

**LEBANON COMMUNITY SCHOOL DISTRICT  
SCHOOL BOARD MEETING  
MINUTES  
April 27, 2017 - 6:00 PM  
District Office, 485 S. 5<sup>th</sup> Street, Lebanon, Oregon 97355**

A regular School Board Meeting was held at the District Office on April 27, 2017. Those present included:

Russ McUne, Director  
Jerry Williams, Director  
Mike Martin, Director  
Richard Borden, Director

Rob Hess, Superintendent  
Jennifer Meckley, Director of Human Resources  
Linda Darling, Director of Business

Kellie Weber, Director, and Bo Yates, Assistant Superintendent, were absent.

Minutes recorded by Nicole Hundley, Executive Secretary.

### **AUDIENCE COMMENTS**

Chair Russ McUne welcomed audience comments.

Maureen Twomey, LEA President, commented that with recent discussion and notifications regarding staffing reductions via attrition, it was concerning that the administrators working conditions reflected a salary increase for some positions. She noted that while the proposal has been withdrawn, it sends a confusing message to teachers who will have their class sizes increased and health care costs increased. She stated she did not understand the rationale for increasing administrators' salaries while compressing and eliminating teaching staff.

Stephanie Herb read a letter from Board Member Kellie Weber regarding the proposal that Hamilton Creek School and Lacombe School share a principal next year. She asked Superintendent Hess to reconsider the proposal because it sends teachers and families the message that the rural schools are less important than the in town schools. Ms. Herb then noted that she agrees with Kellie Weber and asked the Board to come to a more practical solution.

Sarah Haley discussed the 25% Title 1 cut, and noted that this is the main and most effective intervention for students. She stated that teachers are the District's best resource and cutting this program down to only one Title teacher shared between two buildings is not in the students' best interest.

Jennifer Walter discussed the contract renewal of Assistant Superintendent Bo Yates. She noted that because of the economic reality, it was not a good idea to increase his salary while laying off others. Ms. Walter also discussed the 360-degree survey draft questions. She noted that the question regarding the superintendent modeling transparency and ethical behavior should be separate standalone questions. She commented that the distribution of the survey should have a wide range and that confidentiality should be a requirement. She expressed concern with how the staff survey asks questions that may lead to being able to narrow down the identity of a respondent. Ms. Walter noted that the Board should also be evaluated. She also discussed an anonymous complaint and requested an independent investigation.

### **GOOD NEWS/COMMUNITY COMMUNICATIONS**

#### **1. Oregon Battle of the Books State Champions**

Deanna Chambers introduced the State Champion Battle of the Books team from Lebanon High School. Carrie Cleveland, Samuel Long, Kelton Bruslind, and Svea Bruslind described their experience at the competition and the efforts that went into their success.

## 2. AVID Night/Europe Trips

Deanna Chambers then discussed Lebanon High School's Europe trips. This summer, 15 students and 9 adults will be traveling to several sites, and next summer she plans to have another trip.

Deanna Chambers then discussed the upcoming District-wide AVID Night on May 25. This is held to strengthen our community bonds and foster learning while celebrating students. There is a free dinner at 5 PM followed by a welcome presentation in the auditorium and workshops at 6:30 PM. There are door prizes and community partners from United Way, Central Willamette Community Credit Union, Pipeline, and a local behavior specialist will be leading workshops.

## GENERAL BUSINESS

Because of time, Chair Russ McUne rearranged the order of agenda items.

## 5. Discussion: 360 Degree Survey

Renee Sessler from the OSBA discussed the draft survey questions presented to the Board for three separate survey groups: parents, staff, and community. She noted that all questions are optional and the respondent is not required to answer all the questions. Richard Borden asked that the survey be as confidential as possible so that respondents can be open and honest. The Board determined that they would like to remove questions 1 and 2 from the staff survey to further protect confidentiality. Renee Sessler noted that by hiring the OSBA, the District would never see the raw data. The data does not belong to the District, but to OSBA, and the OSBA will then provide the Board a report. The Board asked that this be communicated on the survey itself to further inform respondents. It was decided that all names would be redacted from the open ended comments. Rob Hess asked that a question be added regarding superintendent visibility. Discussion ensued regarding how the survey would be distributed. The survey will be sent via email to all staff and all parents that have included their email address in student registration. The District will collect community emails via SurveyMonkey to use for the community survey. Russ McUne asked that the OSBA do the analysis for all three surveys.

## 1. Policies

### (a) Information Only: Revised Board Policy ARs

The following policy ARs were revised by request of the nursing staff: EFAE-AR: Policy EEA-AR (C): School Sponsored Activities Trip Checklist and Policy EEA-AR(E): Curriculum/Co-Curriculum Trip Student Medical Information Sheet. The policies were presented with revisions to clarify the health office's role. Richard Borden discussed the need for the office manager to be notified. It was determined that the checklist would be communicated at the next Secretaries Meeting.

### (b) Action: Adopt Board Policies on Second Reading

The following policies were revised according to recommendations from OSBA: EFAA-AR: Reimbursable Meals and Milk Programs, EFAA: District Nutrition and Food Services, EFAE: Child Nutrition – Hearings Procedure/Appeal Process (*deleted*), EFAL: Child Nutrition – Second Meals (*deleted*), GCL/GDL: Staff Development, ING: Animals in District Facilities, JEC: School Admission and Open Enrollment, JECBD: Homeless Students, JHCCF: Head Lice Control, and JOC: Legal Names of Students (*new*). Jerry Williams made a motion to approve the policies on second reading as presented. Mike Martin seconded the motion. The motion carried unanimously.

## **ADJOURN**

The meeting adjourned at 7:00 PM for the Budget Committee Meeting, with all remaining agenda items being tabled until the May 11 meeting.

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Russ McUne, Board Chair

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Rob Hess, Superintendent