

**LEBANON COMMUNITY SCHOOL DISTRICT
SCHOOL BOARD MEETING
SEPTEMBER 20, 2018, 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

Richard Borden, Member

Mike Martin, Member

Bo Yates, Interim Superintendent

Nancy Hall, Interim Director, Business Services

Jennifer Meckley, Director, 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 6:04 PM.

2. AUDIENCE COMMENTS

This is a time for citizens to address the Board. The Chair will recognize speaker(s) at the designated time. All speakers shall identify themselves and state their name before speaking. Speakers are asked to provide their name, address and telephone number on the Speaker's Sign-in Sheet. Each speaker may address the Board for three minutes.

Audience member David Butler addressed the Board regarding the slang "go kill yourself" and the bullying issue in our schools. He is concerned that the district staff is not taking the subject seriously. He lost his son to suicide last year. He is an advocate for suicide awareness and intervention, and he has organized the Out of the Darkness walk at the high school. He just wanted bring it to the Board's attention and ask the Board take the bullying issue seriously. He recently retired from the fire department as a volunteer and now speaks statewide regarding suicide awareness.

3. POLICIES, FIRST READING

Meckley reviewed the first reading policy summaries. The drone policy and volunteer and fingerprinting polies are new.

A discussion was held regarding current drone usage in the district.

The fingerprinting of volunteers is not a process we currently have. Meckley discussed the cost involved in fingerprinting all the volunteers in our district. A discussion was held regarding the process, cost and level of contact with volunteers.

Oliver asked to find out what surrounding districts are doing regarding this process and Meckley said she would find that out. She will follow up at the October 9 Board meeting with the following information: a list of the types of volunteers and the numbers, what other districts are doing with this policy, the timeframe involved, what qualifies or disqualifies a volunteer, what the CRIS system looks at, what percentage of volunteers are denied, and alternatives for that process.

4. POLICIES, SECOND READING:

The following policies were presented for approval upon second reading: GBN/JBA, GCBDC/GDBDC, IGBA, IGBAH, IGBAJ, IGBHE, IKF, JBA/GBN, JECA, JHFF, KI and KI/KJ. Oliver asked regarding KI: Public Solicitation in District Facilities, on the bracketed content, it currently states that the principal or superintendent could approve solicitation in the building. The question is whether it is left as is or should all public solicitations go through the superintendent's office. Oliver wanted to make sure it was consistent in all buildings. The Board member and superintendent concurred that all requests should go through the superintendent's office.

For JECA: Admission of Resident Students, the decision was made to use current language and not make any changes. There were no further questions on the policies.

Upon motion made by Martin and duly seconded by Borden, the Board voted unanimously to approve the policies presented for second reading.

5. CONSENT AGENDA

A. Hiring

There was no discussion regarding the hiring. Upon motion made by Martin and seconded by Borden, the Board voted unanimously to approve the hiring of staff listed in the Board packet.

B. August 7, 2018 Meeting Minutes

There were no changes to make to the minutes. Upon motion made by Borden and seconded by Martin, the Board voted unanimously to approve the August 7, 2018 Meeting Minutes.

C. Instrument Rental Fee

Yates shared that the band teachers were requesting a rental fee to take care of the yearly maintenance of the district owned instruments. It would be a \$50 fee and students who are eligible for free or reduced lunch would have their fee adjusted to \$25, or would have opportunity to work it off doing community service for the district. Oliver asked how we have been funding it to date and Meckley indicated it was currently funded at the building level.

A discussion ensued regarding the funding of the band and choir programs.

Oliver asked if we would like to invite a presentation of our music programs and it will be added to the calendar for later in the year.

Upon motion made by Brooks, and seconded by Schilling, the Board voted unanimously to approve the Instrument Rental Fee.

6. DEPARTMENT REPORTS

A. Operations: Yates shared about the work that was taking place at the Land Lab and the logging that was happening there. Turf is being installed on the high school softball and baseball fields. Transportation is going well. Food service is going well. On the tech side, the only concern is getting cameras installed. The process is taking longer than anticipated, but they should be installed by Christmas.

B. Human Resources. Meckley shared that we are getting ready to transition to EduStaff on October 1st. TeachPoint has also been rolled out. It is a tool for evaluation and a system to track professional development, so all staff are able to track professional development that they attend.

C. Business. Nancy Hall was introduced as the interim business director and she shared some of her background. She is on contract with the OASBO and is not hired as an employee with the district.

Her financial report is as of September 7th. The beginning fund balance is slated to be a little higher than originally planned. Final audit work should be completed

the first of November. After everything is finalized and everything is encumbered for last year, then we will have better numbers and projections for this year.

7. COMMUNICATION

Board. Oliver mentioned that the topic that audience member David Butler brought up warranted some conversation. He suggested we should put some materials together that educated parents on what our policy is regarding bullying in our district. One of the challenges is that we are unable to share information about other parties when bullying is reported, so the perception is that sometimes that makes it seem like we aren't doing enough. He said we want to make sure our responses are appropriate and that we are addressing the concerns.

Brooks shared that we need to highlight that there are avenues that we have to bring concerns forward and students, parents and community members need to know what those are. When he talks to principals about issues, they are often surprised because it hasn't been brought to their attention.

A discussion ensued around the bullying issue and how it is handled in our schools.

Oliver suggested we look for more information from staff to understand how the system works. Schilling pointed out that it was problem solving and that wasn't a part of our curriculum. Yates shared that bullying was discussed at the district safety meeting and that the district needs to do a better job of telling kids where and how to report it and how it works. Borden mentioned that we need to equip and train our kids on how to deal with the issue.

Further discussion ensued around the bullying issue.

Meckley addressed suicide awareness. We do have trained staff at every building that knows how to screen for suicide ideation and it is done regularly. There is a process that is used to make sure we address those needs.

There were no further comments.

8. REPORTING REQUIREMENTS FOR THE USE OF PHYSICAL RESTRAINT AND SECLUSION

Sansom shared the yearly physical restraint and seclusion report that was submitted to the Board for review. She said that the numbers were up from last year, but that we have better reporting and we are doing a better job of training

the staff. Parents are fully aware of the behavior support plan and are part of that process.

Brooks asked about the four incidents who were restrained by untrained staff and Sansom share how that can happen at a school.

A discussion ensued around the demographics of the report.

There were no further questions.

9. MEASURE 98 BUDGET REPORT

Yates share the Measure 98 report. He said we ended up with a balance last year and we were able to carry over the money to this year, so this school year all of the monies have been budgeted for. The biggest item was the alternative education facility.

Martin mentioned it was not really about CTE, but more about graduation rates. The areas we have the biggest problem with is graduation and attendance.

Yates shared that some of the money was moved to a summer program to help students at the elementary level. The entire high school will have a freshman academy next year, so the math, science and language arts teachers will have a cohort of kids similar to what the high school had years ago.

At each grade level there is a counselor that is following the kids through. That should help our graduation rate. This year's graduation rate should bump up to 80 percent or better. The attendance team at the high school really did not have an impact on attendance, but it did have an impact on graduation rates. There are good things that are happening. The culture at the high school is really good and he feels it is pretty positive.

A discussion ensued regarding how Measure 98 money was being spent.

10. ALTERNATIVE EDUCATION PROGRAM UPDATE

Yates shared that the alternative education program was a way for some kids to get through high school. He stated the elementary alternative education kids were actually in the school and were able to participate in music and PE classes, so they had equal opportunity and equity in subjects. He also shared how we came up with the program and how we came up with the candidate for the director of alternative education to help align all the processes, RTI and all the systems in the schools.

A discussion ensued around the alternative education program and Measure 98 funds and it was decided that the alternative education program is to be a standing item on the agenda so that continual updates are provided to the Board.

Brooks made a motion to form a new facilities ad hoc committee specifically for the alternative education facility. Upon motion made by Brooks and duly seconded by Martin, the Board unanimously voted to form the ad hoc committee. Brooks will work with Yates to select the committee members.

Meckley introduced Rachel Cannon and shared some of her background with the Board.

Cannon shared an update on the Lebanon Alternative Education Program in the district. The alternative education currently has three programs, the social and emotional learning program, tutoring program and the teen center.

The SEL program's goal is for students to be able to self-regulate themselves and manage their social interaction. It was brought in to one location and the elementary program is now housed at Cascades for this school year. At the middle school level, it is housed at Seven Oak.

Tutoring is offered at elementary and secondary levels. The elementary is housed at Cascades. Secondary level has three types: small group, one-on-one and independent study. This is where a student is doing the online Odyssey program at home. Secondary tutoring is housed at the district office. Nine of the total tutoring students are expelled. Currently there are no student enrolled in the independent study program.

Some changes for this year are that a behavior support person has been hired for this school year and all of the tutoring students have been moved into the board room at the district office, so all students and tutors are currently housed there.

The teen center is located at the Boys and Girls Club and they have the GED track, credit recovery track and tutoring. This year they have been able to hire a special education teacher, who is housed at the teen center and is language arts endorsed, so they will be able to provide added support to students there.

Goals for the SEL are working with staff to help them understand the process and systems. Other goals are to increase academic rigor, engage with students and build relationships. They are trying add the current reading curriculum as well, so when a student transitions back to a regular classroom they are familiar with the curriculum.

After looking at the data for tutoring last year they saw that the best way to reach students was by building relationships, so that is the focus this year. An hour was

also added on to the tutors' contracts for them to be able to receive professional development.

Attendance is a big issue that they are working on at the teen center. Some of the goals for the future, besides improving attendance, would be working with the community outreach to go further and get job shadowing set up for the students. They have also added language arts curriculum, and will be adding a personal finance curriculum by next semester. They also hope to have math added by next semester as well.

Future goals for the alternative education program would be to have an alternative education school and new building, and also add a counselor. Many of the students have mental health issues and the tutors are not trained in that area, so the students would benefit from having a counselor available to them.

A discussion ensued around the alternative education program.

11. INTERIM SUPERINTENDENT REPORT

Yates reported that the Career Expo was fantastic, with over 1,000 kids participating. He has asked the student body to write thank you letters to the business who participated. Beta testing at Seven Oak for the product we are using for the dashboard is going well. He hopes to have that dialed in by second semester. For the support program for K-2 to make sure that all kids are up to level with reading, he is working with the high school to develop a cadet program to help with some support of the after school programs. Pioneer School is ready to start a Wednesday program. There are a lot of students interested in the cadet program at the high school. For first semester there are only a few that are ready to go, but by second semester there should be more.

12. SUPERINTENDENT SEARCH UPDATE

Oliver reported that he has been speaking with three different firms and that all three were preparing proposals based upon the work presented by the ad hoc committee. Those are due October 3rd, so the presentations should be in the packet for the next board meeting so that a selection can be made.

13. AUDIENCE COMMENTS

Audience member Sarah McGraw addressed the Board regarding the fingerprinting policy. She has been a 16-year volunteer in the past at one of the elementary schools. She shared that if the fingerprinting issue came up while she was a volunteer, she probably would have quit. The fingerprinting issue feels like a betrayal of trust and that she had built up a trust with the teachers. She stated

that if the Board felt they couldn't trust her with just a background check, she would not have continued.

14. ADJOURNMENT

There being no further business before the board, the meeting was adjourned at 8:07 PM.



Tom Oliver, Chair



Bo Yates, Interim Superintendent