

**LEBANON COMMUNITY SCHOOLS**  
**Lebanon, Linn County, Oregon**  
**January 9, 2014**

A Regular Meeting of the Board of Directors was held in the Board Room at the District Office on January 9, 2014. Chairman Russ McUne called the meeting to order at 6:01 p.m. Those present included:

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

Mike Martin was absent due to illness.

Russ McUne pointed out that there will be a change to the night's Agenda having Cascades School Report first followed by the Superintendent's Evaluation.

**AUDIENCE COMMENTS**

Chamber of Commerce Executive Director and LBCC Board member Shelly Garrett shared her working relationship and respect for Rob Hess. She pointed out that he is an effective partner both with the Lebanon business community and LBCC. The perception in the community is positive and he is a forward thinker. Rob stands for unity of the District and has a huge role in economic development of the community.

Jennifer Walter pointed out that she is requesting correction to the December 19, 2013 minutes where she spoke during Audience Comments. She asked that the phrase "of secondary language arts classes" be added to the third sentence. She explained that it will clarify the intent of her comments.

**GOOD NEWS**

**1. Report:** Cascades School Report/Tami Volz (Enclosure C-1)

Cascade Principal Tami Volz shared a Power Point Presentation. She was joined by teachers Trevor Spangle, Cindy Cady, Katie Trevathan, and Glenda Claborn. They spoke to the following:

- 1) Cascades overview
- 2) One Community: Teaching, Learning, Succeeding Together!
  - a) Focus
  - b) Literacy
  - c) PBIS
- 3) Focus designation
- 4) Literacy
- 5) Math
- 6) PBIS
- 7) Summing it up

Liz Alperin asked how Cascades is meeting the needs of students that are reading at a higher level than Ashlock, and how school strategies and vocabulary of the FOCUS program align with the No Excuses School program.

Cindy Cady explained that it is a challenge, but strategies for skills are taught from Ashlock then they teach comprehension strategies and vocabulary from Hartcourt.

**Board Meeting**  
**January 9, 2014**

- 2 -

Tami Volz explained that the strategies for the program of the No Excuses School and FOCUS are very similar, but that Cascades is focusing on FOCUS School this year.

Richard Borden asked why Cascades is focusing on reading, when it is already one of the higher scored areas, instead of math or another subject.

Tami Volz explained that they chose reading because everyone needs to read, and reading effects every other subject.

Trevor Spangle pointed out that the staff is hoping to ensure that the Special Ed students have the reading skills as well so that they can be successful.

Jerry Williams asked if Cascades is seeing more parent involvement since beginning the FOCUS program.

Tami Volz said unfortunately not yet, but they are trying to find ways to engage them.

Liz Alperin asked how Cascades is meeting the needs of students that are meeting and exceeding the standards. She also questioned if there were supports for the TAG students.

Cindy Cady shared that Cascades is asking the students to take ownership of setting goals for their own improvement and growth, and so far that strategy seems to be working. Teachers work with TAG students to develop plans and goals. There are also activities that enrich TAG students.

The Board took a five minute break.

## **HUMAN RESOURCES**

### **1. Discussion: Superintendent's Evaluation**

Russ McUne explained the process for the Open Session Superintendent's Evaluation. Each Board member would give their rating score and comments to each performance standard. The scores would be averaged out and comments summarized. The Evaluation will be brought back to the January 23, 2014 Board meeting for Rob Hess's review.

The Board conducted the Evaluation.

Russ McUne explained that Rob Hess has requested a contract extension through 2018; another 3 years added on to the current contract. If the Board decides to add the requested extension it would make the contract a four year contract, which is a change from the 3 year contract that the Board had originally agreed to. Russ pointed out that Rob has not received a salary increase since he was hired, but according to his contract he should have received a percentage increase when the Administrators received one. The consensus of the Board was to table this point until the next meeting so Mike Martin could give input also.

Ryan Noss pointed out that the Administrators increases have been in steps received and not a percentage increase to the salary base.

Rob Hess said that longevity is more important than salary increases to him as he is invested in the District, students, and community.

Russ McUne asked Ryan Noss to bring to the next Board meeting an average salary increase of Administrators over the last two years.

## GENERAL BUSINESS

- 1. Action:** Approve 1<sup>st</sup> Reading of policies: (Enclosure G-1)
  - DJC – Bidding Requirement
  - EFA – Local Wellness Program

Russ McUne shared that he had contacted OSBA regarding policy EFA and reported that the language is straight from the law. Russ asked, however, that the first sentence in the first paragraph on page 2 be written in way to bring more clarity to the meaning. Also in the second sentence replace the word “should” with “could”. The Board may not change the policy, but could change the AR.

Jerry Williams made a motion to approve the 1<sup>st</sup> reading of policies DJC and EFA as presented. Richard Borden seconded. The motion passed by majority.

- 2. Information Only:** Policies Revisions: (Enclosure G-2)
  - DJC-AR – Special Procurements and Exemptions from Competitive Bidding
  - EFA-AR – Local Wellness Program

The Board would like to have Policy EFA-AR reviewed by Committee. Russ McUne volunteered to be on a Committee to review policy EFA-AR.

- 3. Discussion:** District Calendar/Emergency Closure Make Up Days (Enclosure G-3)

Rob Hess reported that the District lost five student contact days due to bad weather in December 2013. The District is recommending that the Board add back two student contact days to the calendar. The recommendation is to add April 25 and June 13 back to the calendar bringing the student contact days to 170. Rob explained that the sooner the Board can make a decision the better for parents and staff to plan accordingly.

Liz Alperin made a motion to add back to the calendar two student contact days, April 25 and June 13. Russ McUne seconded.

Richard Borden said that although he was in favor of having kids in the classroom more, he would vote to support the school staff in the trenches.

Russ McUne called for the vote. Jerry Williams, Liz Alperin and Russ McUne voted yes. Richard Borden voted no. The motion passed by majority.

## CONSENT AGENDA

- 1. Action:** Approve December 19, 2013 Board Minutes (Enclosure I-1)
- 2. Action:** Approve Hiring Sabrina Alexander, Interim Principal, Green Acres, Temporary January 22, 2014 – June 30, 2014
- 3. Action:** Approve Hiring Marla Gessford, 4<sup>th</sup> Grade, Hamilton Creek, Temporary January 6, 2014 – March, 21, 2014
- 4. Action:** Approve Hiring Lindsey Nelson, 1<sup>st</sup> Grade, Pioneer, Temporary January 6, 2014 – June 13, 2014

Liz Alperin questioned if the District is advertising for the Principal position at Green Acres. She wanted to verify that the hiring of Sabrina Alexander was as an interim only.

Rob Hess said that the hiring is for interim only and the District will hire for a permanent position in the Spring. He asked that Board members let Ryan Noss know if they would like to be on the hiring committee.

Richard Board made a motion to approve the Consent Agenda with Jennifer Walter’s request for corrections to

**Board Meeting  
January 9, 2014**

- 4 -

the December 19, 2013 Board minutes. Jerry Williams seconded. The motion carried by majority.

**BOARD OF EDUCATION TIME/DISCUSSION**

January 23, 2014	6:00 p.m./District Office Board Room	Regular Board Meeting
February 6, 2014	6:00 p.m./District Office Board Room	Regular Board Meeting
February 6, 2014	7:00 p.m./District Office Board Room	Special Board/Budget Meeting
February 20, 2014	6:00 p.m./District Office Board Room	Regular Board Meeting
March 6, 2014	6:00 p.m./District Office Board Room	Regular Board Meeting
March 6, 2014	6:00 p.m./District Office Board Room	Special Board/Budget Meeting
March 20, 2014	6:00 p.m./District Office Board Room	Regular Board Meeting
April 3, 2014	6:00 p.m./District Office Board Room	Regular Board Meeting
April 3, 2014	7:00 p.m./District Office Board Room	Budget Committee Meeting #1
April 17, 2014	6:00 p.m./District Office Board Room	Regular Board Meeting
April 17, 2014	7:00 p.m./District Office Board Room	Budget Committee Meeting #2
May 1, 2014	6:00 p.m./District Office Board Room	Regular Board Meeting
May 1, 2014	7:00 p.m./District Office Board Room	Budget Committee Meeting #3
May 15, 2014	6:00 p.m./District Office Board Room	Public Budget Hearing & Special Board Meeting

**SUPERINTENDENT COMMUNICATION**

Rob Hess asked that the Board consider having the first meeting in February set aside for a goal setting meeting. He pointed out that the Budget can then be planned around the goals.

The consensus of the Board was to set aside February 6, 2014 as a Work Session to set goals.

**ADJOURN**

The meeting adjourned at 8:22 p.m.

(Recorded by Kathy Schurr)

---

Rob Hess, Superintendent

---

Russ McUone, Board Chair