

# **Meeting Packet**

## **EXECUTIVE SESSION**

**10/21/2021**

**06:00 PM**



## PHILOMATH SCHOOL DISTRICT 17J

### EXECUTIVE SESSION

PHILOMATH SCHOOL DISTRICT 17J

District Office

1620 Applegate Street, Philomath

10/21/2021 06:00 PM

#### A. EXECUTIVE SESSION ~ 6:00 p.m.

ORS 192.660 (2) (d) to discuss labor negotiations

ORS 192.660 (2) (i) to review and evaluate the employment related performance of district employees

#### B. MINUTES OF THE PREVIOUS MEETING

[Minutes - Executive Session 9/16/21 \(p. 3\)](#)

#### C. NEGOTIATIONS

#### D. PHS Personnel Discussion

#### E. Leave of Absence Letter

[Cahill Leave of Absence \(p. 5\)](#)

**Meeting Minutes**  
**PHILOMATH SCHOOL DISTRICT 17J**  
District Office  
1620 Applegate Street, Philomath  
9/16/2021 06:00 PM

**A. EXECUTIVE SESSION ~ 6:00 p.m.**

1. The meeting was called to order by Board Chair, Rick Wells at 6:04 p.m. under:
  - i. ORS 192.660 (2) (d) to discuss labor negotiations
  - ii. ORS 192.660 (2) (i) to review and evaluate the employment related performance of district employees
2. Attending: Board of Directors: Erin Gudge, Joe Dealy, Rick Wells, and Karen Skinkis; Superintendent, Susan Halliday; Finance Director, Bill Mancuso (via ZOOM); Board Executive Assistant, Lillian Edmonds. Director Anton Grube was absent.

**B. PHS Personnel Discussion**

1. Superintendent Halliday has been conducting a second round of investigations. The investigator account has been deemed inaccurate by both sides. Most of the complaints had only been done verbally.
2. Staff have expressed that as an assistant principal Mike went to bat for students. There seems to have been a change when he moved to the principal position.
3. Superintendent Halliday stated that there may be an option of bringing in a mentor to work with Mike. The board expressed that they would not be in favor of paying someone to mentor when Mike should already know what to do as an administrator.
4. There were also concerns about moving Mike to a vice principal position in the same building. There is also the option of paid leave.
5. Susan is working with legal counsel to make sure that the district is within the guidelines of fair labor laws.
6. The board will stand ready to give direction to the superintendent as needed. The board has confidence in the superintendent's decisions.

**C. NEGOTIATIONS**

1. Layoff and Recall language are still in discussion. Insurance and compensation are still to be determined. PEA still wants 3.8% in COLA over the next two years. The district will have level state school funding for this year. PEA does not want to consider longevity in any fashion. The next negotiating session is on Sept 20<sup>th</sup>.
2. PEA is holding to what they have offered and not willing to give much. The district is set on 1.5% COLA. Layoff and recall language needs to change to allow merit and cultural/linguistic considerations. The district would like to clean up the article.

3. Bill Mancuso has given PEA a scatter gram of where each licensed staff is on the pay scale and years of experience.
4. Raising the insurance cap could be an option instead of increasing the pool. PEA wanted to increase the pool to \$75000 and also increase the insurance cap.
5. If we compound a high COLA on top of the current contract COLA, it gets out of control.
6. Directors Wells and Skinkis will take a more active role at the negotiation meetings. Director Dealy noted that it is important to understand how to use wording during negotiations.
7. 2 % is the average COLA for districts in our area.
8. Director Wells suggested that at the next meeting, the district go about resolving Article 6 issues and get that finished.

The meeting was adjourned at 6:50 p.m.

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Board Chair

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Superintendent

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Date

October 20, 2021

To Whom It May Concern,

I, Michelle Cahill, am requesting a leave of absence. I currently hold a full time science position at PHS and would like a leave of absence for trimester two which runs from December 6, 2021-March 18, 2022. The reasons for this request are: Firstly, as found by an investigator last spring, the high school is working under a hostile work environment and due to this, my mental health is declining. Secondly as COVID case numbers continue to climb in this area it is important to protect myself and my immunocompromised son, who will be home with me during this period of time. I also request that I am able to use my sick pay and insurance to cover as many days of my leave as possible.

I have spoken to the other science teachers and suggestions have been made on how to cover some of my classes. We would be happy to discuss these with admin and/or counselors.

Thank you for your time.

Sincerely,

A handwritten signature in blue ink, appearing to read "Michelle Cahill", with a large, stylized loop at the end.

Michelle Cahill  
PHS Science