

School Board Meeting Minutes

December 4, 2025, 6PM
55 Academy St, Lebanon, OR 97355

Present:

Nichole Piland, Board Chair

Melissa Baurer, Board Vice Chair

Lorlee Engler, Member

Mike Martin, Member

Clyde Rood, Member

Jennifer Meckley, Superintendent

William Lewis, Chief Operations Officer

Steven Prososki, Finance Director

1. WELCOME

Livestream: <https://www.youtube.com/@lcsdboardmeetingstream6568/streams>

1.1. The meeting was called to order at 6:00 PM by Board Chair, Nichole Piland.

2. PUBLIC COMMENTS

No public comments were made.

3. OSBA BOARD DEVELOPMENT PRESENTATION

OSBA Board Development Specialist Vincent Adams, who is a local trainer, presents to the Board sharing information regarding various trainings available through the OSBA-- Board Governance, Board Self-Evaluation, Board Operating Agreements and Communication Protocols, and Superintendent Evaluation.

Some discussion takes place regarding what each training would look like, what he would suggest, and feedback from other districts who have participated in the trainings.

The consensus of the Board is that they will consider the options and discuss further as a group at the next meeting.

4. SIA GRANT AGREEMENT

Superintendent Jennifer Meckley shares that the SIA Grant requires Board approval in each biennium. Questions and discussion takes place regarding the amount received over the two years, the involvement of the grant with Sand Ridge Charter, the process of measuring outcomes, LPGTs (Longitudinal Performance Growth Targets), and the new accountability bill that is coming.

Jennifer adds that she will share what is being done in the schools that ties back to the grant so that it can be celebrated.

Mike Martin motions to approve the grant agreement, and Clyde Rood seconds the motion. The SIA Grant Agreement is approved with a unanimous vote.

5. SAFETY AND BELONGING SURVEY RESULTS

Superintendent Meckley shares that this is the second year that the district has completed the safety and belonging survey. She adds that last year the district utilized a company--Panorama, to assist in gathering the survey data which didn't prove to be worth the investment, so this year the district has decided to use google and manage and organize the data in house.

Jennifer reviews an overview of the data with the Board. She explains who was surveyed--families, students grades 3-12, and instructional and noninstructional staff. The data shared references survey participation, percentages of positive results in each category (attendance, engagement, school climate, school safety, and sense of belonging) and with key strengths. Jennifer also notes the areas for growth and the priority next steps.

Discussion takes place regarding incentives for completing the survey.

The student members share that at the high school they were provided a time to complete the survey in class, and they felt that the survey was taken seriously.

It is noted that student responses are not anonymous, which provides the school administrators opportunity to check in with students who reported that they feel they do not belong at school.

Discussion takes place regarding the importance of attendance, and how the results of those who believe attendance is important, does not correlate with actual attendance rates.

Discussion also takes place regarding the participation rates of the survey this year compared to last year.

Jennifer refers to results from school staff which show less confidence in the district improving, opposed to their building improving, and how additional communication will be shared to hopefully build staff confidence in the district and what the district is accomplishing as a whole.

The group also discusses engagement, which was a theme from the survey. Jennifer shares the different forms of engagement and that engagement can be perceived in many different ways, however the district has plans in motion to communicate more with the community regarding the district's focus areas.

6. OSBA ELECTIONS

Board Member Clyde Rood shares why he would like to be a part of the OSBA Regional Board of Directors, and is seeking a vote. Mike Martin advocates for a vote for Clyde. Melissa Baurer inquires about what Clyde has learned from his year on the OSBA Board, and what he may do differently, as well as if he would be in support of all students regardless of their diversity, who they are, how they identify, etc.

Discussion takes place regarding if Clyde has a mentor available at the OSBA, to provide additional support and guidance as needed.

Nichole Piland shares the growth she has seen in Clyde and inquires about his ability to make a decision for what is best for all students, and not based on his opinion.

Mike motions to vote for Clyde. Melissa notes that due to a few things stated by Clyde, she is not comfortable voting. Lorlee seconded the motion, and with a 4:1 vote, the Board votes for Clyde for OSBA Board of Directors Position 10.

Clyde advocates for Jason Curtis for OSBA Legislative Policy Committee Position 10. Clyde motions to vote for Jason Curtis, and due to lack of a second, the motion dies. The Board does not vote for Jason for OSBA Legislative Policy Committee Position 10.

7. CONSENT AGENDA

Mike presents questions regarding policy IKF, Graduation Requirements. He notes that there is not a requirement for high school students to have two years of foreign language, and that a public university would require that. It is noted that students are being counseled regarding that.

When policy CEA, Educational Equity Advisory Committee, is presented, Mike shares that he feels the policy is redundant and not needed as the committee's needs are already being met in other avenues, and refers to the OSBA's guidance of it being "optional". Discussion takes place between the group regarding whether each Board Member believes the policy is needed or not, and it is pointed out that this advisory committee is required due to law.

Melissa motioned to approve the consent agenda as presented, and Lorlee seconded the motion. With a 4:1 vote, the consent agenda made up of November 13, 2025 Board Meeting Minutes, new hire Thomas Clifford, and second reading policy updates JOA, IKF, LBEA, DBEA, IIA, CEA, GCBBD/GDBD, GCBDE/GDBDE, IF, and JHCA is approved in its entirety.

The majority of the Board voices that policy CEA is acceptable and is providing necessary supports, and that the committee is already taking place and meeting, as outlined.

Mike adds that his concern was redundancy and not against the committee itself, and wanted to point out that OSBA listed the policy as optional.

Jennifer clarifies that policy CEA is listed as optional by the OSBA because the district is not required to adopt a Board policy surrounding this committee, but is still required to do the work outlined in the policy.

8. DEPARTMENT REPORTS

8.1. Operations

Chief Operations Officer, William Lewis, shares that the district needs additional time to review/implement the Facility Use Policy. The full policy implementation will be delayed until late spring/early summer. He adds that this is a complicated policy, and the district's facilities are consistently used on a daily basis.

8.2. Financial

Director of Finance, Steven Proski, refers to the presented 2026-27 Budget Calendar, sharing that the district already has agreements in place with both classified and certified groups and will be in the second year of the budget biennium. Mike motions to approve the 2026-27 Budget Calendar and Melissa seconded the motion. The 2026-27 Budget Calendar is approved unanimously.

Steven also provides an audit update, sharing that normally audits are due in December, though they have been extended to February of 2026. The audit team has requested to be allotted the extra time to finish, though we will not need an extension for the annual audit.

Discussion also takes place regarding the recent budget forecast, and Steven notes that final decisions will be made in February.

9. COMMUNICATION

9.1. Board

The Board references their participation in the recent Thanksgiving dinner at Ralston Academy.

9.2. Student Board

Student Representative, Cade, shares that the high school's spirit mascot has arrived and try outs will take place following winter break. He also highlights the wrestling team heading to California to participate in a tournament, and the upcoming band and choir concert performances.

Student Representative, Addy, shares that leadership put together a sharing tree to provide gifts or needs for families in Lebanon, where all students and families can participate. She also notes that there are 195 students participating in winter sports.

9.3. Superintendent

Jennifer highlights Jen's Zens, starting with the two recent apple awards, presented to Ralston Academy teacher Bart Baldwin and Family Support Liaison Mindy Hoeckle. Jennifer congratulates each winner and thanks them for their incredible impact on the schools and community. She also thanks Randy Dobson and the Gillott Home Team for championing the program.

Jennifer also highlights the tree season at the Lebanon Land Lab, sharing that the FFA students are once again offering beautiful nobles, nordmans, and douglas firs, sourced each year from holiday tree farms, and that each purchase directly supports the FFA program.

As a final highlight for this month's Jen's Zens, she shares that the district's Native American Education Program took 24 students to the Siletz Mini School Powwow in November, and it was an unforgettable moment. She shares how this marks the program's third year participating, and the experience will remain a meaningful connection for our students and our Native American Education Program.

10. PUBLIC COMMENTS

No public comments were made.

11. ADJOURNMENT at 7:43 PM.

Signed: Nicholas M. Puland
(Board Chair)

Date: 1-8-26

Signed: Jennifer Meckley
(Superintendent)

Date: 1-8-26

ATTENDEE SIGN-IN

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*we're
here
for you*



Model the Way for **STUDENT SUCCESS** *through* **PROFESSIONAL DEVELOPMENT**

AN INVESTMENT FOR STUDENTS: Research indicates that sharing professional development as a team increases opportunities to focus on student achievement



POLISH *your* LEADERSHIP SKILLS: STAYING UP TO DATE WITH RESEARCH AND BEST PRACTICES HELPS KEEP PACE WITH CHANGING EXPECTATIONS FOR EDUCATION

WE OFFER BOARD MEMBERS a wide range of training sessions designed to support board governance. The OSBA Board Development team provides virtual and onsite training, ensuring flexibility based on your board's needs and facilitator recommendations.

OUR TRAINING SESSIONS ARE:



ALIGNED to board practices that positively impact students



TAILORED to fit your board's needs



FOR
EXPERIENCED
and **NEW**
board members



INTERACTIVE!

CORE TRAINING SESSIONS

1. Board Governance Essentials

- Covers the 12 standards for effective boardsmanship, grounded in Dr. Tom Alsbury's "Balanced Governance" research
- Is interactive, enabling boards to explore best practices and understand their crucial role in improving student achievement
- Is suitable for boards with or without new members

2. Board Self-Evaluation

- Includes an anonymous online survey that consists of 12 standards for effective boardsmanship based on the ongoing research of Dr. Tom Alsbury on "Balanced Governance"
- Includes a facilitated board self-evaluation survey analysis/discussion
- Allows board members to reflect on their performance and set professional development goals/commitments

3. Board Operating Agreements and Communication Protocols

- Establishes clear operating and communication expectations for individual board members, the whole board, the superintendent and administrative team

4. Superintendent Evaluation

(service hours vary based on needs)

- Covers the accountability role of boards
- Helps streamline the evaluation process and timelines
- Includes a facilitated evaluation process utilizing the OSBA/COSA five-part superintendent evaluation workbook

“OSBA’s Board Chair Café is a valuable resource to me as a board chair as it brings district leaders from across the state together to ask questions, have in-depth conversations about board work and hear legislative updates.”

SUZANNE MESSER
Medford School Board member

ADDITIONAL TRAINING SESSIONS

1. **Targeted Feedback Survey** (charged hourly)

- Is an optional component of the five-part superintendent evaluation workbook
- Includes an administered online survey, tailored to a targeted group of internal and external stakeholders
- Provides a summary of the survey results

2. **Board Direction in Strategic Planning** (service hours based on need)

- Is a collaborative process with the board, superintendent and community
- Assists the board in reviewing or establishing strategic priorities
- Establishes a strategic priority monitoring plan

3. **Equity and Inclusivity Training Series** (three modules, up to nine hours)

- Aims to give school board members the tools to support success for each student
- Covers the basics of equity and equality
- Utilizes data to develop plans to support all students

4. **Board Retreats** (half day ≤ 3 hours and full-day ≤ 6 hours)

- Are customizable
- Establish retreat agendas and goals
- Provides onboarding tools and resources

5. **Other Training Session Topics:**

Board Development consultants will collaborate with your board to develop training sessions to meet your team's specific needs, such as governance, effective meetings, conflict management, board leadership, community engagement and more.

OTHER SERVICES/RESOURCES:

1. CHARTER SCHOOLS AND AUTHORIZERS

OSBA staff have years of experience in charter school applications, renewals, evaluations and terminations and can help your district plan for its needs.

FOR MORE INFO AND PRICING, contact Kristen • kmiles@osba.org

2. EXECUTIVE SEARCHES AND TRANSITION SERVICES

OSBA has a long history of providing comprehensive search services for Oregon school boards. Services include process planning, identification of qualifications, facilitation of candidate screening and interviews, a robust finalist selection process and training to help with the new executive's transition. OSBA also provides transition services separately.

FOR MORE INFO AND PRICING, contact Vince • vadams@osba.org

3. BOARD CHAIR CAFÉ

In these monthly virtual meetings, board leaders can ask questions, get answers and learn from the experience of colleagues. The topics discussed are driven by the interests and concerns of Oregon's school board leaders.

FOR MORE INFO, contact Vince • vadams@osba.org

4. ADMINISTRATIVE PROFESSIONALS SUPPORT SERVICES

OSBA provides a full range of support for administrative professionals who assist school boards and executive leaders. In addition to our monthly Administrative Professionals Connection virtual meetings, we offer onboarding support for new board secretaries, mentorship and consulting services, and a growing library of customizable handbooks, guides and templates. Participants can also connect through our email listserv, online discussion forums and document library to share questions, resources and best practices. These services are designed to strengthen the essential role administrative professionals play in school governance.

FOR MORE INFO, contact Jenn • jnelson@osba.org

5. LEADERSHIP INSTITUTE

This recognition program was created to align conferences, workshops, on-site training sessions and other leadership activities for individuals. Individuals who complete a certain number of courses per year receive a bronze, silver or gold certificate of completion.

FOR MORE INFO, contact Reggie • rglenn@osba.org

6. NEW BOARD MEMBER ORIENTATION

We created an orientation plan, titled "New School Board Member Orientation Plan I a 12-Month Learning Sequence for Effective Governance, to provide an overview for new school board members. It also serves as a helpful refresher for current members on the many important things you do. We hope it's a valuable resource as you support both new and returning board members.

FOR MORE INFO, contact Jenn • jnelson@osba.org

*We're
here
for you*

For more information about

BOARD DEVELOPMENT TRAININGS AND SERVICES, please contact Board Development

Director Kristen Miles • kmiles@osba.org



**Board Development
Services Online
Request Form**



OREGON SCHOOL BOARDS ASSOCIATION

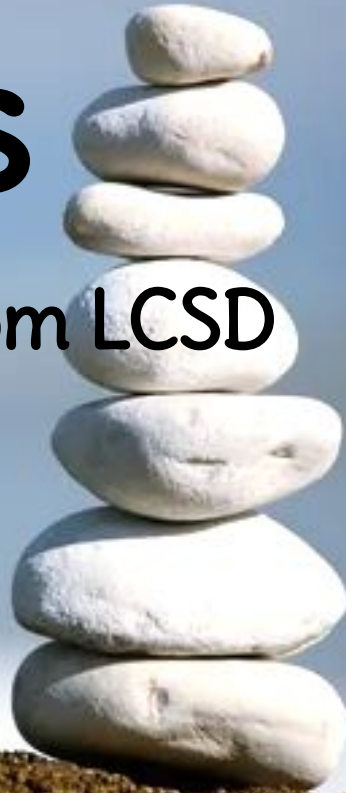
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Jen's Zens

A Few Happy Stories from LCSD





Apple Award winners: Bart Baldwin and Mindy Hoeckle



Land Lab tree sales

Holiday Tree Sale

At The Land Lab!

Saturday-11/29+12/6 -
12/13
9am-4pm

Trees,
Wreaths,
Center
Pieces!

Friday- 12/5 -
12/12
3pm-7pm

31000
Landlab
Rd.
Lebanon



Native American Education Program

Siletz School - Mini Powwow



Thank you.

