

**LEBANON COMMUNITY SCHOOLS**  
**Lebanon, Linn County, Oregon**  
**December 10, 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 6:03 p.m. Those present included:

Liz Alperin	Director	Rob Hess	Superintendent
Jerry Williams	Director	Jennifer Meckley	HR Director
Mike Martin	Director	Linda Darling	Business Director
Russ McUne	Director		
Richard Boarden	Director		

**AUDIENCE COMMENTS**

Terry Deacon shared that he had been working with the committee that is developing the skate park in town. He wanted to update the Board, letting them know that the skate park is now ready to begin phase two. They are going to have a contest, where students can turn in a design for phase two of the park. The winner will have that section of the park named after him/her.

Jennifer Walter expressed her concerns with the display of the confederate flag and swastika on school property (see attached letter).

LEA President Maureen Twomey expressed her concern that the District is proposing adding an additional administrative position, when the contract with the licensed staff is not settled yet. She feels that it shows a lack of respect for the certified staff.

Board Member Russ McUne shared that he is the spokesperson for the Administration's Bargaining Team for the certified contract. He gave a short update on the bargaining process. He pointed out that the process began in March with a huge gap between the Union and Administration. The teams have been working and are now much closer. There is information regarding the proposals on the Lebanon Community School District web site. The teams will meet again tentatively on January 6, 2016. Russ expressed his appreciation to the Union and Administration Teams for the many hours that they have put into the process.

**GOOD NEWS**

**1. Report:** Lebanon Foundation Mini Grant/Deanna Chambers

High School French Teacher Deanna Chambers shared that she had received one of the Lebanon Foundation Mini Grants last year. She used the money to take 87 students to the Foreign Language Institute at the University of Oregon in Eugene. The money helped pay for the bus transportation and the \$10 per student admission fee.

**2. Report:** Homeless Program/Roseanne Hartness (Enclosure C-2)

Homeless Liaison Roseanne Hartness spoke to the following regarding the homeless program:

- 1) Started 5 years ago
- 2) Hard to find all the homeless students in the community
- 3) Things that we provide
- 4) 144 students are identified as homeless

(Enclosure I-1)

- 5) What do you need to be successful in school?
- 6) Donations from the Community
- 7) Grants from Siletz Tribe
- 8) Car Show to earn funds
- 9) Need more money designated in the budget
- 10) Kids in Need Program
- 11) 250 backpacks
- 12) Work with churches and organizations

The Board thanked Roseanne for her monumental efforts going above and beyond with her work to the homeless program.

### **PURSUING EXCELLENCE**

**1. Report:** Lacomb School Improvement Plan/Tim Geoghegan

Lacomb Principal Tim Geoghegan shared a Power Point presentation speaking to the following points regarding Lacomb School Improvement Plan:

- 1) We value
- 2) Academics
- 3) Students
- 4) Community Support
- 5) PTC Support
- 6) What's next...?

Liz Alperin questioned if attendance gets better after hunting season. She also wondered if algebra was taught to students who need it.

Tim Geoghegan said that hunting season does affect attendance. He is working hard to send postcards to students and hiring good teachers so students want to come to school. Tim shared that although Lacomb does not teach algebra they are working with the High School to try to work something out. Tim said that he wants to acknowledge all of his staff that are dedicated to the Lacomb community.

**2. Report:** Seven Oak School Improvement Plan and Climate Committee Report  
(Enclosures D-2)

Seven Oak Principal Wayne Reposa presented the Seven Oak School Report speaking to the following:

- 1) Spartan Way/Core Values
  - Student centered decision making
  - Shared leadership
  - Data Driven, Flexible programs
  - SOK-one team, one family
- 2) Band (4 students performed)
- 3) Student Council Members (members spoke to the Board)
- 4) AVID (student representatives spoke to the Board)
- 5) Art (teacher shared student art work while speaking about the program)

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The Board expressed their appreciation for the arts and teacher/student leadership.

Liz Alperin questioned if Seven Oak offers high school classes to the students and if transitions are in place as students move on to the high school.

Wayne Reposa said that Seven Oak works with the High School to offer higher level classes to students if needed. Seven Oak works with the high school staff as 8<sup>th</sup> grade students transition to the high school.

Seven Oak Principal Wayne Reposa shared the Climate Committee Report speaking to the following:

- 1) Parent Survey (taken in November)
- 2) Objective to survey:
  - Parent & Guardians
  - Students
  - Staff
- 3) Timeline
- 4) Team Members

### **GENERAL BUSINESS**

- 1. Action:** Approve 2<sup>nd</sup> Reading of Board Policies: (Enclosures E-1)
- EBCB – Emergency Drills and Instruction
  - EBC/EBCA – Emergency Procedures and Disaster Plans
  - EFA – Local Wellness Program
  - EFA-AR – Local Wellness Program
  - EFAA-AR-Reimbursable Meal Programs
  - JFCF – Harassment/Intimidation/ Bullying/ Cyberbullying/  
Teen Dating Violence/Domestic Violence
  - KL – Public Complaints

Jennifer Meckley shared that she had checked regarding the smart snack question and found that it referred to students getting another entrée after their meal.

Liz Alperin questioned if policy JFCF under cyberbullying could have criteria for what constitutes cyberbullying, as it is very vague. She also would like to state that discriminatory dress and flags are banned under harassment.

Other Board members would want the policy to align with state and federal laws. They thought it might be better to keep it broader to cover a wider range. They suggested having OSBA and/or our attorney weigh in.

Rob Hess pointed out that the student handbooks address dress codes.

Russ McUne made a motion to adopt on second reading the policies as presented. Mike Martin seconded.

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

Jennifer Meckley will check with OSBA regarding policy JFCF and bring her finding back to the Board next month.

- 2. Information Only:** Policy Revision (Enclosure E-2)
- CC-AR (1) – Organization Chart
  - CC-AR (2) – Organization Chart

Rob Hess pointed out that the Organization Charts reflect the operation of the District at this time.

- 3. Action:** OSBA Board Elections (Enclosure E-3)
- OSBA Legislative Policy Committee election
  - OSBA Board of Directors

Russ McUne made a motion to approve David Dowrie to the OSBA Legislative Policy Committee and Don Cruise to the OSBA Board of Directors. Liz second. The motion carried unanimously.

- 4. Report:** Sand Ridge Charter School Annual Report (Enclosure E-4)

Rob Hess explained that Sand Ridge turned in their report and if the Board would like they will come next month to answer questions.

The consensus of the Board is that they would like the Sand Ridge representative(s) to come to the January meeting.

- 5. Report:** K-6; 7-8 Reconfiguration Timeline (Enclosure E-5)

Rob Hess pointed out that it has been mentioned at previous meetings that a K-6 and 7-8 reconfiguration might be beneficial for students. Rob said he would like to get feedback from the Board regarding this kind of model. If the Board would like the District to move forward a proposed timeline is included in the Board packet. Rob pointed out that no polling from the community has been done yet. He would like the District to look at the next 10 to 15 years and think about where we want to be. He shared that he feels this model would give students more opportunities with limited funds. If the District uses this model rezoning of boundaries would have to be done. By rezoning, the K-6 schools would house about 350 students each and the District would not have to build a new school.

Liz Alperin said that she feels that the Board needs to look at this as two issues as rezoning is a real big deal for families. Liz would like to have community forums several weeks before the presentation to the Board.

The Board discussed the K-6 & 7-8 model and felt that it would be a big plus for students with more advantages by having a broader base and variety of classes and opportunities.

Mike Martin said that his concern would be with the county schools.

The consensus of the Board was to move forward.

Rob Hess said that the timeline can be tweaked. He would like to start getting the word out to folks. If the Board receives feedback please let the District know.

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**6. Action:** Administrator & Confidential Compensation and Working Conditions  
2015-2017 Revision (Enclosure E-6)

Rob Hess said that he is proposing adding a Program Administrator to help meet grad rates. It is an entry position.

Liz Alperin said that she would rather wait to add a position until there is reason for that position.

The other Board members would like to see a job description for the program administrator.

The consensus of the Board was to table this Agenda Item until January when a job description could be brought forward.

## **FINANCE**

**1. Report:** Financial Update (Enclosure F-1)

Linda Darling shared that December projected ending fund balance for 2015-2016 is \$4,008,729 this is an increase from November.

We have received one application for the 3-year Budget Committee opening. The applicant is Terry Deacon who has been serving on the committee. His application will come to the Board in January for their consideration.

Oregon economic and revenue forecast release in December reflects the revenue staying relatively flat. We continue to monitor and advocate for additional support to stabilize K-12 funding through the next biennium.

Jerry Williams wondered if there are any more PERS cost estimates.

Linda Darling said that the preliminary numbers are at 4% increase over current rates.

## **HUMAN RESOURCES**

**1. Information:** Superintendent Evaluation (Enclosure G-1)

Rob Hess pointed out that he gave the Board his reflection on the nine standards for evaluation of the Superintendent. He asked that they read through the reflection and then come prepared to the January meeting to do his evaluation during Executive Session. The Board packet has blank evaluation forms for the Board to fill out and bring to the Executive Session in January.

**CONSENT AGENDA**

- 1. Action:** Approve November 5, 2015 Board Minutes (Enclosure I-1)
- 2. Action:** Approve Hiring Lori Marshall, Speech Language Pathologist, .60 FTE, 11/16/15
- 3. Action:** Approve Hiring Allison Staples, Speech Language Pathologist, 1.0 FTE, 12/7/15

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

**BOARD OF EDUCATION TIME/DISCUSSION**

January 14, 2016	6:00 p.m./District Office Board Room	Regular Board Meeting
February 11, 2016	6:00 p.m./District Office Board Room	Regular Board Meeting
March 10, 2016	7:00 p.m./District Office Board Room	Special Board/Budget Meeting
April 14, 2016	6:00 p.m./District Office Board Room	Regular Board Meeting
April 14, 2016	7:00 p.m./District Office Board Room	Budget Committee Meeting #1
April 28, 2016	6:00 p.m./District Office Board Room	Regular Board Meeting
April 28, 2016	7:00 p.m./District Office Board Room	Budget Committee Meeting #2
May 12, 2016	6:00 p.m./District Office Board Room	Regular Board Meeting
May 12, 2016	7:00 p.m./District Office Board Room	Budget Committee Meeting #3
May 26, 2016	7:00 p.m./District Office Board Room	Public Budget Hearing & Special Board Meeting
June 9, 2016	6:00 p.m./District Office Board Room	Regular Board Meeting

**BOARD COMMUNICATION**

Liz Alperin questioned why the Diversity Committee had not come to address the Board at this December meeting.

Rob Hess pointed out that Wayne Reposa reported on the Climate Team which is the committee that is working on how students, parents and staff are feeling.

**SUPERINTENDENT COMMUNICATION**

Rob Hess shared that he and Jennifer Walter (who spoke during audience comments) did have a conversation prior to the Board meeting. Although the student that she spoke about is no longer at the High School the District will try to make contact with her to get feedback on her feelings.

Jennifer Walter said that she feels that looking at the JFCF policy and staff training will help.

**ADJOURN**

The meeting adjourned at 8:20 p.m.  
(Recorded by Kathy Schurr)

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Richard Borden, Board Chair

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Rob Hess, Superintendent