

**Oregon Virtual Academy  
Board Meeting Minutes**

**Date:** 12-2-20  
**Note Taker:** Megan Caldwell

**Participants:**

Voting Board Member: Myk Herndon, Paul Tannahill, Barry Jahn, Franklin Roberts, Megan Trow, MJ Sandall  
ORVA Academic Team Members: Nicholaus Sutherland  
K12 Regional Team:

[Meeting Recording](#)

<b>Agenda Item:</b> COVID Compensation	
<b>Discussion:</b> Mr. Jahn shares about the discussions around COVID Compensation. Mr. Herndon shares that the board is struck by the sacrifice of the staff of the school and considering that Mr. Herndon intends to make a motion to give a \$1500 bonus for every employee who works for the board. Mr. Herndon shares that there was discussion on giving preferential amounts to different staff i.e., returning staff and office staff but did not want to give preferential treatment and to give the full amount to all if the board agrees. Ms. Sandall seconds Mr. Herndon's motion and shares that if we do anything other than making it equal across the board it would not be fair because everyone has been affected. Mr. Herndon clarifies that the bonus should be paid from the general fund from funds that were forecasted to be surplus by the end of the year. Mr. Sutherland shares that this is something that has been discussion at length with the admin team. The admin team recommendation was to give \$500 to all employees, then an additional \$500 to all returning staff, and then an additional \$500 for office employees because of the additional paperwork required. The total cost for this is \$124,500 vs 219,000. Mr. Sutherland asks Mr. Burke if we have the funds available in the general fund currently to accommodate this payment. Mr. Burke shares he is unsure if the funds are immediately available and can follow up tomorrow because this all depends on deposits from North Bend School District. Ms. Kozlov reiterates the timing issue and that we need to ensure that the funds are there to support the payment. We have 1.5-2 months reserve for unforeseen expenses after all accounts payable and payroll have been paid. Mr. Sutherland clarifies that the motion simply needs to include a statement that clarifies that this is subject to availability of funds.  Mr. Herndon moves to give all employees a \$1500 heroes bonus in their December paychecks pending the verification of funds paid from the general surplus funds. Ms. Sandall seconded the motion. All were in favor with none opposed. The motion passes.	

<b>Agenda Item:</b> Cost of Employee Benefits Rate Increase	
<b>Discussion:</b> Mr. Sutherland shares that the total cost increase was 6% or \$6,599.25 for the 2021 plan year that employees are selecting now. Mr. Herndon moves to approve the board to cover the 6% cost increase for employee benefits totaling \$6,599.25 for the 2021 election year.	

Mr. Roberts seconded the motion.  
All were in favor with none opposed. The motion passes.

Adjournment at 6:37 PM