

**LEBANON COMMUNITY SCHOOL DISTRICT  
SCHOOL BOARD MEETING  
MINUTES  
February 9, 2017 - 6:00 PM  
Hamilton Creek School, 32135 Berlin Road, Lebanon, Oregon 97355**

A regular School Board Meeting was held at Hamilton Creek School on February 9, 2017. 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	Linda Darling, Business Director
Kellie Weber, Director	

Minutes recorded by Nicole Hundley, Executive Secretary.

**AUDIENCE COMMENTS**

Chair Russ McUne welcomed audience comments.

Ryan Noss spoke in support of naming the Pioneer School Library in honor of his brother, Sergeant First Class Scot R. Noss. He noted that the Noss family supports the proposal made by Patrick Quinn. Scot was a long time student in the Lebanon Community School District, and as an avid reader it is fitting to name the library after him. Ryan also spoke to the culture of Pioneer School in their support of veterans.

Patrick Quinn spoke in support of naming the Pioneer School Library in honor of Sergeant First Class Scot R. Noss. He discussed Scot's military service and injury. He noted that a plaque regarding the naming would be provided by a donor, along with a scrapbook from the family to educate students on Scot and his service.

Eric Frazier discussed a recent survey he conducted of Lebanon Community School District staff. He noted that 262 employees participated, and while there were several positives, he found themes of areas of improvement to be attendance, behavior/accountability, and leadership concerns. He said several great things that were happening in the district were also noted in the surveys. The results will soon be released and he hopes they will result in positive change.

Delane Overton discussed the need for clear expectations and guidelines for our students, especially as it relates to consistency and consequences. He stated that the District's efforts could lead to enabling if higher expectations are not set. He discussed the different types of administrators: leaders and transformational leaders.

Patty Allydice spoke about the size of the audience, stating that they were questioning the Board's actions. She discussed Superintendent Hess' evaluation, comparing it to a "nearly meets" standard, and disagreed with having a contract renewal. She also disagreed with the removal of the residency component. She stated her support of a community wide survey. She discussed the contract buy-out of the previous superintendent.

Cathy Osborne spoke to support Principal Tonya Cairo and Superintendent Rob Hess. She stated that contrary to the previous speaker's thoughts, several audience members were there in support of the District and their leaders and not because there is a problem.

Anna Parker spoke about her concerns regarding the negative letter and gossip circulating in the District. She discussed the need to check facts and not spread untruths and to focus on supporting the success of our students. She discussed the work of Principal Tonya Cairo to make improvements at Pioneer School. She discussed Superintendent Rob Hess and his leadership.

Marc Thielman, Superintendent of Alsea School District, spoke regarding his work with Superintendent Rob Hess. He discussed the value of Rob Hess' work at the state level and the improvements he has brought to the District. He discussed how much Lebanon is able to support with very finite resources. He and Rob Hess have been working at the state level to increase funding and make positive changes to impact all schools in Oregon. He provided a letter that was sent to the capital in order to create impactful changes for the betterment of public education. He also discussed the innovation bill and Rob Hess' work to support it. Lebanon has a tremendous track record of doing a lot with very little, and he stressed the importance of staying focused on this effort.

Sara Hartnim read an anonymous letter from another student regarding the high school's lack of support for the student to graduate with his diploma and their pressure to obtain a GED instead, including disrespecting the student and discouraging the student from trying to graduate.

Brooklyn Giles spoke about the need to ensure the drama and decisions do not poorly affect students.

Chair Russ McUne paused the audience comments at this time to move on to regular agenda topics. Audience comments would be reopened after the Budget Committee Meeting.

## **GOOD NEWS/COMMUNITY COMMUNICATIONS**

### **1. Report: Hamilton Creek School**

Principal Geno Bates presented information on Hamilton Creek's graduation preparation, attendance, assessment, and opportunities.

## **BUDGET COMMITTEE INTERVIEWS**

The three candidates provided background on their experience. There are two three-year positions available.

Jeff Vandiver has two children in the District and has lived in Lebanon his entire life. He wants to be involved in his children's education. He has several community contacts through his employment as a service technician.

Tom Oliver has three children and works for Consumers Power. He was previously a department head for City of Lebanon and has significant experience with budgets similar to the District's.

Todd Gestrin was formerly on the Budget Committee. His children have been through the District schools. He has worked in banking for 34 years, managed several budgets, and is on the City of Lebanon budget committee.

Richard Borden made a motion to appoint Jeff Vandiver to the Budget Committee. Kellie Weber seconded the motion. The motion carried 4-1 with Mike Martin voting against.

Mike Martin made a motion to appoint Tom Oliver to the Budget Committee. Kellie seconded the motion. The motion carried unanimously.

## **GENERAL BUSINESS**

### **1. Policies**

The following Policy AR revisions were presented to the Board for information only: Policy ING-AR: Animals in District Facilities; Policy JEC-AR(1): Open Enrollment/School Attendance Areas; Policy JEC-AR(2): Lottery Procedures; and Policy JEC-AR(3): Application for Open Enrollment. Jennifer Meckley explained that the Policy ING-AR: Animals in District Facilities was made more robust in order to better process these types of requests. Rob Hess explained that the Policy JEC-ARs regarding Open Enrollment will be looked at each year and this is the

2017-2018 update. He noted that some schools are already at capacity and may not be able to accept open enrollment for next year.

Policy JFCIA: Student Drug Testing and Policy JFCIA-AR: Student Drug Testing were presented for board approval on first reading. Discussion ensued regarding funding for the program. Discussion also ensued about this being a trial period and the Board having the option to remove the policy later. Mike Martin asked for clarification to be made to the first sentence that the testing is required if randomly chosen. Mike Martin made a motion to accept the policies as presented with the clarification. Jerry Williams seconded the motion. The motion carried 4-1 with Richard Borden voting against.

The meeting was temporarily adjourned at 7:00 PM for the Budget Committee Meeting. The meeting resumed at 8:55 PM.

### **AUDIENCE COMMENTS continued**

Julie Ragan spoke about professional integrity, and about the fatigue and stress of the letters and emails circulating. She asked the Board to listen to the voice of the community.

Rachel Kittson-MaQatish spoke about her son attending Lebanon on an interdistrict transfer from Sweet Home due to Rob Hess' efforts in the District. She commented on his professionalism, patience, thoughtfulness, intelligence and integrity as a leader. She stressed that the Board and District should focus on school business and the education of students.

Stephanie Waters spoke regarding the survey that Eric Frazier had disseminated. She noted that not all employees have filled it out and he does not have a complete set of data. She commented on Rob Hess' attention to detail and commented on a birthday card she received from him.

### **GENERAL BUSINESS continued**

#### **2. Action: Approve Resolution 1617-3 Rights of Undocumented Students and Protocols for Immigration and Customs Enforcement (ICE) Access to Schools**

Resolution 1617-3 was presented for Board approval. The resolution documents the Board's support for the District's students and families that are concerned at this time and outlines parameters that must be met before ICE can gain access to the building or student. Mike Martin made a motion to approve the resolution. Richard Borden seconded the motion. The motion carried unanimously.

#### **3. Report: Superintendent Evaluation**

The Board reviewed the Superintendent's Evaluation, which was completed in January 2017. Mike Martin complimented the Board on improving the process and creating a more summative and objective evaluation. He commented on the need to include the 360 degree survey as well.

#### **4. Discussion: Board Goals 2017-2018**

Rob Hess brought forth areas to focus on for next year's Board Goals, based on his recent evaluation and because his contract says that goals should be brought prior to March, which has not been done in past years. In addition to current goals of graduation rate, attendance, assessment and opportunities, Rob also suggested recruit and retain teachers, increase state school funds for Lebanon, and conduct community-wide 360 degree survey. Rob noted that his recent evaluation stressed the importance of teacher retention and recruitment, and that our 5-year new teacher retention rate of 46% is unacceptable. He wants to focus on improvement in this area. Mike Martin commented that increasing the state school fund is not measurable and is outside of Rob's direct control. Rob is already working

with Renee Sessler at the OSBA to create the community wide 360-degree survey. It could be completed this spring and again next spring to create a baseline and then show a comparison.

## **5. Discussion: Naming of Pioneer School Library in honor of Sergeant First Class Scot R. Noss**

Naming a facility in honor of a person requires two meetings with public comment and then a Board vote. Kellie Weber commented that she felt all schools in the District should know about Mr. Noss, and she suggested that the scrapbook be rotated between all schools. Rob Hess noted that Mr. Noss' brother was principal of Pioneer School and that his mother taught at Pioneer School, so the location holds extra significance. Discussion ensued. The next two board meetings will have public comment regarding the naming of the library in honor of Mr. Noss.

## **6. Action: Approve Snow Day Make Up Proposal**

Administration presented an alternative make up day proposal due to the fact that the District was above required hours even without any make up, but there was a need to incorporate more instructional time for students prior to graduation and testing. Discussion ensued regarding having licensed staff make up contract days after students are done for the year. Richard Borden commented that if we could give two days back to teachers, he felt we should. He stated that end of the school year professional development is not productive. Russ McUne expressed concern regarding it not being fair to classified staff that may have to use leave. Discussion ensued regarding instruction time and the opportunity to say thank you to staff. LEA Union President Maureen Twomey was asked to speak, and she noted that the proposal was given as a compromise to remain true to the licensed staff's contracted days while also allowing students to have additional instruction time and not keeping them beyond the school year. Discussion ensued. Richard Borden made a motion to approve the proposal as presented, except the June 13 and June 14 professional development days would be eliminated, resulting in two days not made up for all staff. Jerry Williams seconded the motion. The motion carried unanimously.

## **DEPARTMENT REPORTS**

### **1. Finance**

#### **(a) Report**

The Board had no questions on the District's financials. Linda Darling noted that there is a bill that would extend the recreational immunity and close the loophole to give the District more protection.

#### **(b) Report: Audit**

Linda Darling noted that the audit was clean. There were no questions.

#### **(c) Disposal of Obsolete Equipment**

Linda Darling reported that the District is disposing of two vans. One has been scrapped for parts and one has been used to the end of its lifetime. She noted that the value is such that it did not require reporting, but she wanted to inform the Board for transparency.

## **COMMUNICATION**

### **1. Board Communication**

Kellie Weber commented on the high quality teaching she witnessed at the high school recently while attending classes with her son.

### **2. Superintendent Communication**

**a. Action: Approve 2018-2021 Superintendent Contract**

Rob Hess requested the Board's consideration to renew this contract for another three years. He noted that longevity in the District is important to him and he wants to continue to serve. Discussion ensued. Mike Martin noted that he opposed the extension and that there is no urgency. He stated that OSBA does not support renewals like this even though they are legal. Russ McUne discussed how due to the timings in the contract for renewal and evaluation, the Board would be expecting the superintendent to work nearly up to expiration without have a new contract. Discussion ensued regarding the contract length. Russ McUne explained the buy-out of the previous superintendent, and discussed the sections of the current contract that offer protection to the District if the superintendent is complacent or ineffective. He felt the contract was fair to the superintendent and the District. Richard Borden stated he thought it was important for the superintendent to know the Board supports him long-term. He stated we have achieved more during Rob Hess' tenure. Jerry Williams also commented on the growth of the District under Rob Hess. Kellie Weber discussed the public comments made regarding the contract and suggested a one-year renewal. Discussion ensued regarding the anonymous allegations. Mike Martin mentioned assessment data and graduation rate data. Rob Hess explained that prior to the end of BLHS, the District's true graduation rate was difficult to determine, but the last three years of data provided directly from ODE is a true reflection. Rob Hess discussed the improvements in the District. He noted that we still have a long way to go, and he wants to be here to do it. Discussion ensued amongst the Board. Rob Hess stated that he would be okay to keep the residency language as is. Jerry Williams made a motion to approve the 2018-2021 contract as presented expect for the residency language to remain as it was previously. Richard Borden seconded the motion. Kellie Weber and Mike Martin commented on the haste of a decision. Mike Martin commented on the raise in the contract. The motion carried 3-2 with Kellie Weber and Mike Martin voting against.

**b. Action: Approve Amendment to 2015-2018 Superintendent Contract**

The proposed amendment provided clarifications to the evaluation and performance goals for the superintendent, and adjusted the evaluation date to June. Richard Borden noted that this was much better timing. Richard made a motion to approve the amendment to the 2015-2018 contract as presented. Jerry Williams seconded the motion. The motion carried 3-2 with Kellie Weber and Mike Martin voting against.

**CONSENT AGENDA**

**1. Action: Approve December 8, 2016 Board Minutes**

Richard Borden made a motion to approve the Consent Agenda. Kellie Weber seconded the motion. The motion carried unanimously.

**ADJOURN**

The meeting adjourned at 9:50 PM.

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Russ McUne, Board Chair

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Rob Hess, Superintendent