

Three Rivers School District Board of Directors met for a regular session, Tuesday, May 19, 2015 at the District Administrative Office, 8550 New Hope Road, Grants Pass, Josephine County, Oregon at 6:00 p.m.

PRESENT: Danny York, Board Chair, Zone II  
Kate Dwyer, Member of the Board, Zone I PRESENT  
Kara Olmo, Member of the Board, Zone III  
Ron Crume, Member of the Board, Zone IV  
Ron Lengwin, Vice-Chair of the Board, Zone V  
David Holmes, Superintendent-Clerk  
Debbie Breckner, Director of Human Resources  
Casey Alderson, Director of Secondary Ed., Athletics & Alt. Ed.

ABSENT: Dave Valenzuela, Director of K-8 Education & Technology ABSENT  
Stephanie Allen-Hart, Director of Student Services

Also Present: Bill Ertel, Brent Workley/Newbridge Principal, Renee Hults/  
Manzanita Elementary Principal, Jamie Ongman/Illinois Valley  
HS Principal, David Regal/Evergreen Elementary Principal, ALSO PRESENT  
Dave Marks, Kim DeForest, Kirk Baumann/Ft. Vannoy  
Elementary Principal, Ken Olson, Brian Hershey/Sodexo Food  
Service Manager, Darrell Erb/ Applegate & Williams Principal,  
Kari O'Brien, Scott Polen/Lorna Byrne MS Principal, Sharon  
Fisher, Dennis Misner/North Valley HS Principal, Patricia  
Krauss, Jeff Conard and Shelly Quick/Recording Secretary.

Board Chair Danny York called the meeting to order at 6:00 p.m. and led the audience  
in the Pledge of Allegiance. CALL TO ORDER

Board Member Crume made a motion to approve the agenda. Member Lengwin  
seconded and the motion passed unanimously. APPROVAL OF AGENDA

Board Chair York called on Board Member Dwyer to start the "Say Something  
Positive." Ms. Dwyer attended a performance at Lorna Byrne "Cavetown." It was put  
on by the Studio to School grant and it was terrific. Member Olmo said it is getting  
closer to graduation for everybody, being on some of our high school campuses the  
last week. It's fun this time of year and she is proud of our students. Mr. York was at  
the JCF awards banquet last night at the Bear Hotel and was impressed with what the  
kids are able to do. They gave away \$33-34,000 to different organizations. All money  
that the kids are able to generate and put back into the community. He is proud of  
what they are able to do with what we got. Member Lengwin said he was finally able  
to get out and catch a baseball game at Hidden Valley. He gave a shout out to Mark  
Vidlak and his team. The field looked great and there were a lot of people in the  
stands. Member Crume said good job to Fruitdale Elementary. He was talking to a  
couple of parents last week that have kids that are moving on and they were bragging  
about what a great experience they had at Fruitdale. SAY SOMETHING  
POSITIVE

Superintendent Holmes attended the Academic Masters at Illinois Valley High School  
and Illinois Valley High School was the champion of that competition. Hidden Valley  
tied Grants Pass High School for second. Three Rivers really does have two of the

SAY SOMETHING  
POSITIVE (CONTINUED)

top three schools in the county. He also gave a shout out to New Bridge High School for completing their accreditation process which is a huge task and undertaking. It says a lot about the staff and the leadership and being able to move forward having everything approved. Congratulations Newbridge! Director Alderson shared that the track teams were represented in 37 different events at the state meet between 4A and 3A. We have 11 golf individuals at their state meet. We've got three tennis players from our district at the state tournament and Hidden Valley baseball is in the playoffs right now. Director Allen-Hart said her hat is off to all of our elementary schools. We are busy celebrating some pretty phenomenal growth with our reading. Director Valenzuela said with it being May and it was recently Teacher Appreciation Week he said he has worked here for a long time, and is pleasantly surprised all of the time by how amazing our teachers are. Director Breckner said that she knows the board is aware that we recently experienced a staff tragedy at North Valley High School and it's one of the events that we did not have a plan for, in terms of how we respond. She met with a staff member from North Valley today who is looking to retire. That subject came up today and would like to compliment the North Valley staff for how they responded at the last minute with not having a certain plan and Mr. Misner's leadership not only with the staff but with the family. We care about our folks deeply, and it's not just our teachers that do a phenomenal job, we have outstanding staff across the board.

Kari O'Brien said thank you to her principal Kirk Baumann. He does a great job working hard for teachers and students all the time. She appreciates the work that he does. Sharon Fisher shared how wonderful her principal is at Madrona. Ms. Landon has transformed that place. Ms. Fisher has been there since 1981 and didn't even think of ideas that she has come up with. Illinois Valley principal Jamie Ongman shared that two of our district high schools, Hidden Valley and Illinois Valley, were recognized with the Bronze Award from the US News as being in the top of the nation's best schools. Teacher Kim DeForest said at New Bridge they had some students that are in finals for a video production they made for a national contest. Ft. Vannoy Principal Kirk Baumann recognized his teachers and expressed appreciation. They also had their volunteer lunch earlier this month for 70 volunteers. As a staff they all pitched in and celebrated everybody on campus. Principal Darrell Erb said that last weekend a group of volunteers got together with fully donated materials and put irrigation around the old Applegate building. It was a \$6,000 system put in for about \$200. Lincoln Savage Principal Damian Crowson invited everyone to view an incoming sixth grade Tiger Pride video that was created by staff and students. It is available for viewing on You Tube. North Valley Principal Dennis Misner shared that last night 55 students were awarded scholarships totaling around \$300-350,000.

TEACHER APPRECIATION  
WEEK

Superintendent Holmes read a resolution recognizing May 4th through 8th as Teacher Appreciation Week.

SUPERINTENDENT'S  
REPORT

Superintendent Holmes said that he surmised that a lot of people have been following the state forecast and State School Fund budget process. Last week on the 14th we found out that the State School Fund was increased, based on the revenue forecast. Those numbers will provide us for a roll up two year biennium budget based on the numbers that were already presented at the first budget meeting last week. The state legislature was counting on a revenue forecast that would indicate that there was going to be more funds available to them than what was currently on the books. They suggested to school districts that we create a 50/50 budget instead of a 49/51 budget. What that typically means is school districts always provide for a two year biennium budget where 49% of the funds for the two years is spent the first year and 51% is spent the second year. That allows for roll up costs and increase in expenses over a two year period so that you do not run into budgetary problems the second year. We did create the budget on that. We were very nervous about that because what that meant was that if the budget forecast did

not come in in a manner that the legislature thought it would we were going to have to rewrite the entire budget—pull a bunch of things out, cut things and those are always difficult situations. It's always easier to add things to a budget than it is to pull things out. We did create a 50/50 budget. The number that did come through with the revenue forecast did give us just enough money to put in to ending fund balance that will then create a 49/51 budget as presented last Tuesday at the budget meeting. That is, for the second year in a row, a full student calendar of instructional days. It does pay for the roll up costs of things that were done last year—that COLA's and the health insurance increases that were made last year. There are a number of things in the budget that were small add-on's for things trying to address graduation rates, class sizes and a few other things. If anyone is interested in more of the details, he welcomed them to come to the second Budget Committee meeting on the 27th at 6:00 and we will be reviewing that one more time. Anybody that's interested is welcome to come listen in or make comments. There will be a comment session as well. It's also online on the district website. Ms. Cross also just posted today answers to a number of questions that had come to the district over the last week about specific line items and specific things in the budget. He and Ms. Cross sat and went through all those questions and those answers are all posted online as well.

SUPERINTENDENT'S  
REPORT  
(CONTINUED)

Mr. Holmes then reported that the district kindergarten staffing/hiring is done and he is ecstatic about the quality of people that we have been able to attract and hire. He would like to think it all had to do with his speech last August about being a destination district. Probably, not necessarily all the case but he's hoping that there is a little bit of that there because the people that we were able to hire and bring on board are of the highest quality. He has met with all of them personally after they went through the interview process and they are going to do very, very well in our schools with our students. Most of the kindergarten round up processes are past and are in the books. He reported that there is no bad news and there is no good news. The numbers across the board don't really tell a story. Manzanita had 39 students—almost a 50% increase in kindergarten round up numbers. Fruitdale is at the same number—25. At Evergreen, we knew from the Head Start numbers that we had about 39 students coming from Head Start alone. But we only had 26 students sign up at round up. Not a lot of rhyme or reason in the turnout for kindergarten round ups. To add on the conversation we have been having about the second portable at Fruitdale, that's on hold at this point. There is no need to go out on a limb with something like that based on the input that's coming back right now.

Mr. Holmes reported on the maintenance department. With graduation coming up—he loves the energy in the maintenance department that's occurred over the last week to ten days. You can feel the sense of anticipation of all of the things that they have got to do for graduations. The weed whacking, the mowing, the pressure washing and the setting up of chairs, the moving stages and with three of them back to back to back and doing those things. He will take his hat off to them, they are up for the task and he is quite impressed with the response by maintenance.

Mr. Holmes said lastly, we have begun bargaining with both associations at this point. Not that we only have two associations, but we have begun bargaining with the licensed and the classified staff and that is under way and so far that's been a pleasant process as been reported to him, as he is not personally involved in that directly. Going well so far.

Board Chair York brought forward the Consent Agenda. Items in the consent agenda will be approved by a single motion unless a member of the Board or the Superintendent requests that an item or items be removed and voted upon separately. Member Olmo moved to approve the Consent Agenda as presented. Member Dwyer seconded and the motion passed unanimously.

CONSENT AGENDA

Board Chair York introduced the Community Comment portion of the agenda and asked

COMMUNITY  
COMMENTS

COMMUNITY COMMENTS  
(CONTINUED)

the four speakers to keep their comments to three minutes. Teacher Kari O'Brien stated that they have started their bargaining process and reported that they are disappointed that there is no compensation increase at all. With the news from the state, this is the prime opportunity for the district to take another look at what the district can do to award financial compensation to the employees. It's been a long haul. She asked the board to reconsider what's available, what funds are being spent, where the monies are going and if they're going to build systems and programs, let's take a step back and start looking at the employees that are running these programs and see what can be done before the budget is finalized.

Bill Ertel said that he attended the Illinois Valley scholarship awards and commented what a great event and group of students that presented themselves so well. He was looking online and was able to view the agenda. It's a good tool. Tomorrow he will be at a Rotary meeting and Williams will be represented by their Student of the Year. He then commented on how the teachers and staff of our schools in Oregon are becoming more and more parents of the children because of broken families. Lastly he asked how Common Core is going? Is it a success; is it working? Board Chair York responded that on the success of the new ELA adoption. As far as the testing, we don't know yet.

Teacher David Marks expressed concern of getting great test scores at what expense? Teachers have expressed caution about high school intervention, enrichments and elementary schedule for RTI. The programs aren't bad but should have teacher input. He was concerned about top-down management. Teachers want a schedule that is student centered and teacher directed. They ask that the teachers be honored. Teacher driven planning leads to success with working conditions, morale and educational outcomes.

New Bridge teacher Kim DeForest shared that she worked with the Smarter Balanced today at New Bridge. She shared the experience with testing and the need to focus on work samples. She told the Board to be prepared for a very severe drop and ask they take into consideration that the test is very different and the students are going to need a lot of support.

## FOOD SERVICE UPDATE

Director Breckner provided a food service update. Last month she shared with the Board her frustration with ODE and how long it was taking to get the supper program. She then provided information on CEP participation and stated that the district finally received approval from ODE on May 7th. We were able to start the supper program and the unfortunate part of that is the time of year. We are approaching the closing of schools. Week one we opened the program with Illinois Valley High School and Fleming Middle School. Week two we fed almost four times as many kids as we did during week one. We added Lincoln Savage and Manzanita to that program. We now also have a program going at Madrona. She explained the difference in the math and why the supper program matters. As she shared with the Board last month, snacks are worth \$.82c, suppers are worth \$3.2275. In looking at week two comparison, on the 354 students we served—had we served snacks we would have made \$290.48, without staffing and associated costs. By serving suppers we generated \$1,160.24 in revenue. The revenue potential for next year is close to \$122,000. She also shared an email from Madrona principal Liz Landon about the kids at Madrona after school and how much they love the dinner program. Our kids are hungry, and when you look at the number of kids that we are feeding, the difference between having a piece of fruit and thing of milk and having either a full sandwich or a hot dog or something that is more filling—the bottom line is we need to be feeding our kids. She referred back to the first page of the document she handed out and pointed out that last Spring Grants Pass School district announced that they were doing free lunch for everyone. We had a conversation about why we were not doing free for everyone. She explained that the way that the CEP Program works is that it's based on the number of direct certification students that we have. What direct certification is are

those families that are receiving public assistance, either food stamps, welfare or other publicly funded programs. They are not required to fill out a free and reduced lunch form. There is a computer system where we download and connect to those kids automatically. They automatically qualify because they are in one of those programs. We did the download and took a look at where we were compared to last year. She pointed out a couple of things. She put an asterisk next to schools that will be on CEP eligible for next year and we will be adding two additional sites. One of those being Lincoln Savage and the other being Illinois Valley High School. What will happen in those two buildings is that those students will receive no charge breakfast and lunch for any student that is eligible. That will add close to another 1% in revenue for us next year as well. We then would have four schools that would not be CEP eligible, that would include Applegate, Fleming, Hidden Valley and North Valley. We went out for bid and one of the reasons you don't have a recommendation tonight is one of the vendors bidding asked for an extension, which she granted. We will be coming forward with a recommendation for the Board next month once we complete that process and ODE's process that goes along with it. She appreciates the opportunity of have food service back so she could delve into what happened last year. She shared some information with the board. The total revenue to the program is a little over \$1.8 million. Our staff cost are 57.5% of that total. That is above the 50% average. Our food costs are 38%, which is below the average. That is a good thing because it helps balance out some of the staff cost. However, those two percentages for food and staff are 95.5% of the revenue coming in which equals \$1,726,168.32. That leaves \$81,337.77 to pay for paper, copy machines, printers, internet, electricity, etc. It's important for the board to realize that we operate in 14 different sites on 4-1/2% of whatever the revenue is, which is a very small margin. Something else that is good for the Board to know is that when she looks at our current participation rates, particularly at the elementary school, and she believes it has a lot to do with CEP eligibility, 47% of our students are eating breakfast and 71% of our students are eating lunch. Those are on the high end of the state averages.

FOOD SERVICE UPDATE  
(CONTINUED)

Member Dwyer said the first thing she thinks of is when they look at that average and the cost—what would that look like in other districts that suffer from our unique geographic situation. She would tend to think that some of that cost is a result of that geography and not something we are doing wrong. Ms. Breckner said it's not something we are doing wrong and that is a very good point. Regardless of where are kitchen is, with the exception of Applegate and Williams, our other schools that serve more meals require a minimum of three employees. There is no way to get it done with less than three. In our larger schools like Hidden Valley, we need five. Ms. Dwyer stated that it is a function of the fact that we are so spread out and not centralized services. Mr. Holmes added that it is an economy of scale and similar to what we deal with in transportation. Transportation is easy to see because it's miles and busses on roads and you can visualize that rural nature of how far we are moving students. But the same thing applies in a little bit of a different manner. From a restaurant background and a business background it's economy of scale. Nobody in here would buy a Dutch Bros and put it at the end of a Forest Service road out in Cave Junction. That economy of scales in our schools is exactly what we are talking about. We have all the pieces that require the overhead to be taking care of in that 4.5% - it's a challenge. Ms. Breckner added that in an ideal world, our staff cost would be between 45% and 47% and we are more than 10% higher than the high end.

Mr. York asked if we have seen a significant change in the participation rates from last year to this year? Ms. Breckner responded that will be a really good number to look at next month. There has been an increase in participation. The Food Service Managers are actively trying different recipes and trying different things and giving active feedback. They are adjusting the menus accordingly. She said she would have a final total next month as to where we are at.

Director Casey Alderson presented an update on the state of the alternative education in Three Rivers. We are meeting the needs of a lot of different types of kids and a lot of

ALTERNATIVE  
EDUCATION UPDATE

ALTERNATIVE  
EDUCATION UPDATE  
(CONTINUED)

different backgrounds. It's a challenging landscape. We face a changing and challenging population in our alt ed ranging from different types of issues that lead kids in to an alternative setting and sometimes it's a kid that doesn't fit into a regular classroom. Sometimes we have kids that our out because of medical illnesses or family situations that may pull them out of school for an extended period of time. We have a broad range of ways that we try to meet those students needs. Our ultimate goal was that kids are graduating out of Three Rivers School District and we want to make sure that we can do everything we can in our time with them to meet their needs. Some kids spend a week or two in our alt ed setting, some kids may spend upwards of almost four years with us in an alt ed setting. We want them to finish, be a graduate, and be able to move on out of our system just as we do with the kids that show up every day to each of our high schools. The numbers presented on the document he handed out give the Board an idea. We have three main areas that we work that include the Merlin Alternative Center that serves the needs of our Hidden Valley and North Valley area schools. We have IVAC (Illinois Valley Alternative Center) that's located at Illinois Valley High School. He brought the teacher from there tonight to share how things have been going for him this year. It is a new position that was added this year. Mr. Alderson wanted to give him an opportunity to talk about some things that they have been able to do this year. The last of the three is our online environment. Ms. Cornelison is at the meeting tonight. She runs the district's online program. Sometimes it is like herding cats—making sure that kids are logging in, completing assignments and checking in with them to make sure that they are still in the area or in the state. Chasing all of that is tough and while she is at the meeting he recognized her and the work that she does because that student to teacher ratio is 82:1. She covers all three of the valleys working with kids. She is making the home visits checking on kids or having them come to work with her at Jerome Prairie in the library.

Mr. Alderson also provided information on how are charter schools are doing as of May 1, 2015. Sunny Wolf has 76 kids; Woodland Charter has 116. The in district-paced alternative education programs: we have 18 kids at Inn Sight. We have only lost one of those students this year to a drop out. Their success rate is one of our highest areas as far as completers. Brant Haynes, the coordinator there, has done a remarkable job with that population. The number of home school kids is at 298. Looking at two years ago it was 250. Mr. Alderson also provided data of the students participating in district online by school. Some of the things that we are looking towards in the future for the alt ed piece based on the all of the different areas that we have and all of the different needs that our kids have in our district. Ultimately down the road we would like to get everything under one roof. We are looking at a few different possibilities. That would make things more efficient for our staff and for the students to have an identity within our settings. He would like to increase the capacity of our online environment. Right now having one certified teacher working in that area with no added support is tough—82 students to chase online is a daunting task. Being able to increase our capacity in that area to provide support would be ultimately better for our kids. Looking at our GED programs, being able to get them under one roof. We have our GED prep out at the MAC right now. Those kids are inter-mingled with our MAC students. We have seen some issues there of the GED kids causing more problems in some cases than our kids that are there just as an alternative setting. Maybe moving our GED program to a different location and having the GED prep and the GED testing in the same location to increase the efficiency piece of it. Mr. Alderson then introduced IVAC teacher to speak about his experiences there.

Special Education Director Stephanie Allen-Hart brought forward the following policies for the first reading:

BOARD POLICIES—  
FIRST READING

- JECB—Interdistrict Transfers
- JECB-AR—Interdistrict Transfers-Admission of Nonresident Students
- JGAB—Use of Restraint and Seclusion
- JGAB-AR—Use of Restraint and Seclusion

- JHCD—Nonprescription Medication
- JKCD—Prescription Medication
- JHCD/JHCD-AR—Prescription/Nonprescription Medication

BOARD POLICIES—FIRST  
READING (CONTINUED)

Ms. Allen-Hart said there are some pretty minor updates on the policy on interdistrict transfers and use of restraint and seclusion. There are pretty significant changes with the nonprescription and prescription medication. Some different laws have been passed that allow us to separate out prescription medication and that process for nonprescription medications such as Advil. We are able to separate that out and not have the enormous list of things we need to do for over the counter administration. She asked if there were any questions or comments.

Member Olmo said she was fine with the policies and made the motion to approve the policies as presented. Member Crume seconded the motion. Board Chair York called for discussion. Member Dwyer had a minor issue and commented that sunscreen is now going to be permitted as an over the counter and not going to be an issue any more? Ms. Allen-Hart said that is correct.

Teacher Kari O'Brien asked if Chapstick is on the list? Ms. Allen-Hart responded that Chapstick wasn't listed on the list of allowables but she would look into it as she thinks it would be a very simple thing to add.

Board Chair York called for a vote and the motion passed unanimously.

Mr. Holmes asked the board members to complete the form given to them to indicate the graduations they plan to attend and to review the calendar and indicate the dates that would not be available to allow us to plan the Board Retreat. Please leave the information and he will then put together some options and send them out for their preferences.

FUTURE AGENDA ITEMS

Member Lengwin asked if we have talked with the Sheriff? Mr. Holmes responded that he has not heard a word. Mr. Lengwin said that school safety is school safety and elections are elections. He believes it is a very important thing to talk to him about. Mr. Holmes agreed and said he would be more than happy to have a conversation with him. They have already covered a lot of ground. He believes they are in agreement on the philosophy behind it and what it would look like. He has already committed to him finding the space, finding the phone and finding the computer. It's just a matter of trying to get something going.

Member Crume said that he had lunch with the Sheriff this week and they talked about that. He said that if the budget passed that was one of the first things that was on his list to do. He was very receptive to it. Mr. Holmes said that is what he was thinking—that if it passed he might hear from him and if it didn't he probably never would. Mr. Crume said the sheriff didn't indicate that either. He indicated that if it didn't pass that he had some ideas to work something out as well—just to use some of the schools as a substation to have a presence there.

Member Olmo made a motion to adjourn the meeting at 7:05 p.m. Member Crume seconded and the motion passed unanimously

ADJOURN