

Three Rivers School Board of Directors met for a regular session, Monday, May 20, 2013 at the District Administrative Office, 8550 New Hope Road, Grants Pass, Josephine County, Oregon at 7:00 p.m.

PRESENT: Ron Lengwin, Chairperson of the Board, Zone V  
Bob Litak, Member of the Board, Zone I PRESENT  
Leslie Meier, Member of the Board, Zone III  
Ron Crume, Member of the Board, Zone IV  
Stephanie Allen, Director of Student Services  
Debbie Breckner, Director of Human Resources  
Doug Ely, Director of High School Education, Maintenance and Athletics  
Dave Valenzuela, Director of K-8 Education, Technology and Transportation

Absent: Dan Huber-Kantola, Superintendent-Clerk ABSENT

Also Present: Debbie Yerby, Dave Marks/TREA President, Penni Wicks, Kari O'Brien, Lisa Cross/District Accountant, Chris Pendleton, Mike Bradley, Kathleen Baker, Graham Baker, Ian Kasaab, Kim DeForest, Linda Kappen, Michelle Sheely, Jennifer Wagner, Rhonda Pugsley, Jewel Shane, Nancy Johnston, Sarah McNamara, Claudia Dow, Patricia Krauss, Cassie Banuelos, Julia Richardson, Kevin Marr and Shelly Quick/Recording Secretary. ALSO PRESENT

Board Chair Ron Lengwin called the meeting to order at 7:05 PM and led the audience in the Pledge of Allegiance. CALL TO ORDER

Director Valenzuela announced that Teacher Appreciation Week was May 6-10 and read the resolution by the board recognizing the teachers in our district. He expressed his gratitude for teachers, especially in this district. He thanked them for all of the work they do and their dedication to our students. TEACHER APPRECIATION WEEK

In the absence of Superintendent Huber-Kantola due to illness Directors Valenzuela and Breckner presented an update of the four day school week. The analysis presented is based on some assumptions and facts around transportation. These transportation assumptions included: SUPERINTENDENT REPORT

- ◇ A current full school year is based on 168 full busing days
- ◇ Approximate cost per full day is \$25,000
- ◇ We currently have 18 Special Education routes
- ◇ We currently have 49 regular bus routes
- ◇ There are some miscellaneous costs—Family Friends, field trips, activity buses, early intervention, etc.

4-DAY WEEK  
INFORMATION

When the district is reimbursed for transportation, it is reconciled a year later.

The contract information for First Student:

- ◇ Calls for a minimum of 163 transportation days
- ◇ There is a \$164.79 per route cost for anything below the 163 day minimum
- ◇ Based on current routes that is an 411,041 expense per day

4-DAY WEEK  
INFORMATION  
(CONTINUED)

It was noted that our current contract with First Student runs through 2016.

## Potential savings on a four day week:

- ◇ A typical four day week is 144 days
- ◇ 168-144 = 24
- ◇ 5 days @ \$25,000 per day—\$125,000
- ◇ 19 days @ 13,959 per day—\$265,221
- ◇ Total potential savings—\$390,221

## Potential transportation savings after state reimbursement:

- ◇ Total potential savings—\$390,000
- ◇ 70% reimbursement from the state—\$273,154.70
- ◇ The net potential savings—\$117,066.30

One of the things that happens on a four day week, depending on which model the board would want to look at, depends on how you staff using your classified staff. There are going to be classified staff that would work regardless of whether kids are present such as custodians and office staff. We also have staff that are assigned when kids are in school which typically include education assistants, food service, special education and some of the multi-handicapped. Some districts reduce the number of days some classified staff work. If the district were to explore this option, that level of reduction would require bargaining.

Food Service is its own fund that is outside of the General Fund. However, Food Service cannot lose money or the fund must be made whole every year through a transfer from the General Fund. The last several years it has been between \$0 and \$20,000 that we have had to transfer to cover the losses in Food Service. In terms of a four day week:

- ◇ Meals would not be served on days off which would create a loss of revenue to Food Service.
- ◇ If employee days are to be reduced to offset the expenses, that must first be bargained.
- ◇ If employee days are not reduced, Food Service bears the cost of wages with no sales being produced.
- ◇ Currently Food Service is at or near a break even place.
- ◇ If employee days are reduced, Food Service will lose \$897 per day under a four-day week.
- ◇ If employee days are not reduced, Food Service will lose \$5,200 per day.

The potential loss for Food Service is 421,528 to \$124,800.

This would potentially reduce the net savings to \$95,538 to (\$7,734).

## Other questions:

- ◇ What will be the high school schedule? 6 period common prep day; block schedule; hybrid block schedule; 7 period day with a prep within a day???
- ◇ If the change is made to the semesters, what happens to graduation requirements?
- ◇ Does a change in the high school schedule change the timing of the bus routes?
- ◇ Under any four day week schedule, what time would kids be picked up in the morning and what time would they be dropped off for home?
- ◇ What, if any, conversations have happened with parents and Site Councils?
- ◇ Many high school sports are played on Tuesdays and Thursdays; what does this do to student/athlete time missed on those days?
- ◇ Many middle school sports are played on Mondays and Wednesdays; what does this do to student/athlete time missed on those days?
- ◇ With the athletic conferences, both middle and high schools—is it possible to

- change the schedules in the conferences?
- ◇ Does it make good sense for our community to make a change of this magnitude in less than a month's time without knowing the answers to so many questions and without community input?

4-DAY WEEK  
INFORMATION  
(CONTINUED)

Director Breckner explained that when Superintendent Huber-Kantola did the comparison for the administrators, in the consideration of the closure of Jerome Prairie, that was a committee process that took three months that affected two schools and approximately 350 students. This is a change that affects the entire district, and is it a wise idea to make that change without any community input at this point in the school year? His recommendation was that if the Board is truly interested in investigating the four day week, direct the Directors to start the process of looking at the change next year with established checkpoints and a final recommendation date of March 2014. Currently we are missing the community voice. This level of decision needs to be a process not an event.

Member Crume asked for clarification on the transportation savings as the district's figures indicate an amount of \$117,000 and the TREA figures were at \$1 million. Ms. Cross responded that the \$1 million would have been the whole cost without the 70% reimbursement and also didn't take into account the contract language.

Member Crume stated that due to the budget shortfall that we have it would be irresponsible not to look at a four day week but agrees with Superintendent Huber-Kantola that it is something that needs to be studied and there is no way we can make a quick decision right now and talk about this next school year.

Member Meier agreed with Member Crume. All of these ideas deserve study and consideration. She is interested in investigating it but is deadset against trying to make any changes for the next school year. She believes that is irresponsible. As a parent, she would be outraged if in mid-May the school district made a change of that magnitude. It needs to be a good thoughtful process that involves employees, Board, community and students. We need to do what's best for our students and not rush into it.

Member Litak thanked the TREA representatives for bringing this to the Board's attention and making the effort to come up with a creative solution. We have looked at the four day week a little bit in the past, but it never got much traction. It is too late in the year this year, but should give it some serious consideration next year.

The Board directed the Directors to move forward with investigating a four day week, but not for next year. The trimester/semester system needs to be looked at in conjunction with it. The move to Common Core and Proficiency may drive a change.

District Accountant Lisa Cross stated that the Cash Report and the taxes are at 100% of what was estimated. The Estimated Ending Fund Balance is up almost \$225,000. That is attributed almost completely to the State School Fund estimate. The \$10 and \$20 million set aside was distributed amongst all school districts and it showed up on May 15<sup>th</sup>. That increased our ending fund balance to \$1.14 million.

FINANCIAL REPORTS

Member Litak asked that the April 1, 2013 Special Session minutes be pulled from the Consent Agenda. Member Litak moved to approved the Consent Agenda as presented without the April 1<sup>st</sup> minutes. Board Chair added that there was a revised coaches list as well. Member Meier seconded and the motion passed unanimously.

CONSENT AGENDA

APPROVED

Members Meier and Litak have some corrections that need to be made to the April 1st minutes and will e-mail them to the Board Secretary. The revised minutes will then be included on the Consent Agenda in June.

## COMMUNITY COMMENTS

Michelle Sheely requested a bus stop closer to her residence on Board Shanty. She has contacted the bus shed and they told her it was up to the Board. The Board asked Director Valenzuela to follow up and resolve the issue.

TREA President Dave Marks stated he clarified some issue of the four day week in his discussion with Superintendent Huber-Kantola. He believes the larger issue is to create some way to bring the community and staff in to look at the budget. He is frustrated by the budget process. He has ideas on things he would like to see looked at to save money.

Member Meier agreed that we need to be looking outside the box, but need to do it thoughtfully.

Member Litak added that he has no problem with getting more input earlier on in the budget process. He also stated that he is frustrated that we do the reactionary thing, which is why several years ago at a retreat he advised that we need to be thinking ahead a bit—and what morphed out of that was the Sustainability Committee. We got some good ideas out of that, but it may need to be more of a process.

Member Meier added that may need to be more of a regular thing to occur every year or every other year. She also added that there needs to be more lobbying. People get upset when money is cut, or when we can't fund our school year—but we need an ongoing way of lobbying both our legislatures. A huge issue is our bussing and how we start off at a disadvantage. We need everybody to be lobbying—board members, staff, parents, and we need to make our voices heard. A lot of those decisions are out of our hands, but we can have an impact on them.

Hidden Valley High School Teacher Julia Richardson stated that one of the things that really disturbs her when she attends board and budget meetings is the easy reply “we’ll take it out of salaries”. There has to be another way to do this. We are losing wonderful, quality teachers. She asked that the board look at another way to do this.

Member Litak responded that he appreciates what she said—but she also needs to appreciate that we look at salaries and benefits because that is where we spend the vast bulk of our money. Benefits with PERS is a huge thing that has been keeping salaries down, because we have to increase our personnel costs to pay for PERS. Transportation is another big cost. If cuts have to be made, we are going to have to cut from personnel costs one way or another—numbers of people or cutting days.

Member Meier added that’s why some of these innovative ideas, and the lobbying, are so important. Because at the end of the day they only have so much they can do and they have to have a balanced budget. They don’t like the things they are doing, the impact on their staff, and the impact on their students. It’s not a question of valuing or not valuing the teachers and the rest of the staff, because they do—it’s the terrible reality that’s been handed to us, which is made worse in our district not only due to state funding but the declining enrollment and the vast geography that we have.

Member Litak added he didn’t mean his comments to come across as disrespectful — we do value our folks, but the money has to come from somewhere.

Applegate teacher Debbie Yerby expressed her support for a four day week. She likes the idea of an open day on one day of the week where they could provide some innovative or creative ideas for kids. She feels we are always playing catch-up with District 7 who has everything and this would provide us the opportunity to do some really creative things. She also encouraged the switch back to the semester system.

Member Meier responded that the change to the trimester system was one of the more grueling decisions they made as a board. She is upset that they made such a hard decision in a short time. She wants it to be thoughtful—she doesn't want to see them rush into a decision.

COMMUNITY COMMENTS  
(CONTINUED)

Director Breckner stated the change to the trimesters was a seven month deal. It wasn't an overnight thing. The reason we had to consider doing the trimesters was because we needed to reduce eight to eleven high school staff and there was no way to staff the current schedule. That's why the decision was made to go to the trimesters because had we gone to the 6 period common prep day we would have been able to staff it, however almost all electives and all vocational programs would have been cut.

Member Crume stated there is no question that the teachers of our district are by far are our district's biggest asset. A while back we had several presentations that were talking about by going to a four day week we would save \$1 million. His eyes were opened and he is definitely willing to look at a four day week to save \$1 million in our district. But if the numbers are truly a \$95,000 savings, he would not be interested in the looking at a four day week. He thinks there are other ways that we can come up with, creatively, to save \$95,000 in a year versus uprooting the students and the families of our district.

Newbridge teacher Kim DeForest is glad to see the process of looking at a four day week is getting started. She has taught for 14 years in Three Rivers and loves the district. She believes that the semester system will help the students succeed, specifically from the Language Arts prospective and explained the requirements.

Illinois Valley High School math teacher Mike Bradley stated that he was on the original trimester planning committee. He felt it was rushed through and is not working. It's a good idea to give this some really good thought.

Director Valenzuela stated that last month a proposal was brought forward to shift the boundary that would affect students on North Applegate Road and take them from Madrona and send them to Applegate school. It was an informational item only and have had some time to look into the proposal more. He is now proposing that we postpone that shift to next year. He has not had an opportunity to attend Site Council meetings at affected schools, and feels that is a crucial piece. The only outreach that has been done is calling every family on the list that would be affected, but does not feel like that was enough.

N. APPLGATE ROAD  
BOUNDARY ADJUSTMENT

Member Meier responded that she agrees there needs to be a thoughtful approach. She also agrees that anybody with kids currently in our schools that it would impact we should grandfather in. She does not think that any student should be forced to change schools, but hopes there will be a real look at it, because it does make sense.

Member Litak asked about the statement that the bus savings would have been neutral. Director Valenzuela explained that bus B7 would still have secondary responsibility. It would have to provide service to the Hidden Valley kids. So we are then down to one-half a route. In the initial conversations with First Student, they thought they could eliminate the route completely. What they are dealing with now is the morning exchange route that would provide service to the Madrona/JP area (Hayes Hill, Riverbanks Road). They are trying to figure out how to make that work timing wise. It needs further review and is hopeful that if it is studied closer, a different route configuration could occur for savings.

It was also noted that there were 43 students transferring to Applegate at this time.

Director Breckner stated the draft documents that the evaluation committee came up with are in the board packets. She wanted to provide them well in advance of June, because in June

SB 290  
RECOMMENDATION

SB 290 RECOMMENDATION  
(CONTINUED)

she will be asking that the board approve the documents as the evaluation systems for both the administrators and the licensed staff, along with the student learning and growth rubric that was shared a couple of months ago. The committee's recommendation is that the portion of the evaluation that should be based on the student learning and growth is that we will be recommending to the board that they adopt 30%. She is still feeling that the window that ODE gave us is anywhere from 10-50% and believes going higher than 30% would be hard to justify, especially given that the state is changing their student achievement test from OAKS to Smarter Balance. The big change, particularly on the administrator's evaluation, is that we essentially re-wrote the entire administrator evaluation and based it on the Salem-Kizer model, which is one of the one's that has been approved by ODE. We also adopted much of the language from the Salem-Kizer model for the teacher one, and added in individual things from our own model that we wanted to preserve in the new one. The deadline for the district to submit to ODE, our plans as well as the goal-setting, is June 30<sup>th</sup>, so next month she will be asking for board approval on the evaluations as well as the 30% recommendation.

BREAK

Break at 8:15  
Reconvene at 8:30

LORNA BYRNE MS GEAR  
UP GRANT

Director Valenzuela explained that the Gear Up grants are administered out of his office and they are requesting permission to pursue a Gear Up grant at both Lorna Byrne, Fleming and North Valley, which are two separate action items. We have been involved in Gear Up for years and our most recent work with them provided \$75,000 to the Fleming and North Valley over a period of six years. They have been able to purchase a large amount of equipment that they can keep after the grant expires. The Gear Up grant came out and we are eligible at both Fleming/North Valley and Lorna Byrne, and they all three want to pursue it. There is no cost to the district.

FLEMING/NORTH VALLEY  
GEAR UP GRANT

MOTION PASSED

Member Litak moved to approve the request from Lorna Byrne Middle School to apply for the Gear Up grant. Member Meier seconded and the motion passed unanimously.

MOTION PASSED

Member Litak moved to approve the request from Fleming and North valley to pursue the Gear Up grant. Member Meier seconded and the motion passed unanimously.

SWCS—RENEWAL OF  
CHARTER

Director Valenzuela stated that on April 1, 2013 Sunny Wolf Charter School (SWCS) sent a letter requesting to renew their charter for another three year period commencing on July 1, 2013. He and Superintendent Huber-Kantola have been in contact with administrator Sarah McNamara at SWCS and they have been showing a lot of improvement in their test scores, their facility is really well managed and run and the students seem really happy and they are doing a great job. It was his recommendation to the Board that they approve their request for renewal. Sarah McNamara shared the latest test scores: 3rd grade reading is at 100% and 4th grade mathematics is at 100% - they are doing great and are very excited. Director Valenzuela added that these were incredible gains compared to their scores from last year and is fully in support of their renewal. Board Chair Lengwin asked how many students are now attending Sunny Wolf? Ms. McNamara reported that they are at about 52. They have projected 50 students for next year and are thinking they may get more than that.

Member Meier made a motion to approve the renewal of the Sunny Wolf Charter School for three years. Member Crume seconded and the motion passed unanimously.

Member Litak asked what kind of obligation does this give the school district? Director Valenzuela responded that it would continue the original obligation set forth in the original charter. If there was a provision that could cause the charter to be renegotiated.

Director Valenzuela reported that right now Evergreen Elementary, Lorna Byrne Middle School, Applegate School and Williams Elementary are involved in a 21st Century grant. Evergreen and Lorna Byrne will be coming into their 15th year of this grant. It's a 21st Century Community Learning Center grant. It was originally created to enrichment opportunities, bring communities into schools and create an after school program that extended the school day to create a connection to school for students. This new round of grant proposals is asking for the programs we create to center on student achievement. Specifically around some of the requirements of the waiver, proficiency, common core and some of the challenges they foresee. We are still going to have community partners where we bring in enrichment type activities. The requirements are real similar to Gear Up. It doesn't cost anything to apply. The five year grant has the potential to bring \$500,000 per year to these schools for years one, two and three. Year four is funded at 75% and year five is funded at 50%.

21ST CENTURY GRANT

Member Litak commented that it has been a great opportunity for the schools in the Illinois Valley that have had it. They have been able to offer a lot of things that we would not have been able to do otherwise.

Member Crume moved to approve the request to pursue the 21st Century grant. Member Meier seconded and the motion passed unanimously.

MOTION PASSED

Ms. Cross brought forward resolution #10 to transfer contingency funds. She stated there were some additional names submitted to the District Office for students that would be attending nationals. It's the usual \$300 per student for an additional 15 students.

RESOLUTION TO TRANSFER CONTINGENCY FUNDS

Member Crume moved to approve resolution #10 to transfer contingency funds, not to exceed \$4,500. Member Meier seconded and the motion passed unanimously.

MOTION PASSED

Ms. Cross reported that the district holds approximately seven scholarships that total about \$60,000 and those scholarships are awarded every year. It used to be that some of the larger scholarships were able to be perpetuating because they earned enough interest to where they never used the principal. With the turn in the economy, that is not possible anymore. We cannot, by law, invest in long term large amounts of money. She posed that she be allowed to speak to the benefactors of the trust and asked if they would be interested in turning their funds over to the Josephine County Educational Fund. They have made some great strides; the Three Rivers Foundation has actually joined with them and turned the money over to them. All three of our high schools are represented on their website and it is a wonderful place for students to be able to go and see what is available. If we can turn these seven scholarships over the Josephine County Educational Fund they could earn about 5% interest. They have annual audits and they are organized and very dedicated. She and Superintendent Huber-Kantola have met with them a couple of times. She feels very comfortable with their organization. It doesn't change anything about how the scholarships are awarded. The benefactor can choose who receives them. She asked for approval of the resolution so she can contact the benefactors and see if they would be interested in moving their funds.

TRUSTEE AGENCY AND RESOLUTION

Member Litak moved to approve resolution #09 to transfer trust and agency funds. Member Crume seconded and the motion passed unanimously.

MOTION PASSED

Director Breckner stated that normally she would be asking the board to approve a calendar, but there are still many things that are not known and so rather than spend the time creating a calendar she asked the board to approve the following important dates:

IMPORTANT DATES FOR 2013-14 SCHOOL YEAR

- ◇ August 29, 2013 Teachers return
- ◇ September 3, 2013 Start of School
- ◇ December 23-January 3, 2014 Winter Break

IMPORTANT DATES FOR  
2013-14 SCHOOL YEAR  
(CONTINUED)

◇ March 24-March 28, 2014 Spring Break

Member Litak asked what time frame we are looking at for an actual calendar? Director Breckner responded that it is dependent on the legislature, but is hopeful that it is before school starts.

MOTION PASSED

Member Crume made a motion to approve the dates as submitted. Member Meier seconded and the motion passed unanimously.

REQUEST FOR NAMING  
OF NORTH VALLEY  
BASEBALL FIELD

Director Ely thanked current school board members and other candidates in the audience. It's nice to see the interest in our school district.

Director Ely then reported the North Valley Facility Naming Committee has met. It was originally proposed as the Aaron Daywitt Memorial Field, and they wanted to reduce the name down to the Aaron Daywitt Field, which was approved by the family. There will be a special dedication at the alumni game next spring as it kicks off the baseball season. The name will be placed on the scoreboard and will be paid for by donations that have already been received.

MOTION PASSED

Member Crume made a motion to name the North Valley Baseball Field the Aaron Daywitt Field. Member Meier seconded and the motion passed unanimously.

SUPERINTENDENT  
CONTRACT

Board Chair Lengwin brought forward the 2013-14 superintendent contract for approval. Member Meier moved to approve the contract. Member Crume seconded and the motion passed unanimously.

Adjourn at 8:55 PM

---

Ron Lengwin  
Chairperson of the Board

---

Dan Huber-Kantola  
Superintendent-Clerk