



OREGON SCHOOL BOARDS ASSOCIATION Board of Directors Meeting

Monday, June 8, 2026, 5:00 PM

Via Zoom

Meeting Minutes

OSBA board 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; Tracy Adevai; Jay Chick; Jackie Crook; Laurie Danzuka; Katrina Doughty; Karina Guzmán Ortiz; Greg Kintz; Steve Lowell; Clinton Nelson; Alonso Oliveros; Nichole Schott; Luhui Whitebear

OSBA staff in attendance at meeting start: Executive Director Emielle Nischik; Chief Legal Officer and Deputy Executive Director Haley Percell; Director of Operation, Finance, and Member Services Jaime Conder; Deputy Legal and Policy Officer Spencer Lewis; Director of Board Development Kristen Miles; Senior Executive Assistant and Board Liaison La’Nell Trissel

OSBA board members not in attendance at meeting start: Kraig Albright; Tristan Irvin; Maureen Miltenberger; Brenda Rivas; Clyde Rood; Michael Selvaggio; Randy Shaw

The meeting was called to order at 5:02 p.m.

I. Welcome and roll call

President Watson welcomed everyone to the meeting.

Roll call was taken, a quorum was present.

II. Approve agenda

Motion: Clinton Nelson moved to approve the agenda as presented. Seconded by Jackie Crook.

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

Tracy Adevai: Yea

Kraig Albright: Absent

Jay Chick: Yea

Chris Cronin: Yea

Jackie Crook: Yea

Laurie Danzuka: Yea

Katrina Doughty: Yea

José Gamero-Georgeson: Yea

Karina Guzmán Ortiz: Yea

Tristan Irvin: Absent

Greg Kintz: Yea

Steve Lowell: Yea

Maureen Miltenberger: Absent

Clinton Nelson: Yea

Alonso Oliveros: Yea

Chrissy Reitz: Yea

Brenda Rivas: Absent

Clyde Rood: Absent

Nichole Schott: Yea

Michael Selvaggio: Absent

Randy Shaw: Absent

Nancy Thomas: Yea

Dawn Watson: Yea

Luhui Whitebear: Yea

III. Consent agenda

III.A. Approval of minutes - ADOPT

March 16, 2026, Board of Directors meeting

May 18, 2026, Board of Directors special meeting

- III.B. Acceptance of minutes - INFORMATION
 - March 10, 2026, OSBA Executive Committee meeting
 - April 14, 2026, OSBA Executive Committee meeting
 - May 19, 2026, OSBA Executive committee meeting
- III.C. Updated OSBA Board Process and Instructions - INFORMATION
 - Instruction - Roles and Responsibilities - NEW
 - Process - OSBA Onboarding and Mentorship Program - NEW
- III.D. Ex-officio written reports - INFORMATION
 - NSBA Report to the OSBA Board
- III.E. Board member written reports - INFORMATION
 - Oregon Rural School Board Members Caucus
 - OSBA PRIDE Advisory Committee
 - NSBA Annual Conference Report
- III.F. Fee structure for association services - INFORMATION
- III.G. Staff written reports - INFORMATION
 - Board Development year-end report
 - Executive year-end report
 - Government Relations and Communication year-end report
 - Legal Services year-end report
 - Operations and Finance year-end report
 - PACE Administration year-end report
 - Policy Services year-end report
- III.H. 2023-2028 Staff action plan update - INFORMATION

Motion: Jay Chick moved to adopt the consent agenda as presented. Seconded by Nancy Thomas.

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

Tracy Adevai: Yea	Karina Guzmán Ortiz: Yea	Brenda Rivas: Absent
Kraig Albright: Absent	Tristan Irvin: Absent	Clyde Rood: Absent
Jay Chick: Yea	Greg Kintz: Yea	Nichole Schott: Yea
Chris Cronin: Yea	Steve Lowell: Yea	Michael Selvaggio: Absent
Jackie Crook: Yea	Maureen Miltenberger: Absent	Randy Shaw: Absent
Laurie Danzuka: Yea	Clinton Nelson: Yea	Nancy Thomas: Yea
Katrina Doughty: Yea	Alonso Oliveros: Yea	Dawn Watson: Yea
José Gamero-Georgeson: Yea	Chrissy Reitz: Yea	Luhui Whitebear: Yea

President Watson took a moment to highlight the following consent agenda items:

- Materials outlining the Board’s orientation and mentorship programs and the Board's roles and responsibilities were included as updated Board process and instructions, noting the importance of these resources to support effective governance and ensure a shared understanding of the work.
- Staff have provided the annual Staff Action Plan, which outlines how each department will take active measures to achieve the goals set by the Board and deliver services that directly impact our member districts; and each department's year-end reports, which detail the work

completed over the past year to fulfill the commitments outlined in last year's Staff Action Plan, as well as other key achievements.

President Watson then encouraged each Board member to review all the documents independently and familiarize themselves with the information provided.

Additional discussion focused on challenges with the NSBA Delegate Assembly process and the organization's decision to revise a resolution from supporting LGBTQ+ and transgender mental health needs to supporting the mental health needs of all students.

IV. Finance committee update

Secretary-Treasurer Chrissy Reitz provided an update from the committee's earlier meeting, including its review of the Investment Guidelines Policy. After discussing the current investment strategy and reviewing portfolio performance, the committee recommended no changes to the policy at this time, noting that the existing asset allocation remains appropriate, continues to perform well, and supports the organization's long-term financial objectives. The committee also conducted a thorough review of the proposed 2026-27 budget and is recommending adoption of the balanced budget. The proposed budget represents a modest increase of approximately 1.5% over the prior fiscal year's adopted budget and reflects the organization's continued commitment to fiscal responsibility while maintaining service levels for its members.

V. Proposed 2026-27 OSBA budget

Director of Operation, Finance, and Member Services Jaime Conder then provided a brief overview of the 2026-27 budget.

Additional discussion took place regarding the impact of changing the format of the Summer Board Conference to Summer School Sessions.

Motion: Nancy Thomas moved the board adopt the 2026-27 OSBA budget as presented. Seconded by Luhui Whitebear.

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

Tracy Adevai: Yea	Karina Guzmán Ortiz: Yea	Brenda Rivas: Absent
Kraig Albright: Absent	Tristan Irvin: Absent	Clyde Rood: Absent
Jay Chick: Yea	Greg Kintz: Yea	Nichole Schott: Yea
Chris Cronin: Yea	Steve Lowell: Yea	Michael Selvaggio: Absent
Jackie Crook: Yea	Maureen Miltenberger: Absent	Randy Shaw: Absent
Laurie Danzuka: Yea	Clinton Nelson: Yea	Nancy Thomas: Yea
Katrina Doughty: Yea	Alonso Oliveros: Yea	Dawn Watson: Yea
José Gamero-Georgeson: Yea	Chrissy Reitz: Yea	Luhui Whitebear: Yea

VI. OSBA Governance Committee update

Chief Legal Officer and Deputy Executive Director Haley Percell provided an overview of committee's work on the Governance Structure Review project, encouraging the Board to reach out to the members in their region to promote engaging in the governance survey, and highlighted next steps in the process.

VII. From Framework to Function: Review and Implement the Operating Agreements

Director of Board Development Kristen Miles highlighted the previous work the Governance Committee and Board had completed to review and update the Operating Agreements and provided a summary of the report that was included in the meeting packet.

*** Kristen Miles left the meeting at 5:55 p.m. ***

Motion: Katrina Doughty moved the Board adopt the Operating Agreements as presented. Seconded by Nancy Thomas.

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

Tracy Adevai: Yea	Karina Guzmán Ortiz: Yea	Brenda Rivas: Absent
Kraig Albright: Absent	Tristan Irvin: Absent	Clyde Rood: Absent
Jay Chick: Yea	Greg Kintz: Yea	Nichole Schott: Yea
Chris Cronin: Yea	Steve Lowell: Yea	Michael Selvaggio: Absent
Jackie Crook: Yea	Maureen Miltenberger: Absent	Randy Shaw: Absent
Laurie Danzuka: Yea	Clinton Nelson: Yea	Nancy Thomas: Yea
Katrina Doughty: Yea	Alonso Oliveros: Yea	Dawn Watson: Yea
José Gamero-Georgeson: Yea	Chrissy Reitz: Yea	Luhui Whitebear: Yea

VIII. OSBA Policy Committee update

VIII.A. Policy 3200 Executive Committee

VIII.B. Policy 4800 Expense Reimbursement - Directors of the Board

VIII.C. Policy 5200: Executive Director Evaluation

VIII.D. Policy Section 7000 - OSBA Personnel

Policy: 7100 Definitions

Policy: 7200 Hiring and Dismissal Authorization

Policy: 7300 Payday

Policy: 7310 Paid Holidays

Policy: 7315 Staff Expenses

Policy: 7320 Automobiles

Policy: 7325 Credit Cards

Policy: 7330 Loans

Policy: 7335 Benefits Earned

Policy: 7350 Vacation Leave

Policy: 7354 Sick Leave

Policy: 7356 Sick Time

Policy: 7358 Parental Leave

Policy: 7360 Family Illnesses and Medical Leave

Policy: 7362 Military Leave

Policy: 7364 Bereavement Leave

Policy: 7366 Personal Days

Policy: 7370 Executive Director Granted Leaves of Absence with Pay

Policy: 7372 Executive Director Granted Leaves of Absence Without Pay

Policy: 7374 Misuse of Leave

Policy: 7400 Staff Evaluation

Policy: 7500 Notice of Layoff or Dismissal

Policy: 7510 Notice of Resignation

Policy: 7600 Pension Plan

- Policy: 7610 Re-employment of PERS-Retired Staff
- Policy: 7700 Policy Dissemination and Review
- Policy: 7710 Employee Ethics and Conflicts of Interest
- Policy: 7720 Resolution of Conflict of Interest
- Policy: 7730 Hazing, Harassment, Intimidation, Bullying, Menacing, and Acts of Cyberbullying
- Policy: 7732 Workplace Harassment
- Policy: 7735 Sexual Harassment
- Policy: 7740 Nondiscrimination
- Policy: 7750 Whistleblower and Nonretaliation
- VIII.E. Policy: 8000 OSBA Personnel – General
- Policy: 8100 Elected School Board Service
- Policy: 8200 Acceptable use of OSBA-Provided Technology
- Policy: 8210 Intellectual Property

Deputy Legal and Policy Officer Spencer Lewis provided an overview of the policy changes being proposed by the committee as noted in the meeting packet, highlighted additional edits that were proposed based on feedback from the union, and described the potential for actual or potential conflicts of interest.

Michael Selvaggio joined the meeting at 6:02 p.m.

Chris Cronin declared an actual conflict of interest with policy 4800 Expense Reimbursement.

José Gamero-Georgeson declared an actual conflict of interest with policy 4800 Expense Reimbursement.

Chrissy Reitz declared an actual conflict of interest with policy 4800 Expense Reimbursement.

Nancy Thomas declared an actual conflict of interest with policy 4800 Expense Reimbursement.

Dawn Watson declared an actual conflict of interest with policy 4800 Expense Reimbursement.

Additional discussion took place to provide context for moving many of the personnel policies to the staff handbook in light of the newly formed union and the resulting collective bargaining agreement, to verify quorum requirements, to inquire about gender neutral language, to thank the staff for their work on the policy manual, and to align the use of the word staff vs. the word employee throughout the policy manual.

Motion: Greg Kintz moved to adopt policy 4800 as presented. Seconded by Nichole Schott.

A roll call vote was taken. There being 13 votes in favor, no votes in opposition, and 5 abstentions; the motion passed with a majority.

Tracy Adevai: Yea	Karina Guzmán Ortiz: Yea	Brenda Rivas: Absent
Kraig Albright: Absent	Tristan Irvin: Absent	Clyde Rood: Absent
Jay Chick: Yea	Greg Kintz: Yea	Nichole Schott: Yea
Chris Cronin: Abstain	Steve Lowell: Yea	Michael Selvaggio: Yea
Jackie Crook: Yea	Maureen Miltenberger: Absent	Randy Shaw: Absent
Laurie Danzuka: Yea	Clinton Nelson: Yea	Nancy Thomas: Abstain
Katrina Dougherty: Yea	Alonso Oliveros: Yea	Dawn Watson: Abstain
José Gamero-Georgeson: Abstain	Chrissy Reitz: Abstain	Luhui Whitebear: Yea

Motion: Chris Cronin moved the Board adopt the revisions to Policies 3200, 5200, and Sections 7000-8000. Seconded by Katrina Doughty.

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

Tracy Adevai: Yea	Karina Guzmán Ortiz: Yea	Brenda Rivas: Absent
Kraig Albright: Absent	Tristan Irvin: Absent	Clyde Rood: Absent
Jay Chick: Yea	Greg Kintz: Yea	Nichole Schott: Yea
Chris Cronin: Yea	Steve Lowell: Yea	Michael Selvaggio: Yea
Jackie Crook: Yea	Maureen Miltenberger: Absent	Randy Shaw: Absent
Laurie Danzuka: Yea	Clinton Nelson: Yea	Nancy Thomas: Yea
Katrina Doughty: Yea	Alonso Oliveros: Yea	Dawn Watson: Yea
José Gamero-Georgeson: Yea	Chrissy Reitz: Yea	Luhui Whitebear: Yea

*** Spencer Lewis left the meeting at 6:17 p.m. ***

IX. NSBA update

Executive Director Emielle Nischik provided an overview of some of the most recent changes to the NSBA's composition and practices, potential impacts for OSBA, and OSBA's current engagement with the association.

Additional discussion took place regarding opportunities with other national education associations, alternative avenues for engaging with NSBA, and the factors informing the decisions for state associations to stay or leave NSBA.

A request was made for staff to provide a chart noting the pros and cons of maintaining the same membership status with NSBA vs. other available alternatives at the Board's next discussion on the topic.

X. OSBA Issued Emails

Nischik provided background on the OSBA email addresses that were issued to the Board at the beginning of the year, then provided key takeaways from the effort, acknowledging that it may not be working as well as hoped, it is still best practice.

Chief Legal Officer and Deputy Executive Director Haley Percell provided a legal recommendation that Directors still use their OSBA issued email address for OSBA business and noted potential issues with complying with public records requests or a requests for information documents during discovery related to litigation if a non-OSBA email address is requested.

Please email La'Nell with your preferred email address.

*** Bob Steringer joined the meeting at 6:21 ***

XI. BREAK

The meeting recessed at 6:47 p.m.

The meeting reconvened at 7:05 p.m.

*** Kathy Kneip joined the meeting at 7:02 p.m. ***

XII. Executive Director's year-end report

Nischik recognized the work of staff and encouraged everyone to read through the department reports and staff action plan that were included in the consent agenda, referenced the written Executive Director's report that was included in the meeting packet, which provided an update on the progress on this year's goals, then expanded her update to include:

- The conservation efforts made toward reducing the Association's reliance on principle and the achievement of the goal to reduce reliance by 50%, two years ahead of schedule; then provided additional background information on the budget process and the influence of the market;
- In light of current budget challenges and the recent dues increase, a conscious effort was made to not increase fees for services;
- Given the availability of several qualified third-party providers, OSBA will no longer offer the full superintendent search service. It will offer limited, cost-effective supports, instead. Nischik noted that this is the first year of the organization's programmatic changes and evaluation tools are being developed to measure member engagement which will better inform future program changes; and
- Announced that Director attendance at Annual Convention will be paid this year as detailed in the memo to the Board on 2026 Annual Convention Expenses, which was included in the meeting packet; participation during specific events is required and included in the memo.

*** Sami Al-Abdrabbuh joined the meeting at 7:17 p.m. ***

XIII. Review the executive director evaluation report

***All OSBA Staff, guests, and members of the public were placed in the waiting room while all members of the Board, invited staff La'Nell Trissel, and guests Bob Steringer and Kathy Kniep stayed in the meeting room at 7:39 p.m. ***

President Watson led the Board into executive session at 7:39 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.

President Watson adjourned the executive session at 8:00 p.m.

***All OSBA Staff, guests, and members of the public returned to the meeting room at 8:00 p.m. ***

XIV. Approve the 2025-26 Executive Director Performance Evaluation document

Motion: Nancy Thomas moved to adopt the draft performance evaluation just reviewed in executive session. Seconded by Jay Chick.

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

Tracy Adevai: Yea	Karina Guzmán Ortiz: Yea	Brenda Rivas: Absent
Kraig Albright: Absent	Tristan Irvin: Absent	Clyde Rood: Absent
Jay Chick: Yea	Greg Kintz: Yea	Nichole Schott: Yea
Chris Cronin: Yea	Steve Lowell: Yea	Michael Selvaggio: Yea
Jackie Crook: Yea	Maureen Miltenberger: Absent	Randy Shaw: Absent
Laurie Danzuka: Yea	Clinton Nelson: Yea	Nancy Thomas: Yea
Katrina Doughty: Yea	Alonso Oliveros: Yea	Dawn Watson: Yea
José Gamero-Georgeson: Yea	Chrissy Reitz: Yea	Luhui Whitebear: Yea

XV.Executive director compensation package and employment agreement

*** Kathy Kniep left the meeting at 8:16 p.m. ***

Motion: Nancy Thomas moved the Board provide the Executive Director with a 1% step increase referenced in section 5 of her contract and extend the contract to June 30, 2030. In addition, we specifically authorize Board President Dawn Watson to execute on our behalf any additional documents related to this. Seconded by Nichole Schott.

Additional discussion took place to clarify the increase made to the Executive Director's compensation package.

Motion: Director Cronin moved to close the debate. Seconded by Luhui Whitebear.

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

Tracy Adevai: Yea	Karina Guzmán Ortiz: Yea	Brenda Rivas: Absent
Kraig Albright: Absent	Tristan Irvin: Absent	Clyde Rood: Absent
Jay Chick: Yea	Greg Kintz: Yea	Nichole Schott: Yea
Chris Cronin: Yea	Steve Lowell: Yea	Michael Selvaggio: Yea
Jackie Crook: Yea	Maureen Miltenberger: Absent	Randy Shaw: Absent
Laurie Danzuka: Yea	Clinton Nelson: Yea	Nancy Thomas: Yea
Katrina Doughty: Yea	Alonso Oliveros: Yea	Dawn Watson: Yea
José Gamero-Georgeson: Yea	Chrissy Reitz: Yea	Luhui Whitebear: Yea

A roll call vote was taken. There being 16 in favor, 1 opposed, and 0 abstentions; the motion passed with a majority.

Tracy Adevai: Yea	Karina Guzmán Ortiz: Yea	Brenda Rivas: Absent
Kraig Albright: Absent	Tristan Irvin: Absent	Clyde Rood: Absent
Jay Chick: Yea	Greg Kintz: Nay	Nichole Schott: Yea
Chris Cronin: Yea	Steve Lowell: Yea	Michael Selvaggio: Yea
Jackie Crook: Yea	Maureen Miltenberger: Absent	Randy Shaw: Absent
Laurie Danzuka: Yea	Clinton Nelson: Yea	Nancy Thomas: Yea
Katrina Doughty: Yea	Alonso Oliveros: Yea	Dawn Watson: Yea
José Gamero-Georgeson: Yea	Chrissy Reitz: Yea	Luhui Whitebear: Yea

XVI. Closing

President Watson thanked everyone for their participation and reminded the Board that the next Board meeting will be September 18-20 at Running Y Ranch in Klamath Falls, asked everyone to fill out the logistics survey that La'Nell will send in August, thanked those who participated in the Governance Review survey and encouraged those who haven't already to participate, and remaindered everyone to let La'Nell know what email they would like to use for OSBA communications.

XVII.Meeting adjourns

The meeting adjourned at 8:23 p.m.