

**LEBANON COMMUNITY SCHOOLS**  
**Lebanon, Linn County, Oregon**  
**January 23, 2014**

A Regular Meeting of the Board of Directors was held in the Board Room at the District Office on January 23, 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	Director		

**GOOD NEWS**

**1. Recognition:** School Board Appreciation

LHS Music Teacher Kevin Wong and his choir class performed two songs for the Board. Rob Hess presented each Board member with a Certificate of Appreciation and read the Governor's proclamation declaring January "School Board Appreciation" month. The Board took a five minute break to enjoy refreshments.

**2. Report:** Green Acres School Report/Boon Setser

Green Acres Principal Boon Setser presented a Green Acres School report. He shared the following "Good News" items:

- 1) Academically - 27% student growth
- 2) New master schedule
- 3) All using Ashlock materials
- 4) IXL Computer Program
- 5) Common prep time
- 6) Behaviorally
- 7) Sub folders and flow charts with expectations
- 8) Progress mentoring
- 9) Stenciling expectations on walls
- 10) Partner with Linn County Mental Health
- 11) New Computer Lab
- 12) Projectors in every classroom
- 13) Thank you to Board/District/Rob Hess

The Board discussed the number of kindergarten students who entered school in the fall in the red zone, which indicated that they were already lagging behind educationally. They also discussed the need for preschools.

**FINANCE**

- 1. Interviews:** Budget Committee Applicant Interviews/3 Positions Opened (Enclosure E-1)
- William Barish
  - David Champion
  - Macey France
  - Todd Gestrin
  - Diane McCraw
  - DeLane Overton

Budget Committee Applicants Bill Barish and Delane Overton were not available to attend this meeting.

(Enclosure I-1)

Linda Darling asked that the Board ask the same questions of each applicant during the interview process.

Each Budget Committee Applicant introduced his or herself to the Board.

The Board asked the following questions of each Budget Committee Applicant:

- 1) What is your experience with managing budgets in the past?
- 2) Would you be able to express yourself with your views to make a convincing argument? Can you speak your mind?
- 3) Have you looked at the budget? What has our budgeted amount been for the last three years?
- 4) What do you feel you would bring to the Budget Committee?

**2. Action:** Appoint Three Budget Committee Members

Russ McUne asked that each Board member give the three names that they are voting for, and he would tally the names and then appoint members to the positions. After the tally the three candidates appointed were:

- 1) Todd Gestrin
- 2) David Champion
- 3) Macey France

The consensus of the Board was to appoint all three new Budget Committee Members to three year terms or until June 2016.

**3. Report:** Financial Report (Enclosure E-3)

Linda Darling reported that the Ending Fund Balance for 2013-2014 continues to move and has increased to \$1,752,900. The amount will continue to move as the year goes on. Linda pointed out that the District will receive the first official funding report from ODE the first week of March.

Liz Alperin questioned if the budget meetings would include reports from schools and departments.

Rob Hess explained that the February meeting would have reports for instructional components and the March meeting would be operational components.

### **GENERAL BUSINESS**

**1. Action:** Approve 2nd Reading of Policies: (Enclosure F-1)  
- DJC – Bidding Requirement  
- EFA – Local Wellness Program

Mike Martin made a motion to adopt on 2<sup>nd</sup> reading Policies DJC and EFA as presented. Richard Borden seconded. The motion carried unanimously.

Ryan Noss reported that Child Nutrition Director Angie Gorman will be putting a committee together to address policy EFA-AR. Russ McUne volunteered to serve on that committee. If other Board members would like to serve on the committee as well; they need to let Ryan know.

**2. Action:** Approve LBL Service District Local Service Plan Resolution (Enclosure F-2)

Russ McUne reminded the Board that twelve other school districts, along with the Lebanon District, need to approve the LBL Service District Local Service Plan each year.

Ryan Noss pointed out that the ESD had brought the Board information on the plan at a past Board meeting

Richard Borden made a motion to approve the LBL Service District Local Service Plan Resolution 1314-2 as presented. Liz Alperin seconded. The motion carried unanimously.

**3. Report:** Sand Ridge School Annual Report (Sent in the December 19, 2013 Board Packet)

Sand Ridge Principal Audrey Cota presented the Sand Ridge School Annual Report addressing the following items:

- 1) Mission Statement
- 2) Our classrooms
- 3) Added USDA approved lunches
- 4) Add security cameras at all campuses
- 5) Added buses
- 6) Curriculum
- 7) AP Classes
- 8) Character Building Curriculum
- 9) 2012-13 Oaks scores for math and reading
- 10) Oregon school detailed ratings
- 11) Our Website: [www.pieschools.info](http://www.pieschools.info)

Mike Martin questioned if the “deficiency” reported in the Sand Ridge financial audit was due to the use of Quick Books.

Sand Ridge Administrator Mary Northern said that it was.

**4. Discussion:** Sand Ridge Contract 5 year vs. 10 year

Sand Ridge Administrator Mary Northern explained that the District is in the process of negotiating a new contract with PIE and she is asking that the contract be changed from a five year contract to a ten year contract. She pointed out that PIE is insured for 20 million dollars and Sand Ridge has proven to be diligent and solvent.

Ryan Noss shared that the Charter School contract is being negotiated in open dialogue as per law. He has been working with Mary Northern on the Charter agreement with very few changes at this point. Mary is however asking for a 10 year contract and the District needs direction from the Board. Ryan pointed out that the finished contract will be brought to the Board for approval.

The Board discussed the contract length. They asked that Ryan e-mail the current agreement to Board members. The consensus of the Board was to continue with the 5 year contract.

## **HUMAN RESOURCES**

**1. Report:** Present Superintendent Evaluation Results (Enclosure H-1)

Russ McUne reported the final results from the Superintendent Evaluation which was an overall score of 3.45 out of 4 possible.

**2. Action:** Approve Superintendent Contract Extension

Russ McUne pointed out that the current Superintendent Contract expires June 2015. He explained that Rob Hess has asked for an extension of a 3 year contract to go through June 30, 2018. Russ McUne explained that he read the law and spoke with OSBA and the District’s attorneys and found that the Board can extend the contract and be within the law. Russ said that he also looked at salaries of Superintendents at comparable school districts. Russ shared the superintendent salaries of like districts, pointing out that Rob’s salary is the lowest of all of them. He pointed out that Rob’s priority is length on contract.

Liz Alperin pointed out that many districts wait to renew superintendent contracts in the spring when the contract expires. Although she feels that it is not in the best interest of the district to do the contract at such a late date, she

**Board Meeting**  
**January 23, 2014**

- 4 -

does not want to extend the contract out more than three years from this date. It might give the appearance of impropriety.

Richard Borden pointed out that Rob Hess is looking for a commitment from this Board. He feels that the District runs the risk of losing him if he is not supported by the Board. He feels that there is no appearance of impropriety and the Board would be open and acting within the law. He said that the District is heading in the right direction and thinks that by extending the contract it benefits the students and District.

Liz Alperin felt that when looking at evaluations, there are areas that need growth. She agreed that the District is going in the right direction, but limiting the length of the contract lends to accountability. She pointed out that there is a reason why the State of Oregon has three years.

Richard Borden questioned if Liz felt that 3.45 was a good score, and was she letting her emotions drive the decision.

Liz Alperin said no, as she likes Rob as a person; but there are still holes.

Jerry Williams pointed out that looking at the data we are on track and way ahead of schedule in a lot of areas. He said that overall he sees a greater good, not a greater weakness.

Mike Martin said that he would be in favor of only a 3 year term. He felt that after going through grueling contract negotiations with the teachers; it didn't feel good that the Board would make a contract change so easily for the Superintendent. He also felt that the Superintendent's request for salary raise should be deferred to the Budget Committee.

Russ McUne pointed out that the Superintendent's contract length and salary is completely a Board decision.

Richard Borden made motion to renew the Superintendent's contract from July 2015 to June 2018 following the current contract. Jerry Williams seconded.

Mike Martin said that he has a problem with issuing a contract when the District is in the middle of a current contract, as he would not do it with any other business contract.

Liz Alperin asked what precedent it sets.

Richard Borden said that he thinks that the Board needs to step up to the plate and let Rob know that we value him.

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

Russ McUne explained that Rob Hess's contract states that he will get the same raise as administrators. The question then becomes whether a step increase is the same as a raise. Russ pointed out that the teachers were given a 2.5% increase. Russ is proposing that Rob be given 1% per year for the contract length. That would be a raise of \$1,250 per year for the four years.

Rob Hess stated that longevity is the most important to him.

Mike Martin would like Linda Darling to bring budget numbers for the proposed salary increase of 1% and 2%.

Ryan Noss said that he will wait to work on the contract until after the next Board meeting.

## **CONSENT AGENDA**

- 1. Action:** Approve January 9, 2014 Board Minutes (Enclosure I-1)

**Board Meeting  
January 23, 2014**

- 5 -

Mike Martin made a motion to approve the Consent Agenda as presented. Richard Borden seconded. Richard Borden, Russ McUne, Jerry Williams, and Mike Martin vote yes. Liz Alperin voted no. The motion passed by majority.

**BOARD OF EDUCATION TIME/DISCUSSION**

February 6, 2014	6:00 p.m./District Office Board Room	Work Session (Goal Setting)
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	7:00 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

**BOARD COMMUNICATION**

Mike Martin reported that he had the opportunity to observe the senior projects and really enjoyed them. Mike said that he had conversations with some math teachers who shared that students have trouble enjoying math as they do not feel it is relevant. Mike wondered how we might help students see the relevance of math.

Rob Hess pointed out that the emphasis of Common Core will help with the relevance. He pointed out that as students get more exposure to math it becomes more relevant.

**SUPERINTENDENT COMMUNICATION**

Rob Hess said that he appreciated the evaluation process and finds it helpful to see the areas where growth are needed.

Rob Hess reported that the AVID program is making good progress. There are AVID tutors now in place from OSU and the medical school, which are great tools for our students.

Rob Hess reported that he will bring a format for goal setting to the February 6 Board Work Session.

Liz Alperin asked that Rob also bring a current Organizational Chart.

**ADJOURN**

The meeting adjourned at 8:07

(Recorded by Kathy Schurr)

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Rob Hess, Superintendent

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Russ McUne, Board Chair