

**LEBANON COMMUNITY SCHOOL DISTRICT  
SCHOOL BOARD MEETING  
MINUTES  
October 13, 2016 - 6:00 PM  
Cascades School – 2163 S. 7<sup>th</sup> Street, Lebanon, Oregon 97355**

A regular School Board Meeting was held at Cascades School on October 13, 2016. Those present included:

Richard Borden, Director	Rob Hess, Superintendent
Jerry Williams, Director	Jennifer Meckley, Director of Human Resources
Russ McUne, Director	
Mike Martin, Director	
Kellie Weber, Director	

Minutes recorded by Nicole Hundley, Executive Secretary.

**AUDIENCE COMMENTS**

Chair Russ McUne welcomed audience comments. There were none.

**GOOD NEWS/COMMUNITY COMMUNICATIONS**

**1. Report: Cascades School**

Principal Tami Volz explained that Cascades School is in year four of five as a Focus school. She noted that the HASD document was provided for additional detailed information on Cascades School's progress. Student Cliff Britton described the new playground and Tami discussed the efforts that have gone into the project from both the community and the District. The next phase will include installation of an all-access accommodating playground, and the final phase will be a rubber tiling installation.

Tami then reviewed the presentation demonstrating how Cascades School is making progress towards the Board Goals, outlining the steps they take to ensure graduation and attendance and reviewing their STAR and SBAC scores and opportunities.

Ryan McWayne discussed Cascades' News Club and showed a video tour of the school with a WICOR focus.

**GENERAL BUSINESS**

**1. Policies**

**(a) Information Only: Revised Policy JEC-AR: Open Enrollment/School Attendance Areas and Policy JECB-AR: Admission of Nonresident Students**

These policy ARs were revised to make a consistent standard for students that are open enrolled and to allow the District to hold students accountable for attendance and behavior. Kellie Weber asked if this applied to special programs, and Rob Hess explained that students that are placed at a specific school in order to receive services are not open enrolled.

**(b) Action: Adopt Policy IGAI: Human Sexuality, AIDS/HIV, Sexually Transmitted Diseases, Health Education on first reading**

Mike Martin made a motion to approve the adoption of the policy on first reading. Jerry Williams seconded the motion. Kellie Weber asked and Dawn Baker explained that communication is currently left up to the individual teacher for K-5 and is included in the 6-12 syllabai for parent signature. In the new curriculum

adoption, it will be a priority to have clear communication guidelines included. Jerry Williams noted that he had no further issues after reviewing the curriculum with Dawn Baker. The motion carried unanimously.

## **2. Report: Enrollment**

The Board reviewed reports comparing enrollment numbers from the end of the 2015-2016 school year to the start of the 2016-2017 school year. The number of new open enrollments and how many of those were grandfathered in due to the boundary changes was also reviewed.

## **3. Report: Legislative Measures**

Rob Hess discussed the upcoming ballot measures 97, 98, and 99 that may impact Oregon schools, and reviewed information from the OSBA on their position. Discussion ensued.

## **4. Action: Approve Revised Board Resolution 1617-1**

This resolution was presented with revisions to note that Hungerford Law Firm would serve as attorney-of-record for collective bargaining. The location of school board meetings was also updated to reflect the rotation of schools. Richard Borden made a motion to approve the revised Board Resolution 1617-1. Kellie Weber seconded the motion. The motion carried unanimously.

# **DEPARTMENT REPORTS**

## **1. Finance**

Linda Darling discussed the 2016-2017 projections. Our ending balance has stayed level. Linda also included 2017-2018 projections with the potential PERS increase of rates to outline the potential impact to the District. With a flat funding projection and PERS increases for all eligible employees based on current contracts, the ending fund balance would drop to \$1.8 million. Discussion ensued regarding the PERS biennium increase. Linda noted that the auditors were onsite this week and had no findings. Mike Martin asked about the increase to object code 640: dues and fees. Discussion ensued regarding AVID memberships fees being included in this object code. Mike asked for a breakdown of the 2014-2015 data for this object code.

# **COMMUNICATION**

## **1. Board Communication**

Mike Martin led a discussion on the Board taking a stronger role in the budgeting process. He felt the Budget Committee has been ill-trained and too quiet, and he would like the Board to take a leadership role in the process. He discussed exploring a 2% cut to other spending to put towards CTE programs. Discussion ensued regarding training. Linda Darling has historically required new committee members to come in for training and then invited returning members for refreshers. Russ McUne felt that it would be worthwhile to have a group training for the Board and the Budget Committee so everyone was on the same page and they could learn from each other. Mike Martin discussed recent school visits he made and how strong our new teacher hires are. He also discussed the need to fully support middle school sports and the impact the addition of football has had to the Seven Oak office staff for management. Discussion ensued regarding other middle school sports programs. Mike Martin noted that we need to work towards fully funding programs like sports and CTE.

## **2. Superintendent Communication**

### **(a) Board Goals**

Laura Foley reviewed the new Board Goals icon. The “roof” is made up of strong school wide systems of support, such as AVID, PBIS, and RTI. The “windows” are the overarching themes of rigor, college and career,

and culture. The “doors” are the bases that will lead us there, the measurables: assessment, graduation rate, opportunities, and attendance. Rob Hess discussed the definitions and noted the key results. Russ McUne noted that he appreciated how the school presentation was linked to this idea and how the board goals are linked to the superintendent evaluation.

### **(b) Superintendent Evaluation**

Rob Hess recently met with Jerry Williams and Mike Martin to discuss how to incorporate the board goals into the superintendent evaluation rather than only the nine standards from OSBA. Rob Hess noted the measurability of the key results of four year graduation rate, regular attenders percentage, and SBAC success rate. Opportunities is a more qualitative key result. He also reviewed the leading indicators for each section: graduation, attendance, assessment and opportunities. Jerry Williams liked having more detail as the results evaluation provides. Mike Martin noted that the OSBA changed their tool in 2014 to include a multi-part evaluation: the nine performance standards, goals (which is what we have now created), 360-degree evaluation, and a self-evaluation. He felt that the new OSBA process helps eliminate subjective feedback and leads to more objective feedback than we have used in the past. It would include a compiling of results in executive session in order to report back to Rob Hess in one voice. He felt the nine standards helped address important items the results/goals evaluation could not, like communication and vision. Discussion ensued regarding the 360-degree evaluation. Russ McUne noted that it would need to be planned out well and asked for Human Resources to assist. The plan must be agreed to by the superintendent. Jerry Williams and Mike Martin will work on the 360 degree evaluation with Human Resources and report back to the Board for a decision on using both the results and OSBA standards and either including or postponing the 360 degree evaluation tool.

### **(c) Blue Zone Update**

Rob Hess reported that Lebanon was selected as a finalist, and we had our formal evaluation on Wednesday. He was invited to present and helped represent the Schools group. Jennifer Meckley also attended and represented the Worksites group on behalf of the District. The committee was impressed with our community and the efforts we are already making, and we feel good about our chances. Discussion ensued.

## **CONSENT AGENDA**

- 1. Action: Approve September 8, 2016 Board Minutes**
- 2. Action: Approve Hiring/Transfers/Leave of Absence**
  - a. Andrea Meyer, Transfer to Human Resource Specialist (confidential position)
  - b. Christopher Tasner, Math Teacher - Seven Oak Middle School (temporary 16-17 school year)

Mike Martin made a motion to approve the Consent Agenda. Jerry Williams seconded the motion. The motion carried unanimously.

## **ADJOURN**

The meeting adjourned at 8:00 PM.

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Russ McUne, Board Chair

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Rob Hess, Superintendent