends that the teachers need clear agreements regarding number of days worked in a school year, due process and set criteria for internal vacancies, transfer requests, layoff and recall, leave, professional development plan, contracts, notifications of assignments, extra duty pay criteria, profession human resource administration, formulation of benefit plans, job descriptions that match, salary schedules, COBRA increases, performance reviews and the employee handbook. Mrs. Solmonsson would like to request the board to recognize our Union. Bonnie Evenson introduces herself as Oregon Virtual Academy Educators United states that we have come together as we want our Union recognized for various reasons. We want our teacher's voices heard by having a seat at the table regarding our contracts. We want to help student and staff continuity and retention. We want to improve our working environment. We want equitable distribution of workload. We want legal representation and a competitive salary. We believe it is essential that we establish a unified and collective voice that will provide full transparent governance. Mrs. Evenson states that it is important The Board and Leadership respond positively to our decision and respect our choice and not engage in an unnecessary and expensive legal delay. Mrs. Evenson would like our Board to recognize this teacher union. Marcy Tell would like to talk about teacher retention since it is critical to school success and student achievement. Mrs. Tell states that recruiting, hiring, and providing the initial teacher training is a huge financial burden and many teachers leave our school for a higher paying position or finding work in lower stress conditions. Mrs. Tell feels that teacher will stay if ORVA can offer a livable wage, good health benefits and a support system so they can provide quality education for the students. Mrs. Tell is excited about the future of ORVA and believes teachers working together	

and collaborating as Oregon Virtual Academy Educators United or the OEU will retain the current teachers that ORVA has and attract master teachers to apply.

Heather Colbert has spoken with many teachers this past week and there are two questions that seem to keep coming up that she feels prudent to ask The Board and put out to the public for consideration. Will the NB SD be willing to renew our charter with a school that is transitioning to a unionized teaching staff? Mrs. Colbert's second question she is hesitant to ask but she cannot sit by without voicing this question and concern. If The Board asks for a formal vote and teachers vote in support of unionizing will members of this school board still be willing to work as volunteers to govern our school or will you resign because the vote to unionize would feel like a vote of no confidence? Mrs. Colbert states that in the many years she has been with ORVA she has seen many board members come and go but feels our current board is listening with the best interest of our teachers and students at heart. Mrs. Colbert hopes the answer to the second question is that the board will continue their service regardless. Mrs. Colbert understands that The Board may not be able to answer these questions but feels the answers will reflect a successful ORVA or a closed school.

Devon Dorn discussed her role with ORVA and places she has worked in the past. In her endeavors she has seen great success with teacher unions working alongside The Board to solve problems and build futures. Mrs. Dorn feels that collaboration can bring all together to set short-term & long-term goals, put agreements in place, expectations and create a realistic tangible vision for this school especially since we are breaking up with K12. Mrs. Dorn states that a letter was sent to The Board on June 4th to let them know that they would appreciate their acceptance of the union and there are approximately 80% of the licensed staff that would like to unionize and work collaborate with The Board. Mrs. Dorn would like The Board to voluntarily accept the union and opposing the union could cost large amounts of money that could be put into teacher training, teacher retention and curriculum.

Barry Jahn will read a response that The Board has worked on collaboratively. Mr. Jahn states they appreciate their comments and for the email The Board received from Jaime Rodriguez last Friday. The Board of Directors would encourage him to file for a union election so they can determine if the staff truly desires to become a union or not. This will help The Board how to proceed seeking council. Mr. Jahn thanks Jaime Rodriguez for the letter.

Agenda Item: Board/Staff Discussion	
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Discussion: Gallagher Insurance Renewal will become an action item. Melissa Hausmann states that Brandon Cole with Gallagher Insurance is here this evening there was one item on the proposal that was optional so Brandon would like to speak briefly. Mr. Cole states that they were able to lower the cost of the original proposal \$58,200 which will be a pretty good amount of savings. The option item that Mrs. Hausmann mentioned was the addition of liability insurance. This would provide one-million-dollar liability limit to The Board and organization primarily to cover benefits plans like 401K, 403B, health benefits, dental and vision plans. Mr. Cole does recommend it but it would require an \$647 annual fee. Myk Herndon would like to recommend we renew the insurance with Gallagher including the addendum Mr. Cole discussed. Salary Schedule update will become an action item. Barry Jahn announces that they have been working on contracts and salary schedules that have been recently sent out for signatures as well as some that still need approved based upon inputs and updates etc. Myk Herndon says that one of the thing's he noticed going through the records last year discrepancies on the counselor's schedule since they were asked to
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give a month back in the Summer to do various things that need to be done. Mr. Herndon used the cost of living increase to elevate the scale of 11-12% to compensate for the additional month.

Website Update. Jamie Stiles states there has been a lot of work going on for the new website. The website is set to launch July 1st but some sections may need more information as they continue to work on it as a Summer project for the leadership team. Lots to come with the new website but working on content updates this week. Mr. Jahn states he has been working with Kat to integrate The Board into the website as well.

SpitzerTech Network Appliance Proposal. Myk Herndon discussed the Miraki device at the NB admin building used for routers and filters all the traffic and looks for suspicious packets and rejects them. Mr. Herndon's conversation with David Spitzer was that he recommends that we replace it. The annual cost is about the same and the following year it will be nearly free. Mr. Herndon will get a written approval from David.

Action Item: Gallagher Insurance Renewal	
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Discussion: Myk Herndon would like to make a motion to approve the Gallagher Insurance including the addendum that was discussed earlier this evening. Franklin Roberts seconds the motion. All in favor none opposed.
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Action Item: Salary Schedule	
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Discussion: Myk Herndon would like to make a motion to approve the counselor's salary schedule. Megan Trow seconds the motion. All in favor none opposed.

Meeting Adjourned @ 8:03 pm