



OREGON SCHOOL BOARDS ASSOCIATION Board of Directors Special Meeting

Monday, August 11, 2025

Via Zoom

Meeting Minutes

OSBA board members in attendance at meeting start: President Chris Cronin; Vice President Dawn Watson; Secretary-treasurer Chrissy Reitz; Past President Sami Alabdrabbuh (ex-officio); Kraig Albright; José Gamero-Georgeson; Linda Hamilton; Kris Howatt; Tristan Irvin; David Jaimes; Greg Kintz; Kristy Kottkey; Steve Lowell; Nichole Schott; Randy Shaw; Luhui Whitebear

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: Bob Steringer, Harrang Long P.C.; Jill Goldsmith, Workplace Solutions Northwest; Amy Angel, Barran Liebman LLP; Karen Vickers, Vickers Plass

OSBA board members not in attendance at meeting start: Jackie Crook; Laurie Danzuka; Katrina Doughty; Karina Guzman-Ortiz; Alonso Oliveros; Nancy Thomas; Glenn Wachter

President Cronin called the meeting to order at 5:02 p.m.

I. Welcome, introductions, 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 agenda packet sent on August 7.

***Laurie Danzuka joined the meeting at 5:06 p.m. ***

Motion: David Jaimes moved to approve the agenda as presented. Seconded by Kris Howatt.

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

Kraig Albright: Yea

Chris Cronin: Yea

Jackie Crook: Absent

Laurie Danzuka: Yea

Katrina Doughty: Absent

José Gamero-Georgeson: Yea

Karina Guzmán Ortiz: Absent

Linda Hamilton: Yea

Kris Howatt: Yea

Tristan Irvin: Yea

David Jaimes: Yea

Greg Kintz: Yea

Kristy Kottkey: Yea

Steve Lowell: Yea

Alonso Oliveros: Absent

Chrissy Reitz: Yea

Nichole Schott: Yea

Randy Shaw: Yea

Nancy Thomas: Absent

Glenn Wachter: Absent

Dawn Watson: Yea

Luhui Whitebear: Yea

III. Appointment(s) - Position 2, Gorge Region

President Cronin indicated that the board's Process for Conducting Appointments would be used for today's appointments and named the two candidates.

Director Reitz noted that Paul Zastrow lives in Hood River and, therefore, didn't qualify for the Gorge region position.

Motion: Kris Howatt moved the board appoint Nichole Schott to the Board of Directors, Position 2, Gorge Region. Seconded by Linda Hamilton.

A voice vote was taken. There being no votes in opposition, the motion passed unanimously.

Kraig Albright: Yea	Kris Howatt: Yea	Nichole Schott: Yea
Chris Cronin: Yea	Tristan Irvin: Yea	Randy Shaw: Yea
Jackie Crook: Absent	David Jaimes: Yea	Nancy Thomas: Absent
Laurie Danzuka: Yea	Greg Kintz: Yea	Glenn Wachter: Absent
Katrina Doughty: Absent	Kristy Kottkey: Yea	Dawn Watson: Yea
José Gamero-Georgeson: Yea	Steve Lowell: Yea	Luhui Whitebear: Yea
Karina Guzmán Ortiz: Absent	Alonso Oliveros: Absent	
Linda Hamilton: Yea	Chrissy Reitz: Yea	

President Cronin congratulated Director Schott on her new position and noted that to continue to service on the board in 2026 she would be required to run and be elected for the position in the 2025 OSBA elections.

- IV. To consider attorney-client privileged information or records that are otherwise exempt by law from public inspection regarding legal advice
- V. To consider attorney-client privileged information or records that are otherwise exempt by law from public inspection regarding legal advice and to consider the dismissal or disciplining of, or to hear complaints or charges brought against, a public officer, employee, staff member or individual agent who does not request an open hearing
- VI. To consult with counsel concerning the legal rights and duties of a public body with regard to current litigation or litigation likely to be filed and to consider information or records that are exempt by law from public inspection

*****All OSBA members of the Board; staff Emielle Nischik, Haley Percell, and La'Nell Trissel; and invited guests Bob Steringer, Harrang Long P.C., Jill Goldsmith, Workplace Solutions Northwest, and Karen Vickers, Vickers Plass stayed in the meeting room at 5:14 p.m. All others were moved to the waiting room.*****

President Cronin led the Board into executive session at 5:14 p.m.

Executive Session: ORS 192.660(2)(b) "to consider the dismissal or disciplining of, or to hear complaints or charges brought against, a public officer, employee, staff member or individual agent who does not request an open hearing;" ORS 192.660(2)(f) "to consider information or records that are exempt by law from public inspection," pursuant to ORS 192.355(9), and ORS 40.225; and ORS 192.660(h) "to consult with counsel concerning the legal rights and duties of a public body with regard to current litigation or litigation likely to be filed."

*****Katrina Doughty joined the meeting and executive session at 5:18 p.m.*****

*****Nancy Thomas joined the meeting and executive session at 5:25 p.m.*****

Jackie Crook joined the meeting and executive session at 5:26 p.m.

Amy Angel joined the executive session at 5:46 p.m.

President Cronin adjourned the executive session at 6:19 p.m.

All OSBA staff, guests, and members of the public returned to the meeting room at 6:19 p.m.

VII. Complaints brought by and against Board members

A request was made to increase the onboarding education of new board members.

President Cronin conveyed how seriously OSBA takes allegations of policy violations, overviewed the resources that have gone into the investigation, reminded everyone of the strength that the board's diversity can provide, and encouraged board members to revisit the board resolution passed earlier this year.

Motion: Kris Howatt moved that the board acknowledge the completion of an investigation that was authorized by the board in response to complaints by and against board members, acknowledge the board's consideration of the confidential investigation report, and determine that the investigation has identified no violation of policy. Seconded by David Jaimes.

A voice vote was taken. There being one vote in opposition, the motion passed with a majority.

Kraig Albright: Yea	Kris Howatt: Yea	Nichole Schott: Yea
Chris Cronin: Yea	Tristan Irvin: Yea	Randy Shaw: Yea
Jackie Crook: Yea	David Jaimes: Yea	Nancy Thomas: Yea
Laurie Danzuka: Yea	Greg Kintz: Yea	Glenn Wachter: Absent
Katrina Doughty: Yea	Kristy Kottkey: Yea	Dawn Watson: Yea
José Gamero-Georgeson: Yea	Steve Lowell: Yea	Luhui Whitebear: Yea
Karina Guzmán Ortiz: Absent	Alonso Oliveros: Absent	
Linda Hamilton: Nay	Chrissy Reitz: Yea	

VIII. Complaints brought against employees

Motion: José Gamero-Georgeson moved that the board acknowledge receipt of complaints against certain OSBA employees, acknowledge the completion of an investigation of the complaints by outside legal counsel, acknowledge the board's consideration of the confidential investigation report, and determine that the investigation has identified no violation of policy at this time. Seconded by Laurie Danzuka.

A voice vote was taken. There being two votes in opposition, the motion passed with a majority.

Kraig Albright: Yea	Kris Howatt: Nay	Nichole Schott: Yea
Chris Cronin: Yea	Tristan Irvin: Yea	Randy Shaw: Yea
Jackie Crook: Yea	David Jaimes: Yea	Nancy Thomas: Yea
Laurie Danzuka: Yea	Greg Kintz: Yea	Glenn Wachter: Absent
Katrina Doughty: Yea	Kristy Kottkey: Yea	Dawn Watson: Yea
José Gamero-Georgeson: Yea	Steve Lowell: Yea	Luhui Whitebear: Yea
Karina Guzmán Ortiz: Absent	Alonso Oliveros: Absent	
Linda Hamilton: Nay	Chrissy Reitz: Yea	

Motion: Kris Howatt moved that the board share the follow-up questions and recommendations identified in the confidential investigation report regarding the OSBA's response to the Pay Equity Complaint with leadership with the expectation that they be addressed in bargaining. To the extent that any of the questions remain unresolved after bargaining is complete, leadership should address those questions at that time and report back to the board on the status of these items. Seconded by Randy Shaw.

A voice vote was taken. There being no votes in opposition and one abstention, the motion passed with a majority.

Kraig Albright: Yea	Kris Howatt: Yea	Nichole Schott: Yea
Chris Cronin: Yea	Tristan Irvin: Yea	Randy Shaw: Yea
Jackie Crook: Yea	David Jaimes: Yea	Nancy Thomas: Yea
Laurie Danzuka: Yea	Greg Kintz: Yea	Glenn Wachter: Absent
Katrina Doughty: Yea	Kristy Kottkey: Yea	Dawn Watson: Yea
José Gamero-Georgeson: Yea	Steve Lowell: Yea	Luhui Whitebear: Yea
Karina Guzmán Ortiz: Absent	Alonso Oliveros: Absent	
Linda Hamilton: Abstain	Chrissy Reitz: Yea	

President Cronin reminded the Board that this is a highly confidential matter.

III. Appointment(s) - Position 2, Gorge Region

At the President's direction, Chief Legal Officer and Interim Deputy Executive Director Haley Percell clarified that directors of the OSBA Board are based on region, that Paul Zastrow serves on the Columbia Gorge ESD board, which is located in the Gorge region; therefore, Zastrow qualifies to represent the Gorge region on the OSBA Board of Directors.

Motion: Nichole Schott moved the board to reconsider the board's appointment. Seconded by Chrissy Reitz.

A voice vote was taken. There being no votes in opposition, the motion passed unanimously.

Kraig Albright: Yea	Kris Howatt: Yea	Nichole Schott: Yea
Chris Cronin: Yea	Tristan Irvin: Yea	Randy Shaw: Yea
Jackie Crook: Yea	David Jaimes: Yea	Nancy Thomas: Yea
Laurie Danzuka: Yea	Greg Kintz: Yea	Glenn Wachter: Absent
Katrina Doughty: Yea	Kristy Kottkey: Yea	Dawn Watson: Yea
José Gamero-Georgeson: Yea	Steve Lowell: Yea	Luhui Whitebear: Yea
Karina Guzmán Ortiz: Absent	Alonso Oliveros: Absent	
Linda Hamilton: Yea	Chrissy Reitz: Yea	

Clarification was made that prior to Director Schott's appointment to the Position 2, Gorge region, she was the Oregon Rural School Board Member Caucus's (ORSBMC) Board representative and all of her votes throughout the meeting are still valid; that all board members present in the meeting at the time may vote, regardless of whether they voted previously on this issue; and that with an appointment to the Position 2, Gorge region, Nichole's position as the ORSBMC representative on the Board would become vacant.

Several directors spoke to Paul Zastrow's competence as a board member. Directors also spoke in support of Nichole Schott due to her work on the ORSBMC and prior experience on the OSBA Board.

Motion: Kris Howatt moved the board to appoint Nichole Schott to the Board of Directors, Position 2, Gorge Region. Seconded by Greg Kintz.

A voice vote was taken. There being no votes in opposition, the motion passed unanimously.

Kraig Albright: Yea	Kris Howatt: Yea	Nichole Schott: Yea
Chris Cronin: Yea	Tristan Irvin: Yea	Randy Shaw: Yea
Jackie Crook: Yea	David Jaimes: Yea	Nancy Thomas: Yea
Laurie Danzuka: Yea	Greg Kintz: Yea	Glenn Wachter: Absent
Katrina Dougherty: Yea	Kristy Kottkey: Yea	Dawn Watson: Yea
José Gamero-Georgeson: Yea	Steve Lowell: Yea	Luhui Whitebear: Yea
Karina Guzmán Ortiz: Absent	Alonso Oliveros: Absent	
Linda Hamilton: Yea	Chrissy Reitz: Yea	

A request was made and President Cronin committed to reaching out to Paul Zastrow to inform him of the open position on the Legislative Policy Committee.

Executive Director Nischik provided clarification that due to the Legislative Policy Committee's post-session lull in work, all Legislative Policy Committee vacancies will be filled during the current OSBA elections.

IX. Meeting adjourns

President Cronin provided closing comments.

The meeting was adjourned at 6:53 p.m.