



MEETING MINUTES

<u>BOARD MEMBERS PRESENT:</u> Tom Oliver, Chair Mike Martin, Vice Chair Richard Borden Todd Gestrin Tammy Schilling	<u>EXECUTIVE STAFF PRESENT:</u> Bo Yates, Superintendent Jennifer Meckley, Assistant Superintendent William Lewis, Business Director Kim Grousbeck, Human Resources 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 6:01 PM and led the Pledge of Allegiance.

2. AUDIENCE COMMENTS

There were numerous public comments submitted. These comments were read into the record by Executive Secretary Ruth Hopkins and are included with these meeting minutes.

3. ELEMENTARY BLUEPRINT

Superintendent Bo Yates shared that he had worked with district principals to develop the blueprint that will allow students to attend school every day, getting in-person instruction and getting back to going to school. A copy of this blueprint is included with the meeting agenda and is available online.

For older students at the junior high and high school, students will need to be rotated through. For the younger students and due to the drop in district enrollment numbers, the district is able to bring more students back to in-person instruction.

This blueprint will be posted on the district website and will be the ODE Return to School Plan for when the metrics are down and we are allowed to return to in-person instruction.

4. ENROLLMENT AND ATTENDANCE UPDATE

Superintendent Yates shared the attendance information that was provided with the meeting agenda and is available online. He compared the district data to the Albany School District

attendance numbers to see how our numbers compare with another school district. Our attendance at the high school is a little lower than Albany. Our high school staff is calling parents and doing what they can to improve attendance. Comparatively, our other schools are doing well with attendance, given the current situation.

Superintendent Yates added that we have surveyed parents and asked them their preference of returning to the classroom or remaining online when we are able to move back to in-person instruction. He also shared the results of that survey. Currently, we are about 80-20 across the board, with the exception of Hamilton Creek and Lacombe, which are 90-10. The difference in the two being Internet accessibility and quality in the outlying areas of the district.

5. CONSTRUCTION EXCISE TAX

Business Director William Lewis III shared the resolution to impose the construction excise tax for both the City of Lebanon and Linn County. It was verified that the resolution that the IGA identifies that it will be for new construction only.

Upon motion made by Vice Chair Mike Martin, duly seconded by Todd Gestrin, the Board voted unanimously to approve the construction excise tax as presented.

6. CONSENT AGENDA

A. November 12, 2020 Meeting Minutes

Upon motion made by Member Richard Borden, duly seconded by Vice Chair Mike Martin, the Board voted unanimously to approve the November 12, 2020 meeting minutes as presented.

B. Policies – First Reading

There was a discussion around the policies that were presented for a first reading. Policies GCBDAAGDBDAA, GCBDAAGCBDAAR(1) and AR(2) all pertain to COVID-19 leave. There was a question regarding the law that covers COVID leave and how the policies merge with the law, and if there was a need to adopt them and make them permanent board policies, as well as a question of where staff would go for questions regarding COVID. Kim Grousbeck reviewed the process for the Board that staff go through when reporting a positive COVID result.

It was decided to table these policies at this time and not approve them to move forward for a second reading at this time.

C. Policies – Second Reading

There was a question regarding Policies ACB and ACB-AR, in that they seemed similar to Policy JBB. It was clarified that there was more information included in ACB than JBB. The Board decided to table Policies ACB and ACB-AR for further review at the January meeting and comparison with JBB.

Upon motion made by Member Richard Borden, duly seconded by Vice Chair Mike Martin, the Board voted unanimously to approve policies GBEB, GBN/JBA, JBA/GBN, GBN/JBA-AR(1), GBN/JBA-AR(2), JBA/GBN-AR(1), JBA/GBN-AR(2), JHCC and GCAB as presented on second

reading, with the exception of Policy ACB and ACB-AR, which are pulled for further review at the January meeting.

D. Hiring

Upon motion made by Vice Chair Richard Borden, duly seconded by Todd Gestrin, the Board voted unanimously to approve the hiring of Mike Anderson and Patricia Pierce as presented, with ending date for Patricia Pierce changed to 2/28/2021.

7. DEPARTMENT REPORTS

A. Operations

Superintendent Yates shared that the technology department has been working extra on Chromebooks that we were originally going to recycle. They are now being refurbished to meet needs at Sand Ridge Charter School and Sweet Home School District.

B. Human Resources

There was not an update for Human Resources.

C. Finance

William Lewis provided some information regarding the vocational house. The City has approved it and it will be going on the market. We are looking to have approximately \$200,000 in profit from this project.

He then discussed the seismic project at Lebanon High School. The request for proposal has went out and the district is going to award the design project to Soderstrom Architects for the design work of the seismic project. There may be a need for an approval meeting to help the protest timeline so that we do not have to wait until January to approve.

The Lebanon Fire Department's card lock system quit working recently. They are not going to repair that. The district now needs to look at fueling contracts for the district. William Lewis may ask for approval at a special meeting to approve a fueling contract as well.

It was decided then that there would be a special board meeting on December 17 at 6:00 PM for the approvals needed for both of these contracts.

8. COMMUNICATION

A. Board

There was nothing for board communication.

B. Superintendent

Superintendent Yates thanked the Board for supporting our schools and teachers and all who work for the district. He felt that everyone has been straightforward, honest and as responsible as

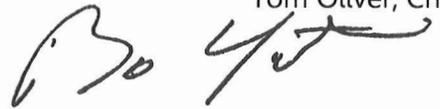
possible in financial decisions. He thanked them for the work they have done and said he appreciated their honesty and integrity in working through the negotiation process.

9. ADJOURNMENT

There being no further business before the Board, the meeting was adjourned at 7:05 PM.



Tom Oliver, Chair



Bo Yates, Superintendent



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

DATE: December 10, 2020

TO: Board of Directors

FROM: Nancy Bauer

RE: Public Comment for Board Meeting

To the Lebanon Community Schools Board Members,

This message comes to you from employee and Lebanon community member Nancy Bauer.

Having worked as a teacher at Lebanon High School for over two decades, I have experienced times of positivity in teaching, and times of disrespect. I would hope that during this most difficult time, I would feel supported and respected by my employer.

I was happy to see that the district finally came forth with a plan last week. This was a huge step away from the disrespect I have been feeling. I hope that the district considers in good faith the association's counter proposal.

The two-year agreement proposed is fair. The district should support the 1.75% COLA for the two years. It is truly not too much to ask and is within realistic parameters. It results in employee pay keeping up with expenses instead of moving us all backwards. But most importantly now, it will communicate to your employees that you really do respect and appreciate them for the hard work they do.

It's not too much, you can afford it, and your employees deserve it.

Thank you.



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DATE: December 10, 2020

TO: Board of Directors

FROM: Joy Huber

RE: Public Comment for Board Meeting

Dear Members of the Lebanon School Board,

My name is Joy Huber, and I am writing to you today as both an education support professional employed by Lebanon Community School District and the parent of two students who attend school here. This is my ninth year working for the district, and I am currently a secretary at Lebanon High School. My boys have attended Cascades Elementary and Seven Oak Middle School, and they are currently attending LHS. We moved to Lebanon over ten years ago, and it has been a wonderful place to raise my kids. This community has so much to offer young families - it's idyllic in so many ways. I've grown to love this town and the people here.

As we began the 2020 – 2021 school year, we all faced many new challenges. We were looking at a new way of life with distance learning and new protective measures at work. There were so many uncertainties! Our contract had expired, and the initial proposal from the district was cause for concern. I, like many others, already needed a second job just to get by last year. What would it mean for me if our pay was frozen, and we had to take up to 10 furlough days? It would mean that I could no longer afford to continue working for the school district. I would be forced to either look for positions in nearby districts that pay more or leave the field of education. Imagine that – not being able to afford to keep the job you love!

Each year, we count on our step increases and a meager cost of living increase to help us get by. With each subsequent year, more of this pay increase is used up by the increased cost of insurance. Some of us even end up bringing home less money than we did the year before due to these skyrocketing insurance premiums. When open enrollment came around this year, our contract had not been settled. Premiums increased as usual, but the district's share of this cost was the same. I was not able to take a gamble when choosing my insurance plan, so I had no choice but to select the least expensive plan available. I now have a Kaiser plan with a high deductible. My children and I will have to establish care in either Eugene or Salem, and we will likely never meet our annual deductible. So, I pay for our medical care out-of-pocket, including my monthly prescriptions. This is a tremendous financial burden, and it is the reality for many of our staff members. This is why we cannot choose between a cost of living increase or an increase in insurance allowance. We genuinely need both to see any real impact on our paychecks.

We are thankful the board has reconsidered the initial proposal, and your most recent offer gives us hope that we will be able to reach a mutual agreement soon. As you consider our contract settlement, I urge you to consider both the personal impact this decision will have on each and every staff member



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within LCSD and the overall impact it will have on the Lebanon community as a whole. As an employee, I need livable wages and affordable insurance to make it feasible to remain employed here. As a parent, I want our schools to obtain and retain the highest quality staff possible. This cannot be achieved without competitive wages and benefits. We know things are very unpredictable in today's climate, but I think we can all agree that our kids deserve teachers and support staff who care about them and prioritize their well-being. Thank you for taking the time to consider my input.

Sincerely,

Joy Huber



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DATE: December 10, 2020

TO: Board of Directors

FROM: Valarie Suttten

RE: Public Comment for Board Meeting

Greetings members of the board,

My name is Valerie Suttten. I am a PCA proud to be a part of our school district in my sixth year now. Let me begin by saying I have never felt more included and supported then while in the employ of the district. I would like to thank you for your recent bargaining efforts as well.

While working as a PCA I have seen difficult and wonderful things. I've learned more lessons from my co-workers and students than I had ever thought possible. I believe wholeheartedly that this is because of our collective efforts and our never-ending will to do better for our students and ourselves. However, for the first time, I find myself fearful for what will happen within the next year when it comes to my career in the school district. We have all experienced the uncomfortable changes and adjustments from covid-19. I personally have found comfort and faith in the fact that my school district always says their very best to help our families, students and staff to succeed but on a personal level in the last year I have experienced some extra changes. I am now a single mother, with two children, pursuing a degree. Cost of living increases are of serious concern for employees like myself who depend on those small increases yearly to get by. I'm not proud to admit this, but financially this is a hardship to make ends meet without needing to spend more time away from home and find extra ways to get by.

As an employee and parent, I am concerned in these uncertain times we may lose incredible and crucial staff. Not just because things are unpredictable and hard with the change,

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but because they absolutely need the money to make it by. Stress, physical absence from my kids, being unavailable to my children while at home and adding responsibilities onto my teenage daughter are all very real concerns of mine without a livable wage. My hope is that the board will recognize that we have a strong connected amazingly perseverance School District full of employees who do their best everyday to remind the kids in our community how capable, gifted, smart, and cared for they are. Every lesson learned, every moment of patience, every mistake we encourage a student to work through is building a child's confidence and self worth

This is not just about money. It is security for me to sleep at night. It's working better with my own children and the students I helped because I slept better. It's time at home with my kids after all day of teaching other children instead of running off to another place of employment where I could expose others or be exposed to covid-19. It is being able to keep working toward my degree to further educate our students down the road. The increase in pay for cost of living and our scheduled tiers is so much more than the dollars that represent them. I believe we are worth it. I hope the bargaining on our contract reflects this.

Sincerely,

Valerie Suttan

LHS PCA



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DATE: December 10, 2020

TO: Board of Directors

FROM: Amber George

RE: Public Comment for Board Meeting

Good Evening,

My name is Amber George and I have been a staff member of the Lebanon Community School District for ten years, all of those years teaching 4th grade at Riverview Elementary. Go raccoons! I also am the parent to three boys, of whom attend Riverview, 7 Oak, and LHS. I've been a resident of Lebanon my entire life and love this community and this school district.

Tonight I'd like to address the school board on a few matters. First, I'd like to thank you all for the incredibly hard work that you consistently do for our school district, especially during these trying times. It does not go unnoticed and the children (and adults) in this district are so lucky to benefit from the great decisions you all have made to make LCSD the best place to be. Second, I thank you for your most recent offer to settle our contract. It will be beneficial to the district and the employees of LCSD to have a settlement that is fair and competitive. We don't want to lose our great people we have! So again, thank you!

With that being said, I'd like to address the bargaining issue of elementary prep time during the contact day and why it is SO important that we have your support on it. As school teachers, our job is big. We spend our days with the littles of our community and it's not always an easy task. They require so much of our attention, beginning when they walk through those doors in the morning, and not ending until we have seen them safely to their bus or car... Well after the end of the day bell has rung. The bell doesn't just ring after a period and they walk out the door and we get to sit down and prep. In fact, we don't even get to let them walk out the door. We have to escort them everywhere they go in the building, which takes much more time than we can begin to describe. We all understand the idea of "uninterrupted prep time", but that's so very difficult to get in an elementary school setting. Many times teachers are using their prep time to diffuse a behavior issue that occurred in the classroom, communicate with a colleague about a student of concern, fill out check in/check out forms, communicate with parents, etc. This is because that prep time is occurring before and after school... When parents and coworkers justifiably feel we should be available to meet. Which means our uninterrupted prep time is left for evenings and weekends when our students and parents don't need us. To have truly uninterrupted time during the contact day would impact both students and teachers tremendously. Teachers would have time to prepare the next activity, create the next anchor chart, analyze data, and plan meaningful lessons. Keep in mind, we teach up to six different subjects each day, that requires a lot of planning! We want to be able to maximize every second of instruction time as much as you do. But we need time during the contact day to make that happen effectively.

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Thank you so much for your time,

Amber George
4th Grade Teacher
Riverview Elementary



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DATE: December 10, 2020

TO: Board of Directors

FROM: Brad Bauer

RE: Public Comment for Board Meeting

To the LCS Board,

My name is Brad Bauer, and I am a 30 year veteran teacher and a member of the Lebanon community. My family and I have all attended Lebanon schools, including Crowfoot, Queen Anne, LMS, Seven Oak, Riverview, Pioneer, Hamilton Creek and all have graduated from Lebanon High School. I have worked with many extraordinary educators throughout my career, and have seen many programs come and go.

I would like to advocate for Lebanon Community Schools to maintain a program such as the retirement MOA currently under consideration. Personally, I can attest that the district has promised employees upon hire that programs such as this will be in place for them upon retirement, only to cancel such programs and leave the employee high and dry. I know this is a fact, because I myself was promised such a thing by Steve Williams in 1998.

A successful school district encourages its teachers to stay for a career. The investment in an employee through experience, learning and professional growth pays off for the district with the longevity of the teacher, and a successful district cultivates that.

We should recognize the value of experienced teachers and encourage them to stay in the teaching profession and working in our community. A program such as the MOA leads to teacher retention for a career.

Lebanon Community Schools should invest in its greatest asset, its employees. A program such as this MOA is a program worth continuing.



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DATE: December 10, 2020

TO: Board of Directors

FROM: Ryan Pierce

RE: Public Comment for Board Meeting

Lebanon Community School Board,

Good Evening, my name is Ryan Pierce. I have been a member of the community here for 25 years, worked in the district for 16 years and have taught at Pioneer as well as Lebanon High School for the past 14 years in the Social Studies Department. I am also a parent of two children in the district and am a resident as well. I want to thank the Board for its offer from last week, I believe it an extremely positive step towards a resolution of a rather challenging bargaining process from this past year. The proposal you shared with us displays an interest to meet the union closer to the middle and is solution focused. In this difficult year, when union members are working harder than ever to meet the educational needs of our community's youth, a contract that is fair and competitive has never been more needed. I would like to address one particular aspect of the LEA's counterproposal shared with the Board last Friday. This comment is addressed toward the entire School Board. I want to specifically share my personal concerns about 4e of the proposal, the portion regarding the HRA Veba option.

As a staff member here as well as a Reservist in the US Army Reserve, I am one of the Union members that opts out of insurance to take an outside insurance. Beyond my income, my family is unable to work right now due to my wife needing to facilitate school for our children, she is also a substitute teacher in the local area. Our income being limited, healthcare provisions are of major concern for us. Since joining the Army Reserve, I have taken the HRA option and accumulated quite a bit of equity in that account. However, as a result of its' status as a Post-Separation account, I have been unable to use these funds to help provide better healthcare for my family beyond dental and vision expenses. A number of medical care needs go unprovided as a result. Switching to an HRA Veba account would allow me to provide for those medical needs with no added cost to the district. I ask that the board strongly consider agreeing to this portion of LEA's proposal and allow our members to use this money when they need it, not when they decide to leave the district or retire. Thank you for your time.

Ryan Pierce
LEA Union Member



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DATE: December 10, 2020

TO: Board of Directors

FROM: Dana Riggle

RE: Public Comment for Board Meeting

Dear Members of the Board,

As an employee of the school district I know and appreciate how hard you all are working, especially in these uncertain times. I know that the contract negotiations have been a long and difficult process, and that many factors go into the counter offers that are being made. Bearing all this mind, I have difficulty understanding the offer on the table for the COLA. Lebanon already suffers in comparison to other districts on our pay scale. We often lose employees to other districts or other employers because many of our people can't afford to have this be their only job. I appreciate that you have come from the position of no COLA to something, but I believe that it isn't enough, certainly not in these times. I'm confident that you all will do what is right by the people that work here, and approve the higher COLA percentage being offered by the union.

Thank you for your time.



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DATE: December 10, 2020

TO: Board of Directors

FROM: Mandy Seibert

RE: Public Comment for Board Meeting

Good Evening Board Members.

My name is Mandy Seibert. I've been with the district for 22 years and I currently teach Kindergarten at Hamilton Creek School. I have the perspective of being a teacher, resident and parent in the Lebanon School District. It's great to hear that there is progress being made on our successor agreement. Thank you for your willingness to dedicate time and effort to moving the district and it's employees forward.

As you know, health care costs are increasing at an exponential rate. I have been enrolled in the HRA/Veba benefit for several years. Under the current rules, we are not able to access those funds prior to separation of employment from the district. While the benefit of having supplemental funds available for post retirement health care costs is beneficial, the ability to utilize a portion of that money while employed, would be a measurable benefit. Being a family of four, we have significant out-of-pocket costs for healthcare now. The association's proposal has a component that allows access to HRS/HSA funds prior to separation. This change, coupled with an increase in plan contribution, would be a positive step toward defraying the rising costs of health related expenses to our employees. Improved health care benefits make for healthier employees and we all benefit from that. I would encourage you to support this concept due to the potential benefit to our employees and families like mine.

Again, thank you for your time and your ongoing commitment to our community.

Mandy Seibert



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DATE: December 10, 2020

TO: Board of Directors

FROM: Moria Golub

RE: Public Comment for Board Meeting

Greetings Lebanon Community Schools Board members,

My name is Moria Golub. I am the Department Chair of the Lebanon High School Counseling department. This is my 4th year as school counselor with LHS.

First, I want to thank the LCSD Board for their most recent offer to settle our contract. That offer moves us closer to settlement. It is a benefit to the District and all of the employees of LCSD to have a fair and competitive settlement.

As a school counselor, I daily witness the social-emotional toll the experience of educating and learning in a pandemic has taken on the educators, students and families of our community. All of us have had to quickly adapt to a situation that doesn't support learning in the best way for human beings. This experience has been considerably stressful for all involved. The response of the educators of LCSD has been to go above and beyond what is required of them. We lack the normal tools of our trade. Counseling over Zoom is NOT best practice, nor very effective with teens. All of us, teachers more than anyone, have had to learn new technology at a quick pace, and we're responsible for teaching students how to use this technology effectively. Another key stressor that weighs on all of the educators is experiencing the stress of our students and their families. The only way to emotionally regulate a dis-regulated person is to be emotionally regulated yourself. That is particularly challenging for an employee to perform in these arduous times generally, but add to the awareness that their employment contract doesn't exist. Unsettling!! Yet, LCSD is full of superhumans; we stay calm, clear-headed and help our students find success.

I urge the LCSD Board to decide with our union bargaining team and support the COLA increase, insurance premium contribution, elementary prep time increase, the retirement MOA and the HRA option requested. The security of a fair and competitive contract will improve the working conditions for all employees of LCSD. Being valued and appreciated makes people feel stronger. We need this security to be our best and give our best. Ultimately, the students will benefit the most from this decision.

Thank you for your time and consideration.