

## COQUILLE SCHOOL DISTRICT 8

Wednesday, March 12, 2025  
Regular Board Meeting Minutes  
970 N. Central Blvd.  
Coquille, OR 97423

### Order

Melinda Millet called the meeting to order at 6:00 p.m. Board Members present were Steve Britton, Melinda Millet, Marsha Frost, Heather Echavarria and Cliff Wheeler. Absent was Board Member Lukas Taylor Others present were Superintendent Wayne Gallagher, Assistant Business Director Denese Hale , and Board Secretary Julie Simpson.

### 1.0 Meeting Business

Motion made by Steve Britton to approve the Amended Agenda with some changes, first is the April Board meeting will be April 9<sup>th</sup> and not 12<sup>th</sup>. Second change was making 9.0 Grievance Hearing and Executive session 10.0. and, and Marsha Frost seconded the motion; it passed unanimously with the following votes:

- Melinda Millet – Yes
- Marsha Frost – Yes
- Heather Echavarria – Yes
- Cliff Wheeler – Yes
- Steve Britton – Yes

### 2.0 Presentation

#### 2.1 Chief of Coquille, Ryan Doyle

Chief of Police Ryan Doyle attended the school board meeting to introduce himself following his appointment in October. He expressed his appreciation for the opportunity to reconnect with the community, having grown up in Coquille, and shared his priorities for the department, emphasizing student and staff safety.

#### **Key Points:**

- School safety is a top priority for the police department.
- Importance of visibility in schools and community involvement, noting his participation in a recent Dr. Seuss reading event.
- He expressed gratitude for the strong working relationship with the Coos County Sheriff's Office and specifically acknowledged Deputy Owens' contributions.
- Chief Doyle looks forward to continuing collaboration with the school district and aims to be a supportive resource for students and staff.

#### 2.2 Integrated Guidance Budget, Tanya Sinko

Curriculum Director Tanya Sinko presented an overview of the Integrated Guidance Budget, outlining funding sources, priorities, and the alignment of resources to support district goals.

#### **Key Points:**

- Tanya reviewed the allocation of funds received through the Integrated Guidance process, which includes multiple state funding streams aimed at improving student outcomes.
- Budget priorities were discussed, focusing on student engagement, academic success, and equity.

- She highlighted investments in staffing, instructional materials, professional development, and targeted student support services.
- The budget was developed with stakeholder input and reflects goals identified in the district's Integrated Guidance Plan.
- Tanya emphasized the importance of maintaining transparency and using data to measure the impact of funded initiatives.

### **3.0 Program/School Written Reports provided:**

#### **Written Reports**

### **4.0 Fiscal Report**

Assistant Business Manager Denise Hale reported that the business office is fully staffed, with Nicole returning accounts payable operations brought back in-house from the ESD. The projected ending fund balance is \$1.4 million. [Fiscal Reports](#)

### **5.0 Superintendent's Report**

Included in your board packet is our updated population report for the month of February. Our enrollment remains steady at 1,236 students. [Population Report](#)

#### **Enrollment Trends**

We continue to experience overall declining enrollment. Here are some comparisons from February 2023 to February 2024:

- Overall, we are down 44 students compared to last February.

### **2025–2026 School Year Calendar Highlights**

- **New Work-Life Balance Days:** Strategically placed non-contract 4-day weekends (e.g., November 10).
- **PD/Workday Hybrids:** Split days with 3.75 hours PD + 3.75 hours teacher work time, aligned with progress reporting and semester changes.
- **Thanksgiving Week Off** continues due to positive feedback.
- **Key Dates:**
  - Graduation: **Winter Lakes – June 5 | CHS – June 7**
  - Last Day of School: **June 11**
  - Final Teacher Workday: **June 12**

### **6.0 Discussion/Action**

Motion made by Steve Britton to approve Discussion/Action items 6.1 to 6.8 below. Heather Echavarria seconded the motion; it passed unanimously.

- 6.1 [School Year 2025-2026 School Calendar](#)
- 6.2 [Integrated Guidance Plan for School year 2025 - 2027](#)
- 6.3 Boys Golf Coop with Bandon School District
- 6.4 Girls Golf Coop with Bandon School District
- 6.5 [2024- 2025 Surplus Sale List](#)
- 6.6 [CDL Program](#)
- 6.7 [Teacher & Administrator Renewal List](#)
- 6.8 [Local Service Plan – South Coast ESD](#)

- Melinda Millet – Yes
- Marsha Frost – Yes
- Heather Echavarria – Yes

- Cliff Wheeler – Yes
- Steve Britton – Yes

### **7.0 Consent Agenda**

Motion made by Marsha Frost to send Policy JP back to the Policy Committee for further discussion. Melinda Millet seconded the motion; it passed unanimously.

- Melinda Millet – Yes
- Marsha Frost – Yes
- Heather Echavarria – Yes
- Cliff Wheeler – Yes
- Steve Britton – Yes

7.1 Cash Donations

#### **7.2 First Reading**

CPA – Layoff and Recall for Administrators

JFC – Student Conduct

~~JG – Student Discipline~~

JGD - Suspension

JHCD - Medications

JHCD-AR - Medications

#### **7.5 Second Reading**

AC – Nondiscrimination

DID – Property Inventories

GCBDC/GDBDC – Domestic Violence, Harassment, Sexual Assault, Bias, or Stalking Leave (Safe Leave)

GCBDC/GDBDC - AR – Domestic Violence, Harassment, Sexual Assault, Bias, or Stalking Leave

GCBDD/GDBDD – Sick Time

IKF- Graduation Requirements

IKFB – Graduation Exercises

JBA/GBN – Sexual Harassment

EBBB – Injury/or Illness Reports

GBNAA/JHFF – Suspected Sexual Conduct with Students and Reporting Requirements

JHFF/GBNAA - Suspected Sexual Conduct with Students and Reporting Requirements

Motion made by Heather Echavarria to approve to approve Consent Agenda item 7.1 to 7.3. Marsha Frost seconded the motion. It passed unanimously.

- Melinda Millet – Yes
- Marsha Frost – Yes
- Heather Echavarria – Yes
- Cliff Wheeler – Yes
- Steve Britton – Yes

### **9.0 Staff/Public Comments**

Armando Ruiz – Principal, CVE – 5<sup>th</sup> Grade

### **10.0 Grievance Hearing**

Tyler Lienemann, representing the Coquille Education Association (CEA), addressed the Coquille School Board during the grievance hearing, highlighting several key concerns regarding the proposed schedule changes at Coquille Valley Elementary (CVE). These concerns include violations of the collective bargaining agreement, lack of stakeholder engagement, insufficient justification for the proposed changes, potential negative impacts on student success, financial mismanagement, and potential legal liability.

1. **Contract Violations:** Lienemann emphasized that the district's proposed shift from an elementary model to a junior high model for 5th and 6th grades violates Article 5.a of the collective bargaining agreement. The district's interpretation of "working conditions" was criticized for being too narrow, ignoring significant changes to teachers' responsibilities, including higher student numbers and the shift from multi-subject to single-subject teaching. Lienemann argued that this change misuses teachers' training and may require them to acquire new endorsements, which had not been previously considered.
2. **Stakeholder Input:** The CEA highlighted that the district failed to meaningfully engage teachers, parents, and the community in the decision-making process before proposing such significant changes. Lienemann stressed that stakeholder involvement is critical for ensuring educational decisions are well-supported.
3. **Lack of Justification:** The district's proposal, intended to address state mandates and budget concerns, was criticized for lacking clear justification. Teachers had proposed an alternative schedule to meet requirements but felt pressured into accepting a "band-aid" solution, with the understanding that further changes would be made the following year. This uncertainty was concerning to educators.
4. **Impact on Student Success:** CEA noted that CVE's current elementary model has led to significant improvements in student performance, including a 25% increase in proficiency in language arts and a 12% increase in math. Lienemann compared these results to those of Tom McCall Upper Elementary, which operates under a junior high model, and found that CVE students outperformed their peers in multiple subjects.
5. **Financial Mismanagement:** Lienemann argued that the district's proposal would incur significant costs, including infrastructure changes to accommodate a junior high model. Additionally, previous investments in curriculum for the elementary model would be wasted.
6. **Potential Legal Liability:** Lienemann concluded by addressing concerns over potential legal liability related to the district's actions, including a cease-and-desist letter issued to CEA. While the district retracted the letter, Lienemann warned that unnecessary litigation could cost the district valuable resources that should be invested in students and educational improvements.

Superintendent Gallagher addressed the grievance by emphasizing that the district has not yet implemented any changes. He explained that while the district intends to introduce a new model for the fifth grade in September, no unilateral changes have been made, and all discussions have been about planning and gathering input.

The district has been engaging stakeholders since January, including board members, former teachers, and current faculty, to collaboratively develop a plan. The proposed changes involve reducing teacher workloads by assigning specific subjects, which Gallagher believes will reduce preparation time compared to the current model. He also pointed out that this change would not involve moving students or drastically altering their classroom environment.

Regarding bargaining, Gallagher stated that the district is open to negotiations but has not yet implemented the changes, and therefore, no contract violations have occurred. He acknowledged the union's concerns but maintained that this was a discussion, not an implementation. Additionally, he addressed concerns about teacher endorsements and training, affirming that the district is committed to supporting teachers through the necessary endorsements and testing, while also clarifying that the issue of involuntary transfers is a matter for negotiations rather than a unilateral decision.

Finally, Gallagher reiterated that the district is working to avoid layoffs and has made efforts to support teachers through programs like "grow your own," but he stressed that no changes have yet been finalized and that discussions are ongoing.

#### **Rebuttal from the Coquille Education Association (CEA):**

1. **Unilateral Change:** The CEA argued that the district's actions, particularly the proposed schedule change for fifth-grade teachers, constituted a unilateral change in working conditions. They emphasized that the district made decisions without sufficient bargaining or agreement with the union.
2. **Involuntary Transfers:** The CEA also highlighted concerns about potential involuntary transfers, especially regarding the new endorsement requirements, and questioned whether teachers would be reassigned involuntarily after obtaining new endorsements.
3. **Improper Implementation of Layoff Procedures:** The CEA raised concerns about how the district has handled the implementation of layoff procedures, particularly the lack of protection for teachers from involuntary transfers once endorsements are obtained. They argued this should be part of the negotiation process rather than an unaddressed concern.
4. **Endorsement and Licensing:** The CEA questioned the district's commitment to fully supporting teachers through the endorsement process, expressing concerns about the cost of repeated testing and the adequacy of preparation time.

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#### **Rebuttal from Superintendent Wayne Gallagher:**

1. **No Implementation Yet:** Gallagher firmly reiterated that no changes have been implemented yet and that the district has only engaged in discussions, not actual changes. The district is still in the planning stages, and no unilateral action has been taken.
2. **Bargaining and Negotiations:** Gallagher emphasized that the district is open to bargaining and that they are actively engaging with the union. He pointed out that they've made several attempts to meet and negotiate and that all changes are still subject to these discussions.
3. **Teacher Workload Reduction:** Gallagher countered the union's claim by stating that the proposed schedule actually reduces the workload for teachers by allowing them to focus

on specific subjects, rather than preparing for all subjects. He also mentioned that the teachers involved were part of the process of developing this new schedule.

4. **Endorsement Support:** On the endorsement issue, Gallagher assured that the district would pay for the necessary endorsement tests once and would provide study materials. However, he clarified that teachers would be expected to use their unassigned time or upcoming professional development days for studying, and travel reimbursement would be provided for testing.
5. **Involuntary Transfers:** Regarding involuntary transfers, Gallagher explained that the district cannot guarantee job security or protection from future transfers due to the district's declining enrollment. He stated that this is an ongoing issue for negotiations, not a contract violation.
6. **Commitment to Teachers:** Gallagher stressed the district's efforts to retain teachers and their investment in growing their own through programs that support teacher education, such as the "grow your own" initiative.

### **11 Executive Session**

Chair Melinda Millet convened an Executive Session at 7:54 pm pursuant to ORS 192.660(2)(f), ORS 192.660(2)(i) and 192.660(8).

#### **Return from Executive Session Time: 8:16 pm**

Motion made by Steve Britton to approve the Superintendent's contract through 2028. Marsha Seconded the motion. It passed unanimously.

- Melinda Millet – Yes
- Marsha Frost – Yes
- Heather Echavarria – Yes
- Cliff Wheeler – Yes
- Steve Britton – Yes

Motion made by Heather Echavarria to uphold the District's decision to deny the CEA's grievance. Cliff Wheeler seconded the motion. It passed unanimously

- Melinda Millet – Yes
- Marsha Frost – Yes
- Heather Echavarria – Yes
- Cliff Wheeler – Yes
- Steve Britton – Yes

Motion made by Heather Echavarria to direct the Board Chair to write a response to the CEA's grievance. Marsha seconded the motion. It passed unanimously.

- Melinda Millet – Yes
- Marsha Frost – Yes
- Heather Echavarria – Yes
- Cliff Wheeler – Yes
- Steve Britton – Yes



**Adjournment**

Melinda Millet adjourned the meeting at 8:17 pm

Melinda Millet

Approved