



OREGON SCHOOL BOARDS ASSOCIATION Executive Committee

Tuesday, August 5, 2025, 12:00 PM

Via Zoom

Meeting Minutes

OSBA committee members in attendance at meeting start: President Chris Cronin; Vice President Dawn Watson; Secretary-treasurer Chrissy Reitz; Past President Sami Al-Abdrabuh

OSBA staff in attendance at meeting start: Executive Director Emielle Nischik; Chief Legal Officer and Interim Deputy Executive Director Haley Percell; Executive Assistant La'Nell Trissel

Guests in attendance at meeting start: OSBA Director José Gamero-Georges

President Cronin called the meeting to order at 12:00 p.m.

I. Welcome and roll call

President Cronin welcomed everyone to the meeting.

Roll call was taken, a quorum was present.

II. Approve agenda

President Cronin verified that everyone had received and was working from the version 3 agenda packet.

Motion: Sami Al-Abdrabuh moved approval of the agenda as presented. Seconded Dawn Watson.

There being no votes in opposition, the motion passed unanimously.

Sami Al-Abdrabuh: Yea

Chrissy Reitz: Yea

Chris Cronin: Yea

Dawn Watson: Yea

III. Executive Director update

Executive Director Nischik updated the Committee on the vacant NSBA Pacific Region director position; noted that OSBA has submitted a request to NSBA for a two-day extension to submit the candidate application nomination, allowing the OSBA Board an option to nominate a candidate at its regular meeting; noted that Dawn Watson will be serving on the Pacific Region Nominating Committee; provided highlights from the recent Executive Director work-alike conference where she presented on our strategic plan development with The Coraggio Group; added that the presentation received lots of interest; and spoke to a group of executive directors who are looking into AI and how it could be integrated into the Associations business processes to increase efficiencies.

Further discussion took place regarding the open director position on the NSBA board and AI use in other associations.

IV. Review the Meal and Beverage Guideline and Travel Guideline for the Executive Director

Chief Legal Officer and Interim Deputy Executive Director Haley Percell provided information about the recent OGEC advisory opinion that may create an ethics violation for public employee staff to consume beverages and meals at work as part of work-related meetings, conferences, etc. To protect OSBA staff from potential ethics complaints and violations, Executive Director Nischik has implemented/revised the staff Meals and Beverages Guideline and the Travel Guideline to address the advisory opinion. Percell explained that for the guidelines to cover the Executive Director, the Executive Committee needs to review the guidelines and recommend that they be adopted by the board for the Executive Director; and that the Board will need to receive the recommendation, review the guidelines, and adopt the guidelines for the Executive Director.

Additional discussion took place about tax implications. Percell noted that OSBA has contacted its tax accountant and has taken appropriate measures to accommodate the guidelines and recommended that any entity considering this type of action consult with its own accountant prior to implementation. Appreciation was given for the resulting fiscal responsibility of the updated guidelines.

Motion: Sami Al-Abdrabbuh moved to recommend the Board adopt the Meal and Beverage Guideline and the Travel Guideline for the Executive Director. Seconded by Dawn Watson.

There being no votes in opposition, the motion passed unanimously. .

Sami Al-Abdrabbuh: Yea

Chrissy Reitz: Yea

Chris Cronin: Yea

Dawn Watson: Yea

V. Oregon School Board Members PRIDE Caucus request to be added to the agenda of the next regular Board meeting

President Cronin introduced Director José Gamero-Georges and yielded the floor for an update on the Oregon LGBTQIA2S+ School Board Members Advisory Committee. Gamero-Georges relayed Director Doughty's regret at not being able to attend today's meeting, the potential positive impact of the PRIDE caucus, and the importance of having the membership vote to create the Oregon School Board Members PRIDE caucus.

Additional discussion took place about the positive alignment of the proposed caucus's vision, mission, values, and goals with OSBA's vision, mission, values, and goals; the importance of the work of the proposed caucus; OSBA's commitment to serving the populations that would be represented by the proposed caucus; the executive committee's desire for the success of the advisory committee; concerns based on last year's unsuccessful campaign; concerns about the advisory committee's preparedness to present the strongest case possible to both the OSBA Board and the OSBA membership; what steps the advisory committee has made since the failed resolution to strengthen its case; the recent shifts in national perspectives that have effected populations that would be represented by the proposed caucus; the appropriateness of allowing the full membership to determine benefits designated for a minority subgroup; the potential consequences for the populations represented by the proposed caucus if a resolution were to fail again; the effectiveness of the caucus framework, its operational success, and the financial impact of the caucus structure and how these were strong contributors for last year's unsuccessful resolution; the importance of the advisory committee's membership engagement and outreach; the potential for OSBA to shore up support for impacted populations without creating a caucus; the importance of the advisory committee to advise the Board in matters pertaining to impacted

populations; potential resources for the advisory committee and an explanation of budget allocation for a potential caucus; and the importance of clear communication from the OSBA Board to both the advisory committee and the membership that explains why there will or won't be a resolution to create the proposed caucus so that everyone knows that OSBA is supportive of the populations that would be represented by the proposed caucus and all the factors involved in its decision (i.e., the evaluation of the caucus model itself).

President Cronin requested that Director Gamero-Georgesom present to the advisory committee the support of the executive committee; recognition of the importance of the work; and the concern about timing and that the systems are in place for success. Committee members would gladly accompany Director Gamero-Georgesom in this discussion.

Further discussion took place regarding how the Board could continue its work in this area and what recommendations the Executive Committee should make.

The Executive Committee reached consensus to recommend the board to continue engaging with the advisory committee to develop a road map for moving the work forward including, how the committee will engage the OSBA board, OSBA membership, and OSBA as an organization on advancing the mission and goals of the advisory committee. The Executive Committee does not recommend a Caucus Resolution at this time for the 2025 membership election.

VI. Review the September Board of Directors meeting agenda

The Committee reviewed the draft agenda for the September 2025 board retreat.

Clarification was provided regarding: OSBA Local Contract Review Board Rules agenda item, which has been included as a placeholder for the general business of the board to adopt its local contract review board rules (a term of art) which allows a public entity to become its own contract review board; Nomination and election of OSBA officers agenda item, due to the president-elect vacancy, the 2025 officer election needs to include the election of the 2026 President, 2026 President-elect, 2026 Vice President, and 2026 Secretary-president; Oregon School Board Members PRIDE Caucus status and designated seat on OSBA Board of Directors and Legislative Policy Committee agenda item, needs to be moved to Information/Discussion with the conversation being framed to receive input on how the caucuses are doing; and consent agenda item Approve Appointments, discussed the president's plan to fill committee vacancies.

Appreciation was given for the built-in networking time for the Board.

VII. OSBA Officer Succession Planning

President Cronin updated the Committee on the Hot Topic table being offered at the Summer Board Conference.

VIII. Summer Board Conference Hot Topic Table

The Committee discussed plans to host a Hot Topic Table at the upcoming Summer Board Conference.

IX. For the good of the order and requests for future Executive Committee agenda topics

Past-president Al-Abdrabbuh will be unable to attend the majority of the September Board Retreat.

X. Meeting adjourns

The meeting was adjourned at 1:26 p.m.