

**LEBANON COMMUNITY SCHOOL DISTRICT  
SCHOOL BOARD MEETING  
MINUTES  
November 17, 2016 - 6:00 PM  
Lacomb School – 34110 E. Lacomb Road, Lebanon, Oregon 97355**

A regular School Board Meeting was held at Lacomb School on November 17, 2016. Those present included:

Richard Borden, Director	Rob Hess, Superintendent
Jerry Williams, Director	Bo Yates, Assistant Superintendent
Russ McUne, Director	Jennifer Meckley, Director of Human Resources
Mike Martin, Director	
Kellie Weber, Director	

Minutes recorded by Nicole Hundley, Executive Secretary.

### **AUDIENCE COMMENTS**

Chair Russ McUne welcomed audience comments.

Kathryn Fleishman spoke about her desires for full-time music and band offerings at Lacomb School and Hamilton Creek School. She discussed the part-time position that is currently open and supports both schools, half the year at each. She felt this was not sufficient to provide core curriculum to the students and to build the high school programs. She noted that there were music specialists at the in-town K-5 schools and she felt this was unfair.

Tim Klient asked that the Board again consider drug testing athletes.

### **GOOD NEWS/COMMUNITY COMMUNICATIONS**

- 1. Report:** 2016 OSTA Outstanding High School Classroom Teacher – Emmet Whittaker
- 2. Report:** Linn County Farm Bureau Ag Educator of the Year - Mike Wilson

Laura Foley reported that the Oregon Science Teachers Association honored Emmet Whittaker as the High School Classroom Teacher of the Year. The Linn County Farm Bureau honored Mike Wilson as the Ag Teacher of the Year. She noted how important it is to have recognition for their work.

#### **3. Report: Lacomb School**

Principal Tim Geoghegan presented a video tour of Lacomb School and students. Tim Geoghegan noted that there have been several requests for open enrollments at Lacomb, both formal and informal, that have had to be denied due to the classes being at capacity. He discussed the school's new playground, which is the result of over two years of fundraising, matching grants, and over 2,000 volunteer hours.

Tim Geoghegan then reviewed the presentation demonstrating how Lacomb School is making progress towards the Board Goals, outlining the steps they are taking towards preparing students for graduation, increasing attendance, and reviewing their SBAC scores and opportunities. Discussion ensued regarding inter district transfers to Lacomb, the greenhouse and future garden classes, algebra offerings, and CPM. Discussion also ensued regarding music offerings. Tim Geoghegan noted that the District is holding interviews soon for the music teacher position. We are doing what we can within the budget. If funding allowed we would to have full time music and band, but until then we will continue to build the program as funding allows.

#### **4. Report: Class of 2016 4-Year Cohort Graduation**

Rob Hess reviewed the Class of 2016 Four-Year Cohort Graduation Rate Data. The state uses this system to track students from when they enter 9<sup>th</sup> grade. Students that move to another district are then counted in that district's cohort rate; students that move to our district are then counted in our cohort rate. Our graduation rate is over 80% for students that start with and stay with the District for all four years. There are 55 non-completers, students that left Lebanon High School and have not been found enrolled in another school. We try to find them to help prevent inaccurate drop-out rates. Rob Hess discussed the post-graduate scholars and modified diplomas. Modified diplomas now count as graduation, so those students can now apply for FAFSA for college financial aid. The cohort graduation rate of 72% is the highest we have seen. The Every Student Succeeds Act benchmark is 70%, so it is important that the District is already above benchmark. We continue to improve the graduation rate for special education students, which was at 43.9%. Ever English Learners had a 93.75% graduation rate, which was even higher than TAG identified students. Rob Hess explained that homeschool students, online education, and students' placed in the District's alternative education program are included in the figures tagged with the district number for the school number. Rob Hess noted that CTE Participants and CTE Concentrators had graduation rates of 82.24% and 89.71%, respectively. This shows the importance of continuing to develop these programs. Kellie Weber asked what CTE programs we currently offered, and staff listed culinary, business, marketing, welding, construction, pre-engineering, drafting, computer science, agriculture, electronics and health occupations. Rob Hess noted that Measure 98 may create resources for CTE, and we are waiting for the state to pass the rules by March 1. Funds should be available in July 2017, and this should be included in budget committee discussions on what programs we would like to create. Mike Martin asked about the special education graduation rate, and Jan Sansom noted that it is improving each year and this is the highest we have seen. Bo Yates discussed the impact that mobility has on our students' graduation rates, and the importance of having programs that attract and keep students in school. Discussion ensued regarding chronic absenteeism and the impact that CTE programs can have on reaching some of our struggling groups, such as economically disadvantaged students.

### **GENERAL BUSINESS**

#### **1. Policies**

##### **(a) Information Only: New Policy GBA-AR: Veterans' Preference**

This policy was recommended by OSBA. The Board had no questions.

##### **(b) Action: Adopt Policy IGAI: Human Sexuality, AIDS/HIV, Sexually Transmitted Diseases, Health Education on seconding reading**

Jerry Williams made a motion to approve Policy IGAI: Human Sexuality, AIDS/HIV, Sexually Transmitted Diseases, Health Education on seconding reading. Mike Martin seconded the motion. The motion passed unanimously.

#### **2. Report: Oregon Rising**

Rob Hess reviewed the Oregon Rising report, which was the largest organized survey effort on education opinion in Oregon. The overarching themes from that are highly qualified teachers and opportunities for students. Public school leaders plan to use this survey to advocate for more funding in the next biennium. Several members of the public responded in the survey that they would be willing to help advocate for resources. Rob Hess will be a part of the advocating team and asked interested Board members to let Nicole Hundley know if they would like to join.

## DEPARTMENT REPORTS

### 1. Finance

#### (a) Report

Linda Darling discussed the financial report. Our ending balance has slightly decreased, but will continue to change until the audit is completed. The forecast was released last week, which showed stable funding. However, with Measure 97 not passing, there is a \$1.7 billion shortfall statewide. We will know more on December 1 when the Governor's budget is released. At OSBA, a potential \$7.98 billion for the next biennium was discussed. We are currently at \$7.4 billion, and this may translate into \$1.1 million more for the District next year. With an estimated \$1.4 million increase for payroll and associated costs, the potential increase in biennium funding will still result in a shortfall for 2017-2018 and beyond. She will keep the Board informed as there are still several moving pieces.

#### (b) Discuss: Budget Meeting Calendar

Linda Darling reviewed the proposed budget calendar for 2017-2018. OSBA can conduct budget committee training on February 9. They offered six hours, and we have asked for much less. The Board recommended receiving the packet for review ahead of time and then having a one to two hour training session for questions and clarification. The calendar will come back to the next meeting as an action item.

### 2. Operations

#### (a) Action: Approve Contingent Sale of Crowfoot Property

Bo Yates reported that he has been working with the City to sell the Crowfoot Property. They are taking the sale to the City Council for approval in January, and have proposed an \$80,000 purchase price. This is a competitive offer and the funds would be used for CTE and building construction. The City intends to use the land for a roundabout in conjunction with the County. Mike Martin made a motion to approve the sale of the Crowfoot property for \$80,000 to the City of Lebanon contingent on the City's approval, with the proceeds earmarked for CTE but final funds to be determined at a later date. Richard Borden seconded the motion. The motion carried unanimously.

## COMMUNICATION

### 1. Board Communication

Kellie Weber asked that student athlete drug testing be added to the next meeting agenda for discussion. Richard Borden asked that Kraig Hoene be present and that other schools' policies also be presented.

Mike Martin commented on how nice the new signage is on Airport Road.

Jerry Williams discussed his recent attendance at the OSBA Convention. He discussed a forestry CTE program with provided funding and resources. He noted how important it is that the legislature hear from Board members, staff, and the public on the importance of education funding.

## 2. Superintendent Communication

### (a) Action: Approve Superintendent Evaluation

The Superintendent Evaluation has a January deadline, so Rob Hess presented three components that had previously been discussed for Board review. The three components are the results/Board goals review, the OSBA nine standards, and the 360-degree evaluation questions. Mike Martin discussed the process involved in creating the 360-degree evaluation questions with Jennifer Meckley and Kim Grousbeck from Human Resources and Jerry Williams. The questions were derived from the nine OSBA standards. They had five conversations with OSBA and met three times. Mike Martin recommended it be anonymous so honest answers could be obtained via Survey Monkey, which is only sent out to specific email addresses allowing only one response from each email. Mike Martin discussed how they were concerned about the weighting of the 360-degree evaluation, but the OSBA provided guidance that it is not weighted as a part of the overall evaluation, but is a tool provided to the Board for consideration when completing the nine standards evaluation. The OSBA said that the results/board goals component could act as “standards” 10-13, so they can be equally included in the weighting. Mike Martin felt that the way the Board has averaged the ratings for each standard into one final rating does not allow for a full picture and clouds the highs and lows. He recommended not averaging the standards but giving one number for each so areas for improvement can be better identified. He said it was important that the Board provide a combined final evaluation for the superintendent in an executive session. This would take much more time than in the past and would require a secretary. Mike Martin discussed the need to know and define what is exceptional and what is meeting the expectation.

Jerry Williams noted that establishing the evaluation year’s format should be completed immediately after the evaluation, not several months into the cycle. Mike Martin stated that there is a compressed cycle due to the January 30 deadline in the superintendent’s contract.

Rob Hess noted that he is in favor of a more robust evaluation process, but has issue with not being included in the creation of the 360-degree evaluation questions. He was not invited to any of the meetings.

Russ McUne stated that he has issues with the 360-degree evaluation as presented, as the public will not be able to answer several of the questions. He felt the questions were not helpful and that adding the 360-degree evaluation to the superintendent’s evaluation process was too fast. He would like OSBA to come in and help create the process. He was opposed to anonymous responses, as he felt that responses in the public forum result in more meaningful answers. Russ McUne suggested that the Board move forward with the results/Board goals component and the nine standards, but postpone the 360-degree evaluation until it can be better developed. Discussion ensued. Richard Borden also opposed the 360-degree evaluation as provided. Kellie Weber stated that she felt she needed some input from teachers, staff and the community to provide their perspectives so she could evaluate the superintendent. She suggested a 360-degree evaluation of the entire District to provide feedback to the Board and leadership. Richard Borden noted that the Board needs good feedback, and he did not feel this was achieved through the provided 360-degree evaluation questions, as they were not digestible by the public. Rob Hess stated that he felt the questions were confusing, and if the 360-degree evaluation was going to be attached to his evaluation he would like it to be done right with useful questions. He proposed doing a full-district 360-degree evaluation like Kellie Weber suggested.

Mike Martin then suggested sending the current 360-degree evaluation questions to staff only. Russ McUne noted that then it is not a 360-degree evaluation. Discussion ensued. Mike Martin read the previous year’s evaluation and noted that there is no room for improvement. Richard Borden stated that this is why the Board wanted to improve the evaluation process, to provide better feedback for the superintendent. Discussion ensued.

Jerry Williams stated that he felt Rob Hess should be more involved in the process and that the district-level 360-degree evaluation would be more valuable. He was against using the provided 360-degree evaluation. Richard Borden and Russ McUne also opposed the provided 360-degree evaluation. Kellie Weber stated she wanted more information, but did not feel the provided 360-degree evaluation was the correct solution. Mike Martin was in favor of incorporating the provided 360-degree evaluation in this year's evaluation.

Rob Hess stated that he did not want to include the 360-degree evaluation. He did feel that a district-level 360-degree survey would be helpful and would like the Board to be involved in that development, but it should not be tied to his evaluation. His number one goal is making things better, and people do not like change. If you are trying to change things, people will be upset. Rob Hess agreed that in his next contract, the date of his evaluation should be changed. As the superintendent must agree to the evaluation process, the Board will move forward with the first two components only for this evaluation year.

**(b) Discuss: Electronic Board Packets**

Nicole Hundley reviewed a new electronic Board packet program, BoardEffect. The Board was in favor of moving forward with the program and asked that it be brought as an action item at the next meeting.

**(c) Discuss: Election Impact**

Rob Hess discussed the divisiveness resulting from the election. There was a meeting recently at Green Acres School to address scared Latino families. He noted that the District wants to support families, and our job is to care for kids.

**CONSENT AGENDA**

- 1. Action: Approve October 16, 2016 Board Minutes**
- 2. Action: Approve Hiring/Transfers/Leave of Absence**
  - a. Cami Beaty, Math Teacher – LHS (Temporary)
  - b. Nathan B. Gartner, Math Teacher – Seven Oak Middle School (Temporary)
  - c. Kathryn Baldwin, 2nd Grade Teacher – Hamilton Creek School (Temporary)
  - d. Dawnae Gabel, Reclassification – Secretary to Administrative Secretary
  - e. Vickie Kommer, Reclassification – Administrative Secretary to Administrative Assistant
  - f. Shelly Shank, Reclassification – Secretary to Administrative Secretary

Richard Borden made a motion to approve the Consent Agenda. Jerry Williams seconded the motion. The motion carried unanimously.

**ADJOURN**

The meeting adjourned at 8:10 PM.

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Russ McUne, Board Chair

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Rob Hess, Superintendent