



OREGON SCHOOL BOARDS ASSOCIATION

Policy Committee

Wednesday, February 25, 2026

Via Zoom

Meeting Minutes

OSBA committee members in attendance at meeting start: Chair José Gamero-Georgeson; Chris Cronin; Dawn Watson

OSBA staff in attendance at meeting start: Executive Director Emielle Nischik; Chief Legal Counsel and Deputy Executive Director Haley Percell; Director of Policy Services Spencer Lewis; Executive Assistant La’Nell Trissel

Guests in attendance at meeting start: Bob Steringer, Dunn Carney LLP

OSBA committee members not in attendance at meeting start: Kraig Albright

The meeting was called to order at 12:03 p.m.

I. Welcome and roll call

Roll call was taken, and a quorum was present.

II. Approve agenda

Motion: Chris Cronin moved to approve of the agenda as presented. Seconded by Dawn Watson.

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

Kraig Albright: Absent

José Gamero-Georgeson: Yea

Chris Cronin: Yea

Dawn Watson: Yea

III. Approve minutes

Motion: Chris Cronin moved to approve the minutes of the July 8 meeting as presented. Seconded by Dawn Watson.

There being no voted is opposition, the motion passed unanimously.

Kraig Albright: Absent

José Gamero-Georgeson: Yea

Chris Cronin: Yea

Dawn Watson: Yea

IV. Background for Policy 3200 and Sections 7000-8000

Director of Policy Services Spencer Lewis welcomed everyone to the meeting; then summarized the work completed last year by the Policy Committee; the ratification of the collective bargaining agreement; Emielle Nischik, Haley Percell, and Spencer Lewis's notices of conflict of interest; logistics surrounding the maintenance and usefulness of staff guidelines, handbooks, and the Policy Manual; and summarized the intent of today work to provide the board with a recommendation for reviewing sections 7000-8000.

- V. To consider attorney-client privileged information or records that are otherwise exempt by law from public inspection regarding legal advice

All OSBA Staff, guests, and members of the public were placed in the waiting room while all members of the committee and invited staff and guests Emielle Nischik, Haley Percell, La'Nell Trissel, Spencer Lewis, and Bob Steringer stayed in the meeting room at 12:09 p.m.

President-elect José Gamero-Georgeson led the Board into executive session at 12:09 p.m.

Executive Session: ORS 192.660(2)(f) "To consider information or records that are exempt by law from public inspection," ORS 192.355(9), and ORS 40.225.

President-elect José Gamero-Georgeson adjourned the executive session at 12:30 p.m.

All OSBA Staff, guests, and members of the public returned to the meeting room at 12:30 p.m.

- VI. Action (if necessary)

Lewis outlined the steps that were taken to identify and address his personal conflict of interest related to providing policy review and recommendations on personnel policies, noting that Executive Director Emielle Nischik directed Lewis to proceed with the review and to provide recommendations in the best interest of the association.

Lewis then presented the recommendations for long-term personnel policy management below, which were developed in consultation with outside legal counsel.

1. Retain all of the content in Sections 7000 and 8000, with updates to align with current law and the collective bargaining agreement;
2. Move much of the content in Sections 7000 and 8000 that is specific to employees and is already covered in the employee handbook to the employee handbook. The handbook would then be approved by the Board annually or after any additional changes;
3. Move much of the content in Sections 7000 and 8000 that is specific to employees and is already covered in the employee handbook to the employee handbook. The executive director would have responsibility over the handbook and it would not require Board approval. The Board would be provided with an update of changes to the handbook at least annually;
4. Work with an outside attorney regarding these policies.

Chief Legal Officer and Deputy Executive Director Haley Percell outlined the steps that were taken to identify and address her personal conflict of interest related to providing policy review and recommendations on personnel policies, noting that Executive Director Emielle Nischik directed Percell to proceed with the review and to provide recommendations in the best interest of the association. Percell then noted that many of the personnel policies are dictated by statute, leaving no discretionary authority for the board or staff and, while there may be language in policy stating that OSBA will follow applicable laws, the policies do not need to include specific statutory detail.

Lewis then recapped the intent of today's work to provide the Board with a recommendation for reviewing sections 7000-8000.

Additional discussion took place regarding the differences between options 2 and 3, options for updating the Board, and clarification on what would be moved to a handbook.

Motion: Chris Cronin moved that we recommend to the Board that the policies pertaining specifically to employees be removed from the policy manual and be placed into the employee handbook and not be subject to the boards approval other than a yearly review. Seconded by Dawn Watson.

Clarification was made that the intent is that the information will be provided to the Board for review and does not call for the Board to review to approve.

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

Kraig Albright: Absent

José Gamero-Georgeson: Yea

Chris Cronin: Yea

Dawn Watson: Yea

VII. For the good of the order

No issues were raised during this agenda item.

VIII. Meeting adjourns

The meeting adjourned at 12:57 p.m.