

AMITY SCHOOL DISTRICT 4J
807 S TRADE ST.
AMITY, OR 97101
TUESDAY, JULY 21, 2026
SPECIAL BOARD MEETING 6:30 PM
Live link located at: www.amity.k12.or.us > School Board

MINUTES

MISSION STATEMENT

The mission of Amity School District is:

Provide an educational system that enables each of our community's students to reach their greatest potential for the lifelong benefit of each student and the betterment of our community and our country.

SPECIAL BOARD MEETING

I. Call to Order

The hearing was called to order at 6:40 p.m.

Board Members Present:

Jennifer Leppin, Board Chair
Amanda Grove, Vice Chair
Ray Bottenberg
Tim Haarsma
Ryan Jones

Administrators Present:

Jeff Clark, Superintendent

District Staff Present:

Ann Adams, Board Secretary

Others Present: Stephanie Kaupa, WESD Legal Counsel for Amity Administration; Michael Blade, WESD Legal Counsel for the Board; Julie Meraz, OSEA Field Representative; Julie Dodge; Amy Cantrell; Mundana Vrell; Matt Melton; Chrissy Melton; Monica Brown; Alyssa Strahle

II. Business

A. New Business

a) Julie Dodge Hearing

Hearing pursuant to the grievance procedure set forth in the collective bargaining agreement between the district and the Oregon School Employees Association Chapter 144 at level 3 of that process. Representing Julie Dodge is Julie Meraz. Representing the District Administration is Superintendent Jeff Clark and WESD Legal Counsel, Stephanie Kaupa. The purpose of this meeting is for the Board to

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receive information from both the Association and the District Administration regarding the grievance that has been appealed to level 3. The Board's role is to review the grievance based on the record presented and determine whether the collective bargaining agreement was violated and if so, what remedy, if any, is appropriate under the agreement. This is not a trial type proceeding, the Board will not hear witness testimony, or take new evidence beyond what has been presented in the grievance process and tonight's hearing. The purpose is for the representative to summarize their positions before the Board.

*The procedures were verbalized.

*The Association presented first with a maximum 15 minutes.

*The District Administration presentation with a maximum 15 minutes.

*Following presentations, each party was given up to 5 minutes for closing remarks beginning with the Association and followed by the District. No witness will be called and there will be no cross examination.

*The Board may ask clarifying questions and after that the hearing will be closed.

*The Board will meet in executive session to consult with legal counsel regarding its legal rights and duties in connection to this grievance. No decision will be made in executive session.

*After the executive session the Board will return to open session to deliberate as appropriate and to act on the grievance to determine if the district violated the collective bargaining agreement.

*The Board received information from the OSEA Chapter 144 Representative Julie Meraz, and the District Administration, represented by Superintendent Jeff Clark and WESD Legal Counsel Stephanie Kaupa, regarding the level 3 grievance involving Julie Dodge. Ms. Meraz presented OSEA's position concerning the grievance, and the District Administration presented the District's position regarding the same grievance. For additional details, refer to the meeting recording posted on the District's website at amity.k12.or.us. The recording link follows:
https://resources.finalsite.net/videos/t_video_mp4_480/v1785252336/amityk12orus/ygxttga0ro3l69oju4fs/Dodge_CantrellLevelThreeHearings-2026_07_2118_37PDT-Recording.mp4

*The Board closed the open meeting and moved to executive session under ORS192.660(2)(h) to consult with counsel concerning current or possible litigation at 7:04 p.m.

III. Executive Session-ORS 192.660(2)(h)

To consult with counsel concerning current or possible litigation.

7:04 p.m. the Board entered the executive session to consult with legal counsel.

The Executive session ended at 7:29 pm.

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IV. Open Session

The hearing was called to order at 7:29 p.m.

A. New Business

a) Julie Dodge Hearing

Ray Bottenberg **motioned** to deny the grievance and uphold the level 2 decision.,
second by Ryan Jones. The **vote** was unanimous.

V. Open Session

The hearing was called to order at 7:37 p.m.

A. New Business

a) Amy Cantrell Hearing

Level 3 grievance hearing. Representing Amy Cantrell is Julie Meraz. Representing the District Administration is Superintendent Jeff Clark and WESD Legal Counsel, Stephanie Kaupa.

*Procedures follow the same rules as previously stated.

*The Association presented first with a maximum 15 minutes.

*The District Administration presentation second with a maximum 15 minutes.

*Following presentations, each party was given up to 5 minutes for closing remarks beginning with the Association and followed by the District. No witness will be called and there will be no cross examination.

*The Board may ask clarifying questions and after that the hearing will be closed.

*The Board will meet in executive session to consult with legal counsel regarding its legal rights and duties in connection to this grievance. No decision will be made in executive session.

*After the executive session the Board will return to open session to deliberate as appropriate and to act on the grievance to determine if the district violated the collective bargaining agreement.

*The Board received information from both the OSEA Chapter 144 Representative Julie Meraz, and the District Administration, represented by Superintendent Jeff Clark and WESD Legal Counsel Stephanie Kaupa regarding the level 3 grievance involving Amy Cantrell. Ms. Meraz presented OSEA's position concerning the grievance, and the District Administration presented the District's position regarding the same grievance. For additional details, refer to the meeting recording posted on the District's website at amity.k12.or.us. The recording link follows:
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*The Board closed the open meeting and moved to executive session under ORS192.660(2)(h) to consult with counsel concerning current or possible litigation at 8:02 p.m.

VI. Executive Session-ORS 192.660 (2)(h)

To consult with counsel concerning current or possible litigation.

8:02 p.m. the Board entered the executive session to consult with legal counsel.

The Executive session ended at 8:40 p.m.

VII. Open Session

The hearing was called to order at 8:40 p.m.

A. New Business

a) Amy Cantrell Hearing

Ryan Jones **motioned** to uphold the level 2 decision and deny the grievance, **second** by Ray Bottenberg. The **vote** was unanimous.

VIII. Adjourn

This session was adjourned at 8:41 p.m.



Jennifer Leppin, Board Chair



Jeff Clark, Superintendent