

BANDON SCHOOL DISTRICT NO. 54 AND BANDON CITY COUNCIL
WORK SESSION
MONDAY, DECEMBER 8, 2025
Ocean Crest Gym

3:30 p.m.

MINUTES

The Board of Directors of Bandon School District No. 54, Coos County, Oregon, and Bandon School District staff met for a work session on Monday, December 8, 2025 at the Ocean Crest Gym at 3:30 p.m. Due notice was published and a quorum was present.

PRESENT: Board members present were Angela Cardas, A.J. Kimball, Martha Lane, Briana Hutchens, Corrie Gant, and Jon Sullivan.

ALSO PRESENT: Connie Roberts, Board Secretary; BSD Staff
The meeting was called to order at 3:36 pm.

Workplace Culture Discussion

Board Chair Angela Cardas opened the meeting with an update on the grievance and ULP filed by the teachers' union stating it is in the hands of the lawyers now and there is nothing for the board to do at this time. She also referenced recently received complaints and advised that the board would be meeting in Executive Session at the board meeting being held after this work session to discuss those complaints. She would like this discussion to be a two-way street.

Board member Martha Lane read a statement in which she takes all these matters seriously and that the board does their best to follow procedure and legal advice from counsel. She urged the teachers to take into consideration student learning culture as it relates to job satisfaction. Pointing to concerns about low test scores in our district and stated that administration making changes to address it is not retaliatory.

Isadora Watson – Thinks the delivery could be better, what is being asked vs. how it's being asked. Agrees that kids are behind and there is a lot of work to do.

Tracy Hultin - Saw a teacher in the store and was ignored. When the teachers were demonstrating she witnessed students with them. Really unhappy with what has been going on and is not what she is at BSD for.

Angela Cardas – Hard time for everyone, tried to get something like this started before. Lawyers are the only ones benefitting from the current situation. In the meantime we need to move forward and get back to the Bandon way.

Bobbi Knaak – How did we get here after being told they can't have an open discussion or be put on the agenda.

Angela Cardas – OSBA has been zero help, she has researched and tried to find help. The superintendent is the board's only employee, board members are encouraged through board training to not speak to staff directly. There are policies and contracts that the board must follow. The transparency of this administration is 10 times more that she's seen in the last 10 years. She is following the law and policy, nothing has been hidden, ignored or thrown away.

Briana Hutchens – Board members are getting emails from both sides. While most may be hearing the negative towards admin, the board is also receiving emails pointing at staff too. Staff members now won't look at her or walk out of the room when she enters. She feels like her child is not being treated fairly. This is not the Bandon way.

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Madeline Ingraham – Here for students. Concerned about safety at elementary level, an alternative education for these students could help. Supports for students in elementary start to fall away at the middle school and high school levels. Interventions could help. Questions the 8th grade math decisions.

Grant Goodwin – Noted that this meeting was originally requested by union teachers, has guilt for everyone else required to be here. Addressed board member Martha Lane about her opening statement and that maybe it wasn't the best way to start the discussion. Divisive to uplift OC vs HLMS and BHS. Appreciate the start of open dialogue, but doesn't think that this is the way to get open and honest conversation.

A.J. Kimball – The reason we are all together because we are all Tigers and we are all affected by this. Thanks everyone for coming.

Angela Cardas – Noted that there are 25 union teachers and 110 total staff. Feedback the board has gotten is that it is affecting all district staff, not just teachers. That is why everyone is together. Addressed survey and issues with it, but feedback was that this is not a teacher-specific issue.

Kerry Twymann – She sees the environment the teachers deal with. Some situations are difficult to avoid. She sees so many kids that fall through the cracks. Homelife is a factor for these students, not having the support they need. Wishes there was a space for those kids that don't have an IEP or 504 but could use the extra support because of what may be lacking at home. Sees the passion in the people that she works with, but sometimes the environment of the kids makes it difficult to make a difference.

Trent Hatfield – Wants to spend energy and creativity talking about students, spending too much energy and creativity on worrying about putting a target on his back for speaking up. The fear is real. Addressed the letter BEA gave to the board in October and why they weren't told they needed to file the paperwork for it to be considered. Concerns about survey and retaliation. Wants to get back to Bandon way too, but needs complaint taken seriously. Wants to feel like he will be treated with respect by admin.

Sasha Koskela – Works with Sped kids, but help all kids. Kids don't take tests seriously, shouldn't be reflecting on teachers. Likes the no phone policy. Kids are feeling the atmosphere, rumor mill among students is crazy. Can't answer the students' questions, so students go home with the rumors. Attendance is an issue, questioned why parents don't make kids come to school.

Jordan Sammons – Loves being in this district. Everyone has to move forward together to make the workplace culture better. Difficult conversations may have to happen, but find a way to say tough things with truth, love and transparency and willing to move forward together. Going to take all of us to make it better.

Elizabeth Piplovick – This is not a teacher problem, a lot of classified feel the same way. Bargaining for the classified the year before was terrible, made to feel ungrateful and unappreciated. About all of us as a community, members afraid to speak up out of fear of retaliation. Classified staff supports teacher as much as teacher support them.

Blake Christensen – New staff and having 36 eighth graders in one class is never going to work. Lost staff that hasn't been replaced. Teachers need more help, especially with student behavior issues. Kids that need the academic help are the ones who don't come to school. It's hard to deal with his kids coming home with the rumors and not being able to tell them anything.

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Sheila Po'oi – Questions where we are getting the data. Why is data being used from a test that kids can opt out of. Most high achieving students will opt out, should look to other areas to gather data. Feels like she is getting blindsided by certain things, not having open communication early in the process. Lost good teachers because of the unrealistic work loads placed on them. Better communication this semester. Still a feeling of fear and retaliation, there is a better way. More personal and open conversations would help.

Martha Lane – How can we sustain the number of people we need. Facing reality of what can we provide the best way we can.

Trent Hatfield – Need to get the most work out of the teachers, motivated teachers.

Angela Cardas – Loves how this conversation has gone. She didn't get into this to be the iron hammer. Her why is for our kids to have the same opportunities here as bigger schools. So much of our culture changed with COVID and need to find a way forward from it. Would love to do this once a month. It's been exhausting to get nasty notes, voicemails, worry about whether her student because he's related to her. Learned a lot today. This has become her full-time job. Appreciates everyone who has stayed.

Trent Hatfield – Teachers that signed letter are still waiting to know when the board is going to address it.

Angela Cardas – It will be addressed in the Executive Session at the board meeting tonight. She did assume that employees would know how to submit a complaint and apologized.

Trent Hatfield – Would love to hear from other board members. If they are making a big decision tonight?

Angela Cardas – Not a big decision, just what the next step is.

Trent Hatfield – Whatever the next step is?

Angela Cardas – Bringing in a third party.

A.J. Kimball – What that looks like is more lawyer time, less the board being able to talk about it. When lawyers get involved the board can no longer communicate openly.

Trent Hatfield – How are we to feel heard and respected.

A.J. Kimball – That communication should be coming from the union president.

Jen Ells – May board meeting, staff and parents spoke from the heart. Told to be an agenda item, but were denied. BEA letter submitted in October, didn't hear anything, didn't know there was an official form to fill out.

A.J. Kimball – Asked Jen how long she has been in the school district. The formal complaint form has been available on the website.

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Jen Ells – Never occurred to her that this was a formal complaint. Realized after the November meeting that public comment, emails, etc., wouldn't be considered without the complaint form. Wished she had known sooner.

A.J. Kimball – Didn't realize that was the issue, could have communicated that. Communication is difficult when lawyers are involved.

Mariah McMonagle – Asked by another union member to leave the union before negotiations began, very isolating. Everyone has done things wrong. Need to get back to positive intent. No one should be making personally attacks, shouldn't be happening, not productive. She and her family have benefitted from everyone in the district. Everyone has a role in moving forward.

Megan Kalina – Everyone cares, that's why people are hurt. Everyone has been supportive of her kids. Feels like admin support her and listen to her. Hurt feelings are making it hard to move forward. Great kids and staff. Remember the hurtful things that are being said are to people. Everyone in the room is here for the same reason and try to get back there. Ask ourselves how we are being part of the problem.

Angela Cardas – Really appreciate everyone for being here.

Adjourn

Meeting was adjourned at 4:45 p.m.



Connie Roberts
Board Secretary