

**LEBANON COMMUNITY SCHOOL DISTRICT
SCHOOL BOARD MEETING
MAY 9, 2019, 6:00 PM**

Santiam Travel Station

750 S. Third Street, Lebanon, OR 97355

MEETING AGENDA

1. WELCOME

- A. Call to Order
- B. Flag Salute

2. AUDIENCE COMMENTS

This is a time for citizens to address the Board. The Chair will recognize speaker(s) at the designated time. All speakers shall identify themselves and state their name before speaking. Speakers are asked to provide their name, address and telephone number on the Speaker's Sign-in Sheet. Each speaker may address the Board for three minutes.

3. OPHELIA'S PLACE PRESENTATION

Action: Informational

4. BOYS AND GIRLS CLUB – UPDATE ON 21ST CENTURY LEARNING CENTER

Action: Informational

5. ALTERNATIVE EDUCATION UPDATE

Action: Informational

6. SUPERINTENDENT CONTRACT

Action: Approval Requested

7. RESOLUTION 1819-3 APPROPRIATION TRANSFER

Action: Approval Requested

8. CONSENT AGENDA

Action: Approval Requested

- A. April 11, 2019 Meeting Minutes
- B. Hiring

Name	Position	FTE	Start Date
Jennifer Meckley	Assistant Superintendent	1.0 FTE	July 1, 2019

- C. Policies: First Reading

Code	Title
BBAA	Individual Board Member's Authority and Responsibilities
ECACB	Unmanned Aircraft System (UAS) a.k.a. Drone
GBEBA	Staff - HIV, AIDS and HBV
GBH/JECAC	Staff/Student/Parent Relations
GCBDC/GDBDC	Domestic Violence, Harassment, Sexual Assault or Stalking Leave
JECAC/GBH	Staff/Student/Parent Relations

9. DEPARTMENT REPORTS

Action: Informational

- A. Operations
- B. Human Resources
- C. Finance

10. COMMUNICATION

Action: Informational

- A. Board
- B. Superintendent

11. AUDIENCE COMMENTS

The Lebanon Community School District Board of Directors welcomes you to our regular meeting. It is the Board's goal to hold an effective and efficient meeting to conduct the business of the District. In keeping with this goal, the Board provides a place for Audience Comments on each of its regular agendas. This is a time when you can provide statements or ask questions. The Board allows three minutes for each speaker. The language below discusses the Public Meetings Law and public participation in such meetings.

"The Public Meetings Law is a public attendance law, not a public participation law. Under the Public Meetings Law, governing body meetings are open to the public except as otherwise provided by law. ORS 192.630 The right of public attendance guaranteed by the Public Meetings Law does not include the right to participate by public testimony or comment.

"Other statutes, rules, charters, ordinances, and bylaws outside the Public Meetings Law may require governing bodies to hear public testimony or comment on certain matters. But in the absence of such a requirement, a governing body may conduct a meeting without any public participation. Governing bodies voluntarily may allow limited public participation at their meetings."

Oregon Attorney General's Administrative Law Manual and Uniform and Model Rules of Procedure under the Administrative Procedures Act. Hardy Myers, Attorney General, March 27, 2000.

12. ADJOURNMENT

Upcoming Board Meeting Dates:

May 16, 2019 Budget Committee Meeting

May 23, 2019 Budget Committee Meeting

June 13, 2019 Regular Board Meeting and Budget Committee Meeting



Lebanon School Board Meeting May 9th, 2019

A
COMMUNITY
FOR
GIRLS

Our Mission

Ophelia's Place is dedicated to helping girls make healthy life choices through empowerment, support and education.

Our Services in Albany

▶ In Schools

- ▶ Girl Empowerment Groups
- ▶ Classroom Presentations (boys & girls)
- ▶ Individual Therapy
- ▶ Staff Training
- ▶ Parent Training

Our Impact on School Climate

▶ *We evaluated

- ▶ Self-Esteem
- ▶ Peer Victimization
- ▶ Social Supports

*In partnership with Oregon Research Institute.

▶ *Research Showed

- ▶ Increase in Self-Esteem
- ▶ Decrease in Peer Victimization
- ▶ Increase in Social Supports among Peers

*After three years of services in three rural schools.

Our Commitment to Success

- ▶ Hiring the right people with right supports
- ▶ Tracking numbers
- ▶ Building partnerships
- ▶ Refining services

Our 2018-19 Mid-Valley Budget

LOCATION	BUDGET	CONFIRMED FUNDING	PENDING FUNDING
Albany	\$150,000	\$60,000	\$50,000
2.0 FTE	School Program Coordinator Therapist	Albany	
Administrative Support	Program Director Development Director Executive Director	Eugene	

What We Need to Reach More Students

- ▶ Strong School Partners
- ▶ Community Partners
- ▶ Interns
- ▶ Financial Contributions

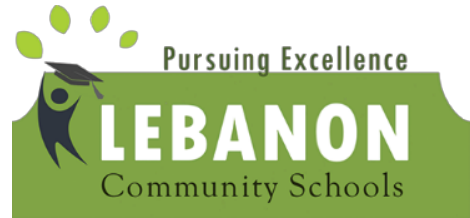


Thank you for inviting us to your community
and helping empower more youth to make
healthy life choices.



A
COMMUNITY
FOR
GIRLS

BOARD MEMORANDUM



To: Board of Directors

From: Rachel Cannon, Director of Alternative Education

Date: 5/1/2019

Meeting Date. 5/9/2019

Re: Alternative Education Update

Background

This is an update for the current alternative education programs in the district.

Recommendation

None; this is an informational item only.

Alternative Education

Update 5/9/2019



District Wide:

- K-12 RTI paperwork and process aligned
- Certified and Classified Behavior PD for 2019-2020 school year
- Summer School Update

Social Emotional Learning Program Update:

- Project Based activities
- Increased/individualized Social Emotional Curriculum

Tutoring Update:

- Staff trained in youth mental health first aid training
- Every middle school student in small group tutoring receiving social skills lessons
- T3: Training Teens For Tomorrow partnership with Boys and Girls Club
- Gardening component

Teen Center Update:

- T3: Training Teens For Tomorrow partnership with Boys and Girls Club
- Name change: Ralston Academy
- Crest
- Focus on direct instruction vs online
- Mentor/internships
- Post Graduation Plan

LCSD Behavior RTI Process

Universal Interventions Grade Level Student Support Team (GL-SST)

100% of Students (approximately 80% will be successful with this level of support)

Before a teacher can refer a student to the RTI process they must implement the following:

[Flow Charts ELEMENTARY LCSD School Student Behavior Management Process](#)
[Rtl Triangle](#)

After there is a pattern of behaviors needing support based on frequency, duration, and intensity the teacher will ask for additional resources.

The classroom teacher will:

- ☐ Meet with grade level team to review and brainstorm "Classroom Intervention."
- ☐ Choose multiple interventions to implement and keep data with dates.
- ☐ Fill out [LCSD Elementary Master Interventions and Supports Documentation](#), [LCSD Secondary Master Interventions and Supports Documentation](#), keep data to share with level II team, and monitor student.

After trying multiple interventions, the teacher will:

- ☐ Share with behavior team designee [LCSD Master Interventions and Supports Documentation](#), [LCSD Secondary Master Interventions and Supports Documentation](#).

Level 2: Yellow Zone - Building Student Support Team (BST)

20% of Students may require targeted supports for success

RTI **Tier II** team will create an initial student behavior folder. To access this folder do the following:

[Create a new student folder](#)

- ☐ Make an electronic copy of the LCSD Master Interventions Checklist and LCSD Master RTI Tracking Sheet
- ☐ Rename and drag both copies into the student folder and Move student folder into Building Behavior Folders

After submitting the documents the teacher will:

- ☐ Present the LCSD Interventions and Supports data to the Yellow Zone team.
- ☐ The **Tier II** team will look at teacher documentation along with the all additional data and fill out the RTI Tracking Sheet in the student's created folder. (i.e. student's SWIS referral data, CICO, 3 point).

If applicable, the team will

- ☐ Move to **Tier II** Targeted Interventions as noted on the LCSD Interventions and Supports document.
- ☐ All team members agree to follow Yellow Zone Meeting Agreements and Next Steps as noted in RTI Tracker.

Level 3: Red Zone - Building Student Support Team (BST)

5% of Students may require intensive supports for success

If a pattern of behavior continues or intensifies after implementing the **Tier II** interventions the team will

- ☐ Move to **Tier III** Targeted Interventions as noted on the LCSD Interventions and Supports document.

- ❑ All team members agree to follow Red Zone Meeting Agreements and Next Steps as notified in the RTI Tracker.

Level 4: District - Student Support Team (DST)

< 5% of Students may require more intensive supports for success

If a pattern of behavior continues or intensifies after implementing the **Tier III** interventions the principal will:

- ❑ Contact the Director of Alternative Education and **Director of Special Education IF on an IEP** to discuss the placement options for the student in the alternative education setting.
- ❑ The team will hold a parent meeting (or IEP meeting) and fill out [Elementary Level III Intensive District Support Intake Paperwork](#), [Secondary Level III Intensive District Support Intake Paperwork](#) based on team decision.
- ❑ Once placement has been chosen the principal will contact the Director of Alternative Education and **Director of Special Education to plan** an intake meeting.

TRAINING TEENS FOR TOMORROW 2019:



A phased approach to job readiness and career exploration, helping teens define a clear path for their future with skills, tools and resources they need to get there.

Week 1	Session 1 (April 2) Beginning Your Journey - Career Readiness Orientation, Goals Setting	Session 2 (April 4) Communication Skills, Exploring Careers, Know Yourself 1 – Positive Identity
Week 2	Session 3 (April 9) Know Yourself 2 – Occupation Interests, Work Values, Short Term Goal Setting	Session 4 (April 11) Know Yourself 3 – Highlighting Your Strengths/Creating an Elevator Speech, Exploring Careers – Individual & Transferable Skills
Week 3	Session 5 (April 16) Exploring Careers – Industry Speakers	Session 6 (April 18) Career Search, Strategies for Success – Motivation & Initiative
Week 4	Session 7 (April 23) Strategies for Success 2 – Workplace Safety, Technology Etiquette in the Workplace	Session 8 (April 25) Strategies for Success 3 – Payroll & Paychecks, Time Management, Positive Working Relationships
Week 5	Session 9 (April 30) Obtaining & Retaining Work – Job Search, Applications & Inquiries, Resume Food Handlers Permit (1/2 of group)	Session 10 (May 2) Obtaining & Retaining Work – Job Search, Applications & Inquiries, Resume Food Handlers Permit (Other 1/2 of group)
Week 6	Session 11 (May 7) Obtaining & Retaining Work 2 – Job Interviews, Cover and Thank You Letters	Session 12 (May 9) First Aid Certificate
Week 7	Session 13 (May 14) What's Next – Tips for the First Days on the Job, Coping Skills, Community Resources	Session 14 (May 16) Personal Finances, Long-Term Goal Setting
Week 8	Session 15 (May 21) Child Abuse & Neglect On Line Training Certificate Health & Safety On Line Training Certificate	Session 16 (May 23) Personal Communication, Style, Resources (Session 15 / 16 will likely repeat so ½ will work through certifications at a time)
Week 9	Session 17 (May 28) Community Project	Session 18 (May 30) Community Project
Week 10	Session 19 (June 4) Summer Work Crew Applications & Celebration	

Incentive Pay Points for Students:

Students who meet the expectations of the program AND complete ALL workshops through Session 10 will receive an incentive payment of \$75.
Students who meet the expectations of Section 1, AND complete ALL workshops through session 19 will receive an incentive payment of \$75.
Students who meet the expectations of both Section 1 and 2, AND have zero unexcused absences will receive an additional \$50 incentive.

Expectations:

We operate our T3 program with a respectful agreement that requires the following:

- Attend all sessions. If you will be absent notify the director in advance. Do not be late. Anyone arriving more than 10 minutes late, without an excuse will not be allowed to join the session and it will count as an unexcused absence.
- Engage and participate.
- Be respectful.
- Be appropriate – no foul language/swearing.
- Be respectful of the space and others around you. Clean up after yourself, assist others.
- Have a positive attitude at all times.
- Additional expectations will be established as a team and incorporated into the agreement.

Workshops are guided by **Empower Your Future** curriculum developed by the Commonwealth Corporation for the Massachusetts Career Development Benchmarks. **Empower Your Future** essentially looks at five domains: **Beginning Your Journey, Know Yourself, Exploring Careers, Strategies for Success** and **What's Next**. Students will create and maintain personal portfolios and have an opportunity to earn several work associated certifications.

For additional information contact Kris Latimer, Executive Director – Boys & Girls Clubs of the Greater Santiam, 541.258.7105 or kris@bgcgratersantiam.org

A FOCUS ON EDUCATION AND WORK

Training Teens for Tomorrow is an opportunity to learn skills that will benefit you for a lifetime.

What are your interests?

What motivates you?

What do you want to do after high school?

T3 provides an opportunity to get real work experience, learn about yourself.

Students who complete successfully can earn up to \$200.

Successful completers also have an opportunity for summer employment.

SUMMER EMPLOYMENT OPPORTUNITY:

Students who successfully complete T3 will have an opportunity to apply for a position in the **Greater Santiam Summer Youth Work Crew.**

The six member SYWC will operate for six weeks, 20 hours / week at minimum wage. Members will be responsible for the business plan and operation of a food cart, as well as a landscape maintenance / odd jobs operation.

The SYWC will operate June 17—August 2 (approximately).

SYWC members are supervised by professional staff, provided safety training, and are also provided with all necessary equipment.

SYWC members are evaluated weekly on their performance and engagement and an academic focus is incorporated in daily activities.



**TRAINING TEENS FOR
TOMORROW (T3)**



T3:

T3 addresses startling statistics about youth unemployment. Currently 27.4% of youth aged 16-19 are unemployed. Young workers account for a disproportionate share of overall unemployment. Due to a lack of opportunities the percent of young people with no previous work experience has nearly doubled, making it harder for employers to hire.

Starting in April of 2019 T3 will be delivered to a group of 12 selected students. T3 will include life skills education, job getting and keeping workshops, opportunities to receive several certifications (food handlers, first aid, etc.), a volunteer project, AND a stipend work experience.

Students may earn up to \$200 over the 9 week program.

Brief Session Descriptions:

Week 1: Know Yourself

Week 2: What Interests You

Week 3: Career Exploration

Week 4: Goal Setting & Career Search

Week 5: Workplace Communication & Strategies for Success

Week 6: Food Handlers Permit & Other Certifications

Week 7: Job Getting & Keeping Skills

Week 8: Planning for the Future, Personal Finance | Volunteer Project

Week 9: Celebratin

T3 will meet Tuesdays and Thursdays from 12:15 p.m.—2:30 p.m. at the 5th Street Boys & Girls Club. Lunch is provided daily.



Why We Offer T3:

Training Teens for Tomorrow is designed to help high school students reach critical milestones such as graduation and first time employment. T3's phased approach to self and career exploration helps students define a path for their future with the skills, tools and financial resources to get there.

T3 is supported by Lebanon Community Schools and Pipeline to Careers, via a grant from Ford Family Foundation, administered by Linn Benton Community College.

Interested students must complete the T3 application, including parent/guardian signature and be referred by appropriate guidance counselor. **March 22.**

12 students will be selected for the program which begins April 4.

Shape

Inspired by Oregon's flag and an acorn shape representing growth

RALSTON ACADEMY

Sprout

Represents: Uniquely preparing the students to find and develop their best pathway forward in the three pathways of college, trade, and workforce.

Valley/Fields/Trees

Represents: Cultivating student growth through a safe, caring and growth-oriented community. The trees in the background show the potential growth. This all gives homage to agriculture roots of Lebanon.

Rays

Represents: The hopeful future of the students.

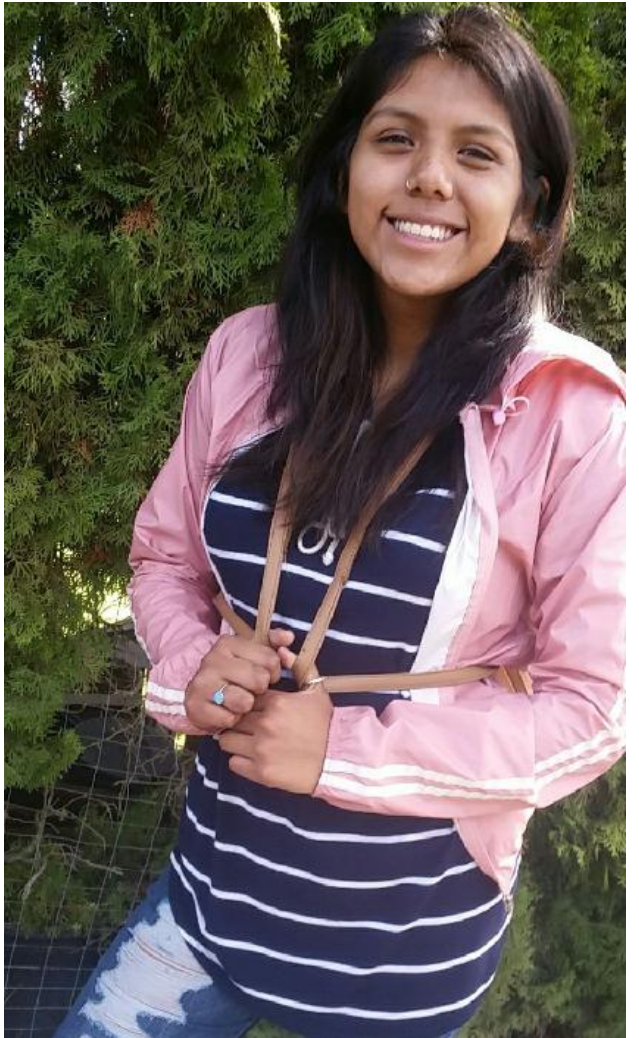
Mountains

Represents: The Cascade Mountain Range represents high achievement.

2019

Est. 2019

EST. 2019



RALSTON ACADEMY

A Student-First Learning Community



At Ralston Academy students come first. We place students first by cultivating a safe, caring, and growth-oriented learning community so every student is uniquely prepared to find and develop their best pathway forward.

- *Smaller Class Sizes*
- *Internships/Mentorship*
- *Access to Full Time School Counselor*
- *100% of Students Will Graduate With a Post Graduation Plan*

BOARD RESOLUTION



To: The Honorable Chair and Members
Lebanon Community School District Board of Directors

From: William H. Lewis III, Business Director

Date: May 3, 2019

Meeting Date: May 11, 2019

Re: Transfer Budget Appropriation

Background

In support of a LCSD athletic programs the district would like to transfer budgeted resources from the general fund 100 to fund 279 athletics. This budget will support additional expenses in the athletics program.

Recommendation

I recommend the Board adopt the Resolution to transfer appropriations of \$15,000.00 from 100.1113.0133.000.000.000 \$8,500.00 and 100.2321.0389.000.000 \$6,500.00 to 279.1132.0460.616.000.035 \$3,300, 279.1132.0460.616.000.034 \$4,200.00, and 279.1132.0460.616.000.022 \$7,500.00.

Resolution #1819- 3 Appropriation Transfer

Whereas: ORS 294.463 allows for transfer of appropriations within a fund when authorized by board resolution, and;

Be It Resolved: it is the desire of the School District to transfer from budget accounts:

100.1113.0133.000.000.000 \$8,500.00
100.2321.0389.000.000 \$6,500.00.

Transfer into accounts:

279.1132.0460.616.000.035 \$3,300.00
279.1132.0460.616.000.034 \$4,200.00
279.1132.0460.616.000.022 \$7,500.00.

**LEBANON COMMUNITY SCHOOL DISTRICT
SCHOOL BOARD MEETING
April 11, 2019, 6:00 PM**

Santiam Travel Station

750 S. Third Street, Lebanon, OR 97355

MEETING MINUTES

The following individuals were present:

Tom Oliver, Chair

Nick Brooks, Vice Chair

Tammy Schilling, Member

Mike Martin, Member

Richard Borden, Member

Bo Yates, Interim Superintendent

Jennifer Meckley, Director of Human Resources
and Community Relations

Kim Grousbeck, Director of Classified and

Employee Relations

The meeting minutes were recorded by Executive Secretary Ruth Hopkins.

1. WELCOME AND CALL TO ORDER

Chair Tom Oliver called the meeting to order at 6:00 PM.

Vice Chair Nick Brooks made a motion to have an executive session to discuss the superintendent selection.

Upon a motion made by Brooks, duly seconded by Martin, the Board voted unanimously to adjourn to an executive session for a discussion around the superintendent candidates.

Chair Oliver said the executive session would be held immediately after the first section of audience comments.

2. AUDIENCE COMMENTS

Audience member Maureen Twomey addressed the Board regarding support for a resolution for fully funding schools in Oregon. She shared that 50 school districts have already made resolutions for fully funding districts, including neighboring districts Corvallis and Albany. She brought up the May 8th walk out and said she had been talking with Bo Yates and Jennifer Meckley, and that they have resolved to work together. She shared she has some sample language from a district for the resolution and that the LEA was encouraging them to adopt a resolution to support fully funding schools.

Audience member Tre Kennedy addressed the Board. He thanked the administration for the work around the baseball and softball turf projects. There will be concrete plaques and tiles for supporters. He said there have been partnerships with the people on the Board and community members that have resulted in about \$350,000 worth of work on the turf fields for a cost of \$75,000 from the district. He also invited the Board to the grand opening at the fields.

Audience member Teresa Pelletier addressed the Board. She supported the consideration of Bo Yates for school superintendent. She felt he was the building block that our district has been missing for a while. She felt that he knows the district like the back of his hand and that it would make a lot of sense to appoint him as the superintendent. He has a lot of understanding regarding district needs, programs, facilities, etc. He rolls up his sleeves and gets into the work. He is straightforward in his communications. She addressed him living outside of the district and felt that it does not matter, as he has proven himself on that. She feels like he could take the schools to the next level.

Audience member Ed Sansom addressed the Board. He shared that he has worked for 40 years in different school districts. He came to the middle school in Lebanon as principal when there was a huge discipline issue, having 4,000 referrals and 15 expulsions a year, and they were rated by the state as a dangerous school. He shared that Bo Yates came in as an assistant principal and tackled the discipline issue there, taking the referrals from 4,000 down to 250 a year. He also shared that Bo showed initiative and leadership in working with students and staff to raise test scores and in two years' time the school went from 50% to 80% in kids passing. He would recommend Yates for the job of superintendent.

Audience member Sarah Haley addressed the Board. She read a letter that she shared with the Board. She said that Yates has proven himself time and again. She shared that he set high levels, held teachers accountable and held them to a higher level. She felt he has integrity, honesty and was hardworking and urged the Board to choose him as the next superintendent.

Audience member Eric Frazier addressed the Board. Mr. Frazier is a teacher at the high school and community member. He felt that Mr. Yates would be an amazing selection as he has a vested interest in the community. He makes decisions by what is best for students, best for teachers and best for the district. He felt he was the obvious choice for the Board to vote for as superintendent.

Audience member Doug Phillips addressed the Board. Mr. Phillips shared that he has written letters to the Board in support of Bo Yates for the position of superintendent. He said if you wanted to get something done in the schools, that he is the man that gets it done. He said the decision needs to be made in support of Bo Yates, as a community member and a business member.

Audience member Paul Brown addressed the Board. He shared he was a former board member and a former budget member. He said he knows what the Board is going through in this process. He shared that the Board has a unique opportunity because Mr. Yates has proven himself in the past and said a unanimous vote to support him would have the community behind them and they could do good things.

Audience member Lynden Brown addressed the Board. Mrs. Brown has lived here for 50 years. She has dedicated her life to teaching and has spent her life making schools better for kids. Outside people that have come in have made a mess of things. She was teaching at the high school when Bo Yates came there and said how he had made an improvement there within two weeks. She urged the Board to select Bo Yates as the next superintendent because that is what this community wants and needs.

Audience member Casey VandenBos addressed the Board. Mr. VandenBos is a long time resident of Lebanon. He shared an email that was written by a retired school district staff member, Linda Horner. She wrote that he is a man of few words, but a man of action. He was fiscally responsible, was a champion of those who needed support and had an open door to students and teachers who

came by. VandenBos also said he felt Yates was a great leader and supported him being voted into the position of superintendent.

Chair Oliver adjourned the meeting at 6:30 PM to conduct an Executive Session meeting, advising that he would reconvene the School Board meeting following adjournment of the Executive Session meeting.

Chair Oliver reconvened the School Board meeting at 6:45 PM.

3. SUPERINTENDENT SELECTION

Oliver shared that the Board had been through a lengthy process to select our next superintendent that had consumed most of the school year. There has been a series of board meetings, solicited community input, community forums and feedback from staff. He said there was a fantastic pool of candidates and some great finalists. He indicated that was a good thing, but that it made it a difficult decision for the Board. He asked if anyone had anything more to add.

No other comments were made.

Upon motion made by Nick Brooks, duly seconded by Mike Martin, the motion passed by a majority vote to appoint Bo Yates as the Superintendent, effective July 1, 2019.

Chair Oliver requested a five-minute recess at 6:47 PM.

Chair Oliver reconvened the School Board meeting at 6:51 PM.

4. STAR WINTER 2019 GROWTH DATA

Yates presented the STAR 2019 winter growth data that showed how students were performing in the classroom with math, reading and early literacy. He indicated that for the most part we were getting growth in all schools and grade levels. He received results today and said that for the students that have really struggled to pick up reading, that we have about a 65% growth at the grade level and he feels that the after school programs have made a positive impact on those kids.

Mike Martin asked if we could get the actual numbers of who was at benchmark and who was not. Yates said he could provide that. He said the growth showed which classrooms in the district were making the most gains and we needed to use those as model classrooms.

Brooks asked if we were still using high school students in those programs. Yates said we were on a limited basis, on Wednesdays.

Yates will bring the numbers next time for how many students were at benchmark.

5. SCHOOL IMPROVEMENT REPORT

Tami Volz shared with the Board three main areas in her presentation. The first one is the social studies adoption. They are in the process of finalizing that for grades 6-12 and will be ready soon

to present that to the Board. The K-5 teachers have focused on identifying the new (2018) social studies standards and where the standards are currently taught in our existing curriculum. They also identified the gaps in instructions that need to be addressed. The team is currently reviewing options and will have updates over the coming months.

For professional development, Volz wants to prioritize our current curriculum. She said we need to invest in our teachers for professional development. The primary focus is to reboot our core curriculum in math and reading. There are significant gaps in training and the district needs to prioritize investing in teachers so they can deliver the curriculum as it was intended. She is in the process of securing funds to do a curriculum academy this summer for our teachers before school. Volz said it was her priority to invest in the training as much as the curriculum.

The other area she mentioned was special projects. This year the district is planning to offer summer school at the K-5 grade level. She is working with the Boys and Girls Club to develop the program. It is three two-week sessions at all of the elementary schools. The Lacombe students will be going to Hamilton Creek. Volz mentioned it had to do with capacity with food services and transportation. She said they were still working on building the program and figuring out the logistics. The plan is to hire two teachers and four instructional assistants for each school. This opportunity will be offered to all students, but priority will be given to those that have a history of struggling with academics, attendance and/or behavior.

Martin asked if they were to go to all three sessions and Volz said they could choose to go to two, four or six weeks. The target was 40 kids per school. Yates added that they looked at doing both Hamilton Creek and Lacombe this year, and that he felt for logistics reasons, they would do Hamilton Creek this year and then Lacombe next year.

6. CONSENT AGENDA

The March 14, 2019 Meeting Minutes were presented for approval.

Upon motion made by Martin, seconded by Borden, the Board voted unanimously to approve the March 14, 2019 Meeting Minutes as presented.

7. PACE INSURANCE TRUST AGREEMENT CHANGES

William Lewis came forward to talk about PACE and the insurance policies and how it was managed throughout the state. He recommended the Board approve the PACE update.

Upon motion made by Martin, seconded by Schilling, the Board voted unanimously to approve the PACE Insurance Trust Agreement Changes.

8. DEPARTMENT REPORTS

A. Finance

Lewis presented the April financial reports to the Board. He indicated that we were currently status quo right now for the 2018-19 budget. The budget for 2019-20 was going to start to be worked on at the upcoming budget meetings in May.

There were no questions on the budget report.

B. Operations

Yates share that Lcomb has had some water issues. There was a sewer line that was broke. Facilities has made a temporary fix, but they had to close two bathrooms and one sink to do that. It will need to be permanently fixed and that would be done this summer.

The transportation department was looking into picking up a couple of smaller vans to transport McKinney Vento students.

C. Human Resources

Meckley shared that we were in the middle of recruiting season right now and that HR went to the Portland Job Fair on April 2nd. She said on April 19 and 22 they were inviting teachers back for demo lesson plans and she will keep the Board posted.

She mentioned that there would be a Classified Job Fair on May 15th at Green Acres School. Kim Grousbeck will have all of the job classifications represented there and they feel it will be a new experience in the district.

8. COMMUNICATION

A. Board

Brooks asked if the Board would have to give approval to negotiate the contract for Yates. Oliver said the Board would begin the contract negotiations for Yates and that it would come back to the next regular board meeting for approval.

Brooks said that he has enjoyed going through the superintendent search process with the Board and enjoys being a part of the Board, even though they did not always agree. He thanked the rest of them for being on it and said that with everyone that is on the team, that he felt they were going to do some awesome things.

Oliver said that a unanimous vote was not what the most important thing is. He said it was okay to have different opinions. He congratulated Superintendent Yates and his willingness to step up and do the job.

B. Superintendent

Yates thanked everyone for their support and said he would do his best.

9. AUDIENCE COMMENTS

No members of the audience requested the opportunity to address the Board.

10. ADJOURNMENT

There being no further business before the Board, the meeting was adjourned at 7:17 PM.

Upcoming Board Meeting Dates:

May 9, 2019	Regular Board Meeting
May 16, 2019	Budget Committee Meeting at LHS Library
May 23, 2019	Budget Committee Meeting at LHS Library
June 13, 2019	Regular Board Meeting and Budget Hearing

Tom Oliver, Chair

Bo Yates, Superintendent

OSBA May 2019 POLICY UPDATES – REVIEW AND RECOMMENDATIONS

Code	Title	OSBA Recommendation	DO Staff Lead(s)	Changes/DO Staff Comments	Recommend Adoption? (Yes/No)
BBA	Individual Board Member's Authority and Responsibilities	Optional	Jen	Minimal updates in language to clarify Board/Superintendent relationship	Yes
EGACB	Unmanned Aircraft System (UAS) a.k.a. Drone	Conditionally Required (if drones are used within the district)	Jen	Language revisions are recommended by PACE to reflect compliance with FAA regulations and ODA regulations.	Yes
GBEBA	Staff - HIV, AIDS, and HBV	Highly Recommended	Jen	The recommended revisions are housekeeping as recommended by the Oregon Health Authority to reflect current laws.	Yes
GBH/JECAC	Staff/Student/Parent Relations	Optional	Jen	Revisions recommended by OSBA Litigation Services to provide clarity in child custody issues.	Yes
JECAC/GBH	Staff/Student/Parent Relations	Optional	Jen	Revisions recommended by OSBA Litigation Services to provide clarity in child custody issues.	
GCBDC/GDBDC	Domestic Violence, Harassment, Sexual Assault or Stalking Leave	Highly Recommended	Jen	Revision to last paragraph of policy to be consistent with the recent change to similar language in the administrative Regulation	Yes

OSBA Model Sample Policy

Code: BBAA
Adopted:

Individual Board Member's Authority and Responsibilities

An individual Board member exercises the authority and responsibility of his/her position when the Board is in legal session only.

A Board member has the authority to act in the name of the Board when authorized by a specific Board motion. The affirmative vote of the majority of members of the Board is required to transact any business. When authorized to act as the district's designated representative in collective bargaining, a Board member may make and accept proposals in bargaining subject to subsequent approval by the Board.

A Board member has the right to express personal opinions. When expressing such opinions in public, the Board member must clearly identify the opinions as ~~his/her~~ their own.

Members will be knowledgeable of information requested through Board action, supplied by the superintendent, gained through attendance at district activities and through professional Board activities.

Members of the Board will adhere to the following in carrying out the responsibilities of membership:

1. Request for Information

Any individual Board member who desires a copy of an existing written report or survey prepared by the administrative staff will make such a request to the superintendent. A copy of the material may be made available to each member of the Board. Requests for the generation of reports or information, which require additional expense to the district, must be submitted to the Board for consideration.

2. Requests for Legal Opinions

Requests for legal opinions by a Board member must be approved by a majority vote of the Board. If the legal opinion sought involves the superintendent's employment or performance, the request should be made to the board chair. Legal counsel is responsible to the Board.

3. Action on Complaints or Requests Made to Board Members

When Board members receive complaints or requests for action from staff, students or members of the public, the Board members will direct the staff, students, members of the public to the appropriate complaint policy [Board policy KL – Public Complaints]. Such information will be conveyed to the superintendent.

4. Board Member's Relationship to Administration

Individual Board members will be informed about the district's educational program, may visit schools or other facilities to gain information, and may request information from the superintendent. No individual Board member may direct the superintendent to action without Board authorization. Board members will not intervene in the administration of the district or its schools.

5. Contracts or Agreements

All contracts of the district must be approved by the Board, unless otherwise delegated by the Board to the superintendent or designee for approval, before an order can be drawn for payment. If a contract is made without authority of the Board, the individual making such contract shall be personally liable.

END OF POLICY

Legal Reference(s):

[ORS 332.045](#)

[ORS 332.055](#)

[ORS 332.057](#)

[ORS 332.075](#)

38 OR. ATTY. GEN. OP. 1995 (1978)

S. Benton Educ. Ass'n v. Monroe Union High Sch. Dist., 83 Or. App. 425 (1987).

OSBA Model Sample Policy

Code: ECACB

Adopted:

Unmanned Aircraft System (UAS) a.k.a. Drone

Any employee, volunteer, or representative of the district operating an ~~district~~ unmanned aircraft system shall do so in accordance with this policy and all applicable Federal Aviation Administration (FAA) and Oregon Department of Aviation (ODA) regulations.

An “unmanned aircraft system” (UAS) means an unmanned flying machine, commonly known as a drone, and its associated elements, including communication links and the components that control the machine.

The district recognizes the academic value of student operation of a UAS as one component of curricula pertaining to principles of flight, aerodynamics and airplane design and construction, which can also serve as an academic tool in other areas such as television, film production, or the arts in general. Therefore, in compliance with the Federal Aviation Administration Modernization and Reform Act of 2012, Section 336, students may operate a UAS as part of a course requirement, as long as that student does not receive compensation directly or incidentally from such operation. District staff teaching a class that allows use of a UAS may ~~assist~~ provide limited assistance to a student ~~in their operation of the~~ operating a UAS, provided the ~~assistance is needed as part of the curriculum and assistance is to a student enrolled in the course~~ student maintains operational control of the model aircraft such that the staff member’s manipulation of the model aircraft’s controls is incidental and secondary to the student’s. The staff member’s ~~de minimis~~ participation must be limited to the student’s operation of the UAS ~~as part of the course~~.

District employees shall work with administrators to ensure that proper insurance, registration ~~with both FAA and ODA, reporting to ODA,~~ and authorization are in place prior to adoption of curriculum that allows operation of a UAS ~~as part of the curriculum~~.

A UAS shall be operated in accordance with the policies of the Oregon School Activities Association (OSAA)¹ at OSAA sanctioned events. ~~Use of a UAS at other district-sponsored athletics or activities is prohibited.~~

A student in violation of this policy may be subject to disciplinary action, up to and including suspension and/or expulsion.

A staff member in violation of this policy may be subject to disciplinary action, up to and including dismissal.

All data gathered by the district as part of a UAS operation will belong to the district. The data gathering by the district will follow appropriate state and federal laws. Retention of such data will follow state and federal laws.

The superintendent shall develop procedures for the implementation of this policy.

¹ [#8587](http://www.osaa.org/governance/handbooks/osaa)

The district shall post a copy of this policy, associated procedures, and a copy of Oregon Revised Statute (ORS) 192.345 on the district's website.

[Third Party Use

Third party use of a UAS on district property or at district-sponsored events for any purpose is prohibited, unless granted permission from the [superintendent or designee].

If permission is granted by the [superintendent or designee], the third party operating a UAS will comply with all FAA and ODA regulations and shall provide the following to the district:

1. Proof of insurance that meets the liability limits established by the district;
2. Appropriate registration and authorization issued by the FAA and the Oregon Department of Aviation ODA when required; and
3. A signed agreement holding the district harmless from any claims of harm to individuals or damage to property.]

END OF POLICY

Legal Reference(s):

[ORS 164.885](#)
[ORS 174.109](#)
[ORS 192.345](#)

[ORS 837.300 - 837.390](#)
[ORS 837.995](#)

[OAR 738-080-0015 - 0045](#)

Federal Aviation Administration Modernization and Reform Act of 2012, P.L. 112-95 § 336 (2012).

Federal Aviation Administration, Educational Use of Unmanned Aircraft Systems (UAS) Memorandum, May 4, 2016.

Family Educational Rights and Privacy Act, 20 U.S.C. § 1232g (2012).

OREGON SCHOOL ACTIVITIES ASSOCIATION HANDBOOK #8587.

OSBA Model Sample Policy

Code: GBEBA
Adopted:

Staff - HIV, AIDS, and HBV

The district will strictly adhere in its policies and procedures, to ~~the Oregon Revised Statutes~~ law and Oregon Administrative Rules as they relate to staff infected with HIV, AIDS, or HBV¹.

The district recognizes a staff member has no obligation under any circumstance to report ~~his/her~~ condition to the district, and the staff member has a right to continue working. If the staff member reports ~~his/her~~ condition to the district, strict adherence to written guidelines outlined by the staff member shall be followed. These guidelines shall identify who may have the information, who will give the information, how the information will be given, and where and when the information will be given. All such information will be held in confidence in accordance with Oregon ~~Revised Statutes~~ law.

~~When informed of the infection, and with written, signed permission from the staff member, the district will develop procedures for formulating an evaluation team. The team shall address the nature, duration and severity of risk as well as any modification of activities. The team shall continue to monitor the staff member's condition.~~

Accommodations for a staff member infected with HIV, AIDS, or HBV shall be the same as with any other illness.

END OF POLICY

Legal Reference(s):

[ORS 243.650](#)

[ORS 342.850\(78\)](#)

[ORS 433.008](#)

[ORS 433.045](#)

[ORS 433.260](#)

[OAR 333-017-0000](#)

[OAR 333-018-0000](#)

[OAR 333-018-0005](#)

[OAR 581-022-2220](#)

¹ HIV - Human Immunodeficiency Virus; AIDS - Acquired Immune Deficiency Syndrome; HBV - Hepatitis B Virus

OSBA Model Sample Policy

Code: GBH/JECAC
Adopted:

Staff/Student/Parent Relations**

The Board encourages parents to be involved in their student's school educational activities and, unless otherwise ordered by the courts, an order of sole custody on the part of one parent shall not deprive the other parent of the following authority as it relates to:

1. Receiving and inspecting their student's education records and consulting with school staff concerning the student's welfare and education, to the same extent as provided the parent having sole custody;
2. Authorizing emergency medical, dental, psychological, psychiatric or other health care for the student if the custodial parent is, for practical reasons, unavailable.

It is the responsibility of the parent with sole custody to provide any court order **or parental plan** that curtails the rights of the noncustodial parent at the time of enrollment or any other time a court order is issued.

~~Unless provided by court order or a parental plan, a student shall not be released to the noncustodial parent nor shall the noncustodial parent be granted visitation or phone access during the school day.~~

In the case of joint custody, the district will adhere to all conditions specified and ordered by the court.
~~The district may request in writing any special requests or clarifications in areas concerning the student and the district's relationship and responsibilities.~~

The district will use reasonable methods to identify and authenticate the identity of both parents.

END OF POLICY

Legal Reference(s):

[ORS 107.101](#)
[ORS 107.102](#)

[ORS 107.106](#)
[ORS 107.154](#)

[ORS 109.056](#)
[ORS 163.245 - 163.257](#)

Family Educational Rights and Privacy Act of 1974, 20 U.S.C. § 1232g (2012); Family Educational Rights and Privacy, 34 C.F.R. Part 99 (2017).
Protection of Pupil Rights, 20 U.S.C. § 1232h (2012); Student Rights in Research, Experimental Programs and Testing, 34 C.F.R. Part 98 (2017).

OSBA Model Sample Policy

Code: GCBDC/GDBDC

Adopted:

Domestic Violence, Harassment, Sexual Assault, or Stalking Leave

(For employers who employ six or more employees)

Definitions

1. “Covered employer” means an employer who employs six or more individuals in the state of Oregon for each working day through each of 20 or more calendar workweeks in the year in which the eligible employee takes leave to address domestic violence, harassment, sexual assault or stalking, or in the year immediately preceding the year in which an eligible employee takes leave for domestic violence, harassment, sexual assault or stalking.
2. “Eligible employee” means an employee who is a victim of domestic violence, harassment, sexual assault or stalking or is the parent or guardian of a minor child or dependent who is a victim of domestic violence, harassment, sexual assault or stalking.
3. “Protective order” means an order authorized by Oregon Revised Statute (ORS) 30.866, 107.095(1)(c), 107.700 - 107.735, 124.005 - 124.040 or 163.730 - 163.750 or any other order that restrains an individual from contact with an eligible employee or the employee’s minor child or dependent.
4. “Victim of domestic violence” means an individual who has been a victim of abuse as defined by ORS 107.705; or any other individual designated as a victim of domestic violence by rule adopted under ORS 659A.805.
5. “Victim of harassment” means an individual against whom harassment has been committed as described in ORS 166.065 and any other individual designated as a victim of harassment by rule adopted under ORS 659A.805.
6. “Victim of sexual assault” means an individual against whom a sexual offense has been committed as described in ORS 163.467 or 163.525; or any other individual designated as a victim of sexual assault by rule adopted under ORS 659A.805.
7. “Victim of stalking” means an individual against whom stalking has been committed as described in ORS 163.732; or an individual designated as a victim of stalking by rule adopted under ORS 659A.805; or an individual who has obtained a court’s stalking protective order or a temporary court’s stalking protective order under ORS 30.866.
8. “Victim services provider” means a prosecutor-based victim assistance program or a nonprofit program offering safety planning, counseling, support or advocacy related to domestic violence, harassment, sexual assault or stalking.

A district (covered employer) shall allow an (eligible) employee to take reasonable leave for any of the following reasons:

1. To seek legal or law enforcement assistance or remedies to ensure the health and safety of the employee or the employee's minor child or dependent, including preparing for and participating in protective order proceedings or other civil or criminal legal proceedings related to domestic violence, harassment, sexual assault or stalking;
2. To seek medical treatment for or to recover from injuries caused by domestic violence or sexual assault to or harassment or stalking of the eligible employee or the employee's minor child or dependent;
3. To obtain or assist a minor child or dependent in obtaining counseling from a licensed mental health professional related to an experience of domestic violence, harassment, sexual assault, or stalking;
4. To obtain services from a victim services provider for the eligible employee or the employee's minor child or dependent;
5. To relocate or take steps to secure an existing home to ensure health and safety of the eligible employee or the employee's minor child or dependent.

The district may limit the amount of leave, if the employee's leave creates an undue hardship on the district.

The district shall not deny leave to an employee or discharge, threaten to discharge, demote, suspend or in any manner discriminate or retaliate against an employee with regards to promotion, compensation or other terms, conditions or privileges of employment as a result of taking such leave.

The employee shall give the district reasonable advanced notice of the employee's intent to take leave unless giving advance notice is not feasible.

The district may require the employee to provide certification that:

1. The employee or minor child or dependent is a victim of domestic violence, harassment, sexual assault, or stalking; and
2. The leave is taken for one of the identified purposes in this policy.

Sufficient certification includes:

1. A copy of a report from law enforcement indicating the employee or child or dependent was a victim of domestic violence, harassment, sexual assault, or stalking.
2. A copy of a protective order or other evidence from a court, administrative agency, or attorney that the employee appeared in or was preparing for a civil, criminal or administrative proceeding related to domestic violence, harassment, sexual assault, or stalking.

3. Documentation from an attorney, law enforcement officer, health care professional, licensed mental professional or counselor, member of the clergy or a victim services provider that the employee, employee's child or dependent was undergoing counseling, obtaining services or relocating as a result of domestic violence, harassment, sexual assault, or stalking.

All records and information kept by the district regarding the employee's leave, including the request or obtaining of leave is confidential and may not be released without the express permission of the employee unless otherwise required by law. This information will be kept in a file separate from the employee's personnel file.

[The employee may use ~~all paid~~ accrued paid leave, including personal, sick, ~~and~~ or accrued vacation leave.] [The ~~employee~~ employer may choose the order in which paid accrued leave is to be used when more than one type of paid leave is available, consistent with Board policies and/or any collective bargaining agreement.]

END OF POLICY

Legal Reference(s):

[ORS 192.355\(38\)](#)

[ORS 659A.270 - 659A.290](#)

OSBA Model Sample Policy

Code: JECAC/GBH
Adopted:

Staff/Student/Parent Relations**

The Board encourages parents to be involved in their student's school educational activities and, unless otherwise ordered by the courts, an order of sole custody on the part of one parent shall not deprive the other parent of the following authority as it relates to:

1. Receiving and inspecting their student's education records and consulting with school staff concerning the student's welfare and education, to the same extent as provided the parent having sole custody;
2. Authorizing emergency medical, dental, psychological, psychiatric or other health care for the student if the custodial parent is, for practical reasons, unavailable.

It is the responsibility of the parent with sole custody to provide any court order **or parental plan** that curtails the rights of the noncustodial parent at the time of enrollment or any other time a court order is issued.

~~Unless provided by court order or a parental plan, a student shall not be released to the noncustodial parent, nor shall the noncustodial parent be granted visitation or phone access during the school day.~~

In the case of joint custody, the district will adhere to all conditions specified and ordered by the court.
~~The district may request in writing any special requests or clarifications in areas concerning the student and the district's relationship and responsibilities.~~

The district will use reasonable methods to identify and authenticate the identity of both parents.

END OF POLICY

Legal Reference(s):

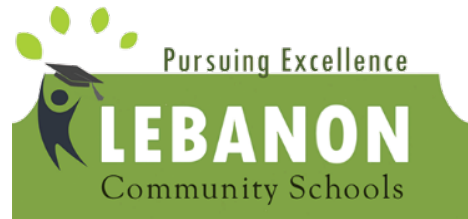
[ORS 107.101](#)
[ORS 107.102](#)

[ORS 107.106](#)
[ORS 107.154](#)

[ORS 109.056](#)
[ORS 163.245 - 163.257](#)

Family Educational Rights and Privacy Act of 1974, 20 U.S.C. § 1232g (2012); Family Educational Rights and Privacy, 34 C.F.R. Part 99 (2017).
Protection of Pupil Rights, 20 U.S.C. § 1232h (2012); Student Rights in Research, Experimental Programs and Testing, 34 C.F.R. Part 98 (2017).

BOARD MEMORANDUM



To: The Honorable Chair and Members
Lebanon Community School District Board of Directors

From: William H. Lewis III, Business Director

Date: May 03, 2019

Meeting Date: May 9, 2019

Re: Financial Report

Financial Report

The 2018-2019 Financial Board Report included in this packet reflects all revenues and expenditures for 2014-2017, and the budgeted, YTD expenditures, plus encumbered amounts for 2018-2019 as of 5/03/19.

See attachment for additional information.

Attachment

2018-2019 All Funds Summary Report

All Funds

Fund	Description	14/15 Actual	15/16 Actual	16/17 Actual	16/17 EFB	17/18 Proj. Actual	17/18 Proj. EFB	18/19 Adopted Budget	5-03-19 Y-T-D	5-03-19 Encumb	5-03-19 Balance
100	General Fund	34,950,241	37,398,917	38,137,559	3,310,041	39,427,300	5,217,618	45,618,000	32,511,669	10,549,931	2,556,400
200	Grant Funds	2,591,884	2,353,551	2,861,683	2,002	2,862,000	2,000	5,200,500	2,522,622	922,030	1,755,848
205	Senate Bill 1149	185,000	-	-	170,452	-	255,000	335,000	147,713	-	187,287
212	Academic Achievement	-	-	-	18,650	-	18,650	28,650	-	-	28,650
230	Bus Replacement	100,735	-	633,327	175,006	454,000	34,000	345,000	118,784	-	226,216
232	Classroom Furniture	50,000	40,792	24,777	9,431	9,431	-	50,000	31,476	-	18,524
240	Textbook Adoption	18,550	759,564	112,367	192,207	215,100	27,000	450,000	2,996	-	447,004
272	Capital Improvments	284,536	156,950	152,300	190,750	115,000	330,000	700,000	162,193	-	537,807
274	Technology	124,500	495	397,112	345,261	430,000	200,000	400,000	148,666	20,254	231,080
277	Track and Turf Replacement	100,000	100,000	-	98,954	-	118,000	435,000	139,738	-	295,262
279	Student Activity	590,053	632,780	731,692	494,132	750,000	500,000	1,120,000	570,057	12,819	537,124
286	High School Athletics	445,055	453,152	547,517	72,194	575,000	30,000	638,000	469,927	63,040	105,033
292	CTE Local Fund	-	-	-	-	-	-	-	-	-	-
296	Nutrition Services	1,596,163	1,615,906	1,710,052	454,889	1,720,000	500,000	2,302,594	1,369,293	416,759	516,542
299	PERS Reserve	-	-	-	1,150,000	-	1,150,000	1,675,000	-	-	1,675,000
300	Debt Service	3,442,481	3,528,481	3,618,481	146,778	3,710,000	200,000	3,796,770	937,607	-	2,859,163
311	2011 Non-Bonded Debt	223,547	223,547	223,547	41,306	223,500	50,000	530,000	97,214	-	432,786
530	Vocational House Fund	-	-	60,415	19,585	65,000	43,000	580,000	96,430	6,577	476,993
601	Unemployment	37,539	10,646	46,123	74,507	50,000	135,000	160,000	55,577	-	104,423
Grand Total		44,740,285	47,274,779	49,256,952	6,966,145	50,606,331	8,810,268	64,364,514	39,391,175	11,991,410	12,981,929
		=====	=====	=====	=====	=====	=====	=====	=====	=====	=====

2018-2019 General Fund Expenditure Report

Obj	Description	14/15 Actual	15/16 Actual	16/17 Actual	17/18 Project	18/19 Budget	5-03-19 YTD	5-03-19 Encumb	5-03-19 Balance
111	Certified salaries	9,311,147	10,161,648	10,831,007	10,876,200	11,797,989	8,250,439	4,016,718	(469,168)
112	Classified salaries	4,164,521	4,545,055	4,757,666	5,009,800	5,639,806	4,067,828	1,528,873	43,105
113	Administrative salaries	1,464,907	1,648,330	1,614,127	1,599,200	1,742,336	1,405,550	332,544	4,242
114	Managerial - classified	94,714	178,755	187,797	187,800	261,983	223,890	43,143	(5,050)
116	Retirement stipends	76,123	51,134	35,621	17,400	10,709	14,629	5,275	(9,195)
119	Confidential salaries	125,785	84,504	131,698	159,800	166,575	133,511	26,234	6,830
121	Certified subs	373,350	432,293	446,157	448,400	472,543	43,066	-	429,477
122	Classified subs	148,818	155,004	150,074	186,200	172,297	42,465	-	129,832
123	Temp certified	62,030	73,949	133,971	185,300	143,000	126,139	37,948	(21,087)
124	Temp classified	982	-	-	16,000	16,000	15,327	-	673
127	Student helpers salaries	11,768	7,895	6,544	18,200	24,000	3,515	-	20,485
132	Compensation time	23,861	25,767	37,764	70,600	43,350	33,622	-	9,728
133	Extra duty	254,381	324,897	286,017	278,100	426,334	265,499	13,400	147,435
134	Classified extra hrs	142,975	185,048	192,566	186,200	208,000	152,310	-	55,690
135	Vacation Payoff	4,377	6,938	12,246	17,200	16,200	1,719	-	14,481
136	Mentor teacher pay	990	609	-	700	-	-	-	-
137	Personal Leave Payout	75	-	-	-	-	-	-	-
138	Department Head Extra Duty	2,159	1,613	1,556	900	4,000	788	-	3,212
140	Salary Settlements	-	-	-	250,000	-	-	-	-
142	Taxable Meal Reimbursement	436	903	1,503	1,600	1,400	1,323	-	77
	Total Salaries	16,263,399	17,884,343	18,826,313	19,509,600	21,146,522	14,781,620	6,004,135	360,767
									-
210	PERS	3,976,407	4,187,401	4,442,519	5,330,900	6,202,731	3,971,750	1,696,736	
220	Social Security	1,207,537	1,328,140	1,385,595	1,428,600	1,584,881	1,085,476	436,621	
231	Worker's Comp	136,822	173,370	196,943	239,000	294,128	175,638	56,790	
241	Employee Ins - Admin	177,948	212,862	208,912	215,200	259,617	198,141	38,927	
242	Employee Ins - Certified	2,307,416	2,328,554	2,370,817	2,550,200	2,767,204	1,883,180	945,415	
243	Employee Ins - Classified	1,874,827	2,137,321	2,102,847	2,173,500	2,585,539	1,679,279	703,200	
244	Employee Ins - Other	20,700	7,731	27,124	41,200	38,805	30,384	6,103	
245	Employee Ins - Retired	276,090	228,774	195,821	156,600	125,000	114,688	-	
247	TSA	42,912	40,991	22,082	21,700	25,200	6,000	1,200	
	Total Benefits	10,020,660	10,645,144	10,952,659	12,156,900	13,883,105	9,144,536	3,884,992	853,577
									-
311	Instructional Services	152,856	157,581	110,051	123,100	164,000	86,516	15,000	62,484
312	Instr Prog Improve Service	43,468	36,748	39,424	47,000	52,000	33,042	-	18,958
319	Other Instr-Prof-Tech SVCS	21,870	9,745	23,110	18,800	20,000	-	-	20,000
322	Repairs & Maintenance	163,270	168,482	173,295	180,000	157,750	199,993	28,856	(71,099)
323	Radio Service	-	7,767	38,310	8,400	11,100	10,895	2,061	(1,856)
324	Rentals	135,308	104,777	102,560	110,800	128,725	89,020	2,281	37,424

2018-2019 General Fund Expenditure Report

325	Electricity	467,896	473,758	466,093	465,800	526,600	367,858	311,359	(152,617)
326	Fuel	177,759	187,899	223,740	190,700	234,600	152,823	45,575	36,202
327	Water & Sewer	139,255	121,239	150,725	134,100	161,600	98,283	-	63,317
328	Garbage	86,324	96,811	95,095	88,100	102,400	70,007	-	32,393
329	Other Property Services	13,001	19,246	34,726	12,100	20,000	10,550	-	9,450
330	Reimb. Student Transportation	6,950	-	1,589	2,200	5,200	4,658	-	542
340	Travel	114,592	140,225	178,985	133,400	165,646	83,714	11,084	70,848
343	Travel - Student - Out of Dist.	-	-	2,916	7,600	10,300	1,140	-	9,160
346	Meals/Transportation	104	48	99	-	200	153	-	47
348	Staff Tuition	49,577	44,768	71,830	87,500	47,000	77,821	166	(30,987)
351	Telephone	82,642	70,529	39,486	49,700	76,200	36,874	24,553	14,773
353	Postage	23,607	21,909	14,712	23,000	27,650	19,539	-	8,111
354	Advertising	4,416	3,551	1,087	1,200	4,300	1,540	-	2,760
355	Printing & Binding	68,861	48,223	51,996	13,200	31,400	9,953	217	21,230
360	Charter School Payments	2,064,403	1,961,788	1,866,943	1,973,800	2,046,000	1,999,072	-	46,928
371	Tuitions Payments to Other Dist.	40,570	29,701	29,536	-	-	-	-	-
373	Tuition Pay Private School	-	-	-	-	5,000	-	-	5,000
374	Other Tuition	605,954	625,503	162,192	140,000	192,500	121,786	-	70,714
381	Audit Services	27,650	25,150	27,700	20,200	30,000	21,150	-	8,850
382	Legal Services	2,028	5,288	11,261	50,000	35,000	20,696	-	14,304
384	Negotiation Services	5,934	13,784	8,590	6,500	10,000	-	-	10,000
386	Data Processing SVCS	59,787	76,794	75,380	78,900	89,600	47,998	-	41,602
388	Election Services	4,565	-	1,573	-	5,000	-	-	5,000
389	Other Non_instr Pro/Tech	515,889	539,114	292,488	337,300	395,600	405,027	38,631	(48,058)
391	Physical Exams - Drivers	2,380	3,168	4,193	3,800	4,400	3,122	1,365	(87)
392	Drug Tests Drivers	1,110	635	1,255	1,300	3,000	985	1,015	1,000
393	Child Care Services	22,000	22,000	22,000	9,400	30,000	-	-	30,000
394	Sub calling service	5,559	7,489	6,464	6,800	8,000	14,113	-	(6,113)
395	Classified subs	-	-	-	-	-	149,833	-	-
396	Criminal History checks	2,546	2,928	3,179	4,100	3,200	3,275	-	(75)
398	Fingerprinting	639	462	266	100	1,000	38	-	962
399	Classified subs	-	-	-	-	-	334,675	-	-
	Total P. Services	5,112,768	5,027,111	4,332,849	4,328,900	4,804,971	4,531,586	482,163	(208,778)
406	Gas Oil & Lubricants	152,805	103,868	115,426	165,000	190,500	130,604	70,140	(10,244)
410	Supplies & Materials	457,671	419,096	486,014	460,000	592,360	519,160	21,468	51,732
413	Vehicle repair parts	50,201	48,980	44,746	50,000	52,800	18,206	23,627	10,967
414	Transportation operations	5,674	6,060	8,776	9,000	6,000	20,129	9,710	(23,839)
420	Textbooks	240,685	131,379	83,687	103,000	182,700	50,991	-	131,709
430	Library Books	9,934	8,588	5,880	5,900	16,694	2,891	-	13,803
440	Periodicals	6,012	1,937	5,354	6,200	6,200	6,511	-	(311)
460	Equipment under 5K	125,632	212,514	184,119	357,800	179,224	124,896	5,992	48,336

2018-2019 General Fund Expenditure Report

470	Computer software	173,513	195,888	181,289	285,500	270,425	107,727	47,553	115,145
480	Computer hardware	255,516	252,444	221,873	136,600	173,364	133,664	-	39,700
	Total Supplies & Materials	1,477,643	1,380,753	1,337,164	1,579,000	1,670,267	1,114,779	178,490	376,998
540	Equipment	6,779	20,047	65,034	138,100	54,500	31,055	-	23,445
564	Bus Replacement	-	-	-	51,500	-	-	-	-
	Total Capital Outlay	6,779	20,047	65,034	189,600	54,500	31,055	0	23,445
621	Regular Interest	-	-	-	-	500	-	-	500
640	Dues & Fees	92,488	67,655	178,632	92,900	174,735	98,202	150	76,383
650	Insurance & Judgments	216,456	218,639	230,250	235,400	262,200	245,279	-	16,921
659	Settlements	-	-	34,000	-	-	-	-	-
670	Taxes & Licenses	49	-	-	-	200	-	-	200
	Total Other Objects	308,993	286,294	442,882	328,300	437,635	343,481	150	94,004
707	Transfer - Vocational House Fund	-	-	-	80,000	40,000	40,000	-	-
710	Transfer - Technology	175,000	200,000	225,000	-	100,000	100,000	-	-
711	Transfer - Classroom Furniture	50,000	50,000	25,000	-	50,000	50,000	-	-
712	Transfer - Textbook Adoption	350,000	350,000	300,000	50,000	400,000	400,000	-	-
713	Transfer - Capital Improvement	225,000	250,000	250,000	250,000	400,000	400,000	-	-
714	Transfer - Track and Turf Fund	110,000	110,000	10,000	10,000	85,000	85,000	-	-
715	Transfer - Athletic Fund	365,000	365,000	405,000	415,000	446,000	446,000	-	-
716	Transfer - Bus Replacement	250,000	250,000	250,000	250,000	300,000	300,000	-	-
717	Transfer - Unemploy Ins	25,000	15,000	25,000	95,000	25,000	25,000	-	-
718	PERS Reserve	150,000	500,000	500,000	-	525,000	525,000	-	-
719	Transfer - Food Service	50,000	65,225	90,656	50,000	100,000	100,000	-	-
730	Transfer - Debt Service	-	-	100,000	135,000	150,000	150,000	-	-
731	Transfer - Academic Achievemer	10,000	-	-	-	-	-	-	-
	Total Transfers	1,760,000	2,155,225	2,180,656	1,335,000	2,621,000	2,621,000	-	-
810	Reserve/Contingency	-	-	-	-	1,000,000	-	-	1,000,000
	Grand Total	34,950,241	37,398,917	38,137,559	39,427,300	45,618,000	32,568,057	10,549,930	2,500,013

2018-2019 General Fund Summary Report

	14/15	15/16	16/17	17/18	18/19	5-03-19	5-03-19
	Actual	Actual	Actual	Projected	Budget	YTD & Enc	Balance
General Fund - Revenue							
SSF Formula	34,892,810	36,036,233	37,131,855	39,779,100	39,633,000	36,634,974	2,998,026
SSF Adjustment	81,421	(254,069)	390,697	280,700	-	-	-
Interest	62,596	91,245	156,492	270,000	100,000	87,778	12,222
Third Party Billing	25,179	45,178	102,447	95,000	80,000	60,364	19,636
TMR	154,930	149,514	208,252	210,900	175,000	90,278	84,722
JROTC	64,220	66,034	73,726	69,900	65,000	35,236	29,764
Other	379,017	297,128	299,398	451,500	420,000	173,331	246,669
Interfund Transfer	60,000	60,000	60,000	70,000	70,000	8,029	61,971
BFB	3,162,455	3,932,387	3,024,733	3,310,000	5,075,000	-	5,075,000
Total	38,882,628	40,423,650	41,447,600	44,537,100	45,618,000	37,089,990	8,528,010
	=====	=====	=====	=====	=====	=====	=====
General Fund - Expenses							
Salaries	16,263,399	17,884,343	18,826,313	19,509,600	21,146,522	20,785,755	360,767
Benefits	10,020,660	10,645,144	10,952,659	12,156,900	13,883,105	13,029,528	853,577
P. Services	5,112,768	5,027,111	4,332,849	4,328,900	4,804,971	5,013,749	(208,778)
Supplies	1,477,643	1,380,753	1,337,164	1,579,000	1,670,267	1,293,269	376,998
Capital Outlay	6,779	20,047	65,034	189,600	54,500	26,113	28,387
Other Objects	308,993	286,294	442,882	328,300	437,635	343,631	94,004
Transfers	1,760,000	2,155,225	2,180,656	1,335,000	2,621,000	2,621,000	-
Contingency	-	-	-	-	1,000,000	-	1,000,000
Total	34,950,241	37,398,917	38,137,559	39,427,300	45,618,000	43,113,045	2,504,955
	=====	=====	=====	=====	=====	=====	=====

2018-2019 General Fund Revenue Report

		14/15 Actual	15/16 Actual	16/17 Actual	17/18 Project	18/19 Budget	5-03-19 YTD	5-03-19 Balance
	SSF Formula							
1111,	Taxes	8,234,812	8,533,160	9,048,901	9,643,000	10,550,000	9,751,736	798,264
4801,4899	Federal Forest Fees	264,679	205,708	23,160	143,000	-	-	-
3103	Common School	409,884	492,013	502,314	410,900	419,000	218,541	200,459
3104	State Timber	405,152	181,382	137,286	170,000	150,000	85,334	64,666
3101/3199	School Support Fund	25,578,283	26,623,971	27,420,195	29,412,200	28,514,000	26,579,363	1,934,637
	Adjustments to SSF Payments							
	Adj for Prior Year payments	48,134	(330,463)	261,223	251,000			-
	Adj for HC Disability Grant	33,286	76,394	129,474	29,700	-	-	-
	Total SSF Formula	34,974,231	35,782,164	37,522,552	40,059,800	39,633,000	36,634,974	2,998,026
								-
1510	Interest on Investments	62,596	91,245	156,492	270,000	100,000	87,778	12,222
1995	Third Party billing - Medicaid	25,179	45,178	102,447	95,000	80,000	60,364	19,636
2210	TMR	154,930	149,514	208,252	210,900	175,000	90,278	84,722
4300	JROTC reimbursement	64,220	66,034	73,726	69,900	65,000	35,236	29,764
	Other							
1910	Rental Fees	27,828	10,474	9,114	81,000	10,000	2,772	7,228
1980	Fees Charged to Grants	-	800	-	8,100	30,000	-	30,000
1312, 1960, 1990,								
5300	Miscellaneous	282,468	202,944	213,437	294,400	300,000	170,559	129,441
1994	E-Rate reimbursement	68,721	82,910	76,847	68,000	80,000	-	80,000
5200	Interfund Transfer - Athletics	60,000	60,000	60,000	70,000	70,000	8,029	61,971
5400	Beginning Fund Balance	3,162,455	3,932,387	3,024,733	3,310,000	5,075,000	-	5,075,000
	Total	38,882,628 =====	40,423,650 =====	41,447,600 =====	44,537,100 =====	45,618,000 =====	37,089,990 =====	8,528,010 =====

STAR Performance Tracking - Winter 2019

To assess student performance throughout the year, it is helpful to look at percentile rank. This metric compares students to their grade level peers across the nation. When students grow at a typical rate, percentile rank remains constant. When students grow faster than typical (when SGP is above 50), percentile rank increases.

Measure	% in Bottom Quartile	% at 50th+ Percentile	Median SGP	Mean PR
Driving Question	Are we decreasing the number of students in the bottom quartile to less than 25% of the total population? Green - 25 or lower	Are we increasing the number of students performing at or above the 50th percentile to at least 50%? Green - 50 or higher	Are students growing faster than expected based on their score history and grade level? Green - 50 or higher	Are we increasing the average percentile rank among students at our schools and district to at least 50? Green - 50 or higher

Math

School	% in Bottom Quartile			% at 50th+ Percentile			Median SGP	Mean PR		
	Fall	Winter	Change	Fall	Winter	Change	Winter	Fall	Winter	Change
District*	33	29	-3	46	52	+6	54	42	47	+5
Cascades	31	33	+2	39	52	+13	44	38	45	+7
G. Acres	47	30	-17	34	46	+12	52	28	43	+15
H. Creek	33	25	-8	43	54	+11	54	42	49	+7
Lacomb	29	22	-7	53	58	+5	56	45	53	+8
Pioneer	30	15	-15	44	66	+22	64	43	64	+21
Riverview	31	19	-12	44	60	+16	58	43	58	+15
SOK	34	31	-3	41	49	+8	52	37	43	+6

Reading

School	% in bottom quartile			% above 50th percentile			Median SGP	Mean PR		
	Fall	Winter	Change	Fall	Winter	Change	Winter	Fall	Winter	Change
District*	40	35	-5	36	41	+5	57	33	39	+6
Cascades	46	31	-15	37	46	+9	51	31	40	+9
G. Acres	42	38	-4	30	40	+10	58	28	37	+9
H. Creek	38	30	-8	33	42	+9	57	33	42	+9
Lacomb	39	31	-8	33	42	+9	64	33	42	+9
Pioneer	34	24	-10	43	60	+17	62	38	53	+15
Riverview	35	26	-9	40	53	+13	55	39	50	+11
SOK	40	39	-1	32	32	0	51	32	33	+1

Light green numbers = equal to or better than typical performance nationwide

Bright green = the top performing school in the column