

**LEBANON COMMUNITY SCHOOL DISTRICT
SCHOOL BOARD MEETING
March 14, 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 Interim Executive Secretary Ruth Hopkins.

1. WELCOME AND CALL TO ORDER

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

2. AUDIENCE COMMENTS

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

3. ESD RESOLUTION

Yates presented the 2019-20 ESD Local Service Plan Resolution. It is a list of services that the ESD will provide and the cost for those services. There are no changes in services from last year and no significant cost changes.

Martin mentioned mental health services and wondered if we could get more mental health services in the district. Yates said the ESD would work with us if we asked for more services. He is working with Dr. Barish and Sandi Cox to find the best way to get the most mental health support for the best price.

Upon motion made by Martin, seconded by Borden, the Board voted unanimously to approve the renewal of the 2019-20 ESD Local Service Plan Resolution.

4. SNOW DAY MAKE UP

Yates stated that we have had four snow days for this school year. One day was already built into the calendar in May as a snow make-up day. He said he has looked at the possibility of extending

early release days to help get more time in before testing. He said we could do all of April and the first one in May and that would recoup two days.

Martin asked if it really added a day, since we already had a day. Yates said it increased seat time and the students were getting more time in front of the teacher. Borden asked what we were required by law to make up. Yates stated that the high school needed to be at 990 hours. If we do not make up any days, we are already targeted to be at 990.

If we extend the Wednesdays, we could make up about 10 hours if we extend all of April and the first one in May.

A discussion ensued around professional development and what is gained or lost by extending the Wednesday hours.

Yates said the only budget that would be affected would be food services, and they would lose about \$20,000.

Brooks suggested only extending three Wednesday, instead of five. Schilling stated she liked that idea, as a balance of the options. Borden and Martin were in agreement. Martin wanted the dates extended to be prior to testing. Therefore, it was decided that the district would extend three Wednesday to full days to use as snow make-up days, in addition to the May 24 date that is already built into the calendar and will now be a regular school day.

5. SUPERINTENDENT'S RECOMMENDATION FOR RENEWAL AND NONRENEWAL

Yates said the names for renewal and nonrenewal were given to the Board in their packet and we needed approval to extend those contracts.

Upon motion made by Borden, seconded by Brooks, the Board voted to unanimously approve the Superintendent's Recommendation for Renewal and Nonrenewal.

6. PROPOSED 2019-20 CALENDARS

Two calendars were presented for approval, one that starts before Labor Day and one that starts after Labor Day. Yates said there were a couple of adjustments to the one that starts earlier, the first semester was extended a little to align with other districts. Oliver clarified that if we start after Labor Day, then that would put us in alignment with other neighboring districts. Yates said that certified staff did a survey that was a 48/52 split, so staff was almost equally split on the two calendars that are presented. The board members all indicated that the feedback they had received leaned toward the calendar that started after Labor Day.

Upon a motion made by Borden, seconded by Schilling, the Board voted unanimously to approve the 2019-20 school calendar that has the first day of school as September 3, 2019.

7. CONSENT AGENDA

- A. February 14, 2019 Meeting Minutes

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

B. Approve Hiring/Leave of Absence

Upon motion made by Borden, seconded by martin, the Board voted unanimously to approve the hiring and the request for leave of absence as presented.

Board Member Nick Brooks departed the meeting at 6:21 PM.

8. DEPARTMENT REPORTS

A. Operations

Yates did not have anything new to share for Operations.

B. Human Resources

Meckley shared some information on the OEA Wellness Grant. The logo and tagline were voted on and decided for the district. Fitness classes will be starting next week. Water bottles have been ordered. Water filling stations are being installed in the school buildings. The district tasting tables are happening on a monthly basis. She said there is some swag coming, like sweatshirts and t-shirts.

C. Finance

William Lewis came forward to update the Board on a few items that have come up since he provided the financial report to them. He said the Oregon State School Fund has improved. He said there was a \$650,000 increase to our state school fund, which is about \$84 per student.

In preparation for the 2019-20 budget, he mentioned a project that they were working on to tweak different things to improve transparency. He was working with HR to improve our staffing process to help support students better. He said the business office is working to clean up accounting codes to better align with the state. He has been working with the high school to give a couple of accounting students the opportunity to help in the business department.

There were no questions on the financial report.

9. COMMUNICATION

A. Board

Oliver gave an update on the superintendent recruitment. He said that the names of the three candidates would be released tomorrow. The candidates would return on April 1 and 2 for public interviews, the second round of interviews with the Board and meetings with staff and some community members. Those details will follow on the district website.

Martin asked about the house the district was building. He said it was a one-year project and he asked where we were at on it. Yates said the horticulture class wanted to be part of the landscaping, so the weather currently had that on hold.

Oliver asked if there would be an open house. Yates said there would. He asked if we have anything in the works for next year. Yates said we do not right now.

B. Superintendent

Yates said we were going through and looking at what we were going to do with the 6th grade students for next year. He said with the numbers we have moving forward, there is a large group moving to Seven Oak for the 2019-20 school year. He would like to keep it down to about 100 to 125 students in the 6th grade at that school. Right now there are 150, but if we can move that back to 125, then we can open up another class room. All of Riverview's 5th grade will move to Seven Oak, as they do not have room to have a 6th grade there, so that will be about 78 students. Then with trying to maintain equity and keeping classes at a minimum of 20 and a maximum of 25, there will be a certain number of students who can apply for open enrollment that will go to Seven Oak. If there are more open enrollment requests than spots available, then it will be a lottery process as we try to keep the process balanced across the board, trying to keep two 6th grade classes at all of the elementary schools in town, other than Riverview.

10. AUDIENCE COMMENTS

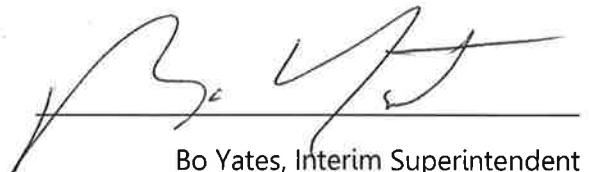
No members of the audience requested the opportunity to address the Board.

11. ADJOURNMENT

There being no further business before the Board, the meeting was adjourned at 6:34 PM.



Tom Oliver, Board Chair



Bo Yates, Interim Superintendent

CONFIDENTIAL: Per attorney recommendation, this list was not distributed prior to the Board meeting due to employee confidentiality and the fact that the list could continue to change up to the meeting. It will become public record only after Board action.

Lebanon Community Schools

MARCH 14, 2019

**SUPERINTENDENT’S RECOMMENDATION
FOR
RENEWAL AND NON-RENEWAL
OF
PROBATIONARY TEACHERS AND ADMINISTRATORS
AND FOR
EXTENSION AND NON-EXTENSION
OF CONTRACT TO
CONTRACT TEACHERS AND ADMINISTRATORS**

“Resolved, that the Board of Directors of Lebanon Community School District accepts the Superintendent’s recommendation for the renewal and non-renewal of probationary teachers and administrators and for extension and non-extension of contract to contract teachers and administrators, as listed on the attached recommendation lists.”

Employment Status (Licensed)

Recommended Status Beginning 2019-20 School Year

Employee	Position Category	Recommended Status
Ringler, Jennifer A	Special Education	Probationary 1
Sajovic, Jamie L	Special Education	Probationary 1
Abbott, Lana J	Teacher	Probationary 2
Bernard, Jonathon W	Teacher	Probationary 2
Bond, Gregory A	Teacher	Probationary 2
Brammer, Evan E	Teacher	Probationary 2
Burian, Samantha M	Teacher	Probationary 2
Caraballo, Acacia C	Teacher	Probationary 2
Collins, Kathryn R	Teacher	Probationary 2
Crawford, Summer S	Teacher	Probationary 2
Cupparo, Nicholas J	Teacher	Probationary 2
Dutra, Aubrey J	Teacher	Probationary 2
Elash, Eletah P	Speech Therapist	Probationary 2
Emory, Helen A S	Teacher	Probationary 2
Ford, Jacob J	Teacher	Probationary 2
Gehrett, Heather M	Teacher	Probationary 2
Gould, Samantha N	Teacher	Probationary 2
Hagner, Kate A	Counselor	Probationary 2
Hamlin-Alexander, Sarah C	Counselor	Probationary 2
Harkins, Katherine P	Teacher	Probationary 2
Heidrich, Elizabeth X M	Teacher	Probationary 2
Hudson, Sarah M	Counselor	Probationary 2
Iacopino, Andrea L	Teacher	Probationary 2
Jetton, Rachel F	Teacher	Probationary 2
Knierim, Jeffrey W	Teacher	Probationary 2

Employment Status (Licensed)

Recommended Status Beginning 2019-20 School Year

Employee	Position Category	Recommended Status
Lemerande, Madeline A M	Teacher	Probationary 2
Martin, Laura J K	Counselor	Probationary 2
May, Breanne D N	Teacher	Probationary 2
Miller, Mercedes L	Special Education	Probationary 2
Ortiz, Miguel T	Teacher	Probationary 2
Pappin, Maureen R	Teacher	Probationary 2
Peterson, Kyle A	Teacher	Probationary 2
Phearson, Brenda S	Teacher	Probationary 2
Redfern, Christine E	Teacher	Probationary 2
Rhyno, Hannah L I	Teacher	Probationary 2
Riches, Kylie C	Teacher	Probationary 2
Riegle Steiner, Katelyn M	Teacher	Probationary 2
Robison, Mitchell G	Special Education	Probationary 2
Savedra, Roxanne L	Special Education	Probationary 2
Schmidt McNeil, Jennifer A	Teacher	Probationary 2
Seagrave, Elizabeth M	Counselor	Probationary 2
Selzer, Erik J	Teacher	Probationary 2
Stevens, Katherine L	Teacher	Probationary 2
Stewart, Lisa G	School Psychologist	Probationary 2
VandenBos, Jessica L	Special Education	Probationary 2
Vore, Daniel B	Teacher	Probationary 2
Wooten, Chelsea E	Teacher	Probationary 2
Wyatt, Morgan P	Teacher	Probationary 2
Bascom, Skyler O	Counselor	Probationary 3
Canaday, Lisa M	Teacher	Probationary 3

Employment Status (Licensed)

Recommended Status Beginning 2019-20 School Year

Employee	Position Category	Recommended Status
Cote, Caroline B	Teacher	Probationary 3
Craig, Susan E	Teacher	Probationary 3
De Luna, Luis D	Teacher	Probationary 3
Dorn, Roxanna S	Teacher	Probationary 3
Felton Rosulek, Laura A	Speech Therapist	Probationary 3
Formiller, Celia E	Teacher	Probationary 3
Golub, Moria R	Counselor	Probationary 3
Hehn, Lindsay M	Teacher	Probationary 3
Heidrick, Jeffrey R	Special Education	Probationary 3
Hood, Michael W	Teacher	Probationary 3
Leighter, Ashlea K	Teacher	Probationary 3
McGovern, Patrick R	Teacher	Probationary 3
McGuire, Jaclyn T C	Teacher	Probationary 3
Meek, Alaina C	Special Education	Probationary 3
Rowley, Timothy E	Teacher	Probationary 3
Shearon, Benjamin P	Teacher	Probationary 3
Smith, Aaron Z	Teacher	Probationary 3
Stainbrook, Desiree F	Teacher	Probationary 3
Swanson, Jorden N	Teacher	Probationary 3
Tatum, Robert C	Teacher	Probationary 3
Thompson, Allison J	Special Education	Probationary 3
Wade, Tessia A	Special Education	Probationary 3
Webb, Shannon E	Teacher	Probationary 3

Employment Status (Licensed)

Recommended Status Beginning 2019-20 School Year

Employee	Position Category	Recommended Status
Anderson, Wendy M	Counselor	Contract
Beatty, Cami M	Teacher	Contract
Davenport, Abigail E	Teacher	Contract
Docherty, Dara J	Teacher	Contract
Kurfman, Abigail R	Teacher	Contract
Martinez, Patricia	Social Worker	Contract
McAllister, Kelly L	Special Education	Contract
McDowell, Misty J	Special Education	Contract
Moore, Martha V	Special Education	Contract
Price, Mikaela R	Teacher	Contract
Rainey, Leah A	Teacher	Contract
Rist, Jessica M	Counselor	Contract
Roberts, Annette M	Special Education	Contract
Shrum, Kenneth D	Teacher	Contract
Shrum, Kenneth D	Teacher	Contract
Shrum, Sandra K	Special Education	Contract
Speldrich, Eric J	Teacher	Contract
Tasner, Christopher M	Teacher	Contract
Tedeschi, Kelly M	Counselor	Contract
Tenbusch, Molly A	Special Education	Contract
Trask, Craig A	Teacher	Contract
Trask, Stefanie L	Teacher	Contract
Wyatt, Breeanne N	Teacher	Contract

Employment Status (Licensed)

Recommended Status Beginning 2019-20 School Year

Employee	Position Category	Recommended Status
Bain, Kerri L	Teacher	Extension
Bair, Sarah E	Teacher	Extension
Balvin, Ellen M	Special Education	Extension
Barr, Linda M	Special Education	Extension
Bauer, Bradley L	Teacher	Extension
Bauer, Nancy L	Teacher	Extension
Beiser, Emily R	Teacher	Extension
Benedict, Mardy R	Teacher	Extension
Bicknell, Paige V Niemi	Teacher	Extension
Bowman, Nicholas L	Teacher	Extension
Broadhurst, Catherine L	Speech Therapist	Extension
Brown, Tamara L	Teacher	Extension
Brown, Victoria L	Teacher	Extension
Burt, Kevin R	Teacher	Extension
Carpenter-Walker, Tina R	Teacher	Extension
Carroll, Leslie A	Teacher	Extension
Cawrse, Judy M	Teacher	Extension
Christner, Ryan C	Teacher	Extension
Claborn, Glenda F	Teacher	Extension
Cleveland, Kelly J	Teacher	Extension
Coleman, Kim M	Teacher	Extension
Cook, Kristoffer M	Teacher	Extension
Cooper, Erica L	Dean of students	Extension
Cordoza, Linda K	Teacher	Extension
Cox, Robert M	Teacher	Extension

Employment Status (Licensed)

Recommended Status Beginning 2019-20 School Year

Employee	Position Category	Recommended Status
Craig, Teresa R	Teacher	Extension
Creel, Anna M	Teacher	Extension
Creel, Anna M	Teacher	Extension
Crossan, Janet R	Teacher	Extension
Crossan, Janet R	Teacher	Extension
Da Silva, Ashley J	Teacher	Extension
Davenport, Tracie A	Teacher	Extension
Dickey, Nathan B	Teacher	Extension
Durski, Shantel L	Teacher	Extension
Eberhart, Cameron W	Teacher	Extension
Edwards, Lily M	Teacher	Extension
Etter, Heidi B	Teacher	Extension
Fandino, Kimberly C	Teacher	Extension
Floro, Colleen S	Teacher	Extension
Frazier, Eric J	Teacher	Extension
Fritzler, Angelica S	Teacher	Extension
Gardner, Alecia B	Teacher	Extension
Gault, Curtis M	Teacher	Extension
George, Amber M	Teacher	Extension
George, Rick D	Teacher	Extension
Gillott, David C	Teacher	Extension
Gomez, Victor G	Special Education	Extension
Gosda, Holly R	Teacher	Extension
Gregory, Rose M	Teacher	Extension
Groner, Rebecca A	Teacher	Extension

Employment Status (Licensed)

Recommended Status Beginning 2019-20 School Year

<i>Employee</i>	<i>Position Category</i>	<i>Recommended Status</i>
Hague, Kyla S	Teacher	Extension
Haley, Sarah P	Teacher	Extension
Hammerquist, Sara L	Teacher	Extension
Hara, Marcia J	Teacher	Extension
Harmon, Dannie L II	Teacher	Extension
Helland, Harry T	Teacher	Extension
Hoke, Steven R	Teacher	Extension
Holt, Maureen J	Teacher	Extension
Horne, Jana M	Teacher	Extension
Hostetter, Sonya M	Special Education	Extension
Jackson, Leanne M	Teacher	Extension
Jordan-Zornow, Lisa M	Teacher	Extension
Judy, Kristopher A	Teacher	Extension
King, Ryan R	Dean of Students	Extension
Lanzarone, Virginia Blair	Teacher	Extension
Larcombe, Matthew N	Teacher	Extension
Latimer, Emily A	Teacher	Extension
Lawrence, Kendra G	Special Education	Extension
Leingang, Sean A	Teacher	Extension
Long, Della E	Teacher	Extension
Lord, Elizabeth I	Counselor	Extension
Luebke, Natalia M	Teacher	Extension
Luebke, Ryan M	Teacher	Extension
Marshall, Lori A	Speech Language Pathologist	Extension
Martens, Mark J	Teacher	Extension

Employment Status (Licensed)

Recommended Status Beginning 2019-20 School Year

Employee	Position Category	Recommended Status
Mathios, Peter K	Special Education	Extension
Matthews, Patricia A	Speech Therapist	Extension
McCormick, Melanie E	Teacher	Extension
McGuire, Laura A	Teacher	Extension
McIntyre, Debra L	Teacher	Extension
McWayne, Ryan P	Teacher	Extension
Medley, Nicole D	Teacher	Extension
Meek, David L	Teacher	Extension
Mills, Lori A	Teacher	Extension
Moore, Chad K	Teacher	Extension
Osborne, Cathy A	Teacher	Extension
Persons, Katie J Smart	Teacher	Extension
Peters, Judy I	Special Education	Extension
Phillips, Kirk A	Teacher	Extension
Pierce, Patricia K	Special Education	Extension
Pierce, Ryan W	Teacher	Extension
Poe, Stacy	Teacher	Extension
Poole, Rachael K	Teacher	Extension
Quigley, Jennifer M	Teacher	Extension
Ragan, Julie L	Teacher	Extension
Randklev, Bonita D	Teacher	Extension
Rediger, Merrill T	Teacher	Extension
Reed Febus, Lauren C	Teacher	Extension
Richard, Lisa M	Teacher	Extension
Rieke, Grace E	Teacher	Extension

Employment Status (Licensed)

Recommended Status Beginning 2019-20 School Year

Employee	Position Category	Recommended Status
Robinson, Carmen B	Teacher	Extension
Robinson, Donald C	Teacher	Extension
Rogers, Sara B	Teacher	Extension
Sater, Amanda A	Teacher	Extension
Schuh, Carla R	Teacher	Extension
Seibert, Mandy B	Teacher	Extension
Sell, Michael W	Teacher	Extension
Sherer, Grant J	Teacher	Extension
Sickels, Karen L	Counselor	Extension
Smith, Mark N	Teacher	Extension
Snow, Barbara	Teacher	Extension
Stolsig, Jeffrey	Teacher	Extension
Stutz, Melissa L	Teacher	Extension
Suing, Joan E	Teacher	Extension
Tomlin, Robert T	Teacher	Extension
Tomlin, Robert T	Teacher	Extension
Twomey, Maureen S	Teacher	Extension
Ulibarri, Kelly J	Teacher	Extension
Vandehey, Mark A	Teacher	Extension
VandenBos, Casey T	Teacher	Extension
Varner, Deanna L	Teacher	Extension
Walker, Abbey K	Teacher	Extension
Waters, Stephanie L	Teacher	Extension
Webb, Nancy L	Teacher	Extension
Wegner, Julia V	Teacher	Extension

Employment Status (Licensed)

Recommended Status Beginning 2019-20 School Year

Employee	Position Category	Recommended Status
Weist, Brandon J	Teacher	Extension
Wells, Jacque J	Teacher	Extension
Whitcomb, Lindsay E	Teacher	Extension
Whittaker, Emmet E	Teacher	Extension
Williams, Anne E	Teacher	Extension
Williams, Jaime L	Teacher	Extension
Wilson, Mike A	Teacher	Extension
Wimmer, Chelsey J	Teacher	Extension
Winningham, Tobias T	Teacher	Extension
Wong, Kevin	Teacher	Extension
Wood, Kari L	Special Education	Extension
Woody, Miranda J	Teacher	Extension
Work, Meredith A	Teacher	Extension
York, Gail C	Teacher	Extension
Zluticky, Lisa A	Teacher	Extension
Zornow, Robert N	Teacher	Extension

Employment Status (Licensed)

Recommended Status Beginning 2019-20 School Year

Employee	Position Category	Recommended Status
Information only		
Avilez, Catherine D	Teacher	Temporary Contract expires 6/30/19
Cady, Cynthia R	Teacher	Temporary Contract expires 6/30/19
Clause, Elizabeth M	Teacher	Temporary Contract expires 6/30/19
Dankers, Maarten P	Teacher	Temporary Contract expires 6/30/19
Forrest, Erin L	Teacher	Temporary Contract expires 6/30/19
Gessford, Maria K	Teacher	Temporary Contract expires 6/30/19
Gibson, Jeremy W	Teacher	Temporary Contract expires 6/30/19
Larson, Adrianna C	Teacher	Temporary Contract expires 6/30/19
McCaffrey, James R	Teacher	Temporary Contract expires 6/30/19
McMahon, Carol L	Teacher	Temporary Contract expires 6/30/19
Nicosia, Greg A	Special Education	Temporary Contract expires 6/30/19
Patrick, Breeanne M	Educational Interpreter	Temporary Contract expires 6/30/19
Shreve, Jill A	TOSA	Temporary Contract expires 6/30/19
Wallace, Suzanne D	Teacher	Temporary Contract expires 6/30/19

Employment Status (Administrators)

Recommended Status Beginning 2019-20 School Year

Employee	Position Category	Recommended Status
Cannon, Rachel B	Director of Alternative Education	Probationary 2
Hillman, Michael J	Co-Principal	Probationary 2
Van Zee, Kevin M	Co-Principal	Probationary 2
Cairo, Tonya M	Principal	Extension
Ford, Jordon M	Principal	Extension
Geoghegan, Timothy A	Associate Principal	Extension
Hoene, Kraig J	Associate Principal	Extension
Meckley, Jennifer A	Director of Human Resources & Community Relations	Extension
Plummer, Amanda L	Principal	Extension
Sansom, Janice L	Special Program Administrator	Extension
Shanks, Christina L	Associate Principal	Extension
Shreve, Bradley J	Principal	Extension
Volz, Tami E	Principal	Extension
Vore, Joseph S	Principal	Extension
Yates, Bo	Assistant Superintendent	Extension

Employment Status (Directors and Confidential Staff)

Recommended Status Beginning 2019-20 School Year

Employee	Position Title	Recommended Status	Current Assignment
Gorman, Angela	Director of Nutrition	Renewal	Director
Grousbeck, Kimberly	Director of Classified and Employee Relations	Renewal	Director
Lewis, William	Director of Business	Renewal	Director
Hopkins, Ruth	Executive Secretary	Renewal	Confidential
Meyer, Andrea	Human Resource Specialist	Renewal	Confidential
Otta, Susan K	Payroll Specialist	Renewal	Confidential