

**LEBANON COMMUNITY SCHOOLS**  
**Lebanon, Linn County, Oregon**  
**June 11, 2015**

A Regular Meeting of the Board of Directors was held in the District Office Board Room. Chairman Richard Borden called the meeting to order at 6:00 p.m. Those present included:

Richard Borden	Director	Rob Hess	Superintendent
Jerry Williams	Director	Ryan Noss	Assistant Superintendent
Mike Martin	Director	Bo Yates	Assistant Superintendent Operations
Russ McUne	Director	Linda Darling	Business Director

Liz Alperin was absent from this meeting.

**BUDGET HEARING**

**1. Audience Comments on the Budget**

There were no audience comments on the Budget.

**2. Resolution 1415-07 Adopting the Budget**

**3. Resolution 1415-08 Making Appropriations**

**4. Resolution 1415-09 Imposing & Categorizing the Tax**

Mike Martin made a motion to approve the three resolutions:

- 1) Resolution 1415-07 Adopting the Budget in the amount of \$55,898,742 ,
- 2) Resolution 1415-08 Making Appropriation for the 2015-2016 Budget, and
- 3) Resolution 1415-09 Imposing and Categorizing the Tax at the rate of \$4.9925 per \$1,000 of assessed value for operations; in the amount of \$3,505,406.

Russ McUne seconded. The motion carried by majority.

**AUDIENCE COMMENTS**

Seven Oak Teacher David Meek expressed his concern with the stall in licensed negotiations and the lack of a cost of living raise. He asked for fairness and equality.

Retired Teacher Pam Wimer expressed her concern with the loss of teachers due to low wages. She asked that the District give a competitive wage and benefit package, so that the District can keep teachers in Lebanon.

## **PURSUING EXCELLENCE**

**1. Report:** TAG-Marla Gessford

TAG Coordinator Marla Gessford shared a Power Point Presentation speaking on the following points:

- 1) High End Learners
- 2) Spelling Competition
- 3) Oregon Battle of the Books
- 4) Wednesday Enrichment

Ryan Noss pointed out that the Wednesday Enrichment program was a great opportunity to bring students across the District together. The District wants to move forward with the program next year.

**2. Report:** Curriculum Department Goals – Dawn Baker (Enclosure D-2)

Federal Programs Administrator Dawn Baker shared a Power Point Presentation speaking to the following points:

- 1) Right curriculum
- 2) Embedded Professional Development
- 3) Communication
- 4) By the numbers
- 5) SBAC Math
- 6) SBAC Reading

## **GENERAL BUSINESS**

**1. Information:** Community Eligibility Provision (CEP) (Enclosure E-1)

Bo Yates reminded the Board of the information on the CEP program that was brought to them at past meetings. He reminded them that he is recommending doing a pilot program at Cascades and Green Acres next year. The revenue should be approximately \$26,000.

Angie Gorman pointed out that the CEP is part of the Hungry Kids Act.

The Board discussed their concerns about sustainability and the need for tracking.

The consensus of the Board was to move forward with the CEP program at Cascades and Green Acres for the 2015-2016 school year, tracking it for possible future implementation at other schools.

**2. Discussion:** Student Drug Testing (Enclosure E-2)

High School Associate Principal Kraig Hoene explained that he and the coaching staff at the high school are recommending athletic student drug testing since state law legalizes Marijuana July 1. They hope that student drug testing would be a deterrent for students taking drugs. Ten percent of the student athletes would be tested in

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OSAA sanctioned activities ten months of the year. Not all athletes would be tested due to costs. Other districts that have used it have had great success.

Richard Borden pointed out that he is not in favor of it. He feels that we are opening up “Pandora’s Box. He would like public input on the issue before making a decision.

Mike Martin questioned how the policies around student drug testing would work with Board drug policies already in place.

Russ McUne pointed out that the test only shows if they are using or not. He said that his only concern with the testing is that the District would need to have a very valid way to retest to make sure that it is positive. He pointed out that there is a cost and some parents will not like it.

Kraig Hoene pointed out that parents have a right to ask for repeat testing within 72 hours. There is also an appeal process. He explained that a private company would be doing the testing.

Jerry Williams pointed out that it is a tool for students to counteract peer pressure.

Kraig Hoene and Mike Cox thanked the board and restated that they feel it would be a deterrent.

Rob Hess pointed out that the District is going to implement a diversion program next year.

The Board would like this agenda item to be put on the August Board Agenda as an “Action” item.

High School Principal Brad Shreve pointed out that there would be a need for a lot of communication regarding student drug testing for both parents and students. For this reason he recommends only beginning the program at the start of a school year and not mid-year.

**3. Action: Meal Reimbursement Rates (Enclosure E-3)**

Linda Darling explained that after reviewing surrounding district rates, the GSA rates and the recent training locations, she recommend making changes to the rates.

Russ McUne expressed his concern with prepayment.

Linda Darling explained that some employees do not have the funds to pay and then wait for reimbursement.

Russ McUne made a motion to approve the 2015-2016 Employee Reimbursement Rates as presented. Jerry Williams seconded. The motion carried by majority

**4. Action: Approve Ground Maintenance Contract/Cornerstone (Enclosure E-4)**

**5. Action: Approve Custodial Services/WVRC (Enclosure E-5)**

Mike Martin made a motion to approve both the Ground Maintenance Contract with Cornerstone and the Custodial Contract with WVRC as presented. Russ McUne seconded. The motion carried by majority.

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- 6. Information:** Changes to ARs of Board Policies: (Enclosure E-6)
- DLC-AR (1) – Employee Travel/Staff Expense Reimbursement
  - DLC-AR (2) – Travel/Conference Expenses Prior Approval Form

Linda Darling explained the changes to Board Policy DLC (1). She pointed out that there are significant changes to how the District will reimburse employees for travel that requires a two or more night stay. The changes to the AR reflect these changes. She pointed DLC (2) is being removed from policy.

- 7. Action:** Certify Board Elections

Jerry Williams made a motion to certify the 2015 Board Elections. Mike Martin seconded. The motion carried by majority.

- 8. Action:** Approve Springboard 6-12 Textbook Adoption - Laura Foley

High School Associate Principal Laura Foley shared the process that was followed prior to bringing forth the recommendation of the adoption of the Language Arts textbooks “Springboard for 6-12 Grades”.

Russ McUne questioned if the Springboard materials are available to students on-line.

Laura Foley explained that most of it is available on-line. Much of it is consumable so student won't have as much to physically carry around.

Russ McUne wondered how Springboard lines up with the K-5 grade language arts curriculum “Journeys”

Laura Foley pointed out that it does not line up, but is much more rigorous.

Russ McUne made a motion to approve the Springboard 6-12 textbook adoption. Jerry Williams seconded. The motion carried by majority.

## **HUMAN RESOURCES**

- 1. Action:** Approve Administrator & Confidential Compensation and Working Conditions (Enclosure G-1)

Ryan Noss explained the new positions that were added to the Administrator & Confidential Compensation and Working Conditions.

Richard Borden felt that under Leave Of Absence “and designee” should follow “approval at the sole discretion of the Superintendent”. He felt that “with prior approval” needs to be added to the personal leave language.

Russ McUne wondered how the Bereavement Leave language fits with state law. He would like to have it written “as per licensed contract”.

Ryan Noss explained that they would still be covered by FMLA under bereavement leave.

Russ McUne made a motion to approve the Administrator & Confidential Compensation and Working Conditions 2015-2017 with the suggested changes to page two. Jerry Williams seconded. The motion carried by majority.

- 2. Action:** Approve Hearing Patron Complaint

There was no motion made by the Board to hear the complaint.

#### **CONSENT AGENDA**

- 1. Action:** Approve May 28, 2015 Board Minutes (Enclosure I-1)
- 2. Action:** Approve Hiring Kelly Ulibarri, Elementary Teacher, Green Acres School
- 3. Action:** Approve Hiring Stephanie Water, Elementary Teacher, Pioneer School
- 4. Action:** Approve Hiring Sarah Young, Elementary Teacher, Green Acres School
- 5. Action:** Approve Hiring Virginia "Blair" Lanzarone, Elementary Teacher, Cascades School
- 6. Action:** Approve Hiring Amanda Saski-Skopp, Behavior Support Specialist, District-wide
- 7. Action:** Approve Hiring Jennifer Scott, 6<sup>th</sup> Grade/Language Arts – Social Studies Teacher, Seven Oak Middle School
- 8. Action:** Approve Hiring Chelsey Wimmer, Elementary Teacher, Riverview
- 9. Action:** Approve Hiring Jennifer Meckley, Director of Human Resource and Community Relations
- 10. Action:** Approve Hiring Kim Grousbeck, Director of Classified and Employee Relations
- 11. Action:** Approve Hiring Wayne Reposa, Seven Oak Principal
- 12. Action:** Approve Hiring Laura Foley, College & Career Readiness Director
- 13. Action:** Approve Hiring Amanda Plummer Assistant Principal, Pioneer
- 14. Action:** Approve Hiring Christina Shanks, Associate Principal, LHS

Russ McUne made a motion to approve the Consent Agenda as presented. Jerry Williams seconded. The motion carried by majority.

#### **BOARD OF EDUCATION TIME/DISCUSSION**

The consensus of the School Board's was to hold the Board Reorganizational meeting of the 2015-2016 school year August 20 at 6:00 p.m. The Board will then meet the 2<sup>nd</sup> Thursday of each month beginning in September.

#### **BOARD COMMUNICATION**

The Board thanked Ryan Noss for his service to the school district and wished him well in his future employment.

#### **SUPERINTENDENT COMMUNICATION**

Rob Hess thanked the Board for serving this school year.

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**ADJOURN INTO EXECUTIVE SESSION**

The meeting adjourned at 7:35 p.m. into Executive Session under ORS 192.660 (2) (d) – *To conduct deliberations with persons designated by the governing body to carry on labor negotiations. Since 1997, labor negotiations between the board and union have been held in open session unless both parties agree to Executive sessions.*

(Recorded by Kathy Schurr)

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Richard Borden, Chair

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Rob Hess, Superintendent