

**LEBANON COMMUNITY SCHOOL DISTRICT  
SCHOOL BOARD MEETING  
MINUTES  
June 8, 2017 - 6:00 PM  
Pioneer School, 500 N. 5<sup>th</sup> Street, Lebanon, Oregon 97355**

A regular School Board Meeting was held at the Pioneer School on June 8, 2017. Those present included:

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.

**BUDGET HEARING**

**1. Audience Comments regarding the Budget**

Board Chair Russ McUne welcomed audience comments only pertaining to the Budget.

Jason Pottoroff expressed frustration with increased administrator salaries when this is a cuts budget. He noted that cuts are being made to textbooks, computers and other items that directly support students, and he wanted students to be put first.

**2. Resolution 1617-4 Adopting the Budget**

Linda Darling explained that the \$8.2 billion budget passed through the Senate this afternoon. They are looking at a 50/50 split over the biennium. It will go to the House next week. We hope for more but they wanted to at least pass this and have it finalized for school districts to use for their budgets.

Richard Borden made a motion to approve Resolution 1617-04, to adopt the 2017-2018 Budget in the total amount of \$58,881,239 as presented. Jerry Williams seconded the motion.

Mike Martin asked about Title 1 funding. Linda Darling noted that in the latest version of the reduction in funding, we will have less aides but are maintaining almost the same level of certified teaching staff. There will still be a reduction in service because of the 25% reduction in federal funding. Richard Borden asked and Linda Darling explained that we still have not received a final estimate on what our Title 1 funding will be, we are working on projections. Linda Darling discussed the reduction. Rob Hess explained that no one would like to see cuts in the Title program, but we need \$8.4 billion or more to be able to maintain current services. Kellie Weber asked about the travel budget, and Linda Darling explained it is a decrease from actual spending. Russ McUne stated that the Board knew \$8.2 billion would be a reduction in services. Discussion ensued regarding the benefits of the Title program. Mike Martin expressed a desire to fund the program by cutting others and trying to backfill those programs later. Linda Darling explained the formula used to determine the allocation of Title 1 funds to the schools, which is then used to determine staffing. She noted that the only reduction in certified teachers is Hamilton Creek will go from 0.5 FTE to 0.3 FTE based on the allocation. All schools will have less assistants, and this reduction is being accomplished through attrition. Linda Darling explained to Mike Martin that because of supplanting, it is very challenging and discouraged to backfill the fund with general fund dollars. If we get more federal funds for the Title program later, then we cannot revert back to the federal funding allocation. Linda Darling noted that she is still making adjustments to fund the full time principal at Lacombe. Discussion ensued regarding recalling the Budget Committee if we receive more funding to allow the budget to be redone for additional Title 1 programming.

The motion carried 3-2 with Mike Martin and Kellie Weber voting against.

### **3. Resolution 1617-5 Making Appropriations**

Richard Borden made a motion to approve Resolution 1617-05, making the appropriation for the 2017-2018 budget as presented. Jerry Williams seconded the motion. The motion carried 3-2 with Mike Martin and Kellie Weber voting against.

### **4. Resolution 1617-6 Imposing and Categorizing the Tax**

Richard Borden made a motion to approve Resolution 1617-06, imposing and categorizing the tax for the 2017-2018 tax year as presented. Jerry Williams seconded the motion. The motion carried 4-1 with Mike Martin voting against.

## **GOOD NEWS/COMMUNITY COMMUNICATIONS**

### **1. Dedication of Pioneer School Library in Honor of Sergeant First Class Scot R. Noss**

The Pioneer School Library was formally dedicated and named the Scot R. Noss Library. The District thanked the family and Patrick Quinn for their assistance in making the dedication possible. There is a scrapbook detailing Scot's life that will be in the library, and a second scrapbook is available to rotate between other schools.

### **2. Report: Pre-School Program**

Lori Romeo presented to the Board regarding the Boys and Girls Club Pre-K program that the District partnered with this year. This program was housed inside Pioneer School, and was provided free to qualifying families. The program was funded by LBL Early Childhood. Throughout all their programs, the Boys and Girls Club readies 80 students for kindergarten in the District. Discussion ensued.

### **3. Report: Pioneer School**

Principal Tonya Cairo and several staff members and students discussed Pioneer School's efforts towards the board goals of Graduation, Attendance, Assessment and Opportunities. They discussed AVID, 7 Habits of Highly Effective Kids, their attendance team and celebrations, Pioneer's student leadership program, OFAST, socio-emotional supports, and their community partnerships.

## **AUDIENCE COMMENTS**

Chair Russ McUne welcomed audience comments.

Christine Ruck discussed the need for counseling support in all schools, in order to catch students who may need interventions in home life, such as glasses, in order to reach academic success. She also discussed the recent election and noted she was disappointed by the disrespect displayed during the election. She noted that the sound system in schools needs to be better for public meetings.

Jennifer Walter expressed concern that the current board was not meeting obligations to follow state law, citing ORS 244.179 in regard to supervising family members. She asked that Kellie Weber and Mike Martin request a legal opinion.

Teresa Peltier expressed support for the Title 1 Program, noting how important it is for the District's students.

Russ McUne read a letter from Elizabeth and David Trussart requesting an amendment to policy to allow for early entrance to kindergarten.

## **GENERAL BUSINESS**

### **1. Policies**

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

The following policy ARs were presented for information only with revisions recommended by the OSBA: GCBDA/GDBDA-AR(1): Federal Family and Medical Leave/State Family Medical Leave; GCBDA/GDBDA-AR(2): Request for Family and Medical Leave; GCBDA/GDBDA-AR(3)(A): Certification of Health Care Provider (Employee); GCBDA/GDBDA-AR(3)(B): Certification of Health Care Provider (Family Member); GCBDA/GDBDA-AR(3)(C): Military Family Leave; GCBDA/GDBDA-AR(3)(D): Military Family Leave; GCBDA/GDBDA-AR(4): FMLA/OFLA Eligibility Notice to Employee; GCBDA/GDBDA-AR(5): Sample Designation Letter to Employee - FMLA/OFLA Leave; GCBDA/GDBDA-AR(6): Designation Notice – FMLA/OFLA; and GCBDA/GDBDA-AR(7): Fitness-for-Duty- Certification.

The Board had no questions.

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

The following policies were presented to the Board for adoption on first reading with revisions recommended by the OSBA: CBG: Evaluation of the Superintendent; GBH/JECAC: Staff/Student/Parent Relations; GBMA: Whistleblower; GCBDA/GDBDA: Family Medical Leave; and JECAC/GBH: Staff/Student/Parent Relations. Mike Martin made a motion to adopt the policies on first reading as presented. Jerry Williams seconded the motion. The motion carried unanimously.

#### **c. Action: Adopt Board Policies on Second Reading**

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

### **2. Action: Adopt Administrator Working Conditions**

This topic was tabled from the last meeting to allow for further discussion on options for salary increases. Mike Martin and Jerry Williams met with Rob Hess and looked over what other districts do. They brought back another option which would remove the language that links the salary increases to the LEA for a one-year contract to allow the administrator group to bargain as their own unit for the 2018-2019 or beyond contract. This also allows the Board additional time to evaluate the best option before automatically linking the salary increases to LEA. Russ McUne expressed concern about a third bargaining unit and potential conflict between teachers and administrators. Richard Borden noted that the current linking made it equal and was intended to mitigate animosity. Rob Hess discussed how districts that are larger tend to have unlinked contracts, while smaller districts have them linked because of the close relationship between employees and to avoid animosity. He noted that Geno Bates and Brad Shreve, who have both worked in districts with unlinked contracts, stated that there was animosity between the groups because of it. Mike Martin stated that he felt having administrators with linked salary increases in the bargaining for LEA is a conflict of interest. Discussion ensued regarding teacher salaries and being competitive and equitable. Discussion ensued regarding needing more time to sort through other options to best serve both the administrator group and the LEA. Richard Borden made a motion to approve Option B, the one year 2017-2018 administrator working conditions as presented, which removes the language linking salary increases to the LEA. Kellie Weber seconded the motion. The motion carried unanimously.

### **3. Discussion: Policy JEC – School Admission and Open Enrollment**

This policy was brought forth for Board discussion based on a parent appeal to the Board because the policy currently does not allow for exceptions even on a case-by-case basis for early entrance to kindergarten. Currently the District only allows students whose fifth birthday is on or before September 1 of the year they enter kindergarten. Discussion ensued regarding the difficulties some students face socially and emotionally when they enter school early, along with the difficulties and time involved in evaluating students for early entrance. Rob Hess noted that when the District had early entrance evaluations and exceptions in the past, the majority of the early attenders struggled. It is easier for the schools to academically challenge an advance student with their peer group than to try to make up for social-emotional delays. He noted that parents need to understand that risk. There is a 30 day window allowed by the state to allow for exceptions to the September 1 cut off. The Board agreed that they would like the option to have case-by-case exceptions to the birthdate cutoff as per state regulation. Richard Borden made a motion to amend the policy to allow for case-by-case exceptions as allowed per state regulation. Kellie Weber seconded the motion. The motion carried unanimously.

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

The self evaluation tool provided by the OSBA was presented for Board review. The OSBA rates to facilitate the Board's evaluation were also included. Kellie Weber expressed concern regarding spending funds for the Board's evaluation. Once the new Board is sworn in, dates can be set for the self-evaluation tied with the superintendent's evaluation.

## **DEPARTMENT REPORTS**

### **1. Finance**

#### **a. Report**

Linda Darling noted that the District is on target to meet the projected ending fund balance. She discussed a potential change in pay agent for the District's bonds for next year, due to poor service with the current provider, Wells Fargo. Other districts are also thinking about changing. Mike Martin asked and Linda Darling explained that the pay agent is separate from the banking accounts, which are also at Wells Fargo, and there would be no issue with changing.

#### **b. Action: Approve 2017-2018 Travel Reimbursement Rates**

Linda presented the 2017-2018 travel reimbursement rates for Board approval. She noted that breakfast and lunch have increased, and explained the process she uses to create her recommendation by comparing rates in cities frequently traveled to by District staff. Jerry Williams made a motion to approve the rates as presented. Richard Borden seconded the motion. The motion carried unanimously.

## **COMMUNICATION**

### **1. Board**

Kellie Weber thanked the high school for honoring the students entering the military at graduation.

Kellie Weber also asked that the house construction CTE program not be cut as a part of the adjustments to fund the Lacombe Principal.

Kellie Weber asked if the District was in legal compliance. Russ McUne stated that we were and that we had opinions from the District's attorney, PACE and OSBA.

Jerry Williams thanked everyone for voting for him, and noted that he will still be volunteering in the District and plans to continue to lobby at the State for additional funding for schools.

## **2. Superintendent**

Rob Hess discussed graduation, and noted that Brad Shreve is thinking the graduation rate figure will be around 75-80% for this year. Students in this cohort have until October 1 to recover credit, so we do not receive final figures until then. He noted that there is always room for improvement in our graduation rate.

Nicole Hundley explained that we need to have a July meeting due to the incoming board members. The Board agreed to July 12 at 6 PM.

Bo Yates discussed an intergovernmental agreement for the groundskeeping contract with the City of Lebanon. This would improve the quality of our service and lower our costs. The current provider has been given notice.

Bo Yates discussed the CTE house construction program, which is moving forward. He also noted that the high school is adding a small engines program.

Bo Yates also discussed the attendance data from Pioneer. He noted that no other school has made this kind of improvement, citing the 5% drop in chronic poor attenders. The biggest loss on our budget is students that do not come to school.

District Administration expressed their appreciation for the service of Jerry Williams and Kellie Weber.

### **CONSENT AGENDA**

- 1. Action: Approve May 11, 2017 Board Minutes**
- 2. Action: Approve May 11, 2017 Budget Committee Minutes**
- 3. Action: Approve Hiring/Transfers/Leave of Absence**
  - a. Jessica Leach, Cascades School, First Grade Teacher – Leave of Absence 2017-2018
  - b. Ali Gardner, Seven Oak Middle School, 8<sup>th</sup> Grade Wellness – Leave of Absence 2017-2018
  - c. Heidi Etter, Lebanon High School, Band Teacher – Leave of Absence 2017-2018

Mike Martin made a motion to approve the Consent Agenda. Richard Borden seconded the motion. The motion carried unanimously.

### **ADJOURN**

The meeting adjourned at 7:30 PM.

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Russ McUne, Board Chair

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Rob Hess, Superintendent