



Santiam Travel Station

750 S. Third Street, Lebanon, OR 97355

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## MEETING MINUTES

<b>BOARD MEMBERS PRESENT:</b>	<b>EXECUTIVE STAFF PRESENT:</b>
Tom Oliver, Chair, Via Zoom	Jennifer Meckley, Superintendent
Clyde Rood, Member	William Lewis, Chief Operations Officer
Melissa Baurer, Member	Kim Grousbeck, HR Director
Mike Martin, Member	Steven Prosocki, Business Director
Nichole Piland, Member	

The meeting minutes were recorded by Executive Secretary Jessica Woody.

### 1. WELCOME AND CALL TO ORDER

Board Chair Tom Oliver called the meeting to order at 6:01 PM and led the flag salute.

### 2. PUBLIC COMMENTS

Sarah Haley, kindergarten teacher at Riverview school, speaks to the board regarding the group of staff who are present at the meeting, who she notes are here for the students of Lebanon. Sarah explains that this is her 27<sup>th</sup> year teaching and notes her many endorsements and the experience that she carries in her profession. She also explains the cost of living increases in relation to her current salary. She states that it is time to settle the contract, and to listen to teachers.

Haley Vernon, 3<sup>rd</sup> year ELA teacher at Lebanon High, speaks to the board. She explains that she enjoys her job, and feels well supported and heard, though she also expresses challenges regarding class size and student behaviors, with frequent student outbursts. She describes the unacceptable student behaviors and the support and work that it takes to effectively assist students in being mentally, physically and emotionally prepared to being socially and academically successful in the classroom. She asks the board to consider the request to implement contractual systems for student behavior in the contract.

David Meek, 15-year social studies teacher at Seven Oak Middle School, speaks to the board regarding his ability to provide for his family, specifically regarding insurance benefits. He explains that over time his ability to provide for his family has not increased, and he is faced with tough decisions, weighing the cost of medical insurance to additional salary. He asks for the contract to be signed, so he may provide for his family is a reasonable and equitable way.

Kelli Conraads, 4-year counselor at Lebanon High, speaks to the board regarding large class sizes and the lack of available materials to provide to the students. She explains that all of the class sizes are full or overfull. She also addresses the concerns of teachers working with such a high number of

students, and those students then being provided the proper skills and knowledge to be successful in a large setting, or when having to be pulled from a class due to the high volume of students or lack of availability. Kelli addresses these things as graduation concerns. She also notes the behaviors that are taking place and the tough choices that teachers have to make to address those behaviors.

Amanda Primising, Lebanon graduate and President of the Riverview PTC, also speaks to the board as a parent supporting teachers. She notes her disappointment as she states that the teachers are working without a contract and reiterates that the community needs their teachers. Amanda also addresses a concern that ELL student's needs are not being met at Riverview school. She asks that the budget for this be increased and for teachers to be supported.

### **3. FOCUS AREAS: SAFETY AND BELONGING**

Jennifer refers to the five focus areas that were shared a few months back, and the work that is being done specifically surrounding safety and belonging. Referring to the slides, she explains that the focus areas will help to frame conversations, increase awareness, understanding, and appreciation for our systems, and to be more explicit and transparent for all stakeholders.

In regards to safety and belonging, Jennifer notes the steps that are being taken, first being clear and defining our words. She explains that the district first took account for each intentional practice that was currently in place, and will now be looking at where the focus for improvement needs to be. She notes that there will be a new safety and belonging webpage available which will portray the district's efforts behind safety and belonging. She also notes the increase in safety-related messaging outside of crises, as well as the increase in visuals throughout secondary schools so students know where and how to report incidents, or seek help.

Jennifer explains that as a district team, two specific areas were chosen to focus on, and the district is seeking board feedback in these areas. The two areas consist of campus infrastructure for emergency communication and addressing disruptive student behavior. Jennifer notes the safety grant that the district has applied for, which would help to support these areas of focus. Jennifer explains the two areas in further detail, noting that in a recent survey sent to all staff, out of the one third of staff who responded to the survey, 55% struggle to hear emergency communication. In regards to addressing disruptive student behavior, she then also explains the efforts to provide additional student access to mental health by using a Medicaid reimbursement method, increased access to preschool, and the expansion in staff training. She notes that the goal would be to have a mental health therapist at each school building.

Mike inquires how this information will be shared with families and Jennifer states that messaging can be shared through parent square referencing the new webpage.

Melissa asks in regards to the belonging aspect, if there will be any strategies surrounding culture and diversity, Jennifer agrees and appreciates the idea.

### **4. ALTERNATIVE EDUCATION / BEHAVIOR**

Brandon, Alternative Education Director, speaks to the board starting with outlining the district's MTSS, multi-tiered system for support, explaining how and when students are provided additional support. He notes that as the needs increase for the student, the level of support increases as well.

Mike inquires about if there has been tracking involved with the MTSS data and Brandon ensures that there has been extensive tracking over the years.

Brandon also notes the approximate 5% of students who do not respond to the tier 3 intervention, which is where alternative education ultimately comes in. He explains that when all interventions have been exhausted, the district may recommend alternative education placement as a next step.

Brandon describes the district's emotional growth center program and states their mission, to strive to equip students who are struggling from trauma and emotional behavior regulation with the foundational social, emotional, and behavioral skills necessary to be successful in school and life beyond. He also notes the admission requirements for that program. He gives a shout out to both Pioneer and Green Acres Elementary Schools for beginning to implement their own in-house program at their buildings regarding social emotional learning. He also notes the goal which would be to have K-12 alignment by bringing social emotional learning into Seven Oak and the High School as well.

Brandon also describes the Teen Center program where their mission is for students to remember that this is not an end or a punishment, but rather a place for reflection and a fresh start, they strive to foster an inclusive environment that allows students the opportunity to stay on track with school under varying circumstances. He notes that the Teen Center is primarily for students who are expelled. He also notes that the high school students who attend at the Teen Center are typically 9<sup>th</sup>/10<sup>th</sup> grade, eventually he would like to see there be a 9<sup>th</sup>/10<sup>th</sup> grade program that could continue to support these students until they are eligible for Ralston Academy.

Brandon then describes Ralston Academy, with their mission to be a family where students come first, where they can cultivate respect, responsibility, and resilience in students so that they can find and develop their best pathway forward. Brandon describes their enrollment application process, program structure, and schedule. He also explains the credit recovery and diploma options. He notes that every 6 weeks there is a new mini term with graduates. Brandon thanks his staff, office manager, and his great students.

Brandon speaks about the success that he has seen in the alternative education programs, with elementary students who have transitioned out of the program, and students who were expelled and are brought back to the middle or high school. He notes that one fifth of the district's students have gone through Ralston Academy to graduate.

He also shares specific tough situations with students and how these have ultimately turned to success stories for these students, with the provided support that they received by the programs. Brandon is optimistic about the future of our children and he will continue to focus on each child as a whole.

Nichole states that there is no better person to fill this role than Brandon, she states that the kids are very lucky to have him. She also inquires about the data regarding the Teen Center and the success rates, Brandon does not have that specific data on hand at this meeting. She also asks if there are repeats for expulsions, Brandon explains that there have been some patterns that he has noticed. Nichole also inquires about the student behaviors while they are at the Teen Center and if they continue to have those behaviors. Brandon explains that they do, until they realize how much the staff loves them, and the behavior seems to get better.

Melissa states that Brandon should be proud of his work and it is amazing to see. She inquires about the process of identifying students for tier 1 and 2 support and Brandon explains the formative assessments that take place.

Mike asks about the programs at Green Acres and Pioneer and if Brandon helped to get those moving. Brandon explains that it was a team effort, those schools' administrators took the initiative and Brandon and the district staff supported. He notes that one administrator had to shift the work of their teacher completely, to make this happen.

Tom asks whether they can anticipate seeing more consistency with allocated resources, and Jennifer explains that it is consistent and equitable based on student numbers. Tom also asks whether we are seeing the same outcomes across schools and Brandon explains that the reality is there are different needs at each building. The programs being led require the right people to lead those programs.

Clyde asks whether students graduate from Ralston and go on to college or universities, Brandon notes that some may, most however move on to working immediately in order to support their families. He also notes that it is tough to track where students go after they graduate.

The board members thanks Brandon for his great work and his presentation.

## **5. DIVISION 22**

Jennifer speaks to the board referring to the Division 22 slides provided explaining the rules and information. She explains how every year the district is required to acknowledge that they are complying in each area. Jennifer shares the 2022-23 Division 22 report. She notes that in the past year the district reported that they were not in compliance with the PE requirements, and has since strategized a plan where teachers can make up these minutes in their classroom activities. Discussion between the board takes place regarding the number of PE teachers in the district and the reason for not being able to meet the criteria.

Mike inquires about the essential skills requirement that was updated and Jennifer explains that this ultimately means not using the SBAC test for essential skills, but this is still met through work samples and class requirements, meaning students have to provide their proficiency in their work instead of only tests.

Jennifer notes that each year the Division 22 standards are provided to the board as well as posted on the district website.

## **6. CONSENT AGENDA**

Nicole motions to approve and Mike seconds the motion. All in favor with a unanimous vote, the consent agenda made up of the September 7, 2023 Board Meeting Minutes, First Reading Policy Updates BD/BDA, BDC, GCBDA/GDBDA, LBE, LBEA, DJ-AR, DLBA, JECB-AR(1), and Second Reading Policy Update BBB, and 2023-24 new hires Alicia Deal, Myla Jordan, and temporary new hire Lindsey Smith is approved in its entirety.

## **7. DEPARTMENT REPORTS**

### **A. Operations**

William reports to the board some project updates regarding Seven Oak, and that the work has been going exceptionally well- they are currently prepping the forms for the foundation of the building.

He also provides an update on the Lebanon High School cafeteria work that has been taking place due to the high rate of student lunches that are being served. William will be bringing more information about this, and notes that the cost for this is not coming from general fund. William explains that they are excited to have this opportunity and ultimately it would be beneficial to be able to provide one single lunch for the high school, due to their block schedule. Tom inquires about whether this could eventually change the idea of open campus.

### **B. Human Resources**

Kim speaks to the board regarding the opportunity for the first LESPA classified mentor/mentee meeting that took place for the school year. She notes that it was a great turnout and was very exciting to see the support for the new employees. She also notes that the third classified academy will also take place next week, where employees are provided essential information and training.

### **C. Finance**

Steven speaks to the board regarding the financial reports which includes the September payroll, he notes that everything looks to be in line and thanks his business team. He also notes that auditors will be on site auditing next week, and the district is on track and on time for auditing.

## **8. COMMUNICATION**

### **A. Board**

Mike speaks about his time that he has spent at the schools, including his visit to the preschool and the EGC program at Cascades. He also notes the high number of life skills students at Green Acres.

Melissa presents an idea to the board about having a student board representative. Tom would also be curious about this, and the board plans to review a sample OSBA policy regarding it. Melissa also notes that she attended a cross county meet at Seven Oak and acknowledged the phenomenal coach and students who were so supportive of their teammates, as well as others from different teams.

Clyde presents the work that he has been doing regarding the school mascot, and his communications with the Siletz tribe. Awareness is presented that there may be additional tribes that also have interest in this. The board has discussion regarding the process and history behind this, and clarifies whether it is a mascot or logo that is being proposed. Clyde is seeking permission to go back to the warrior logo, and Jennifer explains that the name and imagery require an agreement and partnership with the local tribe. She notes legislation that pertains to this topic.

Tom inquires if the board has any interest in exploring this, and the board agrees that this could be a difficult process and would like to know the opinion of the staff and community as well as the costs associated before moving forward. Jennifer states that she would like to research more into the history and what the process entails, as well as communicating with the high school before it is proposed to the community. It is stated that this is a complicated and sensitive issue and should not be taken lightly and needs to be well thought out.

Nichole notes that she really appreciated hearing from Brandon tonight and had not previously understood the extent of his work, she sees the love that he has for his students.

## **B. Superintendent**

Jennifer provides her Jen's Zens first acknowledging the fact that school family events are underway for the new school year. It is great to see principals and many enthusiastic staff and parent-teacher committees already putting on events to get families involved in their school communities after hours. A photo is shared from Bingo Night at Riverview Elementary, which was a well-attended event.

Jennifer highlights the JROTC for being such a valued part of community events as well. JROTC is a leadership class that can fulfill PE credits towards graduation, with extracurricular activities such as Color Guard, Air Rifle, Physical Fitness, and Drill teams. The team engages in community service and attends formal events, as seen at the recent 9/11 Day of Remembrance. Jennifer thanks Lieutenant Colonel Mark Smith and Sergeant First Class Michael Sell for their leadership and guidance for these young adults.

Jennifer also highlights the new Hamilton Creek playground which has just recently been installed, after a long wait due to factors out of the district's control. The partnership between Hamilton Creek parents and community members who raised funds, and the district, who matched that amount by covering installation and material cost, were able to create a fun and safe new play space for the students.

Lastly, Jennifer shares a recent Apple Award which was given to beloved Facility Operator and Lead Custodian at LHS, Edgar Ortiz. Staff across the district nominated him for consistently going above and beyond for everyone, with a true servant's heart. Jennifer also thanks again the Gillott Home Team, Adam Kirkpatrick Family Dentistry, and 1847 Bar & Grill for their support in providing these Apple Awards to the district's staff.

## **9. PUBLIC COMMENTS**

No public comments were made.

## **10. ADJOURNMENT**

There being no further business before the Board, the meeting was adjourned at 7:44 PM.



Tom Oliver, Board Chair



Jennifer Meckley, Superintendent

# LEBANON COMMUNITY SCHOOL DISTRICT

Board Meeting  
October 12, 2023  
6:00 PM

## SPEAKER SIGN-IN

(This sheet will become part of public record)

NAME	CONTACT INFORMATION (Telephone and/or Email)
Sarah Haley	541-401-0743
Haley Vernon	541-971-5836
David Meek	541-223-1678
Kelli Conrads	307-461-0999
Amanda Primasing	541-409 5769

# Jen's Zens

A Few Happy Stories from LCSD





# Back at It: School and Family Events Are Underway



JROTC:  
a Valued Part  
of Community  
Events



# After Hurdles, Hamilton Creek Gets New Playground



First Apple Award  
Winner of 23-24:  
Edgar Ortiz, LHS  
Facility Operator  
and Lead Custodian



Thank you.

