

**LEBANON COMMUNITY SCHOOL DISTRICT
SCHOOL BOARD MEETING
JANUARY 10, 2019, 6:00 PM**

Santiam Travel Station

750 S. Third Street, Lebanon, OR 97355

MEETING MINUTES

The following individuals were present:

Tom Oliver, Chair
Nick Brooks, Vice Chair
Tammy Schilling, Member
Mike Martin, Member

Bo Yates, Interim Superintendent
Jennifer Meckley, Director of Human Resources
and Community Relations

Richard Borden, Member, was absent.

The meeting minutes were recorded by Interim Executive Secretary Ruth Hopkins.

1. WELCOME AND CALL TO ORDER

Chair Tom Oliver called the meeting to order at 6:00 PM.

2. AUDIENCE COMMENTS

No members of the audience requested the opportunity to address the Board.

3. SUPERINTENDENT SALARY RANGE

Hank Harris from HYA provided information for salaries of various superintendent salary ranges for surrounding school districts. Martin looked over the information provided and said there was a lot of inequality, and that it is all over the board in range.

Oliver felt that the Board just needed to establish a competitive range. Based upon the neighboring districts' information, he felt that \$135,000 to \$160,000 would be a good range.

Martin said that the ESD should not be considered as a fair comparison since there was not a high school and it was for school support, not over actual schools. He said the TSA was the bigger issue.

Schilling indicated that we should start where we left off as a salary range, but not go higher. She like the range that Oliver mentioned.

Brooks felt the \$135,000 to \$160,000 range was appropriate as well.

Brooks made a motion to set the salary range offered in the superintendent recruitment to \$135,000 to \$160,000. Schilling seconded the motion. The motion carried by the majority.

4. CONSENT AGENDA

A. December 17, 2018 Minutes

Brooks made a motion to approve the December 17, 2018 minutes as presented. Schilling seconded the motion. The motion carried by the majority.

B. Proposed Budget Calendar

Oliver explained we were pushing the first budget meeting back to February due to the delay in the school budget coming from the state level. Brooks made a motion to approve the Proposed Budget Calendar as presented. Martin seconded the motion. The motion carried by the majority.

C. Approve Hiring

Martin made a motion to approve the hiring of Elizabeth Clause, temporary 3rd grade teacher for the 2018-19 school year, and to approve the leave of absence for David Aro, bus driver, as presented. Brooks seconded the motion. The motion carried by the majority.

5. DEPARTMENT REPORTS

A. Operations

Yates shared pictures of all of the improvements that were happening in the district. The brick house project at the high school, where the district is partnering with WVRC, is being completed by Mark Lofft, a parent in our district. A new roof is currently being added. Tre Kennedy has worked to raise funds for both the softball and baseball fields and the work there is now complete.

For the land lab improvements, there was some lumber that was left behind. Yates said that he is thinking about making a couple of gazebos with the lumber so that students could use them for eating lunch at, class work, and so forth. He is working with David Gillott to figure that out. He is looking at one gazebo up top and one down below. More pictures were displayed showing the improvements. He said that there are 53 acres at the land lab and the majority of that was in timber. His goal was to make it more accessible to kids. The classrooms have been improved there. He said they are adding a 40x20 classroom with open walls, barn doors and overhangs off each edge. He said they are close to making it more usable and accessible for younger kids. There is also another hot house that is going to be added in the spring.

For transportation, the district has purchased a couple of propane busses. He said the district is currently about \$5,000 under in the budget for fuel compared to last year. For food services, we are about \$20,000 over where we were, but we have added a \$10,000 walk-in cooler and we are feeding more kids. For technology, we are close to 1:1 in all buildings with Chromebooks.

Cameras are still being updated, and with them we were able to catch the person responsible for vandalizing Green Acres School. He mentioned we are also looking at building bathrooms by the softball and soccer fields that are self-contained, and we are working with the city to price that out.

Martin asked about a vision for the land lab and how our present program is in alignment with the new construction. He wanted to see how those new buildings align with what we are working towards. Yates said the elementary is working with the secondary to align curriculum as they both work together to get kids out to the land lab.

B. Human Resources

Meckley shared that HR was gearing up for the recruiting season, which starts in early April. The HR team is meeting to look at strategies and processes for recruiting. They are also working on district branding for racial equity. The district is currently a finalist for the OEA School Employee Wellness Grant. We should know by the end of day on Monday if the district is awarded that. The grant would be \$30,000 each year for five years for school employee wellness initiatives. The district partnered with community groups when writing the grant and the committee was impressed with that.

C. Finance

There was nothing to add from the finance department.

6. COMMUNICATION

A. Board

Brooks shared that he had met with the superintendent search consultants. He was impressed with their professionalism, felt that they asked good questions and was looking forward to continuing the process. He felt it was the most important thing that the Board is going to do this year and he encouraged the community to get out there and voice their opinions in the public focus groups and the online survey.

Martin met with them as well. He shared that he felt they were very professional and that they were working to encapsulate all of the data they were gathering and will put it together to make a recommendation. He said he is concerned that we get more input from the community and felt we want as much input as we can get.

Oliver said he would encourage everyone to go out and voice their opinions as well.

B. Superintendent

Yates shared that every one of our elementary schools had a reading support program after school. He said that the high school basketball programs were going over to the middle school to help with academics and hope to use some of them for the summer school program.

Martin said he had discussed with the kindergarten classes where they have an assistant the first 20 days of school. He felt that should be expanded to 30 days. He felt that getting kids started on the right foot was important.

A discussion was held around what we had done within the framework of the budget to support those students. Martin felt that if it was 30 days, then it should be a month and a half. Brooks asked what the process was for that. Yates shared the current process for support in the classroom. Meckley said that we add a temporary classified employee if there are challenges,

and it is based on the need. Brooks suggested that if it was needed, bring it to the Board. That we needed to do it and make it work in the budget.

7. AUDIENCE COMMENTS

No members of the audience requested the opportunity to address the Board.

8. ADJOURNMENT

There being no further business before the Board, the meeting was adjourned at 6:31 PM.

Upcoming Board Meeting Dates:


January 31, 2019 – Special Meeting

February 14, 2019 – Regular and Budget Committee Meeting

February 31, 2019 – Executive Session and Special Meeting



Tom Oliver, Chair



Bo Yates, Interim Superintendent