



# HOOD RIVER COUNTY SCHOOL DISTRICT

*Excellence. Every student. Every day.*

Welcome to this Public Meeting of the Hood River County School District Board of Directors  
August 23, 2023 – 6:30 p.m. Virtual Meeting.

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<b>6:30 PM</b>	<b>I</b>	<b>REGULAR BUSINESS MEETING</b>	Chrissy Reitz
		<b>WELCOME &amp; CALL TO ORDER</b>	
		Board Chair: Chrissy Reitz, Vice-Chair: Brandi Sheppard; Board Members: Julia Garcia-Ramirez, Barb Hosford, Jen Kelly, David Stuben, Corinda Hankins Elliott	
<b>6:31 PM</b>	<b>II</b>	<b>REVIEW/REVISION OF AGENDA</b>	Chrissy Reitz
<b>6:32 PM</b>	<b>III</b>	<b>CONSOLIDATED ACTION</b>	
		A. Human Resources Report/Personnel Action	Gus Hedberg
<b>6:34 PM</b>	<b>IV</b>	<b>ADJOURN</b>	Chrissy Reitz



# HOOD RIVER COUNTY SCHOOL DISTRICT

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**VISION: Excellence. Every Student. Every Day.**

**MISSION:** Every student graduates with the knowledge and courage to learn, serve, and pursue their dreams.

## **HOOD RIVER COUNTY SCHOOL DISTRICT BOARD OF DIRECTORS MEETING NORMS**

- The Board and Superintendent will strive to have no surprises at board meetings
- Each board member has an opportunity to be heard
- Come prepared having read the information provided
- Stay engaged
- Discussions between members of the Board will serve as a model for positive and constructive public dialogue
- Honor the right of individual members to express opposing viewpoints and vote their convictions
- Seek consensus
- Regardless of one's vote, support the decision of the majority
- Respect executive session confidentiality

## **2023-2024 BOARD OF DIRECTORS GOALS**

### **Goal 1: Increase Academic Growth and Success**

Ensuring high levels of academic growth for all students is the School Board's core mission. To that end, the Board has established high expectations for increased student performance as identified by the 2026 Strategic Plan. To ensure improved outcomes for all students the Board will:

- prioritize and focus their efforts and energy on the 2026 Strategic Plan Goals and Key Indicators
- regularly monitor and analyze disaggregated student performance data when reviewing programs and adjust when the need is demonstrating a change.
- hold themselves, the superintendent, and staff accountable for improved outcomes; and,
- advocate and support the need for improved learning to internal and external stakeholders

### **Goal 2: Improve and Maintain the Public Trust**

Through the utilization of purposeful committee structures, open and transparent processes, and deliberate opportunities for community involvement, the Board will ensure high levels of engagement from staff, parent and stakeholder involvement representative of the district demographic prior to policy-level decision making. To ensure that board improves and maintains public trust, the board will:

- Twice annually administer a comprehensive stakeholder survey aligned to the 2026 Strategic Plan;
- Establish a capital projects fund for maintenance and capital upgrades.
- Advocate for students attending school on a regular basis (90% or better attendance rate). Utilize all supports (families, community partners) to advocate for students attending school.

### **Goal 3: Sound Fiscal Accountability and Transparency**

Through transparent operations, shared accountability, and best-practice procedures, the Board will maintain sound fiscal stewardship of financial resources consistent with board policies. To ensure fiscal accountability and transparency the Board will:



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- Adopt a sustainable budget with more clarity that supports the priorities and goals in the 2026 Strategic Plan
- Maintain a minimum 5% ending fund balance by the end of the 2023-24 school year.
- Conduct monthly Finance Advisory and Capital Project Oversight Committee meetings to review revenues, expenditures and provide analysis of district financial operations.

## **Goal 4: Be a high-functioning Board team**

The Hood River County School District Board of Education, both individually and collectively, will consistently adhere to the Board Meeting Agreements and the Board and Superintendent operating agreements. Board members will engage in at least two (2) continuing education activities per school year. Board members will stay current on OSBA policy changes and Oregon legislative activities that affect HRCSD.

## **PUBLIC PARTICIPATION IN BOARD MEETINGS**

- The Board is committed to providing an opportunity for Hood River County citizens to make public comments.
- Public comment will be scheduled at regular Board Meetings with a time limit of three minutes per speaker.
- Public comment at Board Meetings will be limited to a maximum of 30 minutes total. If public comment exceeds 30 minutes, and speakers are unable to make public comment to the Board, please submit your public comment by email to [hrcsd.board@hoodriver.k12.or.us](mailto:hrcsd.board@hoodriver.k12.or.us) and will be reviewed by the board chair and superintendent.
- The Board will listen, but not comment on information heard from the audience. However, following the meeting, the chair, vice chair and superintendent will together determine if the superintendent shall respond in a public way, a private way or if the issue will be added to future board meeting or work session agendas.
- Speakers may offer objective criticism of district operations or programs, but the Board will not hear complaints concerning specific district personnel. Any complaints must go through the chain of command as spelled out in Policy KL (“Public Complaints”) and Procedure KL-AR (“Complaint Form”).
- The Board limits the public's participation to the public comment section of the agenda. There is no cross-discussion between the Board and the public during other agenda items.
- All public comment should be directed respectfully to the Board through the Chair. Comments should not be directed at any individual board member.
- Groups will be encouraged to appoint a spokesperson so the same issue is not repeated. If a large group of people wishes to discuss a specific topic, please designate one person to sign up to speak on behalf of the group. The group may sit/stand together at the podium with the designated speaker.
- Each public speaker will identify themselves by name and county of residence, and will submit a google form prior to 12pm the day before the meeting. Any questions around public comment please contact the board secretary [meghan.west@hoodriver.k12.or.us](mailto:meghan.west@hoodriver.k12.or.us) or 541-386-2511.

*The Hood River County School District Board of Directors requests comments be limited to three (3) minutes per speaker. Speakers will state their name and county of residence for the record. The Board appreciates community members sharing information during public comments. While the Board does not respond to public comment, following the meeting, the Chair, Vice Chair, and Superintendent will together determine the appropriate level response. Speakers may offer objective criticism of district operations or programs but the Board will not hear complaints concerning specific district personnel. If public comment exceeds 30 minutes, and speakers are unable to make public comments to the board, please submit your public comment by email to [hrcsd.board@hoodriver.k12.or.us](mailto:hrcsd.board@hoodriver.k12.or.us) and they will be reviewed by the board chair and superintendent.*



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**SCHOOL DISTRICT**  
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August 23, 2023

To: Board of Directors

From: Gus Hedberg – Human Resources Director

Re: Personnel Report - REVISED

**EXPLANATION:**

Attached is the Personnel Report -REVISED of personnel actions for the August 23, 2023 board meeting.

Presenter: Gus Hedberg – Human Resources Director

Supplementary  
Materials: Personnel Report -REVISED

Recommendation: Request board approval of the attached Personnel Report -REVISED

Proposed Motion: I move to approve the Personnel Report - REVISED as presented on August 23, 2023

# Hood River County School District

## Human Resources Office

1011 Eugene Street • Hood River, Oregon 97031 • (541) 387-5012 • (541) 387-5099

**\*\*REVISED\*\* August 23, 2023 \*\*REVISED\*\***

<b>NEW HIRES (Approval Needed) - NUEVAS CONTRATACIONES (Se Necesita Aprobación)</b>			
NAME	POSITION	BUILDING	COMMENTS
Nora Richardson	Bus Driver	District Transportation	Replacing Mason
Jessica DeHart	Temporary Kindergarten Teacher (1.0 FTE)	May Street Elementary School	Temporary for 23/24; covering a leave of absence
Nicole Tunnell	Middle School Science Teacher (1.0 FTE)	Wy'east Middle School	Replacing Arechaga transfer to HROA
Ariana Rodriguez	Instructional Assistant	Mid Valley Elementary School	Replacing Ramirez's resignation
Ansley Farrell	SLC Instructional Assistant	May Street Elementary School	Filling vacancy
Ashley Lowe	Instructional Assistant	May Street Elementary School	Filling vacancy
Emma Healy	School Psychologist (1.0 FTE)	Student Services	Replacing Copeland
Kathleen Philibin	Instructional Assistant	May Street Elementary School	Filling vacancy
Ximena Galvez Vuelvas	Bilingual Secretary I	May Street Elementary School	Replacing Silva
Abigail Medina Macias	Instructional Assistant	May Street Elementary School	Filling vacancy

<b>RESIGNATION/RETIREMENT/TERMINATION - RENUNCIAS/RETIROS/DESPIDOS</b>			
NAME	POSITION	BUILDING	COMMENTS
Tammy See	Kitchen Helper	Nutrition Services	Not returning for the 23/24 school year
Marge Gale	Instructional Assistant	Hood River Middle School	Not returning for the 23/24 school year

<b>REQUESTS FOR LEAVES OF ABSENCE - SOLICITUDES DE AUSENTISMO</b>			
NAME	POSITION	BUILDING	COMMENTS
Kathy Yasui	Language Arts Teacher	Hood River Valley High School	Requesting a .34 FTE reduction for the 2023/24 school year.
Joe Kelly	Science Teacher	Hood River Valley High School	Requesting a leave of absence for the 23/24 school year from his teaching position to take the interim Principal position at HROA for 23/24.
Damein Elderkin	ELD Teacher	May Street Elementary School	Requesting a leave of absence for the 23/24 school year from his 1.0 FTE regular position at May Street Elementary, to take on a .50 FTE ELD Regular Teacher/.50 FTE Temporary ELD District TOSA position.

<b>EMPLOYEE TRANSFERS - TRASLADOS DE EMPLEADOS</b>			
NAME	FROM: POSITION/BUILDING	TO: POSITION/BUILDING	COMMENTS
Joe Kelly	Science Teacher/Hood River Valley High School	Temporary HROA Principal/HROA	Replacing Running; temporary position for 23/24

<b>ADVERTISED VACANCIES (Information Only) - POSICIONES VACANTES (Solo Información)</b>			
<b>OPEN POSITION</b>	<b>BUILDING</b>	<b>STATUS</b>	<b>COMMENTS</b>
Speech Language Pathologist Pool	District-wide services	Open until filled	Replacing Stanton transfer to EI/ECSE
Instructional Assistants - multiple vacancies	Hood River Valley High School	Offers pending	Filling multiple vacancies at Hood River Valley High School
Elementary Secretary/Bookkeeper (8 hours/day)	Mid Valley Elementary School	Open until filled	Replacing Marquez's transfer to HRVHS
Instructional Assistant (4.5 hours/day)	Mid Valley Elementary School	Offer pending	Reconfiguring hours
Instructional Assistant Pool	May Street Elementary School	Offers pending	Replacing multiple vacancies
Family Engagement Paraprofessional (8 hours/day)	Westside Elementary School	Open until filled	Replacing Benavides transfer to May Street Elementary
Kitchen Helper Pool (4.5 hours/day)	Various schools	Offer pending	Replacing Ballard resignation; Avila transfer to Mid Valley
3rd Grade Teacher (.50 FTE)	Cascade Locks Elementary School	Offer pending	New position due to enrollment
Instructional Assistant (6.5 hours/day)	Cascade Locks Elementary School	Open until filled	Replacing vacancy
Secondary (6th-12th Grade) Behavior Paraprofessional	District-wide programs	Open until filled	New position
Custodian I (8 hours/day)	Hood River Valley High School	Open until filled	Replacing Shertzer resignation
Behavior Support Paraprofessional (8 hour/day)	Student Services	Open until filled	Replacing Herman transfer to Parkdale
In-district - Reading Specialist/Math Specialist (1.0 FTE)	Cascade Locks Elementary	Interviews scheduled	Reconfigured positions
In-district - Temporary School Counselor (1.0 FTE)	Hood River Valley High School	Open until filled	Covering employee leaves for 23/24
Temporary Science Teacher (1.0 FTE)	Hood River Valley High School	Open until filled	Replacing Kelly transfer to HROA
Temporary AVID Electives Teacher (.50 FTE)	Hood River Valley High School	Open until filled	Replacing Beardsley resignation

From: **Tammy See** <[tammy.see@hoodriver.k12.or.us](mailto:tammy.see@hoodriver.k12.or.us)>  
Date: Fri, Aug 18, 2023, 1:22 PM  
Subject: Re: Resignation (Tammy See) 8/18/23  
To: Gus Hedberg <[Gus.hedberg@hoodriver.k12.or.us](mailto:Gus.hedberg@hoodriver.k12.or.us)>, Leslie McMorran <[leslie.mcmorran@hoodriver.k12.or.us](mailto:leslie.mcmorran@hoodriver.k12.or.us)>

I am resigning as of today 8/18/23

Tammy See

On Fri, Aug 18, 2023 at 12:57 PM Tammy See <[tammy.see@hoodriver.k12.or.us](mailto:tammy.see@hoodriver.k12.or.us)> wrote:

As of August 18th 2023, I would like to notify you that I was offered an interior design elective teaching position at Horizon. Being that this was my original career before kids, I've always been wanting to get back into it. Unfortunately I won't be able to work for you in nutrition services department for the 23-24 school year. Sorry for the late notice, but they had just given me the contact today. Thank you so much for giving me the opportunity to work with you! Hope you've had a wonderful summer. Let me know if you need anything else from me. Thanks again, and let's keep in touch.

Tammy See  
August 18th 2023

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resignation > Inbox x

↪ **Marge Gale**

to Rolland, me ▾

Mon, Aug 21, 8:33 AM (21 hours ago)

Good Day Rolland and Leslie,

I am contacting you to let you know I am resigning from my IA position at HRMS. I plan on substituting for the district this year.

Sincerely, Marge Gale

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**Hood River County School District**

1011 Eugene St.  
Hood River, OR 97031

To Columba Jones and the School Board,

I am a teacher at Hood River Valley High School writing to formally request a .34 FTE reduction/leave for the 2023-2024 school year. The intention for this leave is that it is for only one school year. I am currently planning on returning to 1.0 FTE for the following school year. I have already expressed this request with my direct administrator, Columba Jones.

Please let me know if there is any other information you require in granting this request. Thank you.

Sincerely,

**Kathryn Yasui**

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On Mon, Aug 21, 2023 at 4:46 PM Joe Kelly <[joe.kelly@hoodriver.k12.or.us](mailto:joe.kelly@hoodriver.k12.or.us)> wrote:

I am requesting a one-year leave of absence from my science teaching position at HRVHS. I accepted an offer to fill the HROA principal position on an interim basis for this coming school year.

Thank you,

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Joe Kelly  
Science Instructor  
Hood River Valley School District  
(541) 386-4500 ext 4600

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From: **Damien Elderkin** <[damien.elderkin@hoodriver.k12.or.us](mailto:damien.elderkin@hoodriver.k12.or.us)>

Date: Wed, Aug 23, 2023 at 2:21 PM

Subject: Elderkin, Damien Request for Temporary Leave from 1.0 Regular Position

To: Leslie McMorran <[leslie.mcmorran@hoodriver.k12.or.us](mailto:leslie.mcmorran@hoodriver.k12.or.us)>

Hi Leslie,

I would like to request a temporary leave for this year. In the case that the current temporary position of ELL TOSA is no longer a position I want to ensure that I have a full time position next year.

Thank you very much,

Damien Elderkin