

CASCADE SCHOOL DISTRICT #5

Regular Meeting

**February 22, 2021 - High School Auditorium
10226 Marion Rd SE
Turner, Oregon 97392 at 5:30 PM**

1. Call to Order - Regular Meeting
2. Pledge of Allegiance
3. Executive Session per ORS 192.660 (2) (b)
4. Visitor's Guest List
5. Approval of Minutes
6. Superintendent Update
7. Discussion and Communication
 - A. Bond Update
 - B. Complaint
 - C. Legal Access Trust
8. Public Comment
9. Resolutions
 - A. Resolution Regarding Bond and Ballot
 - B. Resolution Regarding Complaint
 - C. Resolution Regarding Legal Access Trust
10. Future Agenda Items
11. Adjournment

2

Cascade School District #5

COMPLAINT FORM

PLEASE PRINT

Name of Complainant: Onica Kibby

Address: On file City/Zip: Turner / 97392

Phone: 503-428-6482 Email: okibby@gmail.com

Nature of Complaint (include specific dates and times, attach additional sheets if needed):

Please see attached form.

Steps you have taken to resolve the issue (include specific dates and times, attach additional sheets if needed):

Please see attached form.

Name of witnesses (if any): I believe [redacted] was targeted for her reporting efforts as well.

Remedy sought: I seek a written apology for the retaliation against me for my protected activity of reporting safety violations. I would also like a guarantee of no future retribution against me or my family, including my children, by [redacted] for these reports. Appropriate discipline for the [redacted] involved.

Any other information: I suspect the reporting activity was being openly shared by [redacted] with [redacted] who in turn bullied and retaliated against myself and others. This is unacceptable and I expect an explanation by the [redacted] about why this was shared with [redacted]

I agree that all of the information on this form is accurate and true to the best of my knowledge.

Signature of Complainant: [Handwritten Signature] Date: February 2, 2021

DISTRICT USE ONLY
Received by: [Handwritten Signature] Date: 2/2/21 Time:
Administrator follow-up: Date:

February 2, 2021

Dawn Moorefield
Assistant Superintendent
Cascade School District

Re: Retaliation for reporting safety violations – complaint and information request

Dear Ms. Moorefield,

On multiple occasions I have notified Cascade School District about observed safety violations at Turner Elementary and School Board meetings. The notifications were met with assurances by [REDACTED] and [REDACTED] that every precaution would be taken and all public guidelines will be enforced in the school and at meetings. As the school announced their intended plan to move to Hybrid on February 17, I again asked about compliance as I observed a lack of masks and social distancing on the visits I made to school for necessary student materials. Also, I observed the same lack of compliance from multiple photographs shared on the social media accounts of the schools in our districts.

I notified the [REDACTED], [REDACTED] and board on multiple occasions regarding a fair and safe return to in-person schooling.

10/12/20	Statement read at board meeting regarding safety and reopening
10/13/20	Email regarding safety and school board access
01/04/21	Email to school board regarding safety and school board access
01/06/21	Virtual chat room safety concern shared with [REDACTED] and [REDACTED]
01/15/21	Email to [REDACTED] and [REDACTED] regarding safety violations at school
01/29/21	Email to [REDACTED], [REDACTED], board chairman, Governor's education rep Lindsey Capps, and the administration email for Oregon Department of education regarding the continued lack of compliance and enforcement

Within hours of the 01/29/21 email being sent to the appropriate [REDACTED] and government contacts, a social media post was made by [REDACTED]. This post disclosed my actions and the comments continued to threaten me for taking the appropriate, and protected actions, of reporting safety violations in our schools. Being targeted on social media is one thing, but when the bullying is happening by [REDACTED], [REDACTED], and [REDACTED] of this district, it takes it to another level. A threatening and retaliatory level. I have included screen shots of the postings to this document. I am not friends with this person on social media (or in real life, actually don't know who it is) and these were provided to me by other concerned members of the community.

The post by [REDACTED] was removed after a request from [REDACTED]. But another [REDACTED] made a separate bullying post, and that one I have included in a video file attached to this email. Multiple [REDACTED] (more than I can name, please identify them in the attached posts) flamed the fires of the mob on these posts.

Now, after an awful weekend of division and bullying, our school has its first outbreak. I call it that because I believe there is more than the one case the school disclosed yesterday. The lack of transparency of our district is frightening.

I don't know how the information from my email was received by [REDACTED] and [REDACTED] so quickly, but I would like the district to investigate and explain the actions to me that led to these social media posts. I believe [REDACTED] has provided improper access to [REDACTED] and that has allowed for this retaliation to occur. The action puts the district at risk. I would like to make a formal request for all (including deleted, or otherwise destroyed) correspondence and phone call communication records between [REDACTED] and its representatives with [REDACTED] since March of 2020. Including Chairman Stegall.

I would like an apology from the [REDACTED] [REDACTED] and [REDACTED] who participated in the bullying and retaliation, and a guarantee from the district that no further retribution towards me or my family will be felt for these actions. I have always been a partner with this district. Even in the face of adversity and personal risk, I continue to advocate for the safety and success of our district.

Thank you for your time investigating this matter. I would like to request a copy of the investigation findings when available.

Sincerely,
Onica Kibby

Enc: [REDACTED] s Facebook post – screen shots attached
[REDACTED] Facebook post – videos (2)

10:38 ↗



This is for those anti-schoolers who are so worried about others peoples children.

Stop taking pictures of children.... BEING CHILDREN playing on a playground.

You turning them in the State is incredibly childish and wrong.

What is wrong with you?

"I DON'T KNOW
HOW PEOPLE GET
SO ANTI-
SOMETHING. MIND
YOUR OWN
BUSINESS, TAKE
CARE OF YOUR
OWN AFFAIRS, AND
DON'T WORRY
ABOUT OTHER



Write a comment...



11:39 ↗



[Redacted]



1h · 🌐

[Redacted]

Wait. That happened? I wouldn't be so nice if someone turned [Redacted] in for being a kid on a playground haha

1h Like Reply

[Redacted]

They think they are doing this on the down low, but everyone knows who it is.... so sad

1h Like Reply

[Redacted]

[Redacted] true! Small communities have no secrets.

35m Like Reply



[Redacted]

Write a reply...

[Redacted]

This ticks me off... not you [Redacted].. but the person who did this is reckless and immature. They are hurting the whole community with their actions. How childish is it for them to tattle tale on kids having fun and being socially and mentally healthy. Oh this just ticks me off.

1h Like Reply



[Redacted]

[Redacted] it's unreal. Take care of your own kids and your own issues.... let others live their own lives. Especially



Write a comment...





it's unreal. Take care of your own kids and your own issues.... let others live their own lives. Especially CHILDREN!

13m Like Reply

Write a reply...

Amen!!!

1h Like Reply 2

Leave our kids ALONE!!!

1h Like Reply 3

Do gooder Brown coats are everywhere. Remember turning in Ann Frank was legal.

1h Like Reply 😞 1

Is there a healthier place than being outside? I love going out to just breathe fresh air. Hard to do in a mask. Masking when outside it is tough adjustment but we need to extend a lot of grace and remind people. I am sure there will be many MANY reminders when kids return to school and we go outside. They'll have to be masked. I

Write a comment... 🗣️ 📺 😊



< [Redacted] 1h · 🌐 ...

Is there a healthier place than being outside? I love going out to just breathe fresh air. Hard to do in a mask. Masking when outside it is tough adjustment but we need to extend a lot of grace and remind people. I am sure there will be many MANY reminders when kids return to school and we go outside. They'll have to be masked. I had a parent come to talk to me about his child. He wanted to meet outside so he could take his mask off, but I told him we'd have to mask outside, too. He thought it was stupid but understood the requirement (not my fault). Even adults have to protect what they do to not be "told on."

1h Like Reply 1

[Redacted] Agreed.

some of these parents piss me off so much. they just don't care....

40m Like Reply 2

Write a reply...

[Redacted] I agree 🙌 1

1h Like Reply

[Redacted] I think it's time to start putting these people

Write a comment...



[Redacted]



1h · 🌐



I think it's time to start putting these people on blast

1h Like Reply



[Redacted]

I think we all know who it is [Redacted].... there's a couple that continue to be hypocritical....

40m Like Reply



[Redacted]

I know who both of them are It's not hard to figure out I think everybody should know Exactly who is messing with these kids And teachers

38m Like Reply



[Redacted]

I have received 8 calls since I posted this. I don't have to say who it is... everyone in the district already knows.

34m Like Reply

[Redacted]

they should be embarrassed everyone is doing the best they can, these kids are begging to go back to school and sports. But I know its ok for thier kids to play sports but not school its all BS



Write a comment...



< [Redacted] 1h · 🌐 ...

[Redacted] yes let's stop kids from playing tag (OUTSIDE) on a playground. the SCIENCE says kids are not spreaders. let them be kids.
21m Like Reply

[Redacted] They're using this opportunity is a weapon To only benefit themselves. They claim To care about the world and that's why they're doing what they're doing . But it's their own selfish reasons That they are doing it.
🗑️
19m Like Reply

[Redacted] yep....
16m Like Reply

[Redacted] It's going to be very hard for these people to attend sporting events or school functions.... everyone knows what they've been saying/doing...
15m Like Reply

[Redacted] Isn't it illegal to take pictures of kids without permission anyway? [Redacted]

📷 Write a comment... 🗣️ 🎬 😊

< [Redacted] 1h · 🌐 ...

Isnt it illegal to take pictures of kids without permission anyway? [Redacted]

15m Like Reply

[Redacted] I don't know... 😞

14m Like Reply

[Redacted] no I guess not my creepy neighbor has done it to my kids and tpd did nothing about it.

13m Like Reply 😏 1

[Redacted] and we have the right to express our frustrations with them when we see them.

12m Like Reply 👍 2

[Redacted] 1st amendment

6m Like Reply

[Redacted] unfortunately it's not illegal to take pictures in a public space even of kids but it is definitely unethical.

4m Like Reply

📷 Write a comment... 🧑‍🎤 GIF 😊

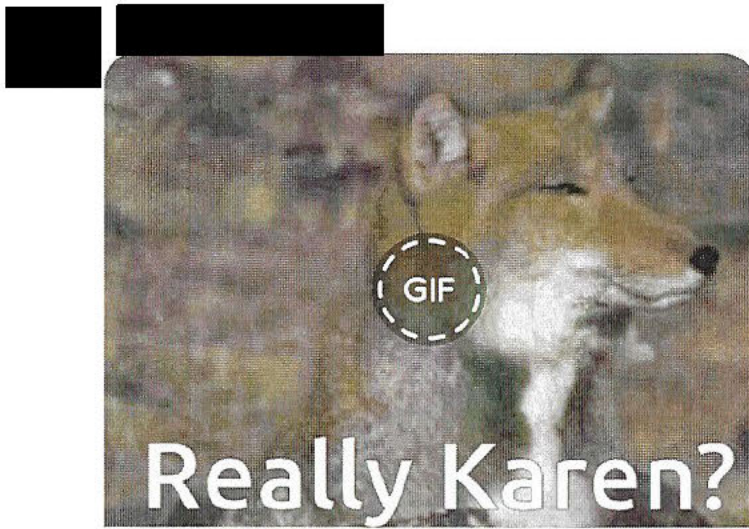
< [Redacted] 1h · [Redacted]

[Redacted] ol.
35m Like Reply

[Redacted] I mean just saying right
32m Like Reply 1

[Redacted] Ill bring the beer [Redacted]
14m Like Reply

[Redacted] Write a reply...



TENOR
1h Like Reply 2

[Redacted] [Redacted]
Write a comment... [Redacted] GIF [Redacted]

< [Redacted] 1h · 🌐 ...

[Redacted]
Kinda perverted in a sense
1h Like Reply 👍 2

[Redacted]
Too bad a phone call wasn't just made to say, "Hey, did you know there are/were kids on your playground without masks on?" I was always taught to go to the closest resource first then work your way up the ladder.
1h Like Reply 👍 1

[Redacted] this parent (and their close cohort) are just looking for reasons to STOP our hybrid model. They would love nothing more then to keep our children...and theirs at home in distant learning. I'm sure you know these parents already....
35m Like Reply

[Redacted]
Yes, I do. The part I disagree with is they CAN keep their kids home. Nobody is forcing them to do hybrid. I just don't understand why they are trying to parent everyone else's kids. If I want to expose my kids and know the facts, then so be it. By the way, all three of my kids are in jobs that expose them to

📷 Write a comment... 👤 GIF 😊

11:41 ↵



Yes, I do. The part I disagree with is they CAN keep their kids home. Nobody is forcing them to do hybrid. I just don't understand why they are trying to parent everyone else's kids. If I want to expose my kids and know the facts, then so be it. By the way, all three of my kids are in jobs that expose them to Covid and all three are considered essential workers. Two are in the "1A" group and one in the "1B" group (including my wife and me). So, where is the beef? Gotta live. Although my kids are grown, I understand exposure very well. Only one has had the vaccine (only first shot). Soooooo

30m Like Reply

Fantastic post! Absolutely agree





29m Like Reply

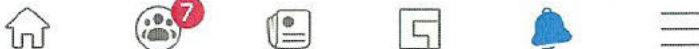
 Write a reply...

Does that also make it ok for an individual to sit in a lawn chair in front of their house and take pictures of them all day.... asking for a friend lol

1h Like Reply



 Write a comment...   



< [redacted] 4h · 🌐 ...

[redacted] does this person still work for the district though?
14m Like Reply

[redacted] no. Last spring was last employment
4m Like Reply

[redacted] Write a reply...

[redacted] I know this persons kids are still doing sports.
2h Like Reply 1

[redacted] yep and doing all sorts of activities...swimming... etc. they just have their heart set on not going back.. so they want to punish other kids
2h Like Reply 3

[redacted] I know they are seeing all of these posts. I hope they feel pretty ashamed.
2h Like Reply 4

[redacted]

📷 Write a comment... 🧑‍🎤 GIF 😊

< [Redacted] 4h · 🌐

[Redacted] needs to be a rule.
2h Like Reply 2

[Redacted] as shady and sketchy as this person is... I'm wondering if they just stood on the fence line (technically not on school property) and took the pictures.
56m Like Reply 1

[Redacted] I heard from multiple people that this person was on school grounds.
26m Like Reply

[Redacted] of [Redacted] children are not on the school property... [Redacted] should not be on the school property unless [Redacted] has a scheduled meeting. We were told at my building that no visitors are allowed inside the school buildings unless granted permission from admin. This is dumb... nobody wants to have [Redacted] around anymore. [Redacted] needs to stop making enemies
22m Like Reply 2

Write a comment... 🗣️ GIF 😊

< [Redacted] 4h · 🌐 ...

[Redacted] nah. I doubt it. It's not the first time.... this is like time 3-4 this has happened.

1h Like Reply 1

[Redacted] they will have no friends in the district once all this is done. Word will get out who it is. Someone will put them on blast.

1h Like Reply 5

[Redacted] Write a reply...

[Redacted] [Redacted] says this is an impossible thing to do. If one has to worry about themselves they would see their own shortcoming and flaws and might realize they need self improvement. It's easier to criticize than to internalize

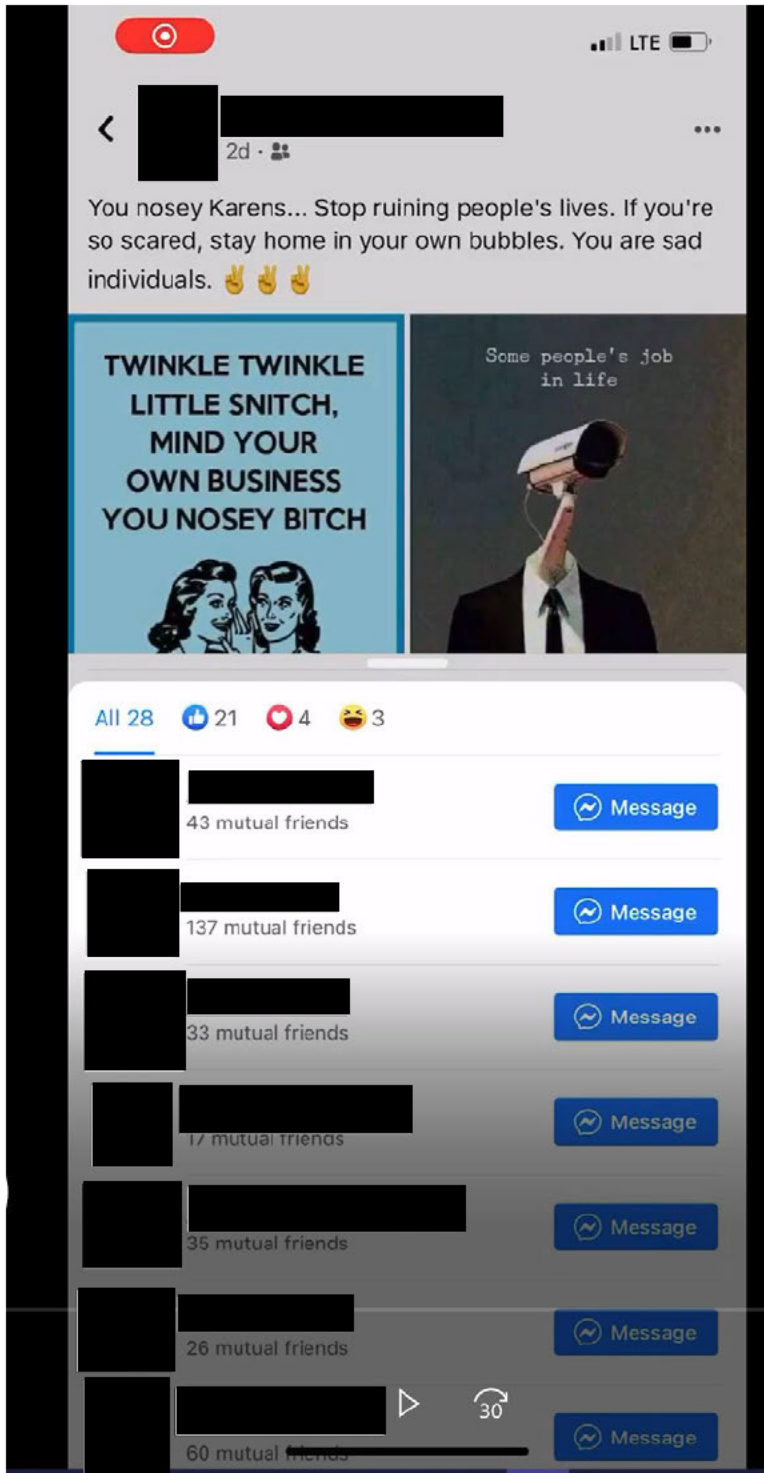
1h Like Reply 2

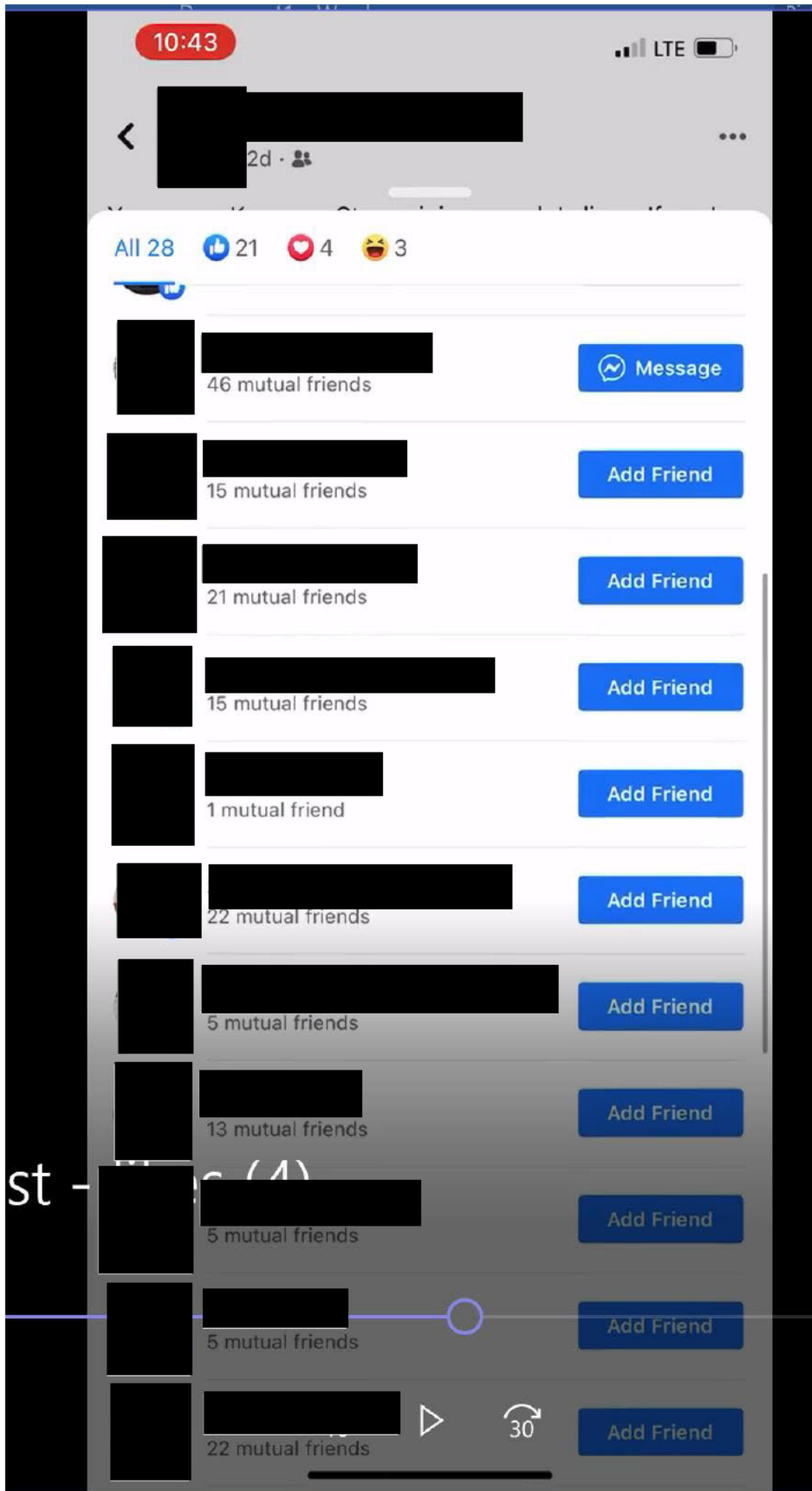
[Redacted] How sad for them that they have nothing better to do.

1h Like Reply 2

[Redacted] Unreal to me

Write a comment...





10:44

LTE

< [Redacted] [Redacted] [Redacted]
zd · [Redacted]

All 28 21 4 3

- [Redacted] [Redacted] 22 mutual friends [Add Friend](#)
- [Redacted] [Redacted] 46 mutual friends [Add Friend](#)
- [Redacted] [Redacted] 1 mutual friend [Add Friend](#)
- [Redacted] [Redacted] 2 mutual friends [Add Friend](#)
- [Redacted] [Redacted] 1 mutual friend [Add Friend](#)
- [Redacted] [Redacted] 15 mutual friends [Add Friend](#)
- [Redacted] [Redacted] 19 mutual friends [Add Friend](#)
- [Redacted] [Redacted] 7 mutual friends [Add Friend](#)
- [Redacted] [Redacted] 5 mutual friends (4) [Add Friend](#)
- [Redacted] [Redacted] 28 mutual friends [Add Friend](#)
- [Redacted] [Redacted] 1 mutual friend [Add Friend](#)

st - [Redacted] (4)

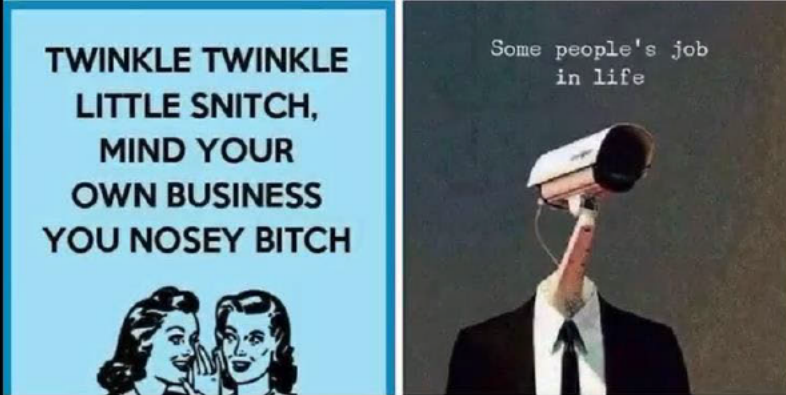
10 30

2:57

LTE

< [Redacted] 7h · [Redacted]

You nosey Karens... Stop ruining people's lives. If your so scared, stay home in your own bubbles. You are sad individuals. 🙄🙄🙄



Like Comment Send

[Redacted] and 20 others

[Redacted] Uh oh, you ok? 7h Like Reply

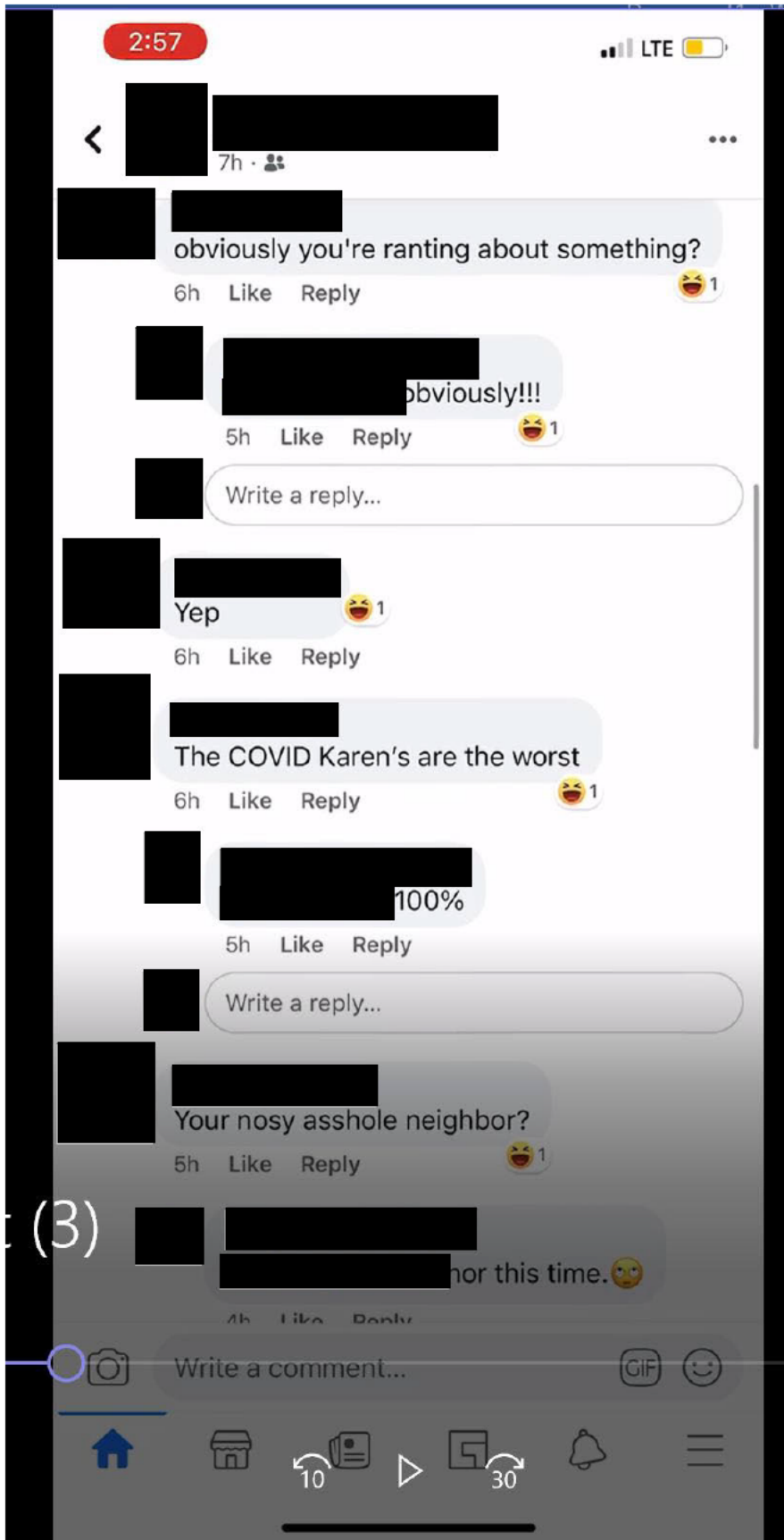
[Redacted] Yikes!! 7h Like Reply

[Redacted] Ummm 7h Like Reply

[Redacted] Write a comment... GIF

ost (5)

Home, Shop, 10, Play, 30, Bell, Menu





(3)

< [redacted] [redacted] 7h ·

are doing and ease up

4h Like Reply

3

I'm happy to hear so many others have noticed this said person 🙌 .

4h Like Reply

2

[redacted] didn't relize she was so hypocritical. Soooo surprised by these realizations. But now I know!!! My eyes are wayyyy open now. Screwing with my job 🤔🤔🤔

4h Like Reply

1

Write a reply...

Thanks for the laugh [redacted] I really needed it after today.

4h Like Reply

2

[redacted] have a good weekend, friend!

4h Like Reply

1

[redacted] I'm irritated and wayyyy annoyed. You are most

Write a comment...



2:58

LTE

< [Redacted] 7h · [Redacted]

[Redacted] I'm irritated and wayyyy annoyed. You are most welcomed though. 😂😂😂

4h Like Reply

Write a reply...

[Redacted] It's time like this that you realize how small our community is lol. Everyone is talking about it

4h Like Reply

2

[Redacted] this is what I thinking on my head. You are done... .

4h Like Reply

[Redacted] and if they have kids, yikes. No one wants a drama parent to deal with

3h Like Reply

Write a reply...

(3) [Redacted] If only the meddling Karen's would let well enough alone we'd all be alright. If you don't like it, homeschool ! But who am I to say

Write a comment...



10



30



B)

If only the meddling Karen's would let well enough alone we'd all be alright. If you don't like it, homeschool ! But who am I to say you're a whistle blowing baby ????

4h Like Reply



Write a comment...



10



30

