



**LEBANON COMMUNITY SCHOOL DISTRICT
BOARD MEETING
FEBRUARY 11, 2021, 6:00 PM**

Santiam Travel Station

750 S. Third Street, Lebanon, OR 97355

MEETING MINUTES

<u>BOARD MEMBERS PRESENT:</u> Tom Oliver, Chair Mike Martin, Vice Chair Richard Borden Tammy Schilling (via phone) Absent: Todd Gestrin	<u>EXECUTIVE STAFF PRESENT:</u> Bo Yates, Superintendent Jennifer Meckley, Assistant Superintendent William Lewis, Business Director Tami Volz, Director of School Improvement
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The meeting minutes were recorded by Executive Secretary Ruth Hopkins.

1. WELCOME AND CALL TO ORDER

Board Chair Tom Oliver called the meeting to order at 6:02 PM and led the Pledge of Allegiance.

2. AUDIENCE COMMENTS/COMMENTS FOR NAMING THE POOL

Chair Oliver acknowledged that there were three public comments that have been submitted and they have been posted to the district website and are included with these minutes. Those comments were in regard to the change of date for the school re-opening.

There were no comments submitted in regards to naming the pool after Jan Nadig.

Kraig Hoene, LHS Athletic Director and Assistant Principal, provided an update on OSAA athletics. Our county had been downgraded to high risk, so starting on Friday, February 12, coaches can start running drills inside. Several schools in our league are in Marion and Benton Counties, which are still at extreme risk, so our league is not able to compete with them. So far it is South Albany, West Albany and Lebanon that can have competitions inside. Depending on the next update from the governor, football should be able to have competitions. Cross-country, volleyball and soccer officially start on February 22nd. On April 5th the usual spring sports begin practices and on May 10th, the winter sports will start practices and will go until the end of June, so for about three weeks after school is out. Currently, Oregon is one of four states in the country that have not done any competitions so far. The data that the governor's office is getting is that the amount of students who are contracting COVID who are doing athletics is lower than the average percentage for that age group. Our district is moving forward with athletics and will be following the state guidelines.

The question was asked if there was going to be any financial assistance for testing athletes. The response was that we have not heard and that the district is waiting on guidance from OHA on what that process will be.

3. ALTERNATIVE CONTRACTING METHOD

William Lewis provided the information on the CMGC, construction manager general contractor, for the LHS seismic upgrade project. He introduced David McKay from HMK, who is the principal contractor for the district on the seismic project. McKay explained that the public contracting method only allows one type of contracting method, which is the hard bid method that says we have to take the low bid option. If we want to do an alternative method, then the district needs to adopt the resolution. McKay feels this is the best method to use to be able to complete the project this summer.

The question was asked to clarify that this method releases the district from the low bid option and allows the district to have more value engineering. McKay answered that this method will allow the district to have more competition in the process and to actively recruit local contractors, which allows them to leave the money in the local community. The process is opened up to bidding, not just confined to the lower bid. This process is fully open book and all bids will be presented to the district.

HMK handles the RFP (request for proposal) process for the district from the start to the finish. They will bring their expertise and act for the district, but they do not have signatory authority. William Lewis added that they need the Board's approval to the bid method change tonight, and then anything over \$250,000 would require Board approval.

Upon motion made by Member Richard Borden, duly seconded by Vice Chair Mike Martin, the Board voted unanimously to adopt the alternative contracting method as presented.

4. CIA UPDATE

Tami Volz presented the curriculum, instruction and assessment data for the Board that is included in the board packet and provided online. She also presented the district enrollment and attendance data that is attached to these minutes. The chart indicates a decrease in student enrollment for the 2020-21 school year.

She then reviewed the STAR assessment data for the district. The chart indicates minimal growth for fall to winter of this school year. The data indicates that 45.6% of grade 2-5 students are at or above the national 50th percentile for reading and 32.3% of grade 6-8 students are at or above the national 50th percentile for reading. For math, 42.5% of grade 2-5 students are at or above the national 50th percentile, and 40.3% of grade 6-8 students are at or above the national 50th percentile.

(There was a discussion around spring testing and summer school plans for this year.)

Tami then reviewed the semester one grade information for the middle school students and the high school students. For the students who are listed as "no grade", there are individual teachers who are working with them and are allowing them more time to complete assignments and get a passing grade.

(There was further discussion around the graphs and what grades are represented).

The question was asked about the students who are not attending school and who would make the decision to pass them to the next grade level. It was answered that it would have to be on a case-by-case basis and that we would probably need to do an assessment to see where they are at.

The information provided in the semester one grade graph includes the students who are not attending. Chair Oliver asked to see the numbers with the students who are not attending to not be included in the information for next month. Tami Volz will provide that information at the March Board meeting.

Superintendent Yates added that there has been some discussion of having two high school graduations this summer, one at the start and one at the end, to allow students to earn credit in summer school and enable them to graduate at the end of the summer. He added that he was very concerned with the high school students because they have less time to obtain credits to graduate. The district is looking at every option we can put out there to help those students.

5. LEBANON ONLINE

Assistant Superintendent Meckley shared that Lebanon Online is a K-8 school with about 400 students currently. This is for students who would like to remain online into next year. The high school model is still being worked on, but will be a part of this as well. The district needs to apply for a school number with the state to allow the district to have this as its own school and have the data tracked to it as a school. By having the data tracked, it will show up on state report cards and allow parents who are interested in this model to have the ability to really look at the data regarding the school.

Superintendent Yates added that there is a large number of homeschool students in Lebanon that we can attract and hopefully offer more to them. There are two groups that are being looked at, which are homeschool families and the families who just want an online program. He feels we are able to offer more and provide a better, more flexible education.

(There was an extensive discussion regarding the change in the date for returning to in-person instruction and around public comments that have been provided.)

Upon motion made by Vice Chair Mike Martin, duly seconded by Member Richard Borden, the Board voted unanimously to approve applying for a state number for Lebanon Online.

6. CONSENT AGENDA

A. January 14, 2021 Meeting Minutes

Upon motion made by Vice Chair Mike Martin, duly seconded by Member Richard Borden, the Board voted unanimously to approve the January 14, 2021 meeting minutes as presented.

B. January 28, 2021 Meeting Minutes

Upon motion made by Member Richard Borden, duly seconded by Vice Chair Mike Martin, the Board voted unanimously to approve the January 28, 2021 meeting minutes as presented.

C. Policies – First Reading

Upon motion made by Vice Chair Mike Martin, duly seconded by Member Richard Borden, the Board voted unanimously to move Policies LBE, LBEA, BDC, IICC, and JECA to second reading as presented.

D. Policies – Second Reading

Upon motion made by Member Richard Borden, duly seconded by Vice Chair Mike Martin, the Board voted unanimously to approve Policies GCBDA/GDBDA-AR(1), GCBDA/GDBDA-AR(2), GCBDA/GDBDA-AR(4), IJ, IKFB, JB and JFCM for adoption as presented.

E. Hiring

Upon motion made by Member Richard Borden duly seconded by Vice Chair Mike Martin, the Board voted unanimously to approve the hiring of Brittany Brownell, Traci Ford, Katie Kosmowski, Kayla Marshall, Tina Paul, Debra Price, and Crystal Zeller as presented, and to approve the leave of absence for Brandon Conn as presented.

9. DEPARTMENT REPORTS

A. Operations

Superintendent Yates mentioned the district pursuing a bond for maintenance of our school buildings and some refurbishment of the swimming pool. In the Governor's projected budget, the money for the matching funds has been included. He feels that we should go out for the bond to help make the needed repairs and take advantage of the matching funds from the State. His plan for using the bond funds is for repairs needed to the swimming pool, the extra classrooms needed at Seven Oak and for general maintenance needs for schools in the district.

Chair Oliver summarized the reasoning behind going out for a bond and stated that the question is if we want to explore going out for a bond, seeing as is involved, clearly defining the needs and the path of what it takes to get there.

Vice Chair Martin asked for a line item budget on everything that is involved. He also feels that it is in the community's best interest to work together with the Aquatic District on the pool repairs.

Superintendent Yates will check with the Aquatic District to see if they have a budget drawn up for the pool repairs that are needed and try to have something to provide for the next meeting. The Aquatic District budget is only operational and does not budget for repairs. Superintendent Yates mentioned that we can apply for the matching grant every six years and that he will work on a timeline for needs.

Chair Oliver added that we should look at possibly some construction excise tax funding for repairs as well.

Superintendent Yates mentioned that we have already done the long term plan for the district and know what the needs are for each building, so he can provide a list for bond funds.

The consensus is that the Board is in agreement of having further conversation regarding pursuing a bond.

B. Human Resources

Superintendent Yates provided the update for human resources. He shared that Jan Sansom is retiring, so the district is looking for a new Special Education Director. We are also looking at hiring someone to run Lebanon Online and do some communication for the district. He added that they will not hire if they cannot find the right person. Vice Chair Mike Martin asked for a job description and Superintendent Yates said he will provide that. Assistant Superintendent Meckley added that one of the requirements for the SSA is to maintain a robust community engagement and this person would be in charge of keeping that going as well, through surveys, forums and community engagements.

C. Finance

William Lewis shared the financial reports that are included in the Board packet and are available online. He will have the auditors available at the March meeting and available for the Board to ask questions of. He then shared about the property that the LHS construction class would like to purchase. They need to have \$251,000 up front, which is about what is available in the construction account. The property is located off of Kees Street and Stoltz Hill Road. It currently has an old home on it that will need to be demolished. The estimated cost for the development of the property is \$250-300K, but it could go up to \$400K to develop the property to build. The estimates come from a comprehensive assessment that Udell Engineering and Land Surveying has completed on the property. There are about 12 lots that could be developed, so there is a potential for a nice profit on the project. Educationally, it is a significant opportunity for students to learn the development process from scratch. This could provide affordable housing for young families in our community.

With the \$250K in the construction account that is currently available, there will need to be some transfers from the general fund to cover the cost of the development of the property. They will be 5,500 sq. ft. lots. The bidding is open now, so the district will need to move forward now. He needs Board approval to move forward with the bidding on the property. Currently, the district has the high bid, but the offer is contingent on Board approval for the sale to go through.

Vice Chair Martin asked where the money would be transferred from. William Lewis clarified that it would come from the general fund and there would need to be from \$250-400K that would need to be transferred to cover the costs of development of the property. This could be a sustainable project over the next 10 to 12 years.

The Board consensus was that William Lewis can proceed with the purchase of the property for the LHS construction class. He will provide more information on the project at the next Board meeting.

9. COMMUNICATION

A. Board

Vice Chair Mike Martin asked about prep days for teachers regarding the in-person start days of March 8th for K-8, and March 16th for LHS. Superintendent Yates explained that on Wednesdays when students are doing asynchronous work, they would have prep time. They have three days provided to prep for in-person instruction. The high school and middle school are on a hybrid schedule with multiple cohorts. We meet the metrics for grades K-8, but the high school is not able to go without the hybrid.

(Whereupon, there was a discussion around the vaccines and availability dates.)

B. Superintendent

Superintendent Yates apologized to all the parents who had their kids ready to go back to school in February, and then the plan changed to March. He feels that we have something concrete and we will move forward with it. He appreciates the Board's support while going through the changes.

(Whereupon, there was some discussion regarding the change in the timeline for returning to in-person instruction.)

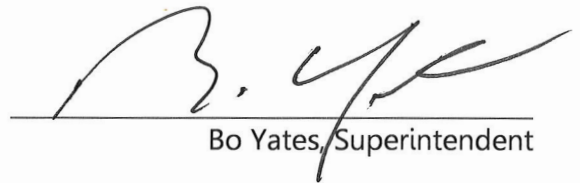
Superintendent Yates then presented Board Appreciation gifts to the Board members that were made by the LHS welding class students.

10. ADJOURNMENT

There being no further business before the Board, the meeting was adjourned at 8:15 PM.



Tom Oliver, Chair



Bo Yates, Superintendent

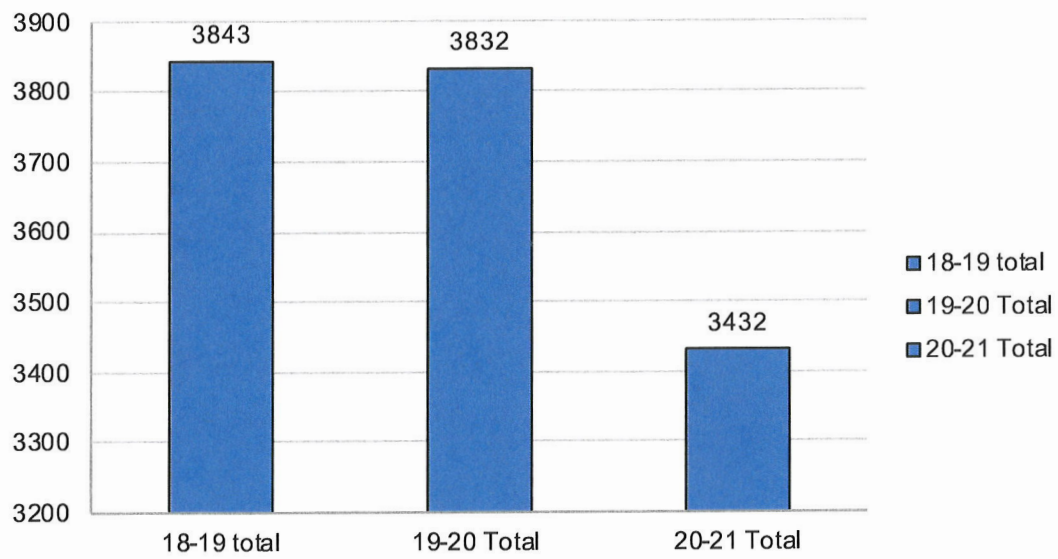
Elementary K-6 Data

As of the end of the Semester 1

	Avg. Attendance Rate18-19	Avg. attendance rate19-20	Avg. attendance rate 20-21	Enrollment Totals 18-19	Enrollment Totals 19-20	Enrollment Totals 20-21	Supports for students		Supports	
Cascades	94.48	93.85	89.99	321	313	279				
Green Acres	93.12	92.53	85.6	324	342	290				
Hamilton Creek	93.54	93.41	88.44	328	299	245				
Lacomb	94.22	92.79	88.3	230	238	217				
Pioneer	94.89	93.85	89.26	368	356	320				
Riverview	94.57	93.23	91.52	426	418	330				
	1997			1997	1966	1681				
Seven Oak	Avg. Attendance Rate18-19	Avg. attendance rate19-20	Avg. attendance rate 20-21	Enrollment Totals 18-19	Enrollment Totals 19-20	Enrollment Totals 20-21	# of failures	Supports		
6	93.67	92.86	82.16	135	130	103				
7	93.1	92.42	80.07	258	247	207				
8	91.78	92.13	79.02	198	264	238				
Total	92.79	92.38	80.01	591	651	548		Supports		
LHS	Avg. Attendance Rate18-19	Avg. attendance rate19-20	Avg. attendance rate 20-21	Enrollment Totals 18-19	Enrollment Totals 19-20	Enrollment Totals 20-21	# of failures	Supports	Graduation Rate	
9	92.51	90.56	70.22	315	308	334				
10	91.23	89.46	70.63	288	311	297				
11	88.82	88.87	70.59	341	275	286				
12	85.93	82.98	70.95	311	321	286				
Total	89.65	87.86	70.58	1255	1215	1203		Credit Assurance Plan, Wed School noon - 2:45pm, CTE enrichment, CDL instruction 10 - 11:15am [1]		
			18-19 total	3843						
			19-20 Total	3832						
			20-21 Total	3432						

[1] CAP=outstanding incompletes 800+ from spring 20. summer school..F's from 1 - 6 F's for sem 1.

District Enrollment over the last 3 years





485 S. Fifth Street, Lebanon, Oregon 97355 • Phone: (541) 451-8511 • Fax: (541) 259-6857

DATE: February 10, 2021

TO: Board of Directors

FROM: Becky West

RE: Public Comment to the Board

Dear Bo Yates & Board,

I am sure by now you have heard that there are many parents who are disappointed and frustrated with the decision made to push back school by three more weeks. I understand that since this decision has already been made there is no changing the decision.

The peaceful protest members that are here tonight want to make sure that our true message is heard. Although we are frustrated with the decision of when to go back to school, we are more frustrated with the lack of communication between the board and parents. Our purpose here tonight is to ask for better communication and transparency from the board. As parents we want to be included in our children's education. We have been vocal because we are invested in our children and their education. We want to have a voice and that voice be heard.

Moving forward I hope that we are able to find better ways to work together. Also, I would like to thank Bo Yates for the apology letter that he sent this last week. It was very appreciated.

Thank you for your time,
Becky West



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DATE: February 11, 2021

TO: Board of Directors

FROM: David Schroeder

RE: Public Comment to the Board

It is the feeling of myself, and other parents in the community, that Todd Gestrin broke two of the standards on the Board Member Standards of Conduct on February 7, 2021 during a Facebook exchange with parents and community members. Standards can be found here: <http://lebanon.k12.or.us/media/2020/04/BBF.pdf>

- 20 – Use social media, websites, or other electronic communication judiciously, respectfully, and in a manner that does not violate Oregon’s Public Meetings Laws;
- 21 – When posting online or to social media, Board members will treat and refer to other Board members, staff, students and the public with respect, and will not post confidential information about students, staff or district business;

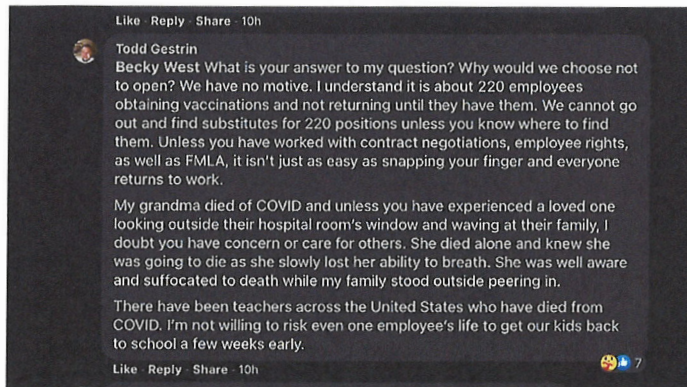
We have asked Todd Gestrin to apologize for his comments made to these individuals, and as of today, February 10, 2021, he has refused to apologize.

These actions create an environment in which parents will hesitate to speak up in fear of retaliation.

The posts made are included below with reference to the quotes we feel were disrespectful to the public.

Example 1 –

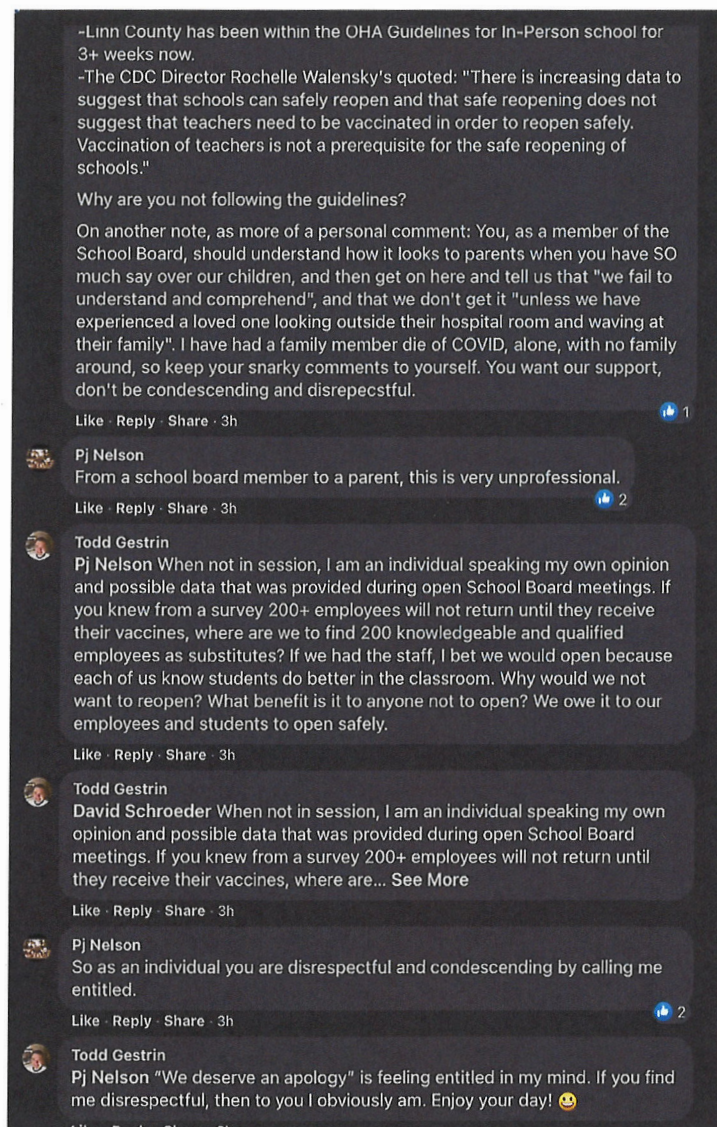
- The statement “I doubt you have concern or care for others”. This is in response to questions being asked as to why school opening was delayed as other school districts have already opened.



Example 2 –

- When multiple community members pointed out Todd's behavior as condescending, disrespectful, and unprofessional. His response was "'We deserve an apology' is feeling entitled

in my mind. If you find me disrespectful, then to you I obviously am. Enjoy your day! 😊".





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DATE: February 11, 2021

TO: Board of Directors

FROM: Jaclyn Robertson

RE: Public Comment to the Board

Lebanon School Board and Bo Yates-

Please read this email in tonight's board meeting. I am reaching out to you all to please consider overturning Bo's decision to hold off on our children going back to school on the 16th.

It has been just shy of ONE YEAR!! I have sat back patiently waiting for you all to make the right decision for the students and parents within our school district. After the newsletter release it was made loud and clear that bringing our children back to school is not going to be a priority. I do not feel our children's well-being was thought of, because if it was they would be in school already. Just like the rest of the United States.

The take away from last weeks letter is: our teachers are more important than anyone else in the state. They deserve to have all of their needs met above all others. It is also saying they are more important than the other surrounding school districts that have gone back to school without all vaccinations, all health care workers that have actually been dealing with COVID directly, every single fast food worker, grocery store worker, etc.

Has anyone talked to a child in the school district and asked them what they wanted? If you had asked them, you would know they WANT to be in school. They are desperately seeking the social interaction, in person instruction, and time away from the computer screen.

Please know that I am not an uninvolved parent just not wanting to teach my own children. I spent almost every single day at my children's school before covid. Countless hours fundraising to help all of the teachers and students, volunteered at every event, and whole heartedly cared for all of the students at our school. I have seen first hand the less fortunate children being loved on, supported, fed, and cared for while in school. What is happening to those children this last year? Have they even been thought of? School is their safe spot, without school where do they go?

To say that this news release was a disappointment is an understatement. There are MANY of us parents that have the same feeling. There are many of us now trying to decided if keeping our children within the district is even the best thing for them anymore. The longer you all continue to deprive our kids of in person schooling the easier it is for us parents to pull together and start our own coop, homeschool, or even start sending our children to private school.

Pursuing Excellence for Every Student, Every Day!

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Children have been going back to school for small group instruction, with all safety protocols in place and they have been successful. I beg you all to stand up and fight for ALL of our children and send them back to school now and not later.

Jaclyn Robertson