

**LEBANON COMMUNITY SCHOOL DISTRICT  
SCHOOL BOARD MEETING  
February 14, 2019, 6:00 PM**

Santiam Travel Station

750 S. Third Street, Lebanon, OR 97355

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**MEETING MINUTES**

The following individuals were present:

Tom Oliver, Chair	Bo Yates, Interim Superintendent
Nick Brooks, Vice Chair	Jennifer Meckley, Director of Human Resources and Community Relations
Tammy Schilling, Member	
Mike Martin, Member	
Richard Borden, Member	

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 7:15 PM.

**2. AUDIENCE COMMENTS**

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

**3. 2017-18 FINANCIAL REPORT AND AUDIT FINDINGS**

William Lewis introduced Kori Starrett from Accuity, LLC, Certified Public Accountants, who is the firm that conducted the district financial audit. Starrett shared that the audit went great and that there was just one financial adjustment that was made. She presented the audit financial report that is included in the board packet.

There were no questions from the Board regarding the audit.

**4. DIVISION 22 ASSURANCE**

Meckley presented the compliance report for Division 22 –Standards for Public Elementary and Secondary Schools. She indicated that the district is in compliance with all OARs, with exception to 581-022-2305, 581-022-2045, and 581-022-2050. For OAR 581-022-2305, the district standings are supposed to be reported to the community by February 1 and submitted to the state by February 15. The February 1<sup>st</sup> date was missed, but it will be submitted to the state on February 15<sup>th</sup>. For OAR 581-022-2045, there are some updates with this one that will require exploring current programs and practices further. For OAR 581-022-2050, there have been some updates to this one that will require exploring current programs and practices. The district will meet with teachers and administrators to determine next steps. No sanctions were involved with the items that were not met.

## **5. RACIAL EQUITY GROUP**

The Board adopted Policy JBB - Educational Equity last July, based upon recommendations to the Board from the Racial Equity Group. Abigail Kurfman and Moria Golub came forward to present racial equity involvement around the district. Kurfman presented a PowerPoint presentation and reviewed what REG is, shared an update, talked about the structure and shared the vision of REG.

She shared that equity work includes parent engagement, student voice, equity data and professional development for staff. The model has changed some from just the high school to adding a team at Seven Oak and a small team at the district office. In the elementary, Green Acres and Pioneer have teams happening at this point, with interest coming from other schools. There is a REG leadership team that has someone from all of those teams. Anyone is welcomed to join, classified, certified and administration. All meetings are voluntary and after hours.

For the vision looking forward, they are looking at the data equity toolkits where every building collects and disaggregates data for equity in some capacity. Moving forward, the data collected builds each year. They are also in the process of developing a three-year plan for Professional Development.

Martin asked if board members could attend a meeting. Kurfman said some of the conversations were really personal, so there would need to be a conversation and planning beforehand. All of the staff trainings would be a great opportunity for the board to attend.

Oliver asked what they saw as some of the challenges in gathering data. Kurfman said that the data toolkit was really key in how to do the disaggregation process. Oliver then asked if we were partnering with other districts to see how they were pulling and comparing data. Meckley said that there were technical challenges within the system for pulling the data, and that they have met with the ESD in the past to help with the reporting of information.

## **6. ALTERNATIVE EDUCATION PROGRAM UPDATE**

Rachel Cannon shared her updates for the alternative education program. In the Social Emotional Learning Program, they have added a special education teacher to help better service the students in the program. She has increased differentiated instruction to increase the academic rigor for those students. They have increased their use of PBIS, a Positive Behavior Intervention System, and that has been good because it focuses on the positives for the student and the prevention of the behavior. There have also been two students who have transitioned successfully back into the general education setting from the program.

For tutoring, the program has partnered with the Boys and Girls Club to add PE to the middle school group. They have also partnered with Jackson Street and they are doing a Boys Council and Girls Circle groups, where they work with the students to create positive peer interactions. A behavior support person has been added to work with the students who need behavior support. For the GED students, they have been focusing on what their plans will be after they get their GED, like building a resume, applying for a job and working on mock interviews.

For the Teen Center, two of the social workers with Linn County Mental Health have come in and have given staff addition trauma training. They are going to start working with a high school counselor and social worker to come in once a month for pizza Friday to help build relationships. They have also partnered with Pipeline. So starting in March, students will be able to go to LBCC once a month and participate in five different areas. They will be able to choose two areas and try

it out hands-on, trying to help them with plans beyond high school. Also, they have been working with Angie Gorman to get hot lunches for the students at the Teen Center.

The total GED tests passed is 29 and the total credits earned for first semester is 87.50 credits. This is more than last year, so they are slowly getting better on that.

## **7. DATA UPDATE**

Yates shared behavior data and said that he would try to have regular data to provide. Moving forward, he would like to be able to format the data we receive and give it to the board at regular times of the year. There has not been a lot of change in behavior. He pointed out that Seven Oak referrals are down, and the data from the high school is better as well.

Borden asked if there was a standard procedure for writing people up, if everyone was getting the same training and documenting the same way. Yates said that each building may have their own definitions and we need to look at levels 1, 2, 3 and 4. He mentioned Rachel Cannon had been working on that process and invited her up to share with the Board.

Cannon shared that a behavior program was created at Green Acres to help with the behaviors there. They had to shorten students' days because they were having unsafe behavior and they did not want to remove them from the building. They added a special education teacher who works with the 5<sup>th</sup> grade students in the morning, with both academic and behavior. The kindergarten students are in the afternoon. They work with the students in a small group and work with them to gradually move back to a full regular day.

A discussion was held around the need for accurate reporting and accurate data, and the need to have the reporting the same throughout the district.

## **8. CONSENT AGENDA**

A. January 10, 2019 Meeting Minutes and January 31, 2019 Meeting Minutes

Upon motion made by Borden, seconded by Martin, the Board voted unanimously to approve the January 10, 2019 Meeting Minutes as presented.

Upon motion made by Martin, seconded by Borden, the Board voted unanimously to approve the January 31, 2019 Meeting Minutes as presented.

B. Approve Hiring/Leave of Absence

Martin asked if we could separate the temporary from the administrative. He had a concern about the administrative. He said he did not see the urgency to have a teacher removed from a classroom. Meckley said he was not in a classroom; he was in a TOSA position.

Upon motion made by Borden, seconded by Martin, the Board voted unanimously to approve the hiring of staff as presented.

## **9. DEPARTMENT REPORTS**

## **A. Operations**

Yates shared that the nutrition department just received an \$18,000 grant to feed kids this summer. In technology department, they have just finished up the camera project and security system. In the facilities department, the brick house is almost done. The building at the land lab continues. In the transportation department, there are some new bus drivers being trained, which is fantastic as it is hard to get new drivers.

## **B. Human Resources**

Meckley shared that the district has been awarded the OEA Wellness Grant. More details will follow on what the district goals are. The grant is a five-year grant, for \$30,000 a year. The wellness team will be attending a wellness conference for the new grant winners to learn more about the grant.

The job recruiting season is coming up. The Portland job fair is April 2<sup>nd</sup> and she is waiting for the budget to see how much staffing we will have. We are also going to put on a classified job fair in May or June. It will be helpful in recruiting for a huge range of skills that we are looking for in classified positions.

## **C. Finance**

Will Lewis had nothing to add and there were no questions on finance.

## **10. COMMUNICATION**

### **A. Board**

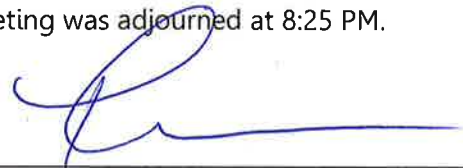
Martin shared he had been into a few schools visiting and everything looked no. There was nothing more to add.

### **B. Superintendent**

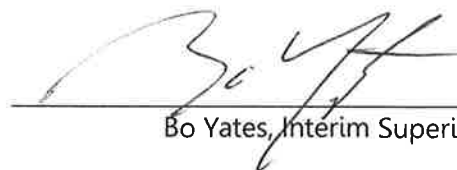
Yates gave a shout out to Will Lewis for the challenges he has had coming in and learning our budget in the finance department. He also gave a shout out to Jennifer Meckley and Rachel Cannon for the work they are doing and is looking forward to having Tami Volz on the team to help balance the work load.

## **12. ADJOURNMENT**

There being no further business before the board, the meeting was adjourned at 8:25 PM.



Tom Oliver, Chair



Bo Yates, Interim Superintendent