



## OREGON SCHOOL BOARDS ASSOCIATION Executive Committee

Tuesday, May 19, 2026, 12:00 PM

Via Zoom

### Meeting Minutes

*OSBA committee members in attendance at meeting start:* President Dawn Watson; President-elect José Gamero-Georgeson; Vice President Nancy Thomas; Secretary-treasurer Chrissy Reitz; Past President Chris Cronin

*OSBA staff in attendance at meeting start:* Executive Director Emielle Nischik; Chief Legal Officer and Deputy Executive Director Haley Percell; Senior Executive Assistant and Board Liaison La’Nell Trissel

*Guests in attendance at meeting start:* Bob Steringer, Dunn Carney LLP; Kathy Kniep, Kathy Kniep Consulting

#### **The meeting was called to order at 12:00 p.m.**

I. Welcome and roll call

President Watson welcomed everyone to the meeting.

Roll call was taken, and a quorum was present.

II. Approve agenda

**Motion: José Gamero-Georgeson movd to approve the agenda as presented. Seconded by Chrissy Reitz.**

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

Chris Cronin: Yea

Chrissy Reitz: Yea

Dawn Watson: Yea

José Gamero-Georgeson: Yea

Nancy Thomas: Yea

III. Review the draft executive director evaluation report

*\*\*All OSBA Staff, guests, and members of the public were moved to the waiting room while Committee members and invited staff La’Nell Trissel, and guests Bob Steringer and Kathy Kniep remained in the meeting room at 12:03 p.m.\*\**

#### **President Watson led the Committee into executive session at 12:03 p.m.**

Executive Session: ORS 192.660(2)(i) To review and evaluate the employment-related performance of the chief executive officer of any public body, a public officer, employee or staff member who does not request an open hearing.

*\*\*Emielle Nischik joined the executive session at 12:45 p.m.\*\**

#### **President Watson adjourned the executive session at 12:51 p.m.**

*\*\*All OSBA Staff, guests, and members of the public returned to the meeting room at 12:51 p.m.\*\**

#### IV. ACTION

President Watson expressed appreciation to Kathy Kniep for her hard work to facilitate the process.

*\*\*Kathy Kniep left the meeting at 12:52 p.m.\*\**

**Motion: Nancy Thomas moved to recommend that the Board adopt the Executive Director Evaluation Report just reviewed in executive session with the edits discussed in executive session and authorize President Dawn Watson to make those edits in accordance with our discussion. Seconded by José Gamero-Georgeson.**

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

Chris Cronin: Yea

Chrissy Reitz: Yea

Dawn Watson: Yea

José Gamero-Georgeson: Yea

Nancy Thomas: Yea

#### V. Develop a recommendation about the Executive Director's employment contract

President Watson opened the agenda item and invited OSBA Legal Counsel Bob Steringer to provide brief comments.

Steringer explained that the contract contains a provision that allows for a 1% step increase in addition to a cost of living increase if approved by the Board and that there is an additional option being proposed to extend the contract. Steringer further noted that the action item being proposed is to recommend to the Board that it approve the 1% step increase, clarifying that it would go into effect July 1, and to extend the contract to 2030, clarifying that the current contract expires in 2027.

Additional discussion took place regarding the frequency the contract is reviewed and the process directors would use to provide comment or to propose changes to the contract or salary.

**Motion: Chris Cronin moved to recommend that the Board provide Emielle with a 1% step increase referenced in section 5 of her contract and extend the contract to June 30, 2030. Seconded by Nancy Thomas.**

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

Chris Cronin: Yea

Chrissy Reitz: Yea

Dawn Watson: Yea

José Gamero-Georgeson: Yea

Nancy Thomas: Yea

#### VI. Executive Director update

Due to time considerations, Executive Director Emielle Nischik noted that there were no pressing issues at this time.

#### VII. Review the June Board of Directors meeting agenda

Nischik reminded the Committee about the significant amount of business that is covered in the June meeting, making it a larger than normal packet.

The Committee reviewed the draft agenda for the June Board of Directors meeting.

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

No issues were raised during this agenda item.

#### IX. Meeting adjourns

**The meeting adjourned at 1:07 p.m.**