

**LEBANON COMMUNITY SCHOOL DISTRICT  
SCHOOL BOARD MEETING  
MINUTES  
May 11, 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 May 11, 2017. Those present included:

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| Russ McUne, Director     | Rob Hess, Superintendent                      |
| Jerry Williams, Director | Bo Yates, Assistant Superintendent            |
| Mike Martin, Director    | Jennifer Meckley, Director of Human Resources |
| Richard Borden, Director | Linda Darling, Director of Business           |
| Kellie Weber, Director   |   |

Minutes recorded by Nicole Hundley, Executive Secretary.

**AUDIENCE COMMENTS**

Chair Russ McUne welcomed audience comments.

Jennifer Walter thanked Kellie Weber for her service. She discussed the community survey, noting that she felt it needed more outreach. She discussed the assistant superintendent contract renewal, and noted her concern regarding the proposed salary increase and whether the contract was reviewed by an attorney. She also mentioned the upcoming memorial concert.

Patty Allydice spoke regarding the proposed principal transfers. She felt leaving Lacombe without a full time principal was a bad idea.

Amber Miller read a letter from Linda Miller regarding the Lacombe principal proposal. She discussed the need for an authority figure, and spoke about her concern regarding the elimination of a full time principal. Amber Miller also felt that Lacombe deserved a full time principal.

Jennifer Raymond read a letter from State Representative Sherrie Sprenger, urging the Board to reconsider the Lacombe principal proposal.

Jodee Eickman spoke regarding the Lacombe principal proposal. She was concerned that Kim Fandino did not have experience at the elementary school level. She expressed that a full time principal was needed to manage the work load and establish relationships with students and staff. She did not agree with administrators receiving raises while schools were receiving less staff.

Jay Thomas spoke regarding Mr. Geoghegan, and asked that if he chooses to leave Lacombe that the District replace him with someone with the same compassion.

Kristen Jones spoke regarding the Lacombe principal proposal. She noted that as a parent and community member, she did not feel like she had an opportunity to be a part of the conversation. She noted that school leadership had a direct correlation to student achievement at Lacombe.

Emma Beiser, teacher at Lacombe, read a letter regarding the principal proposal. She discussed how several of her students come from high trauma situations and need the additional support that an on-site principal can provide. She felt that the resource of adults was already limited and stated that in order for students to be successful the school needs a full time principal.

Adrienne Cleveland spoke regarding the Lacombe principal proposal. She felt it was not fair, and noted that Mr. Geoghegan was already frequently called away for AVID and other district meetings. She felt this had already impacted the school's culture and worried that further decreasing the time of the Lacombe principal would be even worse. She urged the Board to make cuts elsewhere in order to hire a full time principal for Lacombe. She asked that the position be posted and that staff be allowed to assist in the selection process.

Terri Colton spoke regarding the Lacombe principal proposal. She worried that only the troubled students would receive help and attention from the principal if the position was less than full time, and asked that the Board look at an option that could support all families.

Maureen Twomey, LEA President, noted the many comments from parents and teachers and asked that the Board be mindful of who receives salary increases during bargaining. She requested the Board to demonstrate prudence and thoughtfulness on how the limited funds available are used.

## **GENERAL BUSINESS**

Because of time, Chair Russ McUne brought forward the topic of the proposed principal transfers for discussion first. He explained that because of public meeting laws, this is the only format available for the Board to discuss options like the Lacombe principal proposal. Rob Hess explained that it has been difficult to make this year's budget work without layoffs, and the proposal to have Lacombe's principal position be filled by a 0.6 FTE (Kim Fandino) and 0.1 FTE (Geno Bates) was a creative possibility. Rob Hess noted that he has witnessed the part-time principal solution work in other districts with smaller schools like Lacombe. He stated that he would not have proposed it if he didn't think it would be successful. He also reassured the community that there are no plans to close Lacombe School. Richard Borden asked about input from Tim Geoghegan, Geno Bates, and Kim Fandino, and Rob Hess noted that they are team players and all willing to do what needs to be done to make the budget work. Rob Hess explained the need for all current administrator positions at the high school level due to staff evaluations. Rob noted that the transfer of Kim Fandino to Lacombe as principal would be a temporary solution for one-year until the budget would be adjusted. He noted that we had not posted the position because we were attempting to eliminate administrator positions through attrition. Kellie Weber felt there should be a different solution due to the distance Lacombe is from other schools and how often administrators are pulled away for meetings. Jerry Williams noted that to balance we may need to lay off some teaching staff and increase class sizes in order to manage the budget. Discussion ensued regarding the human resources specialist position, which is a confidential employee. Richard Borden asked if the affected administrators supported the proposal. Tim Geoghegan previously sent the Board a letter regarding his support for his transfer to the high school. Geno Bates has noted he will do what is needed but he would rather be mostly at Hamilton Creek. Rob Hess discussed how Kim Fandino is the only staff member that can teach the College Now Spanish courses through LBCC, so her staying part time at the high school for those courses helps us not have to replace that position as we work through this budget season. Discussion ensued regarding the budget priorities. The Board decided to further discuss the matter during the Budget Committee meeting. Russ McUne noted that decisions like this are within the superintendent's authority, and he appreciated Rob Hess providing the Board and community the opportunity to have a say in the decision.

The Board meeting was temporarily adjourned at 7:00 PM for the Budget Committee meeting. The Board meeting resumed at 7:30 PM.

### **1. Report: AVID Senior Data**

The AVID Senior Data presentation was postponed to a future meeting.

## **2. Policies**

### **a. Information Only: Revised Board Policy ARs**

Policy EFA-AR: Local Wellness Program and Policy EFAA-AR: Reimbursable Meals and Milk Program were presented for information only with revisions recommended by the OSBA. The Board had no questions.

### **b. Action: Adopt Board Policies on First Reading**

Policy EFA: Local Wellness Program was presented for adoption on first reading with revisions recommended by the OSBA. Jerry Williams made a motion to adopt the policy on first reading as presented. Mike Martin seconded the motion. The motion carried unanimously.

## **3. Action: Adopt 2017-2019 Administrator Working Conditions**

Mike Martin discussed the clause that links the administrator salary schedule to the LEA agreement for increases. He felt this is a conflict of interest because then the administrators that are on the bargaining team for LEA are bargaining for their own salary increase. Russ McUne noted that if that clause is removed it could make the relationship between administrators and teachers more adversarial, and that having the clause made it fairer. Discussion ensued regarding other options. Rob Hess noted that the COLA percentage increase was removed so that the administrator increases would be more equal to teacher increases. Maureen Twomey commented that when the LEA bargains, they have to do it for everyone because all are linked to them. It was determined that Mike Martin and Jerry Williams would meet with Rob Hess to discuss possible alternatives and bring the contract back to the Board.

## **4. Action: Approve 2017-2020 Assistant Superintendent Contract**

If this contract is not approved by the Board, then the previous language would roll over for one year since the contract auto-renews if not on the non-renewal list by March 15. Bo Yates noted that he listened to the concerns regarding administrator salary increases being tied to other bargaining units, so he proposed his own 3% flat increase, which is lower than any other group. He noted that four director positions have been eliminated since he started in this position, and he has helped absorb those duties. He discussed his mileage reimbursement and the elimination of his cell reimbursement. Bo Yates discussed the difficulty he has in taking vacation time because of the nature of projects accomplished when the students are not in session. He noted that he should not need the vacation buy out this year, but still felt it was important that the contract reflect that he is worth more to the District when at work than when on vacation. Bo Yates also discussed his insurance proposal. Richard Borden noted that these were reasonable requests based on Bo Yates' performance. Mike Martin noted that he has concerns regarding the vacation pay out. Jerry Williams felt that it was worthwhile to pay out the vacation days in order to keep Bo Yates' high efficiency while on important projects. Discussion ensued regarding the timing of the contract renewal. Russ McUne asked and discussion ensued regarding the health care options presented to other employees. Kellie Weber expressed frustration that the Board was questioning Bo Yates' requests more than Rob Hess' contract revisions. Bo Yates noted that this type of awkward conversation is what the District hopes to avoid by having the administrator's salary schedule linked to the LEA salary increases. Richard Borden made a motion to approve the assistant superintendent contract renewal as presented, with an amendment allowing only 25 vacation days to carryover and a maximum of ten vacation days to be paid out. The motion carried 3-2 with Mike Martin and Russ McUne voting against.

## **5. Discussion: Policy BK – Evaluation of Board Operational Procedures**

Russ McUne noted that the OSBA has a self-evaluation format, which had the option to narrow down the rankings to each line item like the Board did this year with the superintendent evaluation. Discussion ensued regarding contracting with the OSBA on an evaluation. Kellie Weber felt that it was not appropriate to spend money on the Board during budget cuts. Discussion ensued regarding the need for meaningful analysis. Nicole Hundley will reach

out to the OSBA on the cost of contracting with them for an evaluation and the Board will review the self-evaluation tool.

Mike Martin was excused at 8:15 PM.

## **DEPARTMENT REPORTS**

### **1. Finance**

#### **a. Information Only: School Fee Rates**

Linda Darling presented the revisions to the student fees for the 2017-2018 school year.

## **COMMUNICATION**

### **1. Board**

Richard Borden commented regarding the upcoming OSBA Summer Conference, and Nicole Hundley noted that she has made room reservations.

Kellie Weber asked why Russ McUne would have read the letter from Representative Sprenger when she was denied her request to read a letter earlier this year. Russ McUne explained that the letter she had wanted to read included comments critical of specific people, which is not allowed by policy.

Jerry Williams commented on the recent LHS awards ceremony and noted how many of the AVID students received scholarships. He felt that this first four-year AVID graduating class had tremendous success.

Discussion ensued regarding the deadline to sign up for the community survey. It was decided to extend the deadline through Monday.

### **2. Superintendent**

Rob Hess commented on the upcoming AVID Parent Night on May 25.

## **CONSENT AGENDA**

### **1. Action: Approve April 13, 2017 Board Minutes**

### **2. Action: Approve April 27, 2017 Board Minutes**

### **3. Action: Approve Hiring/Transfers/Leave of Absence**

- a. Jeremy Gibson – Language Arts teacher, Lebanon High School – Temporary for remainder of 2016-2017
- b. Tim Geoghegan – 1.0 FTE transfer to Lebanon High School – Associate Principal (2017-2018)
- c. Geno Bates – 0.1 FTE transfer to Lacombe School – Principal Support (2017-2018)
- d. Kim Fandino – 0.6 FTE transfer to Lacombe School – Principal (2017-2018)

Richard Borden made a motion to approve the Consent Agenda items 1, 2, 3a, and 3b only. Jerry Williams seconded the motion. The motion carried unanimously.

## ADJOURN

The meeting adjourned at 8:30 PM.

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Russ McUne, Board Chair

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Rob Hess, Superintendent