



Santiam Travel Station

750 S. Third Street, Lebanon, OR 97355

MEETING MINUTES

<u>BOARD MEMBERS PRESENT:</u>	<u>EXECUTIVE STAFF PRESENT:</u>
Mike Martin, Chair	Bo Yates, Superintendent
Tom Oliver, Member	Jennifer Meckley, Assistant Superintendent
Tammy Schilling, Member, via Zoom	William Lewis, Business Director
Todd Gestrin, Member, via Zoom	Kim Grousbeck, Director of Human Resources
Absent: Richard Borden, Vice Chair	Bill Wittman, School Improvement and Federal Programs Director

The meeting minutes were recorded by Executive Secretary Ruth Hopkins.

1. WELCOME AND CALL TO ORDER

Mike Martin called the meeting to order at 6:00 PM and led the Pledge of Allegiance.

2. PUBLIC COMMENTS

Michael Downs addressed the Board. He stated that he had been talking with Member Tammy Schilling to borrow a copy of the high school social studies books, but had not received those. Superintendent Yates had the copies and provided Mr. Downs with those.

3. DIVISION 22 REPORT

Assistant Superintendent Jennifer Meckley shared the district's Division 22 report with the Board. She indicated that the timeline for submitting the report to the ODE had changed from February to November. There were a few standards that have been waived due to COVID. The district is in compliance with all of the required standards for the 2020-2021 school year.

4. STAR BASELINE ACHIEVEMENT DATA

Bill Wittman reviewed the STAR achievement data for the Board. He shared that the goal for the STAR assessment was to get a high number of students participating. Since the assessments were waived this last year, this year will serve as a baseline for moving forward. He then reviewed the graphs that were provided for math and reading assessments for grades 2-9.

The question was asked as to whether or not there was intact cohort data to share. Bill Wittman had some that he shared verbally with the Board, all of which showed a drop off in scores once COVID started and students went to distance learning.

There was some discussion regarding the data and how the information was pulled from the system and shared, as well as the process for assessing a student and implementing the RTI process for a student that needed support.

Superintendent Yates added that although the assessments show what work needs to be done, there are also some good things to report, such as an increase in our district attendance rates.

5. BOND PRESENTATION

Superintendent Yates shared that the purpose of the bond was to do some maintenance in our schools, as well as doing the needed renovations of the swimming pool. He shared the tax assessment rates that were a part of the graph attached to these minutes. The current tax rate is \$1.60. The 20-year average tax assessment has been at \$2.20. They would like to have a plan in place to take care of current needs, but also have a plan for the future needs of repair or replacement of school buildings, and that is the purpose behind this bond.

William Lewis then shared an example, that if your house was assessed at \$100,000, the current rate would be \$14.00 per month. This bond would increase it to \$18.33 per month. That would be a yearly impact of \$52.00, or \$4.33 per month.

Member Tom Oliver summarized that we are looking at a three-prong approach for long-term facility needs: what we could potentially do right now with the bond and the possibility of the \$8 million matching grant to go with that; then the ongoing maintenance needs beyond that, some of which could be satisfied by ongoing excise tax funds; and the third piece would be around 2029-2030 and looking at a bond to backfill the drop off in the levy rate drop off, which would then allow for replacement of the two oldest facilities or a new facility that would serve the projected increase of students in the next eight or nine years.

The question was asked as to whether or not we were able to show what had been done with the assessed taxes that we have been receiving, just as part of accountability. It was answered that we could with various financial reports. It was clarified that the current bond was not for repairs. The current bond was from the new schools that were built 20 years ago.

The consensus is that the Board supports moving forward with the bond measure in the spring of 2022.

Whereupon, there was a discussion around where the past money has been spent and the plan for where to spend the monies from the bond increase.

It was asked when the comprehensive list for the bond would be available. The answer is that we basically have that already, as it was put together as a part of the facility assessment and also with the community survey and what the community feels the needs are.

6. COVID-19 OPERATIONAL UPDATE

Superintendent Yates shared that the district is trying to hire employees to replace some to the staff that we are losing next week due to the vaccine mandate. The district is down bus drivers, so currently the biggest concern is getting kids to schools. Changes made may impact start times at schools. There will need to be some flexibility and partnership with parents to make that all

happen. The district will try to give as much notice as possible regarding any changes in times and routes.

He also shared that one positive for this year is that attendance is up ten percent. He then shared the quarantine days for the schools and they are: Cascades has had 465 days; Green Acres has had 1376; Hamilton Creek has had 999; Lcomb has had 835; the high school has had 1,227; Pioneer has had 655 and Riverview has had 204. The building staff have done a fantastic job with all of the extra duties that are involved with tracking and notifications, on top of their regular jobs of educating students.

The question was asked if the quarantine days would need to be made up, and it was answered that it would not, however the district will offer summer school again next year to help to support student needs.

It was asked how many staff members the district is losing on October 18th. It was answered that it will lose 15 staff members, all of which are classified. These are the staff that did not request an exemption to the vaccine mandate. This will not keep the district from being operational, but it will be inconvenient and it will have to do more with less support.

7. ORS 342.850(2)(a) – AMENDMENT TO THE LOCAL EVALUATION PROCESS FOR 2021-22

Kim Grousbeck shared the amendment with the Board. She indicated that to do a successful evaluation, it required a lot of time and right now that is something that the district is lacking. The Oregon Department of Education is allowing districts to do an amendment that will allow them to do evaluations on temporary employees only for this year. This will include licensed and classified staff.

Assistant Superintendent explained that last year the district did evaluations, but amended the checklist to have fewer observations.

Kim Grousbeck clarified that with administrators teaching in classrooms, as well as the lack of substitutes in the district and the amount of quarantine days, it is making it harder for evaluations to be done by administrators.

Member Tom Oliver shared that he felt it was an important part of professional development and having that feedback from administrators. He would prefer a modified process, similar to what was done last year as a scaled back model, but not to remove the process all together.

Whereupon, there was a lengthy discussion around the evaluation process.

The Board agreed to have the district go back to bargaining and discuss with the unions regarding a modified evaluation process for licensed and classified staff, and therefore tabled this item until that was done.

Member Tammy Schilling requested that the Board approve the process once it is put together.

It was decided that the district would come back with a modified process for the Board to approve at the next board meeting.

8. CONSENT AGENDA

- A. September 9, 2021 Meeting Minutes
- B. Hiring
- C. Policies – Second Reading

Whereupon, upon a motion made by Member Tom Oliver to approve the consent agenda as a whole as presented, duly seconded by Member Tammy Schilling, the Board voted unanimously to approve the September 9, 2021 meeting minutes; the hiring of Jennifer Baugh, Michael Benedict, Rachel Brandt, Stefennie Brooling, Kirsten Marin, Monica Turkisher, Barbara Wilson and the leave of absence for Amanda Gaskey; and the adoption of Policy BDDH upon second reading.

9. DEPARTMENT REPORTS

- A. Operations

There were no additional items to report for the operations report.

- B. Human Resources

Kim Grousbeck reported that the Human Resources Department has been busy. The district currently has over 600 employees and is still looking to hire employees. Most of the licensed positions are full, so primarily it is classified that are still open.

Member Tom Oliver asked if they anticipate that the sub shortage would be eased by the degree requirement waiver for subs. Grousbeck thought it would help on the teacher's side. At this point it is a temporary waiver for this year. The substitutes have a vaccine mandate as well.

The question was asked that of the 15 employees that did not ask for an exemption, if they would be eligible for unemployment. It was answered that they are not. If they would like to request an exemption in the future or if the mandate is lifted, they can apply for a position to return to the district.

- C. Finance

William Lewis then shared the financial reports. He mentioned that over the last four or five years the management of the grants have become more of a burden than they used to be. This district has the opportunity to charge the grants with an indirect fee to help pay for the management of the grants. The district administration has elected that they are going to start taking an indirect rate to help with the management of over 90 grants, which will mean that there will be an addition to the general fund.

10. COMMUNICATION

- A. Board

Member Todd Gestrin wanted to personally thank the 15 staff members that are separating from the school district for what they have provided to the district.

B. Superintendent

Superintendent Yates asked that Alisha Port share about the grant for technology that she received.

Alisha Port then shared about the ECF Grant. She indicated it would allow all of the busses to have Wi-Fi so that students can access Wi-Fi on bus trips to and from home, athletics, etcetera, in addition to the purchase of 800 new Chromebooks. The amount of the grant was approximately \$250,000. The district has recently received the commitment letter regarding that.

11. AUDIENCE COMMENTS

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

12. ADJOURNMENT

There being no further business before the Board, the meeting was adjourned at 7:31 PM.



Mike Martin, Board Chair



Bo Yates, Superintendent

LCSO 2022 BOND PROPOSAL

Our goal is to ensure that LCSO has safe and well-functioning facilities. Many of our buildings have significant maintenance needs that do not fit within the maintenance or capital improvement budgets. These major facility expenditures need to be part of a more comprehensive capital improvement/maintenance program.

Over the past twenty years, the LCSO impact on taxpayers by way of GO bonding has averaged @ \$2.20/\$1000.00 of *assessed* (not market) property value. We have refinanced our GO bond twice in order to take advantage of dropping interest rates. The tax rate has been as high as \$3.00, and as low as our current rate of \$1.68. We would like to go to the voters next spring with a target of raising approximately \$20 million through the issuance of a new GO bond. Ten million of these funds will be targeted for the renovation of our swimming pool. The remainder of the funding would be allocated to projects that have been prioritized. We will also be applying for state matching funds of up to \$8 million. Matching funds can be applied for every six years and LCSO should take advantage of this program while it is funded.

This process would allow us to implement a long-term funding strategy. **(See graphs.)** In 2030, when the major bond is paid off, LCSO should replace or make major upgrades to several schools. Using this same strategy will provide LCSO with the funding required for major renovations, while limiting impact on taxpayers.

For every \$100,000.00 of assessed value:

A current average home owner in Lebanon

\$100,000.00 AV $100 \times 1.68 = \$168.00$ year or \$14.00 month

At the 20-year average levy rate of \$2.20 $100 \times 2.2 = \$220.00$ \$18.33 month

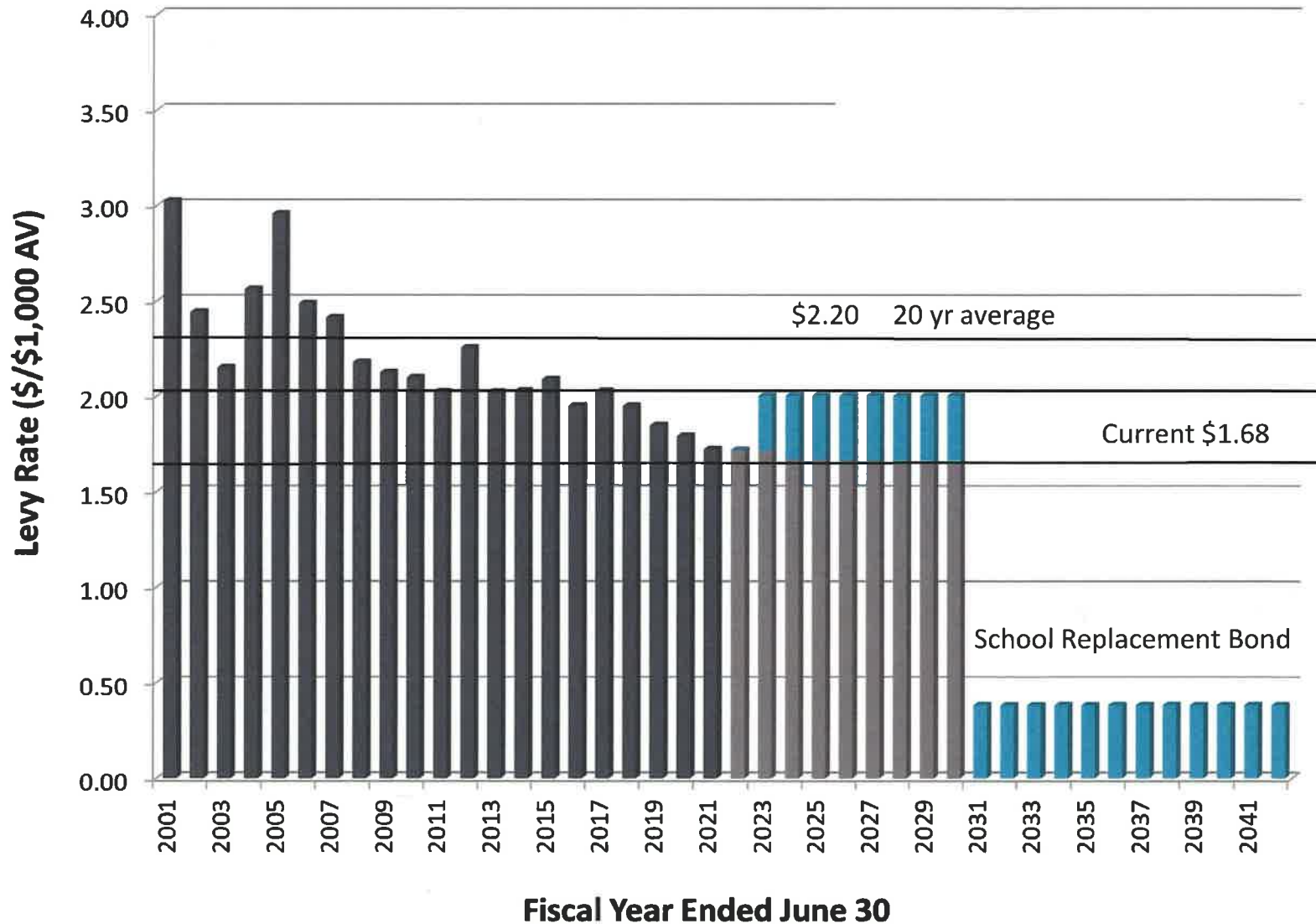
A yearly impact of \$52.00 or \$4.33 month

*The average assessed value of homes within the Lebanon city limits is \$150,000.00 per Linn County Tax Assessors office

Information shared with the community throughout this process can be found on our website at
<http://lebanon.k12..us/facilities-bond/>

LEBANON COMMUNITY SCHOOL DISTRICT No. 9

General Obligation Bonds, Series 2022 – Target \$2.20 Levy Rate Upfront – Current Interest Bonds Only



School	Grade	KG	1	2	3	4	5	6	7	8	9	10	11	12	Total by School	AR
CASCADES		46	38	46	46	48	46	33							303	91
GREEN ACRES		35	40	36	46	29	50	33							269	93
HAMILTON CREEK		26	28	29	32	32	27	31	30	34					269	93
LACOMB		25	30	21	30	27	27	22	28	34					244	93
LEBANON HIGH											356	332	287	309	1284	87
PIONEER		59	43	52	47	47	60	39							347	93
RIVERVIEW		63	56	55	65	79	71								389	91
SANTIAM ACADEMY		12	11	7	12	17	12	11	9	10					101	91
SEVEN OAK								85	219	231					535	87
Total by Grade		266	246	246	278	279	293	254	286	309	356	332	287	309	3741	91

Quarantine days

Students Days

CASCADES	29	465
GREEN ACRES	79	1376
HAMILTON CREEK	83	999
LACOMB	53	835
LEBANON HIGH	208	1227
PIONEER	47	655
RIVERVIEW	17	204

Total	516	5761
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