

**LEBANON COMMUNITY SCHOOL DISTRICT  
SCHOOL BOARD MEETING  
MINUTES  
July 12, 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 July 12, 2017. Those present included:

Richard Borden, Director	Rob Hess, Superintendent
Nick Brooks, Director	Bo Yates, Assistant Superintendent
Mike Martin, Director	Jennifer Meckley, Director of Human Resources
Russ McUne, Director	Linda Darling, Director of Business
Tom Oliver, Director	

Minutes recorded by Nicole Hundley, Executive Secretary.

**BOARD REORGANIZATION**

**1. Action: Oaths of Office for Mike Martin, Nick Brooks, and Tom Oliver**

Mike Martin, Nick Brooks, and Tom Oliver took their oaths of office to serve their new four-year terms.

**2. Action: Election of Board Chair for 2017-2018**

Mike Martin made a motion to elect Tom Oliver as the Board Chair for 2017-2018. Richard Borden seconded the motion. The motion carried unanimously, and Tom Oliver abstained.

**3. Action: Election of Board Vice Chair for 2017-2018**

Mike Martin made a motion to elect Nick Brooks as the Board Vice Chair for 2017-2018. Richard Borden seconded the motion. The motion carried unanimously, and Nick Brooks abstained.

**AUDIENCE COMMENTS**

Chair Tom Oliver welcomed audience comments. There were none.

**GENERAL BUSINESS**

**1. Action: Approve Board Resolution 1718-1 Representatives and Authorizations**

Russ McUne made a motion to approve Resolution 1718-1 as presented. Richard Borden seconded the motion. Mike Martin discussed the possibility of having a different law firm represent the district, as we had used Hungerford for several years and he had not been pleased recently with their work. Discussion ensued, and Linda Darling clarified that while we would not be required to have a full Request for Proposals, many districts do go that route when researching a change in legal representation. Tom Oliver asked and it was confirmed that the district would not be tied to the current legal representation by approving the resolution; it could be changed at a later date. Russ McUne expressed concern regarding changing legal representations while the district is in the middle of bargaining negotiations with the Lebanon Education Association, and he questioned if Mike Martin just didn't agree with Hungerford's recent opinions. Discussion ensued regarding the district's history with the Hungerford Law Firm. Mike Martin noted that they have not been physically present at many meetings and he felt the district could be represented better. General discussion ensued regarding looking more into a change in legal representation at a later date. Mike Martin asked about Wells Fargo as the district's bank of record, and Linda explained that this is

separate from the bond payments but that we are also doing a Request for Proposals with an ESD coalition for financial services in 2018.

The motion carried unanimously.

## **2. Action: Appoint Board members to Negotiation Teams**

Russ McUne noted that he was willing to continue on the certified negotiation team, which is currently in the middle of negotiations. Discussion ensued. Nick Brooks made a motion to appoint Richard Borden to the certified negotiation team. Tom Oliver seconded the motion. The motion carried unanimously, and Richard Borden abstained.

Discussion ensued regarding the classified negotiation team, which will start bargaining next year. Nick Brooks made a motion to appoint Mike Martin to the classified negotiation team. Richard Borden seconded. The motion carried unanimously, and Mike Martin abstained. Richard Borden made a motion to appoint Tom Oliver to the classified negotiation team. Nick Brooks seconded. The motion carried unanimously, with Tom Oliver abstaining.

## **3. Policies**

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

Sample policies JEBA and JEBA-AR on Early Entrance were presented for Board consideration. At the June meeting, the Board voted to revise Policy JEC to add one line for case-by-case exceptions to the September 1 birthday deadline for kindergarten enrollees. After further inquiry, it was determined that this process needs to be a separate policy and procedure to ensure that all students are treated fairly.

Tom Oliver asked for the staff's recommendation. Rob Hess stated that staff were not in favor of early entrance for kindergarten. He noted that the district had early entrance for several years and tracked student progress. For most students it was not successful and it did more harm than good. Discussion ensued. Mike Martin questioned whether the district had the resources to undertake the extensive process for assessing if students qualify for early entrance. Russ McUne noted that sometimes parents do know best and that the student would have to be so advanced in order to qualify that it would be a shame to not let them enter. Nick Brooks felt that the district was short-staffed as it was, and did not think the benefit was worthwhile at this time. Richard Borden asked and Rob Hess explained that students struggled emotionally, and it is easier for the district to advance a student academically than to make up ground emotionally.

Russ McUne made a motion to approve the policies. The motion died.

Richard Borden made a motion to rescind the previous change to Policy JEC and to revert to the original policy allowing no early entrance for kindergarten. Mike Martin seconded the motion. The motion carried 4-1 with Russ McUne voting against.

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

The following policies were presented for Board adoption on second 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. Discussion ensued regarding noncustodial parents. Russ McUne made a motion to approve the policies as presented. Richard Borden seconded the motion. The motion carried unanimously.

#### **4. Action: Approve Curriculum Adoptions**

Mike Martin made a motion to approve the curriculum adoptions. Russ McUne seconded the motion. The motion carried unanimously. Richard Borden mentioned that he reviewed the curriculum and was pleased with it.

#### **5. Discussion: Board Meetings at Schools**

Last year, the Board meetings were held at all eight schools on a rotating schedule. The new Board was asked if they would like this to continue. Tom Oliver noted that sound in the audience is a concern when at a school setting, though he liked visiting each school. Richard Borden also noted issues with being able to hear and with buildings being locked. A portable sound system is too expensive at this time. The Board decided to keep board meetings at the District Office, and encouraged the district to still have school presentations.

#### **6. Discussion: ORS 244.179**

Mike Martin stated that he does not see that the district is in compliance with ORS 244.179 based on the legal opinions provided. He noted that both mention a policy change, but neither state we are in compliance. He expressed concern that the ESD is only contracted for five hours of “administrative consult” to provide the principal’s evaluation, which is not sufficient time for supervision. Rob Hess noted that the ORS refers to “directly supervise” which is undefined. He noted that every principal works directly with the District administrator that they need for any specific issue, so he does not necessarily directly supervise them. The only task he performs directly is their evaluation and smart goals, which is what is contracted to the ESD. Nick Brooks stated that the district needs a clear policy on how supervision and evaluation is defined, and that he felt this should not be as complicated as the discussion is making it to be. Discussion ensued regarding there not being much case law in this area due to how recent the ORS is, and that both the OSBA legal team and Hungerford have provided opinions. Tom Oliver noted that it may be best to have an employment law expert weigh in. Russ McUne suggested that the district develop a policy based on current practice and providing definitions, and then have an employment law attorney review it. Discussion ensued regarding seeking additional legal advice and defining supervision. Nick Brooks made a motion to authorize the Board Chair to seek further legal counsel, potentially from an employment law expert, by requesting advice and recommendation starting with the Hungerford Law Firm. Mike Martin seconded the motion. The motion carried unanimously.

### **DEPARTMENT REPORTS**

#### **1. Finance**

##### **a. Report**

Linda Darling noted the ending fund balance is still fluctuating as old year is cleaned out and finalized. However, the figure is quite close. For new year, she reminded the Board that salaries and benefits will continue to move until October when new hires and insurance are finalized and settled. The 2017-2018 Budget documents were provided to the Board. Construction excise tax was discussed at the budget committee level this year, and Linda Darling asked if the Board would be interested in a formal presentation of how this may work for the district. The Board agreed they would like more information on construction excise tax. Linda Darling also reported that the district has purchased property for the vocational house program.

##### **b. Action: Adopt Resolution 1718-2**

Linda presented Resolution 1718-2 to change the district’s bond paying agent to US Bank. Russ McUne made a motion to approve Resolution 1718-2. Richard Borden seconded the motion. The motion carried unanimously.

## 2. Operations

### a. Action: Adopt Intergovernmental Agreement

Bo Yates discussed the updates to the Intergovernmental Agreement, which will allow the City of Lebanon to provide landscape maintenance for the District, creating efficiencies between the agencies. Richard Borden made a motion to approve the Intergovernmental Agreement. Russ McUne seconded the motion. The motion carried unanimously.

## COMMUNICATION

### 1. Board

Russ McUne suggested the Board members move to different seats at each meeting.

Mike Martin asked about the community survey. Rob Hess responded that the OSBA is going through their results and will meet with Tom Oliver and himself and then present the results at the August meeting.

Tom Oliver asked that the district revisit the 2020 Vision. He also inquired about comparing performance on data and spending with other districts.

Nick Brooks also expressed interested in re-evaluating the 2020 Vision. He asked that there be reports on the district's successes for each meeting.

Russ McUne noted that he liked the board goal presentations each school made last year, and that he also liked the foundation grant presentations from the past.

### 2. Superintendent

Rob Hess reported that the Native American imagery mascot at LHS has been retired and we have officially notified the Oregon Department of Education. The school is now using the stylized LW symbol.

Rob Hess also reported that he, Nick Brooks and Richard Borden will be attending the OSBA Summer Conference.

## CONSENT AGENDA

### 1. Action: Approve June 8, 2017 Board Minutes

### 2. Action: Approve Hiring/Leave of Absence

- a) Whitney Connolly – Principal, Lacombe School
- b) Cami Beatty – Math Teacher, Lebanon High School (0.5 FTE)
- c) Ariana Bender – Kindergarten Teacher, Cascades School
- d) Lisa Canaday – Math Teacher, Seven Oak Middle School
- e) Rachel Cannon – Special Education Teacher, Lebanon High School
- f) Caroline Cote' – 6<sup>th</sup> Grade Teacher, Pioneer School
- g) Abigail Davenport – Kindergarten Teacher, Pioneer School
- h) Luis De Luna - Art Teacher, Lebanon High School (0.5 FTE)
- i) Dara Docherty – Language Arts Teachers, Seven Oak Middle School
- j) Moria Golub – Counselor, Lebanon High School
- k) Jeffrey Heidrick – Special Education Teacher, Lebanon High School
- l) Gordon Hilberg – Counselor, Lebanon High School
- m) Ashlea Leighter - 2<sup>nd</sup> Grade Teachers, Cascades School
- n) Jaclyn McGuire – 2<sup>nd</sup> Grade Teacher, Cascades School
- o) Laura Felton Rosulek – Speech Language Pathologist, Student Achievement

- p) Aaron Smith – Band Teacher, Lebanon High School (Temporary 17-18 school year)
- q) Jordan Swanson – PE Teacher, Riverview School
- r) Christopher Tasner – Math Teacher, Seven Oak Middle School
- s) Robert Tatum – Welding Teacher, Lebanon High School
- t) Allison Thompson – Special Education Teacher, Riverview School
- u) John D. Trimble – Science Teacher, Lebanon High School
- v) Shannon Webb – Music Teacher, Hamilton Creek School/Lacomb School
- w) Breeanne Wyatt – 4<sup>th</sup> Grade Teacher, Green Acres School

Mike Martin made a motion to approve the Consent Agenda. Nick Brooks seconded the motion. The motion carried unanimously.

Russ McUne explained a public records request from the Albany Democrat Herald for the district's legal opinions regarding ORS 244.179. The district does not have to release the information because it is protected under attorney client privilege, but could for transparency. The Board consented to releasing the OSBA's legal opinion from Kate Wilkinson.

### **ADJOURN**

The meeting adjourned at 7:30 PM.

---

Tom Oliver, Board Chair

---

Rob Hess, Superintendent