

**LEBANON COMMUNITY SCHOOL DISTRICT  
SCHOOL BOARD AGENDA  
Lebanon School District Office  
485 S. 5<sup>th</sup> St. Lebanon, OR 97355  
October 8, 2015**

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**A. CALL TO ORDER/WELCOME/FLAG SALUTE– 6:00 p.m. District Office Board Room**

Liz Alperin  
Richard Borden  
Jerry Williams  
Michael Martin  
Russ McUne

**B. AUDIENCE COMMENTS**

This is a time for citizens to address the Board. The Chair will recognize speaker(s) at the designated time. All speakers should identify themselves and state their name before speaking. Speakers are asked to write their name, address, and phone number. Each speaker will be allowed 3 minutes.

**C. GOOD NEWS**

1. **Report:** Lebanon Foundation Mini Grant/Anne Williams

**D. PURSUING EXCELLENCE**

1. **Report:** School Improvement Plan/Geno Bates (Enclosure D-1)  
2. **Report:** School Improvement Plan/ Joe Vore (Enclosure D-2)

**E. GENERAL BUSINESS**

1. **Report:** Annual Reporting Requirements for the Use of Physical Restraint & Seclusion (Enclosure E-1)

**F. FINANCE**

1. **Report:** Financial Update (Enclosure F-1)

**G. HUMAN RESOURCES**

**H. OPERATIONS**

**I. CONSENT AGENDA**

1. **Action:** Approve September 10, 2015 Board Minutes (Enclosure I-1)

**J. BOARD OF EDUCATION TIME/DISCUSSION**

November 12, 2015	6:00 p.m./District Office Board Room	Regular Board Meeting
December 10, 2015	6:00 p.m./District Office Board Room	Regular Board Meeting
January 14, 2016	6:00 p.m./District Office Board Room	Regular Board Meeting
February 11, 2015	6:00 p.m./District Office Board Room	Regular Board Meeting

**K. BOARD COMMUNICATION**

**L. SUPERINTENDENT COMMUNICATION**

**M. ADJOURN INTO EXECUTIVE SESSION UNDER: ORS 192.660 (2)(d) – *To conduct deliberations with persons designated by the governing body to carry on labor negotiations. Since 1997, labor negotiations between the board and union have been held in open session unless both parties agree to executive sessions.***

The Lebanon Community School District Board of Directors welcomes you to our regular meeting. It is the Board's desire to hold an effective and efficient meeting to do the business of the District. In keeping with that objective the Board provides a place for AUDIENCE COMMENTS on each of its regular agendas. This is a time when you can provide statements or ask questions. The Board allows three minutes for each speaker. The following quote is instructive to the Board and its visitors.

"The Public Meetings Law is a public attendance law, not a public participation law. Under the Public Meetings Law, governing body meetings are open to the public except as otherwise provided by law. ORS 192.630 The right of public attendance guaranteed by the Public Meetings Law does not include the right to participate by public testimony or comment."

"Other statutes, rules, charters, ordinances, and bylaws outside the Public Meetings Law may require governing bodies to hear public testimony or comment on certain matters. But in the absence of such a requirement, a governing body may conduct a meeting without any public participation. Governing bodies voluntarily may allow limited public participation at their meetings."

Oregon Attorney General's Administrative Law Manual and Uniform and Model Rules of Procedure under the Administrative Procedures Act. Hardy Myers, Attorney General, March 27, 2000.

**SCHOOL IMPROVEMENT BEHAVIOR (PBIS) GOAL**  
**Hamilton Creek School 2015-16 Updated on 08/17/15**

	<i>Attendance 14-15</i> <i>G = &gt; 90%</i> <i>Y = 85-90%</i> <i>R = &lt; 85%</i>	<i>Behavior 14-15</i> <i>G = &lt; 3</i> <i>Y = 3-6</i> <i>R = &gt; 7</i>		<i>Attendance Target 15-16</i> <i>G = &gt; 90%</i> <i>Y = 85-90%</i> <i>R = &lt; 85%</i>	<i>Behavior Target 15-16</i> <i>G = &lt; 3</i> <i>Y = 3-6</i> <i>R = &gt; 7</i>
Green Zone	82% of students	91% of students		90% of students	93% of students
Yellow Zone	8% of students	7% of students		5% of students	5% of students
Red Zone	10% of students	2% of students		5% of students	2% of students

**Progress Monitoring**

	Attendance			Referrals			Suspensions			Plans		Gender		Age	
	G	Y	R	G	Y	R	In	Out	Exp	CICO	Formal	Boys	Girls	K-5	6-8
Sept															
Oct															
Nov															
Dec															
Jan															
Feb															
March															
Apr															
May															
June															

SMART Goal: For the 2015-2016 school year, attendance will be 90% of the students in the "Green Zone", 5% of the students in the "Yellow Zone", and 5% of the students in the "Red Zone". Behavior targets will be 93% of the students in the "Green Zone", 5% of the students in the "Yellow Zone", and 2% of the students in the "Red Zone".

<b>Strategies</b>	<b>Timeline</b>	<b>Staff Responsible</b>	<b>Resources</b>	<b>Results</b>	<b>Next Steps</b>
<b>Action 1:</b> PBIS data analyzed and shared monthly with all staff.	• K-8 1 <sup>st</sup> Wednesday of the Month	Principal & PBIS Leader & team.	SWiS data		
<b>Action 2:</b> PBIS Team members implement identified actions to improve outcomes with positive rewards.	Monthly	Principal, Staff volunteers, counselor	PBIS resources as needed		
<b>Action 3:</b> Teachers collect and analyze classroom behavior data and determine students in need of additional support and discuss with grade level team.	Weekly	Teachers in grade level PLC's	School wide behavior system for all students. Meeting schedule to set times to meet.		
<b>Action 4:</b> Teachers bring identified student data to monthly PBIS meeting.	Monthly	Principal, Teachers & <b>PBIS</b> Leader, Counselor	<b>PBIS</b> paperwork and behavior data		
<b>Action 5:</b> PBIS determines students in need of Yellow Zone interventions (CICO) and reviews data monthly.	Monthly	PBIS Team/ Counselor, Behavioral support IA	PBIS paperwork and CICO student cards and data.		
<b>Action 6:</b> Behavior Team meets bi-weekly to review SWiS data for strategic and intensive students (yellow/red zone) to monitor and adjust plans and communicate with students and families	Bi-weekly	Principal, counselor, behavior specialists (If needed), Behavioral Support IA	SWIS, CICO, attendance, FBAs, and Behavior Plans		
<b>Action 7:</b> Behavior Team determines students in need for Intensive support (FBAs, Behavior Plans, Support plans).	As needed	Principal, counselor, behavior specialists (If needed), Behavioral Support IA	SWIS, CICO, attendance, FBAs, and Behavior Plans		

(Enclosure D-1)



<b>Action 8:</b> Staff determines quarterly incentive activities for green zone students.	Quarterly	All staff/PBIS Team	Incentive funds and staff support		
<b>Action 9:</b> Update student/parent handbook and provide it for students and parents. This handbook will have specific expectations, discipline referral system, student consequences, and ways parents can support their child to demonstrate positive behavior	August & September 2015	Principal, PBIS Leadership Team	Student/Parent Handbook		
<b>Action 10:</b> Staff will agree upon behavior expectations that will be consistently reinforced in all settings of the school. The staff will meet as one group in August and early September to agree upon these expectations.	August & September 2015	Principal & Counselor	Handbook.		
<b>Action 11:</b> Continue to implement the Second Step Curriculum	2015-2016 School Year	Grade level teachers			
<b>Action 12:</b>					
<b>Action 13:</b>					
<b>Action 14:</b>					

**SCHOOL IMPROVEMENT SMART Goal: Hamilton Creek  
Math 2015-16 Updated on 9/29/2015**

<i>2014-15 SB Performance</i>	<i>Level</i>	<i>Percent or Percentile</i>	<i>Growth Target</i>		<i>2015-16 SB Performance Target</i>	<i>Level</i>	<i>Percent or Percentile</i>	<i>Growth Target</i>
Academic Achievement	N/A	43%	N/A		Academic Achievement	3	53%	10%
Academic Growth	N/A	56 <sup>th</sup> ile	N/A		Academic Growth	3	65 <sup>th</sup> ile	9%
Subgroup Growth: Econ Disadvantage SPED Hispanic/Latino	N/A N/A N/A	57 <sup>th</sup> ile 35 <sup>th</sup> ile 75 <sup>th</sup> ile	N/A N/A N/A		Subgroup Growth: Econ Disadvantage SPED Hispanic/Latino	3 3 3	68 <sup>th</sup> ile 50 <sup>th</sup> ile 75 <sup>th</sup> ile	11% 15% 0%

Grade	% by:	% BM			% Strat.			% Int.			Target % BM		Target % Strat		Target % Int	
		Fall	Win	Spr.	Fall	Win	Spr.	Fall	Win	Spr.	Win	Spr.	Win	Spr.	Win	Spr.
	easyCBM															
K	Risk															
1	Risk	47			30			23								
2	Risk	22			37			41								
3	Risk	45			34			21								
4	Risk	52			42			6								
5	Risk	59			26			15								
	MAPS															
6	Risk															
7	Risk															
8	Risk															

Desired percentages: Benchmark – 80%, Strategic – 15%, Intensive – 5%

**SMART Goal: For the 2015-2016 school year, 60% (19 out of 32) of the number of students at Hamilton Creek School that are in the "High Risk" category on the Fall EasyCBM (K-5) Math assessment will be at "Some Risk" or "Low Risk", and 60% (32 out of 54) of the number of students at HCR that are in the "Some Risk" category will be at "Low Risk" on the spring 2015 EasyCBM assessment.**  
(Enclosure D-1)

<b>Strategies</b>	<b>Timeline</b>	<b>Staff Responsible</b>	<b>Resources Needed</b>	<b>Results</b>	<b>Next Steps</b>
<b>Curriculum/Instruction</b> All teachers will use the core Math curriculum (Engage NY for K-5 and Focus Oregon for 6-8) for a minimum of 90 minutes (K-5), and 55 minutes (6-8) for Core instruction on a daily basis.	Daily	Teachers Title	Core Math Curriculum		
Teachers (k-5) will utilize Kim Sutton, Digging into Math, and IXL as a supplement for math support.	Daily	Teachers/Title staff and SPED staff (k-5)	Kim Sutton, Digging into Math, XL		
Staff will become knowledgeable about the CCSS shifts, learn and apply standards to their curriculum and instruction. Learning targets will be posted and referred to for each lesson.	On going	Principal, Teacher(s),	Common Core State Standards documents Website resources, District grade level trainings		
Teachers will create ambitious grade level goals (SMART Goals) and review at All School Data Mtg. three times a year	Oct. Jan. March	Grade level teams/Title	Smarter Balance data, easyCBM data, MAPS data		
Grade level teams meet together as a PLC to plan CCSS lessons, discuss strategies, and identify common assessments and rubrics to align grade level instruction.	Weekly	PLC teams	Engage NY materials		
The RTI team will meet monthly to analyze data using easyCBM(k-5) & MAPS(6-8) benchmarking, progress monitoring, screeners and diagnostic data to determine appropriate placement of students into small groups and intervention groups for math instruction for students identified as strategic or intensive.	K-8 1 <sup>st</sup> Wednesday of the Month	Principal, RTI Leader, Title, Sped, teachers	Smarter Balance, Easy CBM, MAPS data, RTI paperwork,		
<b>Professional Development:</b> Teachers will meet monthly with district wide grade level teams to align EngageNY math curriculum and design common formative performance tasks.	Monthly	Grade Level Team Leader	District ER Wednesdays		
<b>Parent Involvement:</b> Teachers will support students in developing student goals, communicating those goals to families and reviewing/adjusting those goals (progress monitored at goal level) before and after each assessment period.	Quarterly	Teachers/Title	Student Goals record sheet		

**SCHOOL IMPROVEMENT SMART Goal: Hamilton Creek  
Literacy 2015-16 Updated on 9/29/15**

<i>2014-15 SB Performance</i>	<i>Level</i>	<i>Percent or Percentile</i>	<i>Growth Target</i>		<i>2015-16 SB Performance Target</i>	<i>Level</i>	<i>Percent or Percentile</i>	<i>Growth Target</i>
Academic Achievement	N/A	53%	N/A		Academic Achievement	3	65%	10.5%
Academic Growth	N/A	33 <sup>rd</sup> %ile	N/A		Academic Growth	3	49 <sup>th</sup> %ile	16%
Subgroup Growth: Econ Disadvantage SPED Hispanic/Latino	N/A N/A N/A N/A	33 <sup>rd</sup> %ile 30 <sup>th</sup> %ile 51 <sup>st</sup> %ile	N/A N/A N/A		Subgroup Growth: Econ Disadvantage SPED Hispanic/Latino	3 3 3	50 <sup>th</sup> %ile 42 <sup>nd</sup> %ile 55 <sup>th</sup> %ile	17% 12% 4%

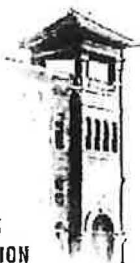
Grade	% by:	% BM			% Strat.			% Int.			Target % BM		Target % Strat		Target % Int	
		Fall	Win	Spr.	Fall	Win	Spr.	Fall	Win	Spr.	Win	Spr.	Win	Spr.	Win	Spr.
	easyCBM															
<b>K</b>	Risk															
<b>1</b>	Risk	63			30			7								
<b>2</b>	Risk	37			30			33								
<b>3</b>	Risk	43			39			18								
<b>4</b>	Risk	50			25			25								
<b>5</b>	Risk	69			18			13								
	MAPS															
<b>6</b>	Risk															
<b>7</b>	Risk															
<b>8</b>	Risk															

Desired percentages: Benchmark – 80%, Strategic – 15%, Intensive – 5%

**SMART Goal: For the 2015-2016 school year, 60% (18 out of 30) of the number of students at Hamilton Creek School that are in the "High Risk" category on the Fall EasyCBM (K-5) Reading assessment will be at "Some Risk" or "Low Risk", and 60% (30 out of 44) of the number of students at HCR that are in the "Some Risk" category will be at "Low Risk" on the spring 2015 EasyCBM assessment.** (Enclosure D-1)

<b>Strategies</b>	<b>Timeline</b>	<b>Staff Responsible</b>	<b>Resources Needed</b>	<b>Results</b>	<b>Next Steps</b>
<b>Curriculum/Instruction</b> Most teachers will use the NEW Core Literacy curriculum for a minimum of 90 minutes (K-5), 55 minutes (6-8) for Core instruction on a daily basis.	Daily	Teachers	Journeys & Springboard Curriculum		
Teachers (k-5) will utilize close reading strategies using the Studies Weekly social studies curriculum	Weekly	Teachers (k-5)	Studies Weekly		
Staff will become knowledgeable about the CCSS shifts, learn and apply standards to their curriculum and instruction. Learning targets will be posted and referred to for each lesson.	On going	Principal, Teacher(s),	Common Core State Standards documents Website resources, District grade level trainings		
Teachers will create ambitious grade level goals for Winter and (Spring (K-2only) in Literacy and review at All School Data Mtg. three times a year.	Oct. Jan. March	Grade level teams	Smarter Balance data, easyCBM data, MAPS data		
Grade level teams meet together as a PLC to plan CCSS lessons, discuss strategies, and create common assessments and rubrics to align grade level instruction.	2 x's per month	Grade level PLC teams	Core literacy & math materials		
The Building Literacy Team (BLT) will meet monthly to plan and guide the building's literacy work and review student achievement and team goals.	Nov. Dec. Jan. Feb. Apr. May	Principal, RTI Leader, Title Teacher, Sped Teacher	Smarter Balance data, Report Card, EasyCBM data, MAPS data.		
Grade level PLC teams will meet monthly to analyze data using EasyCBM benchmarking, progress monitoring, screeners and diagnostic data to determine appropriate placement of students into small groups and intervention groups for reading instruction for students identified as strategic or intensive.	K-8 1 <sup>st</sup> Wednesday of the Month	Principal, PLC Leader, Title, Sped, teachers	Smarter Balance , Easy CBM, MAPS data, RTI paperwork,		
Teachers will support students in developing student goals, communicating those goals to families and reviewing/adjusting those goals before and after each assessment period.	quarterly	Teachers	Student Goals record sheet		
<b>Staff Development</b> A team will attend the RTII conference in the fall	2 days	Principal, Title 1, 3 teachers	Conference fee, trans. (Title I) <b>(Enclosure D-1)</b>		

IA Training in intervention curriculum	2 to 3 times per year	Beth Kreder	District ER Wed.		
<b>Parent/Community Involvement</b> Leadership/Site Council	Monthly	Leadership/ Site Council Chair & Title I Teacher(s)	Meeting time		
Volunteer Coordinator	5hr per month	Principal	50 hours IA time (Title I)		
Family Evening Events centered on a content theme	2 Evenings	Title I Teacher, science teacher	\$1000		
Read At Home program	Monthly	Teachers/PTA	PTA		



September, 2015

## **581-021-0559 Reporting Requirements for the Use of Physical Restraint & Seclusion**

Each entity that has jurisdiction over a public education program must prepare an annual report detailing the use of physical restraint and seclusion for the preceding school year, including, at a minimum:

(a) The total number of incidents involving physical restraint;

***In 2014 – 2015 Lebanon School District had 10 incidents of physical restraint, (Physical restraint means the restriction of a student's movement by one or more persons holding the student or applying physical pressure upon the student.)***

(b) The total number of incidents involving seclusion;

***In 2014 – 2015 Lebanon School District had 7 incidents of seclusion, (Seclusion means the involuntary confinement of a student alone in a room from which the student is physically prevented from leaving.)***

(c) The total number of seclusions in a locked room;

***In 2014 – 2015 Lebanon School District had 0 incidents of seclusion in a locked room.***

(d) The total number of students placed in physical restraint;

***In 2014 – 2015 Lebanon School District had 6 students placed in physical restraint.***

(e) The total number of students placed in seclusion;

***In 2014 – 2015 Lebanon School District had 1 student placed in seclusion.***

(f) The total number of incidents that resulted in injuries or death to students or personnel as a result of the use of physical restraint or seclusion;

***In 2014 -2015 Lebanon School District had 0 incidents that resulted in injuries or death to students or personnel as a result of the use of physical restraint or seclusion.***

**(Enclosure E-1)**

(g) The number of students who were placed in physical restraint or seclusion more than 10 times in the course of a school year and an explanation of what steps have been taken by the public education program to decrease the use of physical restraint and seclusion for each student;

***In 2014 -2015 Lebanon School District had 0 students who were placed in physical restraint or seclusion more than 10 times in the course of the school year.***

(h) The number of incidents in which the personnel of the public education program administering physical restraint or seclusion were not trained;

***In 2014 – 2015 Lebanon School District had 4 incidents of students who were placed in physical restraint by untrained personnel.***

(i) The demographic characteristics of all students upon whom physical restraint or seclusion was imposed, including;

a. Race – **6 White students**

b. Ethnicity – **2 Hispanic students**

c. Gender – **6 male students**

d. Disability status – **5 students with disabilities**

e. Migrant status – **0 migrant students**

f. English proficiency – **0 English proficiency students**

g. Status as economically disadvantaged – **2 economically disadvantages students**



## **Business Report**

By: Linda Darling, Business Director

October 8, 2015

### **Financial Report:** (enclosure F-1)

The 2015-2016 Financial Board report included in this Board packet reflects all of projected revenue and expenditures for 2014-2015 and 2015-2016 along with the budgeted and spent or encumbered amounts for 2015-2016. The projected Ending Fund Balance for 2014-2015 is \$3,931,190 which is a slight decrease (approx. \$50,000) from the September Board Report. This figure will continue to change until audit in October. The amounts in 2015-2016 salaries and benefits will change some throughout the year but the majority of change is reflected in this report, since employees have selected their benefit plans and the Sept. payroll has been completed. The projected Ending Fund Balance (EFB) for 2015-2016 is \$3,877,310. There are many factors that impact this projected EFB, like staffing changes, contract conditions, and items required for district operations.

### **Budget Committee Opening:**

There is one 3-year term Budget Committee opening, Terry Deacon served her 3 year term (Jan 2013 – June 2015). I would like to propose the following timeline for filling this position:

- Post open positions in the paper (Oct. 2015) and webpage (Oct. – Nov. 2015)
- Accept applications through November 30, 2015
- Board interview applicants and appoint new members Jan. 14, 2016

### **Audit:**

The week of Oct 12<sup>th</sup>, Accuity will be in the district testing our financial data; during their February visit they tested internal controls, grant processes, and many other things. With the information that they will gather and the testing, our 2014-2015 audit report will be completed in November.

## 2015-2016 General Fund Summary Report

	12/13 Actual	13/14 Actual	14/15 Project 9/29/2015	15/16 Budget	9-28-15 YTD & Enc	9-28-15 Balance	15/16 Project 9/29/2015
<b>General Fund - Revenue</b>							
SSF Formula	30,017,096	33,010,958	34,926,090	35,975,000	9,074,494	26,900,506	35,875,000
SSF Adjustment	337,479	354,709	48,130	-	-	-	-
Federal Ed Jobs	-	-	-	-	-	-	-
School Year SubAccount	-	-	-	-	-	-	-
Loan Receipts	-	-	-	-	-	-	-
Interest	59,860	55,090	62,600	40,000	9,036	30,964	65,000
Third Party Billing	50,472	35,680	25,180	50,000	-	50,000	50,000
TMR	176,000	189,021	154,930	175,000	-	175,000	175,000
JROTC	62,358	44,877	64,220	62,000	16,290	45,710	65,000
Other	422,445	493,650	377,850	367,400	9,532	357,868	346,000
Interfund Transfer	60,000	680,000	60,000	60,000	353	59,647	60,000
BFB	2,596,141	1,065,336	3,162,460	3,500,000	-	3,500,000	3,900,000
<b>Total</b>	<b>33,781,852</b>	<b>35,929,322</b>	<b>38,881,460</b>	<b>40,229,400</b>	<b>9,109,706</b>	<b>31,119,694</b>	<b>40,536,000</b>
	=====	=====	=====	=====	=====	=====	=====
<b>General Fund - Expenses</b>							
Salaries	16,090,527	15,946,123	16,263,400	17,309,590	16,147,557	1,162,033	17,145,900
Benefits	9,467,455	9,750,259	10,020,670	11,260,053	9,991,407	1,268,646	10,608,290
P. Services	4,635,957	4,781,674	5,112,790	6,235,965	1,631,930	4,604,035	4,968,400
Supplies	1,165,368	1,123,636	1,477,630	1,696,562	749,189	947,373	1,420,000
Capital Outlay	23,301	-	6,780	30,000	-	30,000	30,000
Other Objects	240,048	262,806	309,000	337,230	246,843	90,387	311,100
Transfers	1,093,860	902,369	1,760,000	2,360,000	-	2,360,000	2,175,000
Contingency	-	-	-	1,000,000	-	1,000,000	-
<b>Total</b>	<b>32,716,516</b>	<b>32,766,866</b>	<b>34,950,270</b>	<b>40,229,400</b>	<b>28,766,925</b>	<b>11,462,475</b>	<b>36,658,690</b>
	=====	=====	=====	=====	=====	=====	=====
<i>Projected Ending Fund Balance</i>			<i>3,931,190</i>				<i>3,877,310</i>

## 2015-2016 General Fund Summary Report

	12/13 Actual	13/14 Actual	14/15 Project 9/2/2015	15/16 Budget	9-28-15 YTD	9-28-15 Balance	15/16 Project 9/29/2015
SSF Formula							
Taxes	7,841,946	7,903,432	8,234,810	8,170,000	37,723	8,132,277	8,300,000
Federal Forest Fees	226,617	270,219	264,680	-	-	-	250,000
Common School	348,692	390,784	409,880	405,000	-	405,000	505,000
County School	-	-	-	-	-	-	-
State Timber	53,044	210,996	405,150	100,000	-	100,000	100,000
School Support Fund	21,546,797	24,235,526	25,578,280	27,300,000	9,036,771	18,263,229	26,970,000
Adjustments to SSF Payments							
Adj for HC Disability Grant	8,476	44,585	33,290	-	-	-	-
Adj for 11/12 payment	329,004	-	-	-	-	-	-
Adj for 12/13 payment	-	310,123	-	-	-	-	-
Adj for 13/14 payment	-	-	48,130	-	-	-	-
Adj for 14/15 payment	-	-	-	-	-	-	(250,000)
State Fiscal Stabilization Fund	-	-	-	-	-	-	-
Federal Ed Jobs	-	-	-	-	-	-	-
School Year SubAccount	-	-	-	-	-	-	-
Total SSF Formula	30,354,576	33,365,667	34,974,220	35,975,000	9,074,494	26,900,506	35,875,000
Loan Receipts	-	-	-	-	-	-	-
Interest of Investments	59,860	55,090	62,600	40,000	9,036	30,964	65,000
Third Party billing - Medicaid	50,472	35,680	25,180	50,000	-	50,000	50,000
TMR	176,000	189,021	154,930	175,000	-	175,000	175,000
JROTC reimbursement	62,358	44,877	64,220	62,000	16,290	45,710	65,000
Other							
Outdoor School	-	-	-	-	-	-	-
Rental Fees	24,695	24,989	27,830	24,000	1,205	22,795	13,000
Fees Charged to Grants	53,440	-	-	50,000	-	50,000	-
Miscellaneous	278,595	396,771	281,300	233,400	681	232,719	268,000
E-Rate reimbursement	65,715	71,891	68,720	60,000	7,647	52,353	65,000
Interfund Transfer - Athletics	60,000	680,000	60,000	60,000	353	59,647	60,000
Beginning Fund Balance	2,596,141	1,065,336	3,162,460	3,500,000	-	3,500,000	3,900,000
Total	33,781,852	35,929,322	38,881,460	40,229,400	9,109,706	31,119,694	40,536,000
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# 2015-2016 General Fund Summary Report

Obj	Description	9/29/2015			15/16 Budget	9-28-15 YTD	9-28-15 Encumb	9-28-15 Balance	9/29/2015 15/16 Project
		12/13 Actual	13/14 Actual	14/15 Project					
111	Certified salaries	9,691,110	9,312,212	9,311,150	9,848,605	868,408	8,718,217	261,980	9,611,000
112	Classified salaries	3,570,418	3,821,771	4,164,520	4,550,655	633,676	3,792,905	124,074	4,556,000
113	Administrative salaries	1,356,839	1,409,054	1,459,580	1,668,123	406,909	1,220,728	40,486	1,628,000
114	Managerial - classified	124,134	92,856	94,710	96,608	44,246	132,739	(80,377)	177,000
116	Retirement stipends	98,858	99,065	76,120	51,135	14,065	37,069	1	52,000
118	Retirement Support Program	159,600	159,600	-	-	-	-	-	-
119	Confidential salaries	146,195	125,872	125,780	132,974	18,136	54,409	60,429	73,000
121	Certified subs	337,851	364,590	373,350	381,400	5,799	-	375,601	377,000
122	Classified subs	109,047	147,575	148,820	127,625	2,224	-	125,401	151,000
123	Temp certified	51,529	61,461	62,030	53,500	-	-	53,500	62,000
124	Temp classified	-	3,775	980	500	-	-	500	1,000
127	Student helpers salaries	2,884	12,466	11,770	6,000	2,175	-	3,825	5,000
132	Compensation time	12,822	19,026	23,860	20,500	1,636	-	18,864	25,000
133	Extra duty	174,502	149,434	254,380	207,565	108,426	54,749	44,390	259,000
134	Classified extra hrs	127,482	123,909	142,980	135,000	30,666	-	104,334	155,000
135	Vacation Payoff	31,234	17,384	9,700	24,000	-	-	24,000	10,000
136	Mentor teacher pay	2,438	1,568	990	-	-	-	-	1,000
137	Personal Leave Payout	25,750	22,057	80	-	-	-	-	-
138	Department Head Extra Duty	2,300	2,122	2,160	4,000	375	-	4,000	2,500
140	Salary Settlements	64,867	-	-	-	-	-	-	-
142	Taxable Meal Reimbursement	667	328	440	1,400	-	-	1,400	400
	<b>Total Salaries</b>	<b>16,090,527</b>	<b>15,946,123</b>	<b>16,263,400</b>	<b>17,309,590</b>	<b>2,136,741</b>	<b>14,010,816</b>	<b>1,162,033</b>	<b>17,145,900</b>
210	PERS	3,708,868	3,955,693	3,976,410	4,378,647	526,870	3,487,291	364,487	4,134,000
220	Social Security	1,173,990	1,183,575	1,207,540	1,303,449	159,226	1,032,729	111,495	1,268,300
231	Worker's Comp	130,637	119,163	136,820	183,311	26,889	133,719	22,703	293,100
241	Employee Ins - Admin	163,789	168,641	177,950	217,470	47,993	161,938	7,540	209,900
242	Employee Ins - Certified	2,038,405	2,146,033	2,307,420	2,601,416	194,020	2,074,561	332,835	2,324,000
243	Employee Ins - Classified	1,691,683	1,721,374	1,874,830	2,223,221	252,973	1,781,133	189,114	2,095,000
244	Employee Ins - Other	31,766	20,636	20,700	38,729	1,944	5,794	30,991	7,740
245	Employee Ins - Retired	472,809	389,149	276,090	270,000	63,185	-	206,815	235,150
246	Classified Insurance Pool	4,979	-	-	-	-	-	-	-
247	TSA	50,530	45,996	42,910	43,810	6,548	34,596	2,667	41,100
249	Employee Tuition	-	-	-	-	-	-	-	-
	<b>Total Benefits</b>	<b>9,467,455</b>	<b>9,750,259</b>	<b>10,020,670</b>	<b>11,260,053</b>	<b>1,279,647</b>	<b>8,711,761</b>	<b>1,268,646</b>	<b>10,608,290</b>

## 2015-2016 General Fund Summary Report

		9/29/2015						9/29/2015	
Obj	Description	12/13 Actual	13/14 Actual	14/15 Project	15/16 Budget	9-28-15 YTD	9-28-15 Encumb	9-28-15 Balance	15/16 Project
311	Instructional Services	300	69,272	152,860	260,800	-	-	260,800	155,000
312	Instr Prog Improve Service	8,800	18,733	43,470	32,000	-	-	32,000	34,200
319	Other Instr-Prof-Tech SVCS	20,884	14,977	21,870	15,000	-	4,950	10,050	16,100
322	Repairs & Maintenance	87,245	101,489	163,270	107,300	26,238	37,210	43,852	150,100
323	Radio Service	1,188	-	-	-	567	-	(567)	600
324	Rentals	137,321	121,204	135,310	144,350	16,117	102,567	25,666	135,300
325	Electricity	414,837	440,338	467,900	472,100	95,405	-	376,695	473,300
326	Fuel	159,642	187,486	177,760	236,000	7,194	-	228,806	178,400
327	Water & Sewer	130,496	112,986	139,260	145,900	27,153	-	118,747	131,700
328	Garbage	82,910	77,676	86,320	95,600	15,630	-	79,970	87,300
329	Other Property Services	675	420	13,000	11,400	-	-	11,400	9,900
330	Reimb. Student Transportation	-	4,204	6,950	8,800	-	-	8,800	7,000
340	Travel	62,436	65,317	114,590	176,565	30,100	1,751	144,714	127,400
343	Travel - Student - Out of Dist.	191	1,665	-	2,700	-	-	2,700	-
346	Meals/Transportation	228	148	100	500	27	-	473	100
348	Staff Tuition	15,033	30,645	49,580	41,000	2,531	-	38,470	40,000
351	Telephone	66,659	67,513	82,640	71,300	10,045	3,769	57,486	75,200
353	Postage	17,610	25,894	23,610	29,250	1,075	40	28,135	20,400
354	Advertising	1,316	1,874	4,420	4,700	425	-	4,275	4,000
355	Printing & Binding	14,735	13,897	68,860	83,800	15,227	6,841	61,733	67,700
360	Charter School Payments	1,800,976	1,954,971	2,064,400	2,423,000	739,375	-	1,683,625	1,916,000
362	Insurance Reimbursement	643	-	-	-	-	-	-	-
371	Tuitions Payments to Other Dist.	32,878	37,250	40,570	175,000	-	-	175,000	40,000
373	Tuition Pay Private School	-	-	-	5,000	-	-	5,000	-
374	Other Tuition	906,502	782,257	605,950	811,000	-	19,826	791,174	606,000
381	Audit Services	21,950	27,150	27,650	30,000	-	-	30,000	28,000
382	Legal Services	6,776	9,011	2,030	25,000	531	-	24,469	2,400
384	Negotiation Services	5,449	14,344	5,930	10,000	778	-	9,222	20,000
386	Data Processing SVCS	53,576	57,261	59,790	100,300	17,961	-	82,339	60,100
387	Statistical Services	1,000	-	-	-	-	-	-	-
388	Election Services	6,410	-	4,570	-	-	-	-	-
389	Other Non_instr Pro/Tech	543,914	510,398	515,890	675,200	80,781	333,827	260,592	546,000
391	Physical Exams - Drivers	2,540	2,175	2,380	3,700	498	2,002	1,200	2,400
392	Drug Tests Drivers	1,535	1,110	1,110	3,000	310	1,690	1,000	1,100
393	Child Care Services	22,000	22,000	22,000	25,000	2,200	19,800	3,000	22,000
394	Sub calling service	5,464	5,536	5,560	6,800	7,489	-	(689)	7,500
396	Criminal History checks	1,440	2,332	2,550	2,900	-	-	2,900	2,600
398	Fingerprinting	400	138	640	1,000	-	-	1,000	600
<b>Total P. Services</b>		<b>4,635,957</b>	<b>4,781,674</b>	<b>5,112,790</b>	<b>6,235,965</b>	<b>1,097,657</b>	<b>534,272</b>	<b>4,604,035</b>	<b>4,968,400</b>

# 2015-2016 General Fund Summary Report

Obj	Description	9/29/2015			9/29/2015				
		12/13 Actual	13/14 Actual	14/15 Project	15/16 Budget	9-28-15 YTD	9-28-15 Encumb	9-28-15 Balance	
406	Gas Oil & Lubricants	202,584	189,904	152,810	231,000	6,763	175,855	48,382	153,000
410	Supplies & Materials	359,880	356,317	457,670	465,630	95,562	33,559	336,509	458,000
413	Vehicle repair parts	41,968	54,783	50,200	63,000	11,904	27,688	23,408	50,000
414	Transportation operations	4,379	5,262	5,670	5,300	1,056	3,425	819	6,000
420	Textbooks	120,737	173,653	240,680	261,500	27,307	40,815	193,378	178,000
430	Library Books	10,819	6,636	9,930	13,000	-	494	12,506	9,000
440	Periodicals	4,440	3,753	6,010	5,320	1,020	1,090	3,210	6,000
460	Equipment under 5K	141,047	122,132	125,630	221,880	35,392	17,788	168,700	130,000
470	Computer software	118,839	139,153	173,510	230,648	98,306	16,075	116,267	174,000
480	Computer hardware	160,675	72,041	255,520	199,284	75,234	79,856	44,194	256,000
	<b>Total Supplies &amp; Materials</b>	<b>1,165,368</b>	<b>1,123,636</b>	<b>1,477,630</b>	<b>1,696,562</b>	<b>352,544</b>	<b>396,644</b>	<b>947,373</b>	<b>1,420,000</b>
540	Equipment	23,301	-	6,780	30,000	-	-	30,000	30,000
	<b>Total Capital Outlay</b>	<b>23,301</b>	<b>-</b>	<b>6,780</b>	<b>30,000</b>	<b>-</b>	<b>-</b>	<b>30,000</b>	<b>30,000</b>
621	Regular Interest	-	-	-	500	-	-	500	-
640	Dues & Fees	50,998	51,933	92,490	103,130	28,054	150	74,926	92,000
650	Insurance & Judgments	189,050	210,873	216,460	233,600	218,639	-	14,961	219,000
670	Taxes & Licenses	-	-	50	-	-	-	-	100
	<b>Total Other Objects</b>	<b>240,048</b>	<b>262,806</b>	<b>309,000</b>	<b>337,230</b>	<b>246,693</b>	<b>150</b>	<b>90,387</b>	<b>311,100</b>
710	Transfer - Technology	50,000	50,000	175,000	200,000	-	-	200,000	200,000
711	Transfer - Classroom Furniture	-	-	50,000	50,000	-	-	50,000	50,000
712	Transfer - Textbook Adoption	200,000	50,000	350,000	350,000	-	-	350,000	350,000
713	Transfer - Capital Improvement	200,000	150,000	225,000	250,000	-	-	250,000	250,000
714	Transfer - Track and Turf Fund	100,000	100,000	110,000	110,000	-	-	110,000	110,000
715	Transfer - Athletic Fund	336,000	336,000	365,000	365,000	-	-	365,000	365,000
716	Transfer - Bus Replacement	150,000	150,000	250,000	250,000	-	-	250,000	250,000
717	Transfer - Unemploy Ins	-	50,000	25,000	50,000	-	-	50,000	50,000
718	PERS Reserve	-	-	150,000	-	-	-	-	-
719	Transfer - Food Service	17,860	16,369	50,000	235,000	-	-	235,000	50,000
730	Transfer - Debt Service	30,000	-	-	-	-	-	-	-
731	Transfer - Academic Achievemer	10,000	-	10,000	-	-	-	-	-
	<b>Total Transfers</b>	<b>1,093,860</b>	<b>902,369</b>	<b>1,760,000</b>	<b>2,360,000</b>	<b>-</b>	<b>-</b>	<b>2,360,000</b>	<b>2,175,000</b>
810	Reserve/Contingency	-	-	-	1,000,000	-	-	1,000,000	-
	<b>Grand Total</b>	<b>32,716,516</b>	<b>32,766,866</b>	<b>34,950,270</b>	<b>40,229,400</b>	<b>5,113,282</b>	<b>23,653,643</b>	<b>11,462,475</b>	<b>36,658,690</b>

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## 2015-2016 General Fund Summary Report

### All Funds

Fund	Description	12/13	13/14	14/15	9/29/2015	15/16	9-28-15	9-28-15	9-28-15	15/16
		Actual	Actual	Proj. Actual	14/15 Proj EFB	Adopted Budget	Y-T-D	Encumb	Balance	Proj. Actual
100	General Fund	32,716,516	32,766,866	34,950,240	3,931,190	40,229,400	5,113,282	23,653,643	11,462,475	36,658,690
200	Grant Funds	3,903,906	2,663,753	2,591,880	1,800	5,200,000	319,816	1,599,533	3,280,651	2,592,000
205	Senate Bill 1149	-	-	185,000	9,650	83,700	-	-	83,700	-
212	Academic Achievement	-	1,500	-	18,650	28,650	-	-	28,650	10,000
230	Bus Replacement	452,440	-	100,740	304,900	550,000	-	-	550,000	550,000
232	Classroom Furniture	-	-	50,000	-	53,000	35,866	-	17,134	50,000
240	Textbook Adoption	180,885	107,421	18,550	410,500	761,000	532,707	33,997	194,296	575,000
272	Capital Improvments	1,164,624	319,070	284,540	-	250,000	89,336	47,199	113,465	250,000
274	Technology	76,157	52,899	124,500	71,400	271,445	-	-	271,445	-
277	Track and Turf Replacement	-	100,000	100,000	56,500	200,000	-	-	200,000	100,000
279	Student Activity	550,340	593,221	590,050	467,000	1,120,000	51,966	60,187	1,007,847	590,000
286	High School Athletics	439,681	445,218	445,060	77,000	517,000	66,829	91,631	358,540	445,000
296	Nutrition Services	1,946,080	1,683,116	1,596,160	233,500	2,006,350	203,862	900,362	902,126	1,640,000
299	PERS Reserve	-	630,000	-	150,000	650,000	-	-	650,000	-
300	Debt Service	3,276,831	3,359,330	3,442,480	175,000	3,528,482	-	-	3,528,482	3,528,000
310	Debt Service / SB 1149	-	5,151	-	-	-	-	-	-	-
311	2011 Non-Bonded Debt	223,547	223,547	223,550	152,500	349,715	-	-	349,715	350,000
601	Unemployment	47,106	37,166	37,540	91,200	100,000	350	-	99,650	41,000
				-						-
	<b>Grand Total</b>	<b>44,978,112</b>	<b>42,988,258</b>	<b>44,740,290</b>	<b>6,150,790</b>	<b>55,898,742</b>	<b>6,414,014</b>	<b>26,386,552</b>	<b>23,098,176</b>	<b>47,379,690</b>
		=====	=====	=====	=====	=====	=====	=====	=====	=====



**LEBANON COMMUNITY SCHOOLS**  
**Lebanon, Linn County, Oregon**  
**September 10, 2015**

A Regular Meeting of the Board of Directors was held in the District Office Board Room. Board Chairman Richard Borden called the meeting to order at 6:01 p.m. Those present included:

Liz Alperin	Director	Rob Hess	Superintendent
Jerry Williams	Director	Jennifer Meckley	HR Director
Mike Martin	Director	Linda Darling	Business Director
Russ McUne	Director	Bo Yates	Assistant Superintendent Operation
Richard Borden	Director		

**BOARD MEMBERS OATH OF OFFICE -- Liz Alperin**

1. Richard Borden

Vice Chair Liz Alperin gave the Oath of Office to Richard Borden.

**BOARD REORGANIZATION**

1. **Action:** Election of Board Chair and Vice Chair for 2015-2016

Russ McUne made a motion to continue with Richard Borden acting as Board Chairman and Liz Alperin acting as Board Vice Chair. Jerry Williams seconded. The motion carried unanimously.

**AUDIENCE COMMENTS**

Retired Teacher Jennifer Walter expressed her concern with two items in the draft minutes. First she suggested a modification to the minutes under "Audience Comments" to reflect that she had requested a reiteration by the District that the Confederate Battle Flag or Swastikas not be displayed by students in the schools. Second she asked that the minutes under "Board Communication" be modified to reflect that Rob Hess made a commitment that the Confederate Battle Flag or Swastikas issue would go to the School Climate Committee and there was a time frame for reporting that back.

**GOOD NEWS**

1. **Recognition:** Roseanne Hartness

Tonya Cairo and Linda Darling asked the Board to recognize Homeless Liaison Roseanne Hartness for her dedication to students and families in the community. She works tireless hours raising money and making sure that students have school supplies and clothing. She helps to connect families to resources and goes far beyond the call of duty.

The Board thanked Roseanne for her work to our schools and community.

2. **Report:** Foundation Mini Grant/Maureen Seifert

Tabled for a later date.



**PURSUING EXCELLENCE**

**1. Report: School Improvement Plan/Tonya Cairo (Enclosure F-1)**

Rob Hess explained to the Board that he asked two School Administrators per month to report their school goals to the Board. The District as a whole will also report its goals. Reports will be completed by the end of December.

Pioneer Principal Tonya Cairo reported on the Pioneer School Improvement Plan speaking to the following topics:

- 1) Enrollment/Mobility
- 2) New Staff
- 3) Current Testing/Easy CBM K-5, Maps 6-8
- 4) Action Steps
  - a. Avid/NEU Change
- 5) LA
  - a. District LA Adoptions -CFA
  - b. Common Building Intervention Time
- 6) Math
  - a. 6-8 Piloting Engage NY Math
  - b. 6-8 Piloting Skills Navigator: Title stops at grade 5
  - c. Tying Math into Music primary grades
- 7) Attendance
- 8) Building Maintenance/Technology

Liz Alperin questioned how following the district pacing guide works with students who are on a slower or faster pace.

Tonya Cairo explained that teachers should be able to take the assessments and see if students know the skills.

Liz Alperin questioned why target growths did not rise in some of the items.

Tonya Cairo explained that several reasons could be a factor such as several first year teachers and changes in assessments,

Mike Martin wondered if the benchmark is related to growth.

Tonya Cairo went over the chart and explained what the numbers meant.

Rob Hess pointed out that the goals should be a stretch but attainable so the numbers reflect that.

Mike Martin asked if the DOJO program uses a common language for staff and students.

Tonya Cairo pointed out that the matrix forces common language.

Mike Martin asked Tonya to share about school suspensions.

Tonya Cairo explained that students need to feel safe at school so physical confrontation is not tolerated. Students who are acting out are given many interventions (i.e. mental health, YST, adjustments, changes). The number of suspensions reflect many of the same students. Students are usually only expelled for drugs and weapons.

**2. Report:** School Improvement Plan/ Tami Volz (Enclosure F-2)

Cascades Principal Tami Volz reported on Cascade's School Improvement Plan speaking to the following topics:

- 1) Staffing Team
- 2) Data/Math & LA
- 3) Focus School funds/Support of staff
- 4) Skills Navigator
- 5) Staff support to implement Math & LA program
- 6) Action Items
- 7) Celebrations/PE share & 22 assistants
- 8) Innovators Conference

Liz Alperin questioned if Math NY helps literacy scores.

Tami Volz said that they have not noticed that it does.

Liz Alperin asked if Cascades does any Science.

Tami Volz said that they do but with the master schedule being so tight it is a struggle to have it consistently.

Liz Alperin wondered where the Family Involvement Team money goes.

Tami Volz explained that the money goes mainly to salary for the Family Liaison.

**GENERAL BUSINESS**

- 1. Action:**
- Adopt Board Policies on 2nd Reading (Enclosures G-1)
    - AC - Nondiscrimination
    - GBK/JFCG/KGC - Prohibited Use, Possession, Distribution or Sale of Tobacco Products and Inhalant Delivery Systems
    - JECB - Admission of Nonresident Students
    - JEDA - Truancy
    - JG - Student Discipline
    - JGD - Suspension
    - JGE - Expulsions
    - JHCDA - Prescription Medication
    - KGB - Public Conduct on District Property
    - KGB/GBK/JFCG - Prohibited Use, Possession, Distribution or Sale of Tobacco Products and Inhalant Delivery Systems
    - KL - Public Complaints

Jerry Williams made a motion to adopt the Board Policies on 2<sup>nd</sup> reading as presented. Russ McUne seconded.

Liz Alperin wondered about adding to policy AC the wording that "Language would not be used for discrimination".

Jennifer Meckley said that she had contacted OSBA and got a response back from them stating that they do not recommend the language addition as it would lead to all kinds of interpretations.

Jennifer Meckley explained that in policy JECB the Board may decide which bracketed wording that they would like to use around accepting students on expulsions from other districts.

Liz Alperin would like to use the word "may" in JECB.

Russ McUne said that if students are on expulsion from another district our district may not want to accept them, so he would like it to be only in rare incidents that Lebanon take student's on expulsion if the Board uses the work "may".

The consensus of the Board was to use the word may.

Richard Borden called for the vote. The motion carried unanimously.

### **FINANCE**

**1. Report: Financial Update (Enclosure H-1)**

Linda Darling explained that payroll had not yet been run so financial numbers would change as the District continues to hire employees and new benefit plans are selected in September. Linda added that auditors would be conducting the final audit the week of October 12<sup>th</sup>, with the 2014-2015 audit report complete in November.

### **CONSENT AGENDA**

- 1. Action:** Approve August 20, 2015 Board Minutes (Enclosure K-1)
- 2. Action:** Approve Hiring Steven Hoke, Elective Teacher Seven Oak, Temporary 15-16
- 3. Action:** Approve Hiring Mark Munger, Physical Ed. Cascades, .50 FTE
- 4. Action:** Approve Hiring Brenda Geoghegan, Special Education, Seven Oak
- 5. Action:** Approve Hiring Peter Mathios Special Education, LHS Temporary 15-16

Russ McUne made a motion to approve the Consent Agenda. Mike Martin seconded. The motion carried unanimously.

### **BOARD OF EDUCATION TIME/DISCUSSION**

Richard Borden pointed out that the Board's next meeting is October 8, 2015 beginning at 6:00 p.m.

### **BOARD COMMUNICATION**

Mike Martin questioned how Pioneer dropping out of NEU will affect other schools in the District.

Rob Hess explained that Pioneer was the last building still using NEU. The District is moving to AVID to give more instructional strategies support to teacher. He added that college type materials will still be seen in schools.

Tonya Cairo explained that it will not change the practice at Pioneer and they will continue to use their logo.

Liz Alperin said that she had heard rumors that the District was going to begin Student Athletic Drug Testing. She pointed out that the issues had not come to a Board vote yet.

Jennifer Meckley said that she attended one athletic meeting where drug testing was discussed, but the coach made it clear that the issue would come to the board for a decision. She did hear that at other athletic meetings, parents were given a survey to see if they agreed with drug testing or not.

Rob Hess assured the Board that more data and information on the Athletic Student Drug Testing would come to the Board for a decision before any implementation took place.

### **SUPERINTENDENT COMMUNICATION**

Rob Hess shared that the beginning of the school year is going smoothly and there is a feeling of more coherence. The District has 100 more students at this time then projected. The most increase is at Seven Oak and the High School. The lowest numbers are in kindergarten.

Rob Hess shared that later in the year Pioneer may come to the Board for thoughts on changing to a K-6 school as it is hard to run a middle school and AVID program at the K-8 schools with limited funds.

Bo Yates reported that a lot of technology was employed at school buildings during the summer. He shared that cooling units were put in high needs classrooms to make it more comfortable for them. He pointed out that due to the Budget Committee's foresight the transportation budget now allows for a long term outlook for bus purchases. He pointed out that allocations for maintenance projects have been very positive and additional work on district grounds was done to make sure they looked nice for the beginning of school.

Rob Hess shared that the District is looking at the possibility of going back to doing our own custodial services for all of our sites. The District is costing it out and will bring the issue forward at budgeting time.

**ADJOURN INTO EXECUTIVE SESSION UNDER: ORS 192.660 (2) (d) – *To conduct deliberations with persons designated by the governing body to carry on labor negotiations. Since 1997, labor negotiations between the board and union have been held in open session unless both parties agree to executive sessions.***

The meeting adjourned at 7:30 p.m. into Executive Session.  
(Recorded by Kathy Schurr)

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Richard Borden, Board Chair

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Rob Hess, Superintendent