



**LEBANON COMMUNITY SCHOOL DISTRICT
SCHOOL BOARD MEETING
MAY 16, 2024, IMMEDIATELY FOLLOWING BUDGET MEETING**

Santiam Travel Station

750 S. Third Street, Lebanon, OR 97355

MEETING MINUTES

<u>BOARD MEMBERS PRESENT:</u>	<u>EXECUTIVE STAFF PRESENT:</u>
Tom Oliver, Chair, via Zoom Clyde Rood, Member Melissa Baurer, Member Nichole Piland, Member	Jennifer Meckley, Superintendent Kim Grousbeck, Human Resources Director Steven Proski, Business Director William Lewis, Chief Operations Officer

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 6:47 PM.

2. PUBLIC COMMENTS

Mary Northern, Director of Operations and Founder of Sand Ridge Charter School, speaks to the board and addresses the community, sharing where Sand Ridge began and their successes to date.

Jay Jackson, Sand Ridge Charter School Board Member, speaks to the board about his time with the Charter School and his perspective on the benefits that LCSD receives from their partnership. He asks the board to consider the percentage of funding and the return on investment.

Vincent Wells, Community Member, speaks to the board reiterating the importance of the Superintendent role and choosing the right person for the role.

Hannah ShootingBear, Member of Indigenous Now, virtually addresses the board regarding the district's Native American program. She asks for support in their efforts to make Indigenous Peoples Day a federal holiday.

Jolene Watson, Sand Ridge Charter School Board Member, speaks to the board thanking them for postponing their vote on the contract and asks that it be revisited with more common ground.

3. SAND RIDGE CHARTER CONTRACT

Tom explains to the group that Sand Ridge members have not had adequate time to review the contract with their legal counsel, and this topic is planned to be on the next months agenda, seeking approval. No further questions or discussion took place.

4. SUPERINTENDENT CONTRACT

Tom explains that the Superintendent Contract expires at the end of June. He notes that in January the board expressed their intent to renew Jennifer's contract pending an evaluation, which follows the regular procedures.

Tom shares that during the evaluation process the results of the staff survey, board evaluation, and self-evaluation were consistent, with overall positive feedback, and that Jennifer has been serving the district well.

Tom notes the update to the financial piece, and shares that in his research it appears that LCSD is in line with other districts in regards to Superintendent salary, and he believes the compensation is in the right spot, being right in the middle of where 10 other neighboring or similar districts are.

Clyde proposes two changes to Jennifer's contract, consisting of, 1. Add "At Will of the Board" to Section 2-Terms of Agreement, and 2. Add missing language to section 3 regarding vacation payout day requirements: "The Superintendent may cash out up to 15 days of unused vacation days per fiscal year, in June at the current year's rate of pay".

Clyde motions for both additions, and the motion died with lack of a second.

Nichole motioned to add the vacation payout language only and Melissa seconded the motion. With 3 votes to approve, and 1 vote to not approve, the motion to amend the contract with the following language-- "The Superintendent may cash out up to 15 days of unused vacation days per fiscal year, in June at the current year's rate of pay" passes.

Nichole motions to approve the amended Superintendent Contract and Melissa seconds. With 3 votes to approve, and 1 vote to not approve, the amended Superintendent Contract is approved.

5. ELD CURRICULUM ADOPTION

Jennifer shares that this is the English Language Proficiency Curriculum Adoption, which the district is seeking approval for. The board notes that the information shared was very clear and well presented. No further questions or discussion took place.

Nichole motions to approve and Clyde seconds the motion. All in favor, the ELD Curriculum Adoption is approved.

6. CONSENT AGENDA

Clyde proposes removing the new policy EBBA for further review and discussion.

Nichole motions to approve the remaining consent agenda and Melissa seconds the motion. All in favor with a unanimous vote, the consent agenda made up of the April 11, 2024 Board Meeting Minutes, First Reading Policy Updates AC, CBG, CCG, EBBB, EBBA, GBN/JBA, GBNAB/JHFE, GBNAB/JHFE-AR(1), IGBAF, IGBAF-AR, IGBAG, JBA/GBN, JGAB, JGAB-AR, JHFE/GBNAB, JHFE/GBNAB-AR(1), JBAA, JBAA-AR, GBEB, GBEB-AR, JHCA/JHCB, JHCD/JHCDA-AR, DJCA, EBBA (deleted version), GBEB, JHC, JHCC, JHCC-AR, JHCCA, EBBA, and JGA, and new hire Michelle Steinhebel is approved in its entirety. The new policy EBBA was excluded from the motion.

Discussion takes place regarding the updates to the new policy EBBA. Jennifer references the new OAR in relation to this which will outline the procedures through a written plan that the district follows for students who present a health need or compromise, for example a cut on their knee, or those students who are medically fragile. She explains that the referenced students may visit the health room for care and there are protocols surrounding the various incidents which could occur and how the health rooms are staffed, etc. Jennifer also recognizes the great school nurses that the district is fortunate to have, who also assist with these practices. Tom reiterates that these are not new practices.

It is clarified that this policy is not referencing any kind of school-based health center.

Clyde proposes that the new policy EBBA be amended, stating the following at the end of the policy, "This policy is not in reference to a school-based health center".

Clyde motions and Nichole seconds the motion. All approved, with a unanimous vote, the new policy EBBA is approved for first reading as amended above.

7. INTERVIEW OF ZONE 3 CANDIDATES

Tom invites each applicant to join the table where the board can begin the interview questions. Three applicants who are present join the table, consisting of Aubree Molina, Mitchell Robison, and Rodney Hames, and they provide an introduction.

Aubree shares that she is a hairdresser in Lebanon, she has 3 daughters in the district, and is very interested in being involved in the schools.

Mitchell shares that he has lived in Lebanon for the last 8 years, he has a son in the district, and formally worked for the district as a special education teacher, and loves the Lebanon community.

Rodney shares that he is a retired member of the Armed Forces, Marine Core, and Army Reserve, has many children that have gone through school systems, and has lived in Lebanon for the last 10 years and would like to be involved and help the district.

Tom asks each applicant the three interview questions provided in the meeting packet. Each applicant answers the questions.

Melissa shares with the applicants, and specifically those with children in the district, that in her role she has consistently reminded herself that she represents the district as a whole, and not only the schools where her children attend.

Clyde inquires with Mitchell his reason for leaving his employment with the district. Mitchell shares that an employment opportunity presented in another district for an administrative position.

Tom notes that there is not particular criteria required for this seat, and he believes all of the applicants present would do a great job. He encourages the applicants who are not chosen to remain engaged and consider applying for future open seats.

8. ZONE 3 APPOINTMENT AND OATH OF OFFICE

Clyde motions to appoint Rodney Hames to the Zone 3 position, and due to lack of a second, the motion dies.

Upon motion made by Nichole, duly seconded by Melissa, the board voted unanimously to appoint Aubree Molina to the Zone 3 position of the Lebanon School Board.

Aubree Molina is sworn into office and seated on the board.

9. DEPARTMENT REPORTS

A. Operations

William shares an update with the board regarding the Seven Oak project, the Lacombe Roof, and the LHS Kitchen/Cafeteria project.

Discussion takes place regarding the logistics of the decision to move forward with one lunch at the high school.

B. Human Resources

Nothing to report.

C. Finance

Steven speaks to the board regarding their work this time of year on appropriations and ensuring that the budget is in line. Tom notes that the financial report looks great.

10. COMMUNICATION

A. Board

Melissa shares some of her recent appreciations consisting of the school tours and her recent visit to Sand Ridge Charter, the student artwork included in the proposed budget, and Jennifer's work as Superintendent and her contract approval.

Melissa also shares that she appreciates the health services that the schools offer and references her disappointment in the negative direction that the topic took regarding student health care. She would like to see kids receive the basic health service needs and how the district can support those needs, for example dental care, physicals, etc.

Nichole thanks Business Director, Steven, for his time on the proposed budget and obtaining additional budget committee members. Nichole also welcomes Aubree.

She reiterates Melissa's gratitude for the school tours and notes that the students love to see Superintendent Meckley in their schools. She also thanks Jennifer for continuing her work with the district.

Clyde references the student board representative interviews that he has been apart of, and he is very impressed with the students so far. He would like the board to entertain an update to the policy, allowing for three student board representatives.

Nichole agrees and believes this may require further discussion.

Clyde also notes his recent and refreshing school visits with Curriculum Director, Bill, where he has enjoyed seeing what the kids are learning.

Tom thanks those who applied for the vacant budget and board seats. He also welcomes Aubree and reminds her that each board member here is a resource to her.

A. Superintendent

Jennifer thanks the board for extending her contract with the district, as she has spent the last 27 years with LCSD and most of her life and career in Lebanon. She states that she is continuing to be committed to the district for the rest of her career.

Jennifer recognizes Ralston Academy, the district's alternative high school that houses juniors and seniors who may not benefit from the large public-school setting. Ralston offers a smaller environment with a greater staff-to-student ratio. For students who join Ralston, sometimes graduating seems like an unlikely achievement; however, the majority of their students do indeed cross the stage. Jennifer shares one way that Ralston Academy knows they are making an impact, currently the district employs half a dozen Ralston alums who serve the schools in vital ways that make a positive impact. She notes graduates Oscar Usinger, Megan Cole, Salem Stewart, Ivy Lacey, Elijah Hanna, and Madison Slonaker who the district is so glad to have stuck around LCSD.

Jennifer also recognizes Seven Oak Social Studies Teacher, Jennifer Schmidt, who was named Oregon's James Madison Fellow for the year, meaning she would receive a \$24,000 scholarship to attend a graduate program of her choice. Congratulations Ms. Schmidt!

It is shared that last week Community Liaison, Julie Miller, picked up a \$6,000 check from the Confederated Tribes of the Siletz Indians which will help to cover backpacks, school supplies, hygiene products, clothing for students experiencing houselessness, and culturally appropriate food boxes tailored for specific family needs. With close to 700 students being served by the Welcome Center since August of 2023, this funding is much needed and 100% of every penny will go directly to local kids and families. Thank you to the Confederated Tribes of Siletz Indians for caring for and contributing to the lives and wellbeing of the students.

It is also shared that Hamilton Creek Art Teacher, Elaina Dowdy, provided the opportunity for students to enter the Earth Day poster contest held by the National Energy Technology Laboratory. Hamilton Creek students were pleased to hear that they swept up the awards for this contest, creatively demonstrating the theme of "Planet vs. Plastics".

The recent apple award winners were acknowledged, consisting of Tess Stultz- 4th Grade Teacher, Lynette Lown- Personal Care Assistant, Juanita Anderson- Kitchen Manager, Jennifer Bess- Office Manager, Ryan Christner- Principal, and Natalia Luebke- 1st Grade Teacher. She thanks the Gillott Home Team, Adam Kirkpatrick Dentistry, and 1847 Bar and Grill for their generous contributions which make these awards possible.

Tom welcomes Michelle Steinhebel, the district's new Communications Director.

11. PUBLIC COMMENTS

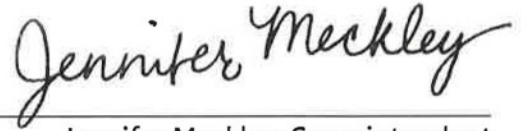
No public comments were made.

12. ADJOURNMENT

There being no further business before the Board, the meeting was adjourned at 8:22 PM.



Tom Oliver, Board Chair



Jennifer Meckley, Superintendent

Immediately Following Budget Meeting

ATTENDEE SIGN-IN

(This sheet will become part of public record)

[illegible]

May 14

INTENT TO SPEAK

The Board welcomes input. To provide in-person public comment please submit this completed card to the Board secretary prior the start of the meeting.

If attending virtually, the following will apply

1. You will need to complete the digital Intent to Speak form, on the School Board Minutes and Agendas page.
2. Name of the participant for Zoom meeting must match the information below.
3. You will be assigned a speaking order, which you will receive with your Zoom link for the meeting.
4. You must have your camera on when speaking.
5. You must follow the meeting participation expectations provided by the Board Chair or you will be removed from the meeting.

Name: Hannah Shooting Bear Phone: 971-240-2635
Name of organization (if applicable): Indigenous NOW
Address: PO BOX 7648 Salem, OR 97303
Email (optional): indigenousnoworegon@gmail.com
Topic or comment to be presented (brief description): To Support native american program w/ Laurie, Task Force - Working to get Indigenous People's Day as Official Holiday (2nd Mon. October) - looking for district support.

A complaint brought before the Board shall be referred to the proper school authorities. A complaint shall be processed in accordance with Board policy KL - Public Complaints and KL-AR - Public Complaints Procedure. A hearing conducted by the Board regarding personnel may take place in an executive session.

The Board requests that a topic or comment is limited to three minutes or less.

Lebanon Community Schools

Code: **BBBB**
Adopted: 6/15/98
Readopted: 2/4/10
Orig. Code(s): BBBB

Board Member Oath of Office

Board members when elected or appointed must take the oath of office before assuming the duties of office. The oath of office must be taken again after each election or appointment of a Board member.

The oath of office will be in the following form:

I, Aubree Molina, having been duly elected a member of the School Board of Lebanon Community School District, Linn County, Oregon, do solemnly swear/affirm that I will support the Constitution of the United States and of the State of Oregon, the laws thereof, and the policies of the Lebanon Community Schools District and that I will faithfully and objectively discharge the duties of a member of said school Board to the best of my ability (so help me God - optional).

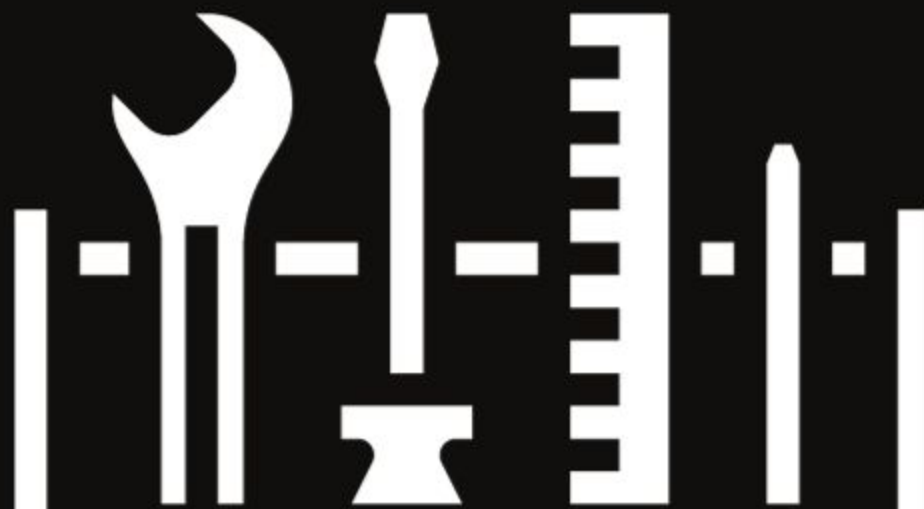
Subscribed and sworn to before me this 16th day of May, 2024.

Signed: Aubree Molina
District Board Member

END OF POLICY

Legal Reference(s):

ORS 332.005

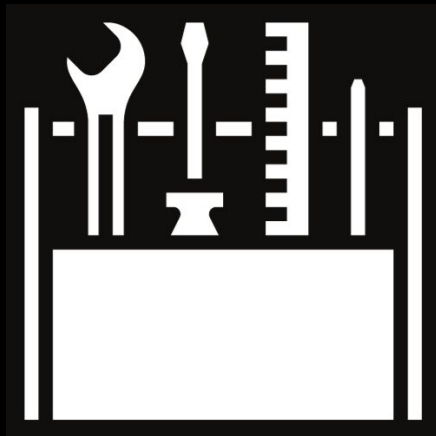


FACILITIES IMPROVEMENTS

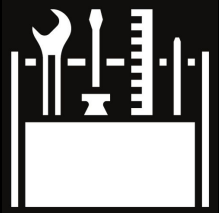


LEBANON

Community Schools



CLASSROOM EXPANSION: SEVEN OAK



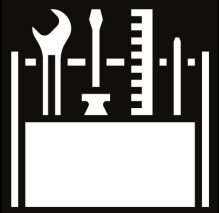
CLASSROOM EXPANSION: SEVEN OAK





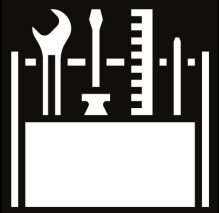
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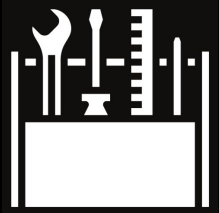
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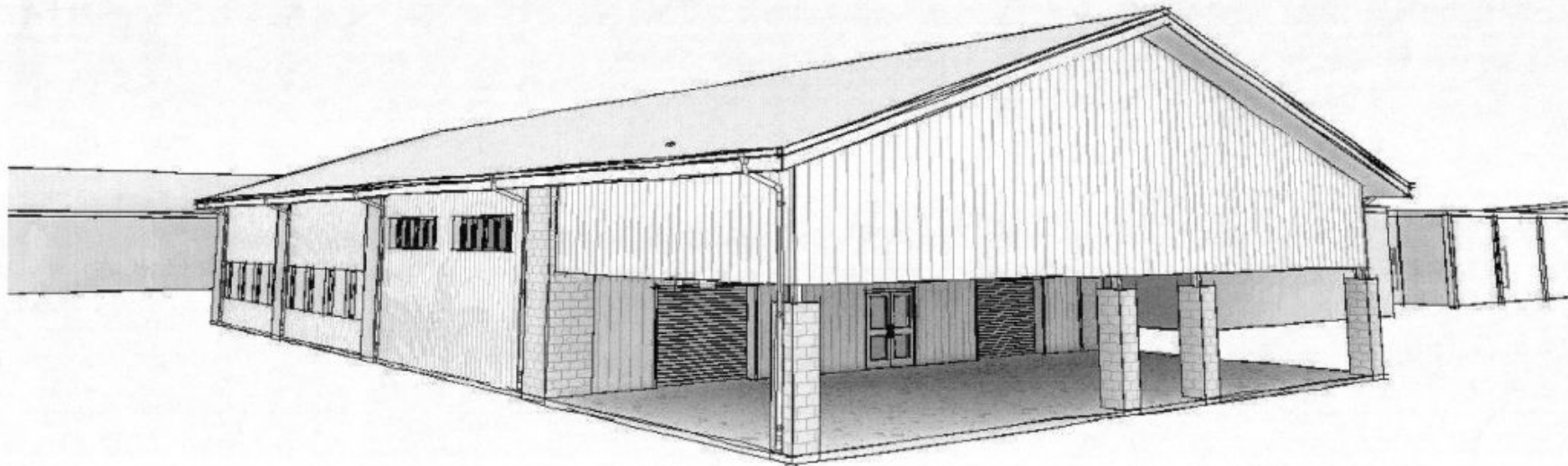


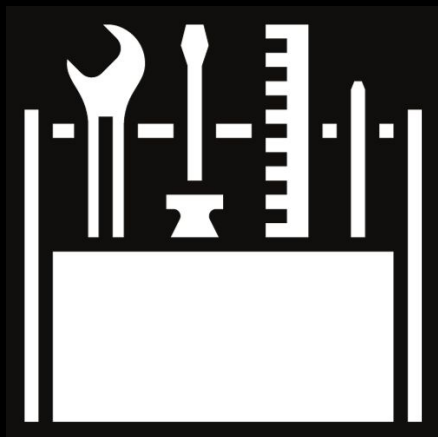
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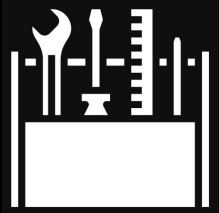


CLASSROOM EXPANSION: SEVEN OAK



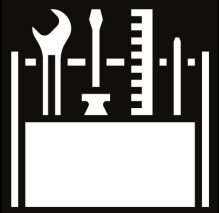


ROOF REPAIRS: LACOMB



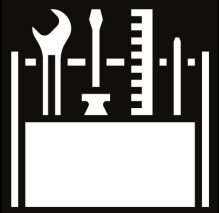
ROOF REPAIRS: LACOMB





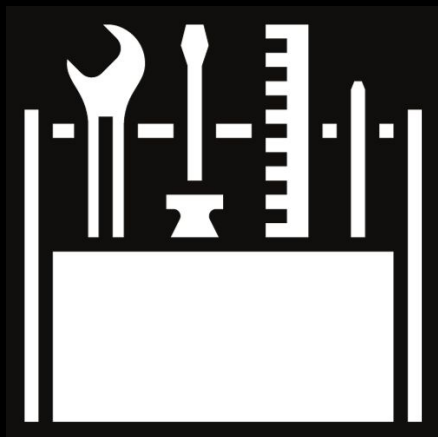
ROOF REPAIRS: LACOMB



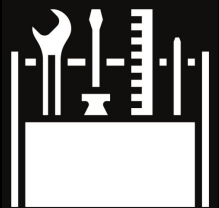


ROOF REPAIRS: LACOMB

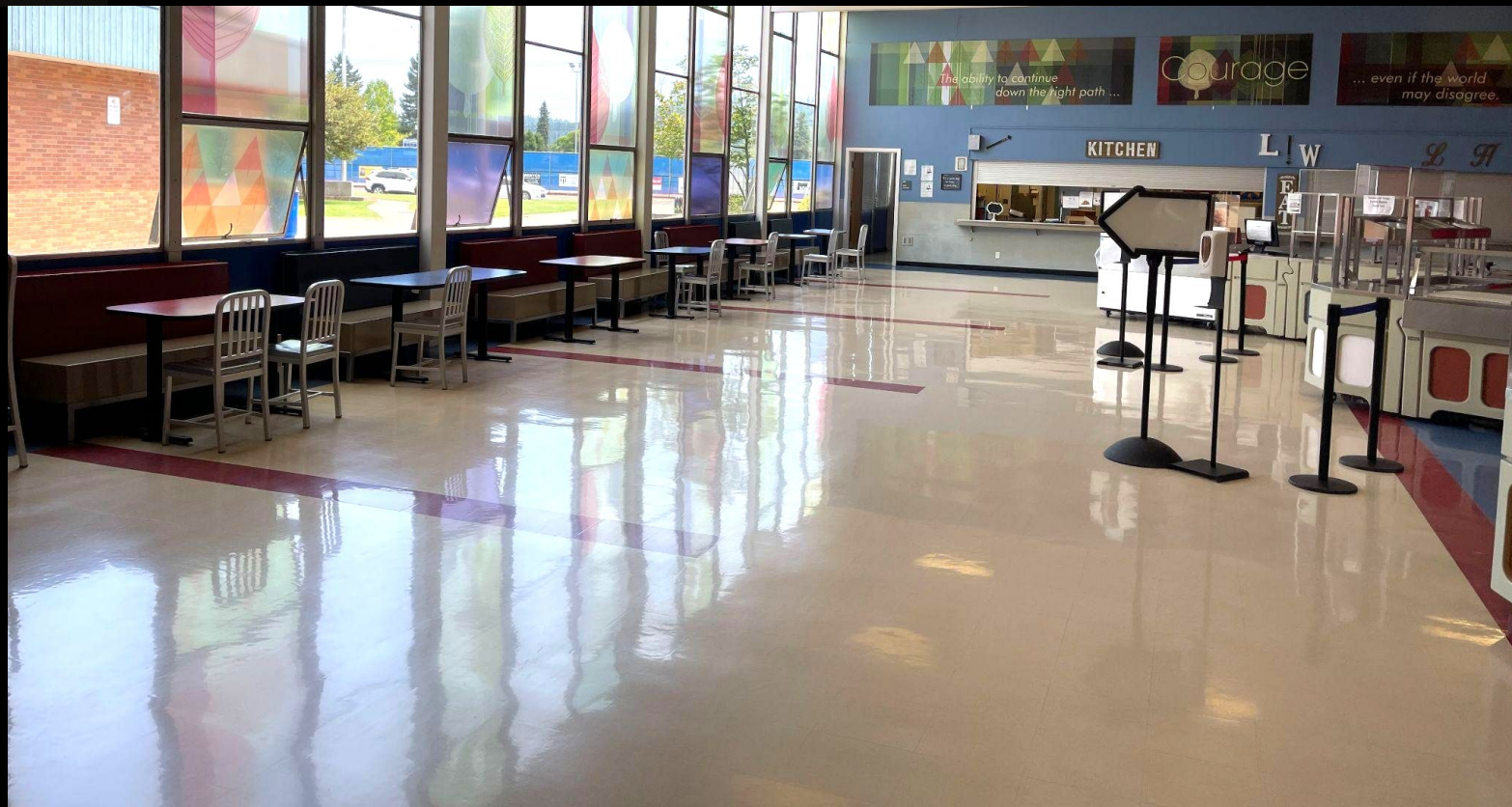


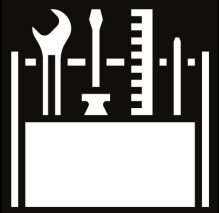


“KITCHETERIA” UPGRADE: LEBANON HIGH SCHOOL



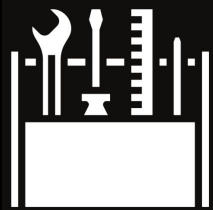
CAFETERIA UPGRADE: LHS



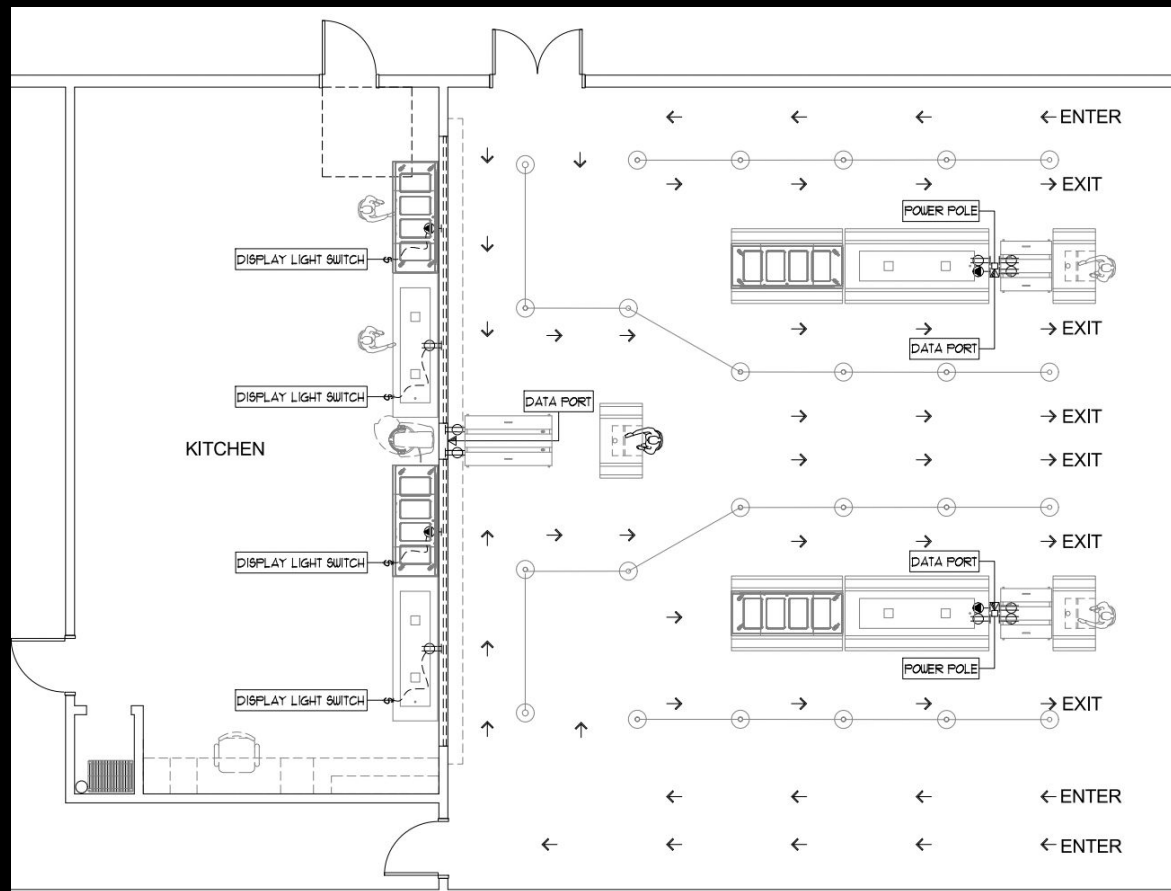


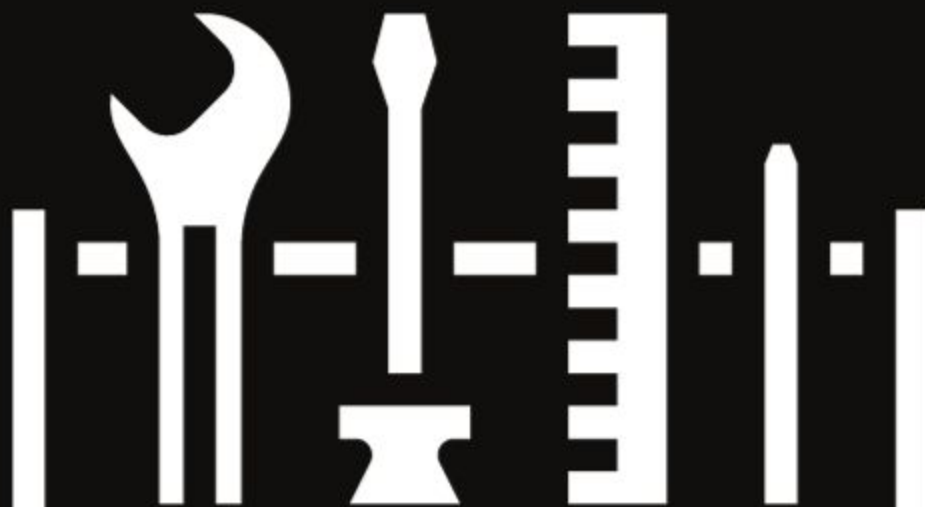
CAFETERIA UPGRADE: LHS





CAFETERIA UPGRADE: LHS





FACILITIES IMPROVEMENTS



LEBANON

Community Schools

Jen's Zens

A Few Happy Stories from LCSD



These Grads Fly High–Right Here



Seven Oak Teacher Earns Prestigious Fellowship



Siletz Grants LCSD a Gift to Share



Hamilton Creek Connects Earth, Art, and Awards



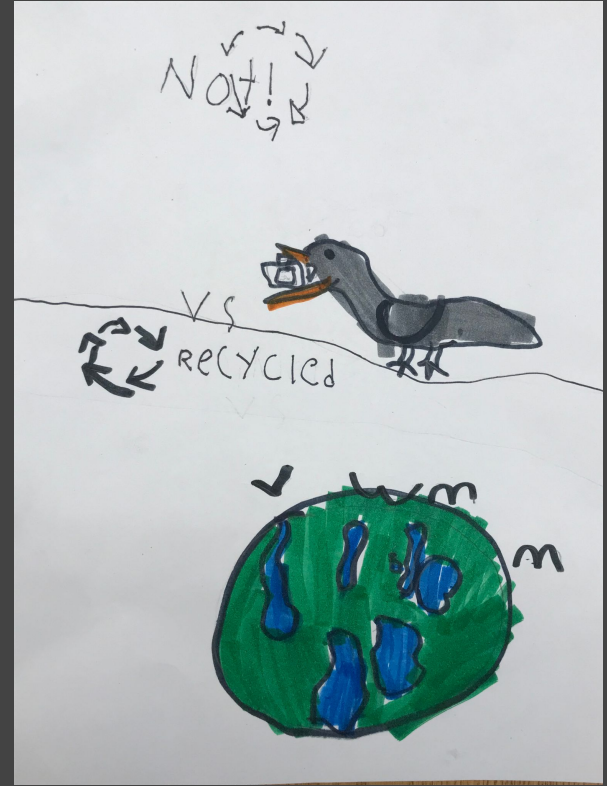
First Graders Lilly W. and Ryder C.

A hand-drawn illustration on a white background. On the left, a stylized sun with rays is partially visible. In the center, a large circle represents Earth, colored with blue and green brushstrokes. It has a simple face with two dots for eyes and a curved line for a smile. It has two thin black legs and is holding hands with a stick figure on the right. The stick figure has a round head with a smiling face, a long body with vertical lines, and thin legs. The word 'Earth' is written in a simple, hand-drawn font to the left of the Earth figure. The words 'SLP Plastic' are written in a similar font to the right of the Earth figure.



First Graders Emmett L. and Hannah T.

Hamilton Creek Connects Earth, Art, and Awards



Second Graders Eli B. and Grant A.

Hamilton Creek Connects Earth, Art, and Awards



Help the planet from ~~from~~ to Maybe we could
clean garbage that is and is not ours
all around the world! ♥



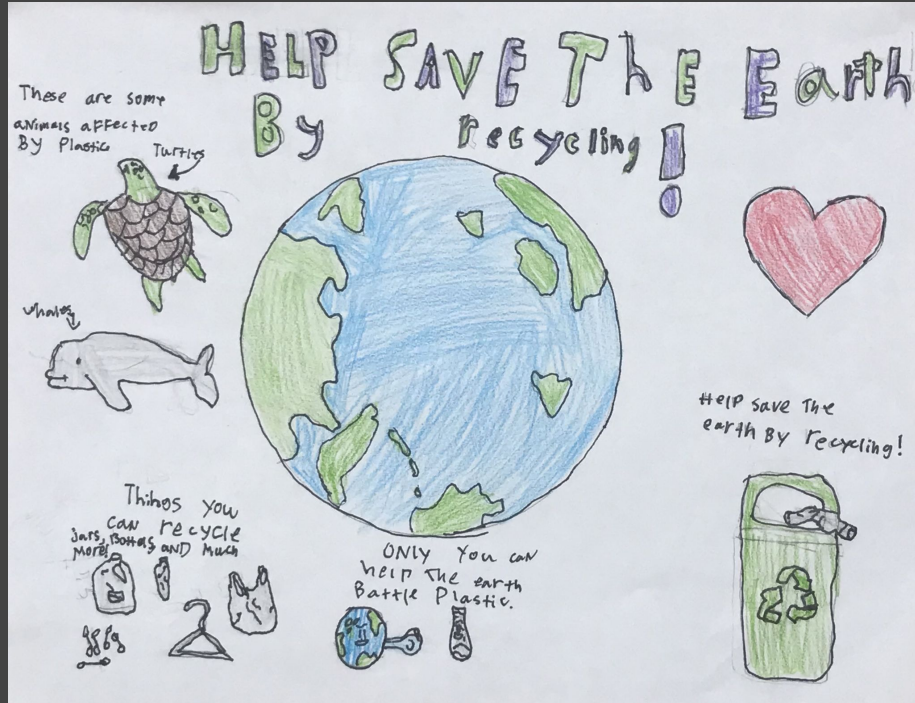
Third Graders Lana C. and Liam B.

Hamilton Creek Connects Earth, Art, and Awards



Fourth Grader Josiah C.

Hamilton Creek Connects Earth, Art, and Awards



Fifth Graders Lissy B. and Jeb M.

Congratulations, Apple Award Winner:

TESS STULTZ

4th Grade Teacher at Pioneer



Congratulations, Apple Award Winner:

LYNETTE LOWN

Personal Care Assistant at Lacombe



Congratulations, Apple Award Winner:
JUANITA ANDERSON
Kitchen Manager at Seven Oak



Congratulations, Apple Award Winner:

JENNIFER BESS

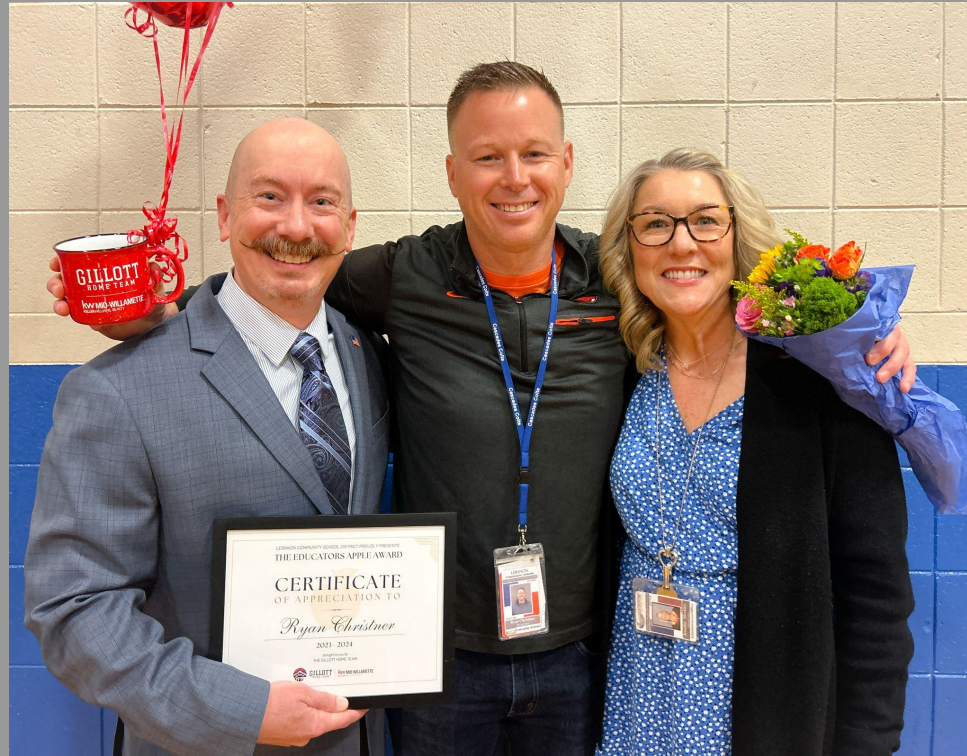
Office Manager at Cascades



Congratulations, Apple Award Winner:

RYAN CHRISTNER

Principal at Cascades



Congratulations, Apple Award Winner:

NATALIA LUEBKE

1st Grade Teacher at Riverview



Thank you.

