

**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 Lacombe 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