

**LEBANON COMMUNITY SCHOOL DISTRICT
SCHOOL BOARD MEETING
MINUTES
December 8, 2016 - 6:00 PM
Green Acres School – 700 S. 10th Street, Lebanon, Oregon 97355**

A regular School Board Meeting was held at Green Acres School on December 8, 2016. Those present included:

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

Minutes recorded by Nicole Hundley, Executive Secretary.

AUDIENCE COMMENTS

Chair Russ McUne welcomed audience comments.

Charles Kesterson expressed frustration regarding miscommunication about the Seven Oak football team participating in the Twilight Parade with the high school team. Middle school students were told they could participate, but when they arrived, the high school coaching staff and parade directors were not aware of any arrangements for them. Kraig Hoene explained that the downtown association told the middle school to disseminate the information but then did not follow up with the high school, which resulted in the miscommunication. Russ McUne apologized on behalf of the District and asked that arrangements be made to celebrate the Seven Oak football team.

GOOD NEWS/COMMUNITY COMMUNICATIONS

1. Report: Green Acres School

Principal Amanda Plummer presented a video tour of Green Acres School and students. She discussed the Green Acres culture and vision. She then reviewed the presentation demonstrating how Green Acres is making progress towards the Board Goals, outlining the steps they are taking towards preparing students for graduation, increasing attendance, reviewing their SBAC and STAR scores, and reviewing opportunities. Discussion ensued regarding their FOCUS school status and the current freeze during the transition from No Child Left Behind to the Every Student Succeeds Act. Discussion ensued regarding the high mobility at Green Acres and tracking the students test scores through middle school. Discussion also ensued regarding the school's and district's effort to help the Latino families feel safe.

GENERAL BUSINESS

1. Policies

(a) Information Only: Revised Policy KL-AR: Public Complaint Procedure

This policy was revised by administration to align all procedures.

2. Action: OSBA Election

The OSBA Resolution to adopt the OSBA 2017-18 Legislative Priorities and Policies as recommended by the Legislative Policy Committee was presented for Board approval. Mike Martin made a motion to approve the resolution. Jerry Williams seconded the motion. The motion carried unanimously.

3. Discussion: Drug Testing Athletes

Kraig Hoene noted that the proposal is the same as the previous time drug testing for athletes was brought to the Board. He confirmed that Biomed's costs are still the same. We are seeing higher frequency of marijuana use at the high school. Last year, we were afraid of a spike in usage and now we are seeing that spike. Drug testing provides our athletes with another tool to make better choices and provides for support if they are caught using. Richard Borden stated he would rather the funds be used in diversion education. He felt it may cause students not to play sports so that they are not caught. Kraig Hoene noted that the culture of our athletics program should be drug free. Kellie Weber stated that she felt it was a deterrent for students at risk of using drugs. Kraig Hoene described the consequences if a student tests positive. We would test a random sampling of 10% of our athletes once per month. Russ McUne noted that the diversion program if a student tests positive helps support students afterwards. Richard Borden was concerned that students may think the risk was worth it since the consequences were not that bad. He did not feel we would get the results we are looking for. Kellie Weber commented on the great range of consequence options in the sample policies from other schools and the draft policy. She felt that in real life there is drug testing in the workplace, and it is preparing our students for post-high school life and possible consequences. She stated that students know they should not use drugs, and we cannot educate them more on that, but we can take away privileges. Discussion ensued regarding the selection process, which is handled by an outside agency. Kraig Hoene noted that no other schools in our league are currently drug testing, but they are interested in how ours goes. Jerry Williams suggested testing a smaller number of student athletes to keep costs down. Rob Hess noted that the coaches support this policy, and that there are some students that could be greatly helped by having one more chip to prevent them from the temptations in their life and surroundings. Discussion ensued regarding an option for students admitting usage. Kraig Hoene noted that if a student tested positive, they would still be accountable to their team and coaches for practices and grades. Keeping students in the positive environment of their sport was imperative; they just would not be allowed to participate in contests. Kraig Hoene also discussed how last year's parent survey showed 80-85% support for the drug testing policy. Discussion ensued regarding current expulsion data. Bo Yates discussed research showing that there is only a 6% improvement when using drug testing as a deterrent, and he questioned the effectiveness for the cost. Discussion ensued regarding education programs. Richard Borden stated that he felt it was more likely that non-athletes were doing drugs. He did not feel that drug testing was the answer. Mike Martin stated he was in support of drug testing and holding students accountable, but he wanted there to be a group administrative body that issued consequences and he felt the cost was too high as is. Discussion ensued regarding testing less students or testing less frequently. Russ McUne asked that Kraig Hoene look at different cost scenarios, incorporate Scio's self-admit option, and bring the topic back as an action item.

4. Action: Approve Use of Electronic Board Packets – BoardEffect

Discussion ensued regarding the length of the contract and the cost. Kellie Weber noted that she had a hard time justifying spending this amount on the Board and Nicole Hundley's time and not on students. Mike Martin suggested printing on their own and reimbursing for printing cost. Discussion ensued regarding sending out electronic packets and the Board using their own programs and devices to access the packet. The Board agreed to try accessing their packets via email in January.

DEPARTMENT REPORTS

1. Finance

(a) Report

Linda Darling discussed the financial report. Our ending balance is staying stable around the \$3 million mark. The Governor's Budget was released December 1, and shows a \$1.7 billion shortfall. The starting floor for education is \$7.98 billion after a \$20 million carve out, which is promising compared to previous years. This may look like a slight increase for the district this biennium. Linda will present a spreadsheet with figures at the next meeting. Linda Darling discussed some of the programs to be funded such as early learning hub, CTE, and an extension of the Oregon Promise.

Discussion ensued regarding CTE funding and Measure 98. Rob Hess noted that Laura Foley is a part of the conversation for developing the Measure 98 rules.

(b) Action: Approve Budget Meeting Calendar

Mike Martin made a motion to approve the Budget Meeting Calendar as presented. Richard Borden seconded the motion. The motion carried unanimously.

Linda Darling noted that the OSBA is confirmed for February 9 to conduct a workshop; the first hour is budget education, and the second hour will be to work with the Committee on their goals and priorities.

2. Human Resources

(a) Information: Superintendent Evaluation Reflection

Rob Hess provided his reflection to all nine standards and the key result areas. He noted that some of the standards were close to each other so they have a combined reflection. He would like to have the Board's thoughts at the January meeting. Mike Martin discussed having the Board meet without Rob Hess to reach a consensus and then having Rob join them. He noted that he felt the self-evaluation reflection should have come after the Board met, not prior to. Discussion ensued regarding the evaluation process. Kellie Weber asked that for the next evaluation cycle, we include a way for staff, parents and the community to provide input. Rob Hess noted that he spoke with Renee Sessler at the OSBA and she will be assisting the district to develop a differentiated 360 degree survey to allow us to ask parents, staff and the community their own sets of questions so we can use their viewpoints not only for the superintendent evaluation, but also for the entire district. Rob Hess suggested a public work session in the spring to create these questions. Russ McUne stated that he felt having the superintendent's reflection ahead of time was helpful and more time efficient. Discussion ensued. The Board agreed to have an one-hour public board meeting and then an executive session for the superintendent evaluation at the January meeting.

Discussion then ensued regarding the weighting of the nine OSBA standards to the key result areas. Rob Hess suggested weighting the key result areas at 65% and the nine standards at 35%. Mike Martin expressed concern because there is no baseline for the key result areas as we have not previously gathered data like this for consideration in the superintendent's review. He felt that all thirteen areas should be weighted equally or the key result areas should not be included in the weighting but only provided for insight. He thought there was not enough data over time to weight the key results more than the nine standards. Discussion ensued regarding when to start weighing the key result areas if not now. Mike Martin stated that benchmarks should be established first. Discussion ensued regarding reasonable growth measurements. Rob Hess noted that it was important to track the key results as they are more than just his results, but the district's goals. Russ McUne noted that it was only fair to be consistent year to year in the weighting. Mike Martin felt it was not yet appropriate to weight the key results because the lack of historical figures may hurt the superintendent's ratings. The Board agreed to create a baseline for this year for the key results, and will equally weight all thirteen areas. In the next evaluation cycle, the Board will determine the weighting prior to the data numbers being presented. Rob Hess agreed to the equal weighting.

COMMUNICATION

1. Board Communication

Mike Martin discussed the snow day. Rob Hess noted that the Board approved calendar included adding up to six make up days on to the end of the year. Maureen Twomey also confirmed that was her understanding for the make up days. Administration will clarify the make up with staff.

Richard Borden asked that the District take a position on schools being a safe zone for students possibly facing immigration concerns. Rob Hess discussed recent family meetings. He noted the state “sanctuary” laws that prevent law enforcement from acting on immigration status. Amanda Plummer discussed some of the parent concerns, such as the high school students that have registered as undocumented immigrants in order to receive financial aid for college. She noted that parents appreciate we are listening. Richard Borden asked for a statement to formalize the Board’s support.

2. Superintendent Communication

Rob Hess congratulated the High School’s fall sports programs on their success, with football winning the state championship, volleyball placing second, and girls cross country placing third. He noted how proud the community is of the students.

CONSENT AGENDA

1. Action: Approve November 17, 2016 Board Minutes

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

- a. Scott Henderson, Transfer to Dean of Students - Seven Oak Middle School
- b. Robert Tatum, Welding Teacher – Lebanon High School (.50 FTE, Temporary)

Discussion ensued regarding the part-time welding teacher. Mid-year appointments are temporary, but we would like to make his appointment permanent. Discussion ensued regarding the welding contract with LBCC.

Discussion ensued regarding the Dean of Students position at Seven Oak Middle School. This is a teacher on special assignment (TOSA) and not an administration position. Rob Hess described the reorganization of positions after a counselor resigned and how the school determined this was the best way to support their needs. They now have two administrators, one dean, and one counselor. There is no additional FTE after the reorganization.

Richard Borden made a motion to approve the Consent Agenda. Jerry Williams seconded the motion. The motion carried unanimously.

ADJOURN

The meeting adjourned at 8:40 PM.

Russ McUne, Board Chair

Rob Hess, Superintendent