

**LEBANON COMMUNITY SCHOOLS**  
**Lebanon, Linn County, Oregon**  
**March 20, 2014**

A regular meeting of the Board of Directors was held in the Board Room at the District Office on March 20, 2014. Chairman Russ McUne called the meeting to order at 6:00 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

**GOOD NEWS**

**1. Report:** Lebanon Foundation Mini Grant/Chris D'Angelo

Lebanon High School Teacher Chris D'Angelo reported on how he used the money received from the Lebanon Foundation Mini Grant. He purchased nine electronic snap circuit kits for his class. Each kit contains 305 different projects. The kits are very instructional and can also be used outside of electronics. He reported that the students are very engaged when using the kits and thanked the Board for the money.

**2. Report:** Teaching Gardens/Rick George

Rick George, who works with the Teaching Gardens, gave the Board a handout (see attached) and shared a Power Point presentation with information regarding the Teaching Gardens and his work. He spoke on the following topics:

- 1) Teaching from seed packets
- 2) Teamwork
- 3) Donations
- 4) Harvesting
- 5) Buddy systems
- 6) Working on the hoop house
- 7) Plots
- 8) Planting
- 9) Structures
- 10) Sustainability
- 11) Partnerships
- 12) USDA Grant

Angie Gorman reported on the USDA Grant and how it was used to purchase locally grown foods this last year. Next year some of the grant money will also go to support the educational gardens.

**PURSUING EXCELLENCE**

**1. Report:** Proficiency Report (Enclosure D-1)

Superintendent Rob Hess shared a Power Point regarding Proficiency sharing the following points:

- 1) Why Proficiency?
- 2) Elementary vs. Secondary
- 3) Proficiency Defined
- 4) Proficiency System
- 5) Grading & Reporting
- 6) Where are you on the Journey?
- 7) Quote to Think About
- 8) Next Step (two laws)

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Rob explained that a Proficiency Committee has been formed and their first meeting has been scheduled. The committee's work will be reported to the Board at a later date.

- 2. Action:** Approve 3 Year Vision (Enclosure D-2)

Rob Hess and Ryan Noss explained that they made modifications to the 3 Year Vision based on feedback from the March 6 Board meeting.

The Board discussed the 3 Year Vision and requested the following:

- 1) Goal #5 rewritten to better clarify the intent.
- 2) Get baseline number for goals.
- 3) A Board presentation on Goal #4 before the end of the year.

Richard Borden made motion to approve the 3 Year Vision with: 1) suggested language changes, 2) base line numbers added by the end of the school year, and 3) removal of Goal # 4 until baseline number is established, so that it can be set for next year. Jerry Williams seconded.

Liz Alperin said that she would like to focus on AVID instead of proficiency.

Rob Hess pointed out that AVID is the use of proficiency.

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

- 3. Action:** Approve Smart Goals (Enclosure D-3)

Ryan Noss pointed out that the changes requested by the Board on the Smart Goals at the last meeting had been made.

The Board would like to have baseline numbers for the Smart Goals as well as the 3 Year Vision.

Jerry Williams made a motion to approve the Smart Goals with the baseline numbers reported by the end of the year. Richard Borden seconded. Liz Alperin voted no. Richard Borden, Russ McUne, and Jerry Williams voted yes. The motion carried by majority.

## **GENERAL BUSINESS**

- 1. Action:** Approve 2nd Reading of 2014-15 District Calendar (Enclosure F-1)

Richard Borden made a motion to adopt the 2014-2015 District Calendar on 2<sup>nd</sup> reading. Jerry Williams seconded. The motion carried by majority.

- 2. Action:** Approve 2nd Reading of policies: (Enclosure F-2)
- IGAI – Human Sexuality, AIDS/HIV, Sexually Transmitted Diseases, Health Education
  - JF/JFA – Student Rights and Responsibilities
  - JFC – Student Conduct
  - JFCJ – Weapons in the Schools
  - JG – Student Discipline
  - JGAB – Use of Restraint and Seclusion

Ryan Noss pointed out that he had contacted OSBA for clarification on policies IGAI and JFCJ as requested by the Board.

Jerry Williams made a motion to adopt on 2<sup>nd</sup> reading the policies. Liz Alperin seconded. The motion carried unanimously.

## **HUMAN RESOURCES**

### **1. Report:** Administration Spring Hiring

Ryan Noss pointed out that he has begun posting positions for next school year. He has posted a Federal Programs position for internal applicants only. He reminded the Board that this position was last held by Rynda Gregory and was not filled when she left the District. Title funds will be used to pay for this position. He shared that the District has also posted for internal applicants only, an Associate Principal position. This will be a position that will combine the Athletic Director and Dean of Students positions into one position.

The Board reminded the Administration to get the word out to the public that the two positions (Dean of Students and Athletic Director) were reduced to just one.

Ryan Noss shared that he also is posting for a Principal Pool; as a principal will need to be hired to replace the Green Acres vacancy, and a possible position could be created by the hiring of the Federal Programs position and the High School Associated Principal position.

### **2. Action:** Approve Superintendent's Contract (Enclosure (H-2))

Russ McUne shared that he had contacted OSBA regarding the Superintendent's Contract. OSBA stated that when the Board approved the new three year contract for the Superintendent, the Board approved the language that is in his current contract. Therefore an amended contract was given to each Board member to replace the contract that was in the Board packet. Russ pointed out that OSBA said that the Board can change the language in the contract at this time. In the future the Board and Superintendent, working together, can change the language of the contract.

The Board discussed whether to change the language in the contract so that the Superintendent's salary increases were based on evaluation results.

Richard Borden said that he is in favor of leaving the contract the way it is written. He would also like to make sure that the Superintendent is receiving his salary raises according to the contractual language. He pointed out that the District has a superb Superintendent, and would like to see the Board invest in keeping him.

Russ McUne pointed out that he would like to see the District keep moving in a positive direction with this Superintendent.

Liz Alperin said that she would like flexibility to give raises put in the contract due to budget constraints.

Richard Borden made a motion to approve the Superintendent's contract as presented at this night's meeting as written. Jerry Williams seconded.

Liz Alperin pointed out that there was a change from the March 6 draft to the March 20 draft with regards to outside work. She would like to have the Board approve any outside work, and would like to see that language put back into the contract.

The Board had a discussion regarding the Superintendent's consulting work.

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

**CONSENT AGENDA**

- 1. Action:** Approve March 6, 2014 Board Work Session Minutes (Enclosure I-1)
- 2. Action:** Approve March 6, 2014 Board Minutes (Enclosure I-2)
- 3. Action:** Approve March 6, 2014 Special Board/Budget Committee Minutes (Enclosure I-3)
- 4. Action:** Approve the Hiring of Gail York, 1<sup>st</sup> Grade, Cascades, Temporary, remainder of 13/14 school year
- 5. Action:** Approve the Second Year Leave of Absence for Diane Michael for the 14/15 School year

Liz Alperin asked for a correction to the March 6, 2014 Special Board/Budget Committee Minutes as it is stated that she was present, but she was actually absent from that meeting.

Richard Borden made a motion to approve the Consent Agenda with the correction to the March 6, 2014 Special Board/Budget Committee Minutes. Jerry Williams seconded. The motion carried by majority.

**BOARD OF EDUCATION TIME/DISCUSSION**

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**

Liz Alperin questioned if the spending of Title II funds could come before the Board.

Linda Darling pointed out that Title II funding was shared at the March 6 Budget meeting as requested.

Jerry Williams shared a newspaper report with the Board which stated that mill jobs once available to high school graduates now are more technical jobs and require education beyond high school. He pointed out how important it is to prepare students for education beyond high school.

**SUPERINTENDENT COMMUNICATION**

Rob Hess reported that the District is planning on hiring more staff this year. The District is looking at hiring approximately 40 additional teachers. Administration will be attending Spring job fairs to begin the teacher search. Rob pointed out that extra training and mentorship expenses have been built into the budget for the new staff.

**ADJOURN**

The meeting adjourned at 8:30 p.m.

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Superintendent, Rob Hess

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Board Chair, Russ McUne

(Enclosure I-1)