

LEBANON COMMUNITY SCHOOLS
Lebanon, Linn County, Oregon
March 6, 2014

A Regular Meeting of the Board of Directors was held in the Board Room at the District Office on March 6, 2014. Chairman Russ McUne called the meeting to order at 6:02 p.m. Those present included:

Russ McUne	Director	Ryan Noss	Assistant Superintendent
Richard Borden	Director	Bo Yates	Assistant Superintendent Operations
Liz Alperin	Director	Linda Darling	Business Director
Jerry Williams	Director		
Mike Martin	Director		

Russ asked that the Board hear from Riverview School before moving into Executive Session as students were at the meeting to present information to the Board.

PURSUING EXCELLENCE

1. Report: Riverview School Report/Joe Vore

Riverview School Principal Joe Vore introduced Riverview students from the 2nd and 3rd grade. The students shared information on what they have learned in some of the classes at Riverview. They also shared their thoughts of why they like Riverview School.

Joe Vore shared that Riverview School has been celebrating “Dr. Suess” this week and told about the activities that they have had around the celebration.

EXECUTIVE SESSION

The Board adjourned 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 School Board and Employee Unions have been held in Open Session unless both parties agree to Executive Session.

The Board reconvened into Regular Session at 6:22 p.m.

Russ asked that the Board move the Superintendent’s Contract - Item #2 under Human Resources to discuss next on the Agenda as Liz Alperin will have to leave following the discussion.

HUMAN RESOURCES

2. Action: Approve Salary Increase for Superintendent’s Contract (Enclosure H-2)

Mike Martin expressed his concerns with giving the Superintendent an additional contract as he believes that it supersedes the law. He pointed out that he spoke with OSBA attorney Jackie Marks who said that the Superintendent can only have a contract for 3 years at a time, but the District could do a subsequent contract at any time for a new three year deal. A district may not enter into a contract that binds the district for more than three years.

Russ McUne said that he has also spoken with OSBA and the District’s attorney and it is legal to have a subsequent contract (second contract) that comes on at the end of the current contract. Russ read the Superintendent’s current contract concerning raises for the Superintendent.

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Liz Alperin pointed out that Rob Hess said that he is more interested in longevity than a salary increase. She thinks that the Board needs to honor the classified and certified staff members who work really hard. She pointed out that the Board has worked really hard to establish trust and she would hate to lose that trust.

Russ McUne explained that Rob Hess is getting a lower salary than other Superintendent's in surrounding districts.

Mike Martin explained that Jackie Marks from OSBA said that the Board has a right to set the Superintendent's contract. He reminded the Board that, with Rob's \$12,000 TSA, his salary is at \$137,000, which is well above some of the other districts. He felt that the Board has the right to expect performance and should reward Rob on his performance. He feels that the contract needs work and should include something that is performance based.

Liz Alperin would like clarity on paragraphs 3 and 4 on page 1 of the contract.

Mike Martin pointed out that sections 12 and 13 on page 5 are not in line.

Richard Borden felt that that the Board should reward Rob on his performance; which according to his evaluation he received a 3.5 overall score out of 4, which is measurable. Richard felt to do nothing was not right.

The Consensus of the Board was to honor Rob's current contract which will follow the Administrators; with no raise on the new contract and the Board will figure out where to go based on evaluations.

Liz Alperin left and was not present for the rest of the meeting.

AUDIENCE COMMENTS

LESPA President Donna Heslop expressed her concern that the news media had reported that classified staff receive 2.75% raise per year, but those employees past step 9 only really receive a 1% raise.

Classified employee Melody Antons felt that the public needs to be educated on what the classified staff does for the schools and the amount of money that they are actually paid for their jobs. She feels that classified staff members are underpaid for the services that they provide.

GOOD NEWS

1. Report: Lebanon Foundation Mini Grant/Diane Lamb

Lebanon High School Health Teacher Diane Lamb reported to the Board how she spent the monies she received from the Lebanon Foundation Mini Grant. She shared that she used the \$300 to purchase first aid kits, mock epi-pens, and bandaging supplies to be used in the CPR and First Aid class for Junior students. There are approximately 300 students that are first aid certified per year through the class.

FINANCE

1. Report: Financial Update (Enclosure E-1)

Linda Darling reported that the financial report is the same that was included in the February 20, 2014 Budget Committee presentation. The projected ending fund balance for 2013-2014 has increased from \$1,752,900 to \$1,792,800.

2. Report: Land Lab Timber Project

Linda Darling shared that during the winter storm in December there was some damage to the timber at the Land Lab. The timber is in need of thinning to improve the long term timber management and increase usability. The District has obtained two of the three requested estimates for this service. The estimates range from \$19,890 to \$23,085 for the net revenue for this service and sale of logs.

Jerry Williams made a motion to go forward with the thinning of the timber at the Land Lab and put the revenue from the timber sale into the general fund. Richard Borden seconded. The motion carried by majority.

3. Report: P-Card Update (Enclosure E-2)

Linda Darling reported to the Board that the P-card program that was implemented in the District in 2012 has generated a rebate of \$11,915 for 2013. This was an increase of \$3,103 from 2012. She pointed out that the P-card process also saves staff time and postage costs.

GENERAL BUSINESS

1. Action: Approve 1st Reading of 2014-15 District Calendar (Enclosure F-1)

Ryan Noss shared that the calendar committee, which consists of 3 administrators, 3 classified personnel, and Rob Hess met three times and has brought forward the proposed calendars for 2014-2015. Ryan pointed out that the District is encouraging weekly early releases for next year, as it allows for across the district collaboration, which is greatly needed.

Richard Borden made a motion to approve the 1st reading of the 2014-2015 District Calendar as presented. Mike Martin seconded.

Mike Martin said that he would like to see the October Statewide In-service Day used as an In-service Day.

Ryan Noss explained that on this calendar it is a non-contract day, but Administrators would be encouraging staff to attend Statewide In-service Day events.

Russ called for the vote. The motion carried by majority.

- 2. Action: Approve 1st Reading of Policies: (Enclosure F-2)**
- IGAI – Human Sexuality, AIDS/HIV, Sexually Transmitted Diseases, Health Education
 - JF/JFA – Student Rights and Responsibilities
 - JFC – Student Conduct
 - JFCJ – Weapons in the Schools
 - JG – Student Discipline
 - JGAB – Use of Restraint and Seclusion

The Board had the following concerns on policies:

- 1) IGAI –
 - a. Check with OSBA to see if it would be more appropriate for some of the language in the Policy to be put in an AR, and
 - b. Concern that schools need to be reminded to make sure that parents of minor students are notified in advance before instruction begins so they have the opportunity to opt out.
- 2) JFCJ –

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- a. Check with OSBA concerning drugs considered as weapons, and
- b. Do “unlawful drugs” include prescription drugs?

Richard Borden made a motion to approve the 1st reading of the policies as presented. Jerry Williams seconded. The made motion carried by majority

- 3. Information:** Revision of Policy AR (Enclosure F-3)
- JGAB-AR- Use of Restraint and Seclusion

The Board reviewed policy JGAB-AR.

- 4. Action:** Proposal to Make-up Snow Days: February 6, 7 & 10 (Enclosure F-4)

Ryan Noss shared that the District is recommending making up snow days by waiving two days and adding on one student contact day, which would be March 19.

The Board discussed the options available to them.

The consensus of the Board was to keep the March calendar as is; to add three school days on the end of the year, June 16, 17, & 18 as student contact days; and make June 19 a teacher work day.

- 5. Discussion:** AVID

This discussion was tabled.

HUMAN RESOURCES

- 1. Action:** Superintendent’s Recommendation for Renewals & Non-Renewals (Enclosure H-1)

Jerry Williams made a motion to approve the Superintendent’s Recommendation for Renewals & Non-Renewals. Richard Borden seconded. The motion carried.

CONSENT AGENDA

- 1. Action:** Approve February 20, 2014 Board Work Session Minutes (Enclosure I-1)
- 2. Action:** Approve February 20, 2014 Board Minutes (Enclosure I-2)
- 3. Action:** Approve February 20, 2014 Special Board/Budget Committee Minutes (Enclosure I-3)
- 4. Action:** Approve Hiring of Danielle Robertson 3rd Grade, Green Acres, Temporary 2/19/14-6/16/14
- 5. Action:** Approve Hiring of Emily Helpenstell, 4th Grade, Riverview, Temporary 3/31/14-6/16/14

Richard Borden made a motion to approve the Consent Agenda as presented. Jerry Williams seconded. The motion carried by majority.

BOARD OF EDUCATION TIME/DISCUSSION

March 20, 2014	6:00 p.m./District Office Board Room	Regular Board Meeting
April 3, 2014	6:00 p.m./District Office Board Room	Regular Board Meeting
April 3, 2014	7:00 p.m./District Office Board Room	Budget Committee Meeting #1
April 17, 2014	6:00 p.m./District Office Board Room	Regular Board Meeting
April 17, 2014	7:00 p.m./District Office Board Room	Budget Committee Meeting #2
May 1, 2014	6:00 p.m./District Office Board Room	Regular Board Meeting
May 1, 2014	7:00 p.m./District Office Board Room	Budget Committee Meeting #3
May 15, 2014	6:00 p.m./District Office Board Room	Public Budget Hearing & Special Board Meeting

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ADJOURN

The meeting adjourned at 7:52

(Recorded by Kathy Schurr)

Ryan Noss, Assistant Superintendent

Russ McUne, Board Chair