

Three Rivers School District Board of Directors met for a regular session, Tuesday, February 17, 2015 at Fleming Middle School, 6001 Monument Dr., 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  
Dave Valenzuela, Director of K-8 Education & Technology  
Stephanie Allen-Hart, Director of Student Services  
Debbie Breckner, Director of Human Resources  
Casey Alderson, Director of Secondary Ed., Athletics & Alt. Ed.

Also Present: John Ahlstrom, Damian Crowson/Lincoln Savage MS Principal,  
Debbie Yerby, Linda Kappen, Bob Conrad, Jamie Ongman/  
Illinois Valley HS Principal, Kurt Ramme, Brent Workley/  
Newbridge HS Principal, Renee Hults/Manzanita Elementary  
Principal, Kirk Baumann/Ft. Vannoy Elementary Principal, ALSO PRESENT  
Dennis Misner/North Valley HS Principal, Brian Hershey/  
Sodexo Food Service Manager, Jim Bunge/Aramark Custodial  
Manager, Cassie Banuelos, Kim DeForest, Lisa Cross/District  
Accountant, Van Grainger, Jack Dwyer, Sid Hobgood/Fleming  
MS Principal, Heather Yount/Fruitdale Elementary Principal,  
Dave Strahan, Brian Miller/Hidden Valley HS Assistant  
Principal, Aaron Ausland, Scott Perry/SOESD Superintendent,  
Ron Ruby, Bill Ertel, Darrell Erb, Kevin Marr, Sally Clements,  
Julia Richardson, Lise Van Brunt/Fleming MS Assistant  
Principal, Patricia Krauss and Shelly Quick/Recording  
Secretary.

Board Chair Danny York called the meeting to order at 5:06 PM. He then stated the Board would go into Executive Session under ORS 192.660(2)(i) - Superintendent Evaluation. CALL TO ORDER  
EXECUTIVE SESSION

Executive Session was recessed at 5:45 PM.

Open Session was reconvened at 6:05 PM and Board Chair York led the audience in the Pledge of Allegiance. OPEN SESSION

Board Member Olmo made a motion to approve the agenda as presented. Member Dwyer seconded and the motion passed unanimously. APPROVAL OF AGENDA

Board Chair York asked for Member Crume to start the *Say Something Positive*. Member Crume said that in light of the recent tragedy in our school he appreciates the way that everybody came together and all the administrators and principals from different schools, the kids that showed up and came together as a community. Member Lengwin stated that our Winter sports are over and our high schools have SAY SOMETHING  
POSITIVE

SAY SOMETHING  
POSITIVE (CONTINUED)

done pretty well in basketball. He has seen some clean busses around lately which is a good thing. The school grounds here (at Fleming) look really nice. He thanked the superintendent for all of his hard work. Mr. York appreciates everyone showing up this evening. He thanked them all for being here and for Fleming making the nice venue for the board meeting. Member Olmo said that she started the day on the western side of our district and ended up over here and it really impresses her—it is remarkable how far apart we are geographically and how long it takes to get from one side to the other. When they get over here teachers and administrators and district office, it really feels like one district and it impresses her. It's nice to see everybody working together and talking and socializing and sharing whether we are at the district office or one of our schools, or whatever valley we are in, to be one district is impressive. Member Dwyer shared that she got to go to an eighth grade assembly at Lorna Byrne and a lot of kids participated in the American Math Competition for the eighth grade. We had a lot of students do really well in it. It was great to be there.

Superintendent Holmes said he was lucky enough to attend a Rotary meeting last Friday morning that Hidden Valley Principal Daye Stone pleaded his case with the Rotary members for volunteers to come do lunch with his kids every Friday at Hidden Valley High School and two things from that. One, Mr. Stone's presentation was incredible, it was heartfelt, it was to the point, the message was on topic, it was just great to hear Mr. Stone represent his school and our district in a manner in which he did to that group of business leaders. The event itself, he heard he had 20 show up, John Chambers was one of them. What he heard, although he was unable to personally attend, it was a very good event. It's every Friday—anybody in here that is so inclined, Mr. Stone is still looking for anybody who would like to show up to help out. It is a great event and it's going to help our kids.

John Chambers commented on that note, he is one of the guys that volunteered. Principal Stone came up to him and said "I want you" and he grabbed a few friends like Ron Ruby, who was in attendance. It's real interesting to see what the school is. It is not as he remembers school. What struck him about these kids is how polite they are and how pleasant it is to be around them. They introduced themselves and shook hands. It was a great experience—everybody should come and do it.

Director Valenzuela gave a shout out to our teachers. As we turn the corner on the first half of the year, he has had a lot of conversations with teachers and support staff that are working with kids. They are working their tails off and they are making a huge difference. In every conversation that comes back to him, they are all about how can we do it better when they are already doing such a great job. Our teachers and our support staff are second to none and he really appreciates it.

Director Breckner shared that the week of the tragedy at Hidden Valley has actually been a pretty long ten days. There actually had been an enormous amount of loss throughout our district. Not only the student issue but there was a death in the Illinois Valley of a well loved long time Evergreen staff member that had recently retired and died suddenly. The memorial service was held at Illinois Valley High School and she thanked Jamie Ongman for opening the school, but in attending that event was pretty amazing to see the number of staff and community from Illinois Valley that turned out for that event and the number of retirees that still feel connected to the district and to the school community. What struck her as she was there that day was Donny Pickern, who is one of custodians, came up to her and said that he was donating his time this afternoon and he doesn't want the family to know because they have enough happening. People are using the toilets and they have got to be clean for Monday and he will take care of that. Heather Merrill, who was our athletic secretary also cleaned up. The dedication of our staff, not only to kids but to each other is pretty remarkable.

Illinois Valley principal Jamie Ongman shared that at I.V. they have a National Merit Scholar finalist who has been dwindled down to, out of hundreds of thousands of students across the nation, has been dwindled down to a pot of 15,000. That still sounds huge, but considering they start at like 250,000 is pretty significant. They will decide on recipients of the National Merit Scholarship in March and they will give out 8,000 of those scholarships. That individual is Liam Dwyer, who happens to be Member Dwyer's son. We are very proud of Liam and his accomplishments.

SAY SOMETHING  
POSITIVE  
(CONTINUED)

Principal Misner stated that at North Valley they have a long term teacher that has been out for about three weeks and they have two math teachers, Amanda Graber and Jeremy Wright, who have been working with the substitute for the past week and a half to make sure that our pre-calculus and AP calculus kids have really good quality lesson plans. It is almost impossible to find a substitute teacher with that kind of qualification. He then thanked for the shout out about basketball—for the fourth straight year North Valley is Skyline Conference champion and they are looking forward to good things for the rest of the year.

Jack Dwyer said that Ms. Wagner at Illinois Valley HS is taking a bunch of speech kids to Eugene this weekend and she is doing it all with a mixture of initiative, enthusiasm and charisma and roping kids in who are not in her class but want to participate in it.

Superintendent Holmes formally recognized one of staff members that happens to be a director. About three months ago he received an announcement from COSA, specifically Oregon Association of Central Office Administrators (OACOA), and every year they give out an award for achievement of excellence and it is specific to central office people and what they accomplish within their districts. He worked with Karreen at the district office and they put together a nomination for Dave Valenzuela and sent that off to COSA. He wanted to officially, publicly, recognize Dave Valenzuela as the Three Rivers School District central office administrator of the year that was nominated to COSA. With that, a few things that went into the recommendation. It is important to know that within his scope of responsibilities it almost reads like *other duties as assigned* as you go through Title I, Title II, Title III, Title X, 21st Century grants, technology, K-8 education. He has all of the RTI components along with the new ELA adoption. It is a very lengthy list. We had more Level 5 schools than any other district in the state and we had more Level 5 repeat schools than any other district in the state. All of which came out of Mr. Valenzuela's K-8 oversight. He thanked Mr. Valenzuela for his hard work and said it was a privilege having him on his staff. Mr. Holmes looks forward every day to coming to work here and working with these fine group of educators in this district.

RECOGNITION

Superintendent Holmes reported on a couple of things for public consumption beyond what he sent to the board earlier. We are now, within this week, going to be in full asbestos compliance. That has not been an easy task. It took a lot of manpower, a lot of training and a lot of hours to pull that back together because it was in a large disarray. The Integrated Pest Management (IPM) Program—we have been unable to spray anything herbicide or pest control chemicals for about a year and one-half and we are about ten days away from having that completed as well. We have training in place and it is just a matter of putting the overall district state plan together that we can send off to be approved. It should be in a timely manner because with the sunshine we are seeing outside, the grass started to grow and the weeds will soon win the race to the finish line over the grass.

SUPERINTENDENT'S  
REPORT

Mr. Holmes said he has spent a lot of time over the last three weeks. A number of the directors and himself have had time to reflect on the manner and way in which we do our jobs and he has personally dedicated two days a week to be in all buildings, in classrooms, working with principals on site and the directors are doing the same thing. Principals are doing the same thing. Trying to lead by example. From that perspective, one of the things

SUPERINTENDENT'S  
REPORT (CONTINUED)

he has been able to witness is we have the Dibel's testing for mid-year all across all of our elementary schools. They take the Dibel's tests and each student has a card and if a student is struggling in a number of areas on the test, there are five areas on the test, it ends up being a red card, which means their intensive and need extra help in the area of English/Language Arts. If they're almost to standard then they have a yellow card, which means they're strategic and just a little bit of extra help might bump them up into being at standard. Every grade level has a big board with all of the cards in it and they are banded with a red band, a yellow band or a green band. He was able to observe those in the Fall and over the last couple of weeks he was able to go through all of the elementary schools and meet with principals as they went back through their boards and rearranged their cards and changed the colors of cards as students retested with their Dibel's test mid-year and the striking accomplishment that our staffs have had moving the somewhat large group bands of red and the medium groups of yellow and the average groups of green to a substantial portion of green to a thin band of yellow and a thin band of red. When you see the visual effect, where every student is represented on that board, and you can just look at the movement of the bands—really shows you how much our teachers are accomplishing in the classroom in moving those student in English/Language Arts. It is very impressive. He thanked all of our teachers, all of our principals and all of our administrators for all of their hard work as it is absolutely paying off.

Mr. Holmes stated that our student count we lost ten students total February from January—45 of those were graduating seniors. From the month of December we are still up seven students since the December count, counting all of the early graduations. Being new to the district, he didn't have any historical perspective, so when he goes back to look at this historically we never have the same number of students here in February that we had in December. There has always been a substantial drop in February because of graduating seniors and second semester starting. We are still up seven students from December. Fort Vannoy added 13 students last month and Fleming added 12 students last month.

NORTH VALLEY  
LEADERSHIP

North Valley Leadership students Broc Sharp and Kyle Crouse shared some things that were going on at their school. They spoke about their Sparrow, Oliver and the volunteering and fundraisers going on to support him. They also talked about how they are trying to increase fan support, the upcoming donkey basketball fundraiser, March of Dimes fundraiser, Rummage Sale and their Disneyland trip in June.

## CONSENT AGENDA

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 made a motion to approve the items on the Consent Agenda as presented. Member Dwyer seconded the motion. The motion passed 3-2 (Members Crume and Lengwin opposing).

## COMMUNITY COMMENTS

Board Chair York opened up the meeting for community comments. Due to the number of cards submitted comments would be limited to two minutes a piece.

Ron Ruby stated that we are all here for the kids. He gave praise to Hidden Valley Principal Daye Stone. It has been a pleasure to visit with the kids. He also volunteered to be one young lady's grandfather. He then spoke about Neil Clark. He was working with him because he opposed the Common Core. He was shocked when he found out who he really was. He asked that they keep in mind that Neil Clark won't be coming to any of these schools because he has been charged with three counts of something. Neil Clark really believed that he was doing something he believed about Common Core and what the dangers were. In the news today there is a lot going on in Portland about Common Core and trying to oppose it. Mr. Ruby stated that he is a retired police officer. He

worked sex crimes. He knows people that are in this idea about they don't want to be known. Neil Clark took on something that is very controversial and those people who saw who he was, they jumped on it full bore and found out who he was, and that's a good thing. To have it brought up the last two meetings pointing to one particular board member as his fault for this guy being involved with it is totally ridiculous. Neil Clark was charged with grooming and spent ten years in prison. He then began looking around at the different sex education that's going around that's sponsored by the state. He asked them to look at the Portland channel KOIN channel 6 and look at their presentation on this conference that they hold every year. He asked the Board who is grooming whom?

COMMUNITY COMMENTS  
(CONTINUED)

Bill Ertel asked where are we with performance, the progress, on Common Core? As a board are they happy with it? Is there some shortcomings? He is asking for a report on Common Core. Mr. York responded that they haven't seen any Smarter Balanced testing yet so there's really nothing to report. It's pretty encouraging hearing about the progress that the kids are making in the area of English/Language Arts with the new curriculum that we have adopted and purchased. To see that kind of progress at the half-year mark is extremely encouraging to him. He knows that there is usually push-back on any kind of change, but his feeling is that, having spoken with some of the teachers in the district, that they are not having to find things to do for the kids that are talented and gifted. That's already in the curriculum for them. In a way it gives the teachers—they can be autonomous in the classroom and not having to look to outside sources to try and get the kids that really accelerated that they are actually able to all stay in the same group. That's encouraging for him, anyway.

Kevin Marr said that he missed the work session two weeks ago, but he was at the last board meeting where the board brought up the topic of board member qualifications. He has been thinking about it a lot and it prompted him to research it a bit on the internet. It is true that the voters can elect anybody they want. He thinks it makes no sense to him that they wouldn't unanimously support and vote for at least a minimum qualifications that meets the same standards that we hold our janitors, our teachers, all of the people that work in the district—that seems to him to be almost a given. He will be interested to see how they go forward with that. He didn't see anything on the agenda for tonight about it and asked if that was still in the works? If it is he encouraged the board to please vote for a minimum qualification for themselves.

Dave Strahan—said he too was here tonight, he saw on the February 3rd workshop agenda the board qualification policy and had expected it would be on the agenda tonight. He had a misinterpretation that there was some push back and objection to the policy and the fact that the board may be asked to have background checks for future board members. Having had a conversation with Mr. Crume before the meeting he learned that was not the case. It's simply, in his mind anyway, a language issue and there isn't any objection to it—he couldn't imagine what the objection would be. Having learned that from Mr. Crume, he is now here to add his support and say he fully supports it. He was surprised himself when he got on the board that it wasn't required at that time and he thinks that what we saw with Mr. Neil Clark, and how things can go, to him it only makes sense. He is here to be supportive and appreciates the fact that Mr. Crume has clarified his position.

John Chambers shared his substance abuse prevention minute on the topic of addictive personalities. Addictive personality has taken on the flavor of being something you could predict whether or not a kid is going to be going towards drugs—if he has a certain type of personality. He wanted to disabuse them of that idea and shared his notes on the topic.

Kim DeForest reminded the board about all of the testing that is coming up, especially for 11th graders and 12th graders. They have the last few times that seniors can take OAKS for reading and writing. After that, the 11th graders will begin Smarter Balanced testing. It

COMMUNITY COMMENTS  
(CONTINUED)

will take multiple days. The timing is much different than it has been with OAKS. There will be constant work samples being done in classrooms. She just wanted to remind the board that our district is doing a lot to prepare our teachers be best prepared to help our students. She gave an example of the Language Arts meeting they had, really trying to think how they can best let our students know what they are being tested on is what's important. It's not necessarily the test itself, although there will be a very large group that just won't pass because it is going to be much different than what they are used to. Regardless of Common Core or anything, the standards are basically close to being the same. The difference is going to be how they are asked questions and how they have to answer. Keep in mind how stressful that can be for our students and realize that the Smarter Balanced testing that is going to occur this year is not going to be real successful. It will be pretty stressful for the teachers as well.

Kurt Ramme—He stated some people may remember him from the big meeting in Murphy about Common Core. The last speaker was Lois Maxwell warning about Common Core. He challenged John Chambers, who is teaching Constitution class, if he could show him where the Federal government has the right to stick their nose in to the state's education system. He read from the book about outcome-based education at that meeting, starting with three month old babies. He also heard something that has griped him for many years—the word “kids” are baby goats! He challenged all, if they can find the definition in a dictionary where it refers to children. We are supposed to be educated people, but we are using improper grammar. He then presented a publication to Board Chair York about Common Core and who's behind it. He explained that we are following the Communist Manifesto. The State of Oregon should have control of the education. He wants the students to get back to the basics: reading, writing and 'rithmetic. He also doesn't see anything wrong with having a word of prayer. He doesn't see why the school board can't have a moment of prayer to ask for wisdom.

Bob Conrad—stated he is a Josephine County resident. He thanked the school board for the hard work and service they provide to this community. He thanked them also for standing up against the Healthy Teen survey. He understands eighth graders are asked sexual questions, questions about suicide. These questions are totally inappropriate for children this young. A vote was taken on the Healthy Teen survey and was voted down, but two of the board members voted yes. He asked what were they thinking with? Why would you vote yes for something like this? He said shame on them for voting that way. Mr. Conrad then stated he wanted to talk about the lawsuit against Ron Crume. He thanked Mr. Crume for his community service and for being a stand-up Christian man. He then said the two women who started this lawsuit are comparable to people like Al Sharpton or a Jessie Jackson—shake down artists running a frivolous lawsuit shake down game. Board Chair York interjected and stated that Mr. Conrad can't talk about individuals. Mr. Conrad said he understands but “shame on you” for trying to steal the money out of these kids mouths. Mr. York again stopped Mr. Conrad and said they can't allow him to talk about it.

Mr. York said that concludes the community comment.

FUEL AND UTILITY  
SAVINGS

District Accountant Lisa Cross gave an update on the estimated fuel savings that we anticipate through the end of the year. She thanked Jim Bunge as he helped get the background data, historical data and also that he had the insight to order all of our tanks filled when the fuel was less than \$2 a gallon. So, this months expenditures might look a little larger, but they are going to save a lot of money in the long run. The heating fuel savings through the end of June is anticipated to be \$77,000. That's due to the gas prices being lower this year and Mr. Bunge taking advantage of that. The electrical consumption savings is anticipated to be about \$28,000. That is directly related to the weather.

Mr. Crume asked Ms. Cross what the savings was on the fuel? Ms. Cross responded that we anticipate it to be \$77,000 by the end of the year.

Ms. Cross then reported on the transportation fuel savings. Unfortunately we are not seeing as large of a savings in that area, it will only be close to \$6,000. Ms. Cross and Mr. Alderson went over the numbers and looked at it various ways. Essentially, what's happened is our fuel cap that we pay—we paid so much more at the beginning of the year compared to last year when the prices were very high that is kind of ate up some of the savings we might have realized in the few months when we could have saved. There is hopefully about a \$6,000 savings. There's other factors that go into it—the amount of time some of the routes are—those types of things.

FUEL AND UTILITY  
SAVINGS (CONTINUED)

Director Breckner reported in December we identified that the deficit that we had begun July last year with approximately somewhere between a \$235,000-\$250,000 replica of where we are at and by December we had that down to approximately \$20,000. She has eliminated five positions, modified a position at the district warehouse at the location on Ringuette and she's taking a close look to see if there's a way that we can do business differently between Applegate and Williams because the counts there are fairly small. She's thinking there may be a different way that we can do business there rather than having two independent managers there. Even with making all of those cuts, the staffing cuts save about \$4,000, which isn't a tremendous amount of money and it's because these folks don't make a lot of money. They don't have a lot of hours. But that does reduce our deficit by \$4,000 so she's guessing we are down around \$16,000. The way to solve the rest of that deficit is to increase revenue and the way to do that - one of the thing we've done is we've registered with ODE to convert our snack programs to supper programs, so those after school programs. For the board's information what we make on a snack program after school is about .70c. If we convert those to supper programs we make \$3.00, so it's pretty significant. We are in the process of that. Her hope would be that we would have those ready to start—a brand new program starting at Illinois Valley High School and Lorna Byrne by the first of next week. We have food ordered, ready to go. It's just a matter of getting ODE's approval ready to go there. Another interest from the board is sourcing local food, especially from our local farms. Brian Hershey has reached out through the Oregon State University Extension office who is helping him connect with Rogue Valley Farm to Market and we're hoping that beginning in April, as crops start to come in, that we will be able to put vegetables that are local on our students plates beginning in April. Last July when we did approve the Sodexo contract, Superintendent Holmes said that we would go out for bid so in front of them is the timeline for what that looks like. What happens is that she and Ms. Cross will work together to prepare the RFP. It's not something that the board can do independently without ODE's approval. It has to be submitted to ODE. It takes two to three weeks for ODE to approve the RFP process—you have to use their format. We will do that and get that back in March. There is a site that Ms. Cross puts out RFP's out, we will put that out to potential contractors April 1st. Bids would be back to the district office on May 1st. We will have a district committee. If there are board members who are interested in serving on that committee please let Mr. Holmes know so that we can put that committee together. We will review those bids and processes with the recommendation to the Board, in terms of who ought to be the food service management company, at the May 19th board meeting. We are continuing to work away at that shortfall with hopes that we can have it even by the end of the year.

FOOD SERVICE REPORT

Member Olmo asked if we were going to consider bringing the food service program in house where does that fit in with the RFP process? It wouldn't necessarily be putting it out to bid and having a vendor who normally competes with Sodexo bidding on it. It would be wanting to take a look at if we took it back and managed it within Three Rivers. Is it possible to have that component looked at during this process? Ms. Breckner said we could look at it during that process at the same time. Ms. Olmo would like to see that done or make that suggestion to the committee. Ms. Breckner said we can add that as we are reviewing those options.

FOOD SERVICE REPORT  
(CONTINUED)

Mr. Crume said he was jotting notes while she was talking and the same thing came to his mind. The board had been talking about different committees in the past and here we are, we are submitting it by March 1st and a new contract by July 1st. He would like to take a good look at and he would recommend that we get a committee put together that would analyze what that would look like if it was in-house. What can we do to save money? We know where we were last year and he doesn't want to rehash that. The year before we weren't anywhere close to that. Now we are talking about cutting staff to possibly solve the problem. He would like to know where the staff was two years ago when we weren't in that position. He's sure we had more people and less of a deficit. Now we are talking about cutting staff and a higher deficit. He wonders what is going on? He wonders what we could do about it?

Mr. York asked if the board would actually see the RFP before it goes to ODE? Ms. Breckner said she would be happy to share it with them and email it to them before she submits it to ODE.

Ms. Breckner then added, in response to Mr. Crume's question, she wasn't in charge of Food Service last year so she doesn't know what happened. She does know that starting in July 1 had they not made the changes that she made this year, the district would be in the hole another \$235,000 come June 30th. The fact that we have it down to around \$20,000 or less, she would say is pretty significant. There were no staffing adjustments made in Food Service last year and she would know because she is the one that would have done them.

Mr. Crume said his only point is it just seems like we are getting less and it's costing more. He has a hard time understanding that. He is not sure that solving it by cutting staff is the way. It seems like we are not getting the value. Ms. Breckner said from her perspective, there should have been some staffing adjustments made based on meal counts last year. If you are running what we would expect to see at an elementary—is we would expect to see 25 meals per labor hour. She did not make staffing adjustments at our elementaries, in fact she actually added some time at Madrona because of the meal hours that we're serving there. At the middle and high schools you would expect to see 20:1 at the middle schools 15:1 at the high schools. At some of the high schools we were running 8:1. We should have made staffing adjustments there last year—that should have been done. She added it wouldn't have made \$250,000 worth of difference. Those folks, together, don't make \$250,000.

Mr. York added a positive comment in that his son told him that the food is a lot better. Ms. Breckner said that actually goes to Brian Hershey. Mr. Hershey and the managers are working very hard on, when they meet every month they're working very hard on what do students like and how can we make it better. Ms. Breckner agreed that the quality of food contributed to our problem last year.

SOESD LOCAL  
SERVICE PLAN

SOESD superintendent Scott Perry shared that every year in the month of February the board is asked to review and approve the Southern Oregon ESD Local Service Plan. The Local Service Plan, by law, has to be reviewed every year and it has to be approved by over 50% of the school districts representing two-thirds of our students. He explained that he meets with the superintendents monthly, starting in September and review the plan and talk about things that need to be added or removed from the Local Service Plan. The ESD Local Service Plan really doesn't talk about how much service any district gets in any particular area, but it defines the scope of services. Mr. Perry said they meet every month, then the superintendents provide the final okay in December; the ESD Board approves the plan in January and then it goes to all of the boards for approval. He is here tonight to respond to any questions board members have about the Southern Oregon ESD Local Service Plan.

Mr. Perry pointed out that the beginning of the document describes the law, the process and ESD funding and how that funding operates. Beginning with page 24 is the beginning of the



description of the Local Service Plan. ESD provides services primarily in three areas: Technology, School Improvement and Special Education. They have merged their School Improvement and Technology departments together both to create some efficiencies and also because there is so much overlay now between school improvement and technology. They have one director, Scott Bevridge, who is new this year. He has been with ESD a long time but is new as a director. Mr. Perry said that our district is participating very actively both in the school improvement pieces as well as technology services. The third area is special education. Our district does not participate as much as many districts do in special education. We do receive a number of services from the ESD, but we also receive cash in lieu of service. Special Education makes up about 60% of the total resolution budget and it works in such a way that there are dollars allocated to each district, then your district has a menu and you can choose special education services using those dollars. Any dollars you don't use, those come to the district directly to support the district special education or whatever we do as a district. Southern Oregon ESD is very involved in early learning hubs as well as really looking at the K-12 to higher education connection and how we can work with RCC and SOU as well as Klamath Community College and Oregon Tech to increase the number of students who go on successfully to post-secondary education. Mr. Perry then explained that a couple of years ago the legislature passed Senate Bill 529 which allows districts to withdraw from their ESD if they so choose to. Last year Grants Pass School District did a due diligence analysis and chose to withdraw from the ESD and then purchase back a whole lot of services from the ESD—almost as much as they were receiving before. Eagle Point also considered withdrawal this year and after they did their fiscal analysis their board elected to remain in the ESD. Those are some of the factors that are at play that they have been working with. The only change in service is at the bottom of page 27 in Special Education—several districts have asked Southern Oregon ESD to take on their long term care and treatment programs where they provide some education services to students in long term care and treatment programs and they are considering that so they added it as a part of the Local Service Plan. Other than that it is pretty much unchanged. He asked if there were any questions the board may have.

SOESD LOCAL SERVICE  
PLAN (CONTINUED)

Mr. Crume said he did not have any questions right now, he thinks he has many and asked the board if they could postpone this to look into it a little bit. He would like to talk to some of the other school boards. Ms. Olmo said she was prepared to vote on it. Mr. Perry stated that the deadline for approval is March 1st, however they need to have 15% of the districts with two-thirds of the students, so if our board chose not to act on this recommendation this month, he thinks the Local Service Plan would likely still be approved because of other districts that have voted. If the board wants more time to study it, if they have questions, he is very open to answering any questions they have—meeting with them or responding to emails or phone calls.

Director Allen-Hart stated that the special education piece is important for us to have a handle on for a district our size. We very first looked to hire in-house needing primarily everyone. There are some incredibly hard to fill positions because of our rural needs and the small number of students that need that service—deaf and hard of hearing interpreters, brailists, and occasionally speech language therapists are very difficult for us to find and she feels very fortunate to be able to rely on the ESD to help with that. One year we may only need 400 hours of somebody, or 12 hours of somebody and for her to purchase an entire person or to think that she can find someone that can work two hours a week so serve that need is very challenging. We had a speech language position open last year all year long and she was unable to fill it and was able to look to the ESD to provide that service and support. Primarily we get a lot of flow-through, the money comes back to us for those really hard to fill positions. It's been completely invaluable in terms of special education services for our district. Mr. Perry and Ms. Allen-Hart added that OT/PT nursing is another service they provide on a case-by-case-basis. Our students really benefit from that flexibility.

SOESD LOCAL  
SERVICE PLAN  
(CONTINUED)

Mr. Crume said, for clarification purposes, he is not opposed to this at all, it seems like a big thing. He has noticed several checks out of the check register that are fairly large. They get their board packet on Thursday and he was out of town over the weekend, and they are asked to vote on it. He just wanted a chance to look at it. Ms. Breckner responded that some of the large checks he noticed may also be to the ESD for substitute services. We have located all of the costs of our substitutes for our licensed substitutes to the ESD and so we are billed monthly for the cost of our teaching substitutes and that is not an insignificant amount of money. Because of the Affordable Health Care Act and the implications of some of the tracking of what we would have to offer substitutes—the ESD does not pay PERS on their subs and so we contracted with them for substitute services. So if you are noticing an increase in checks going to the ESD, it's because we moved our substitute costs to them as of July.

Mr. York asked Mr. Valenzuela with the information technologies and things like that is it used? Mr. Valenzuela responded that it is an extremely valuable partnership. Some of the technology pieces that ESD provides us with—we had a DDOS attack, which is a denial of service attack from the outside, Mr. Perry and Mr. Beveridge deployed some of their people to the district that morning, they were on site for several days, cleaned up our system and got our kids and staff back to work as fast as possible. That's something on the scale that we are just not equipped to handle. His crew is more educationally focused, keeping the machines up and running. He has experts on his staff that can help us in a pinch and they are very responsive when we need them. On the school improvement side of things ESD always takes our input on *how can we help?* They are not just prescribing things to help instruction improve in our district, they partner with the districts, they take input and then they craft things that really are applicable to our teachers and our students. It's a really valuable partnership from his perspective.

Ms. Dwyer stated that on the media services level there's tremendous things provided to us by the ESD and at this point the ESD is the only entity doing any training whatsoever for our school librarians on their Destiny system and how to navigate those systems and use them in an in-depth way. That's all being provided by Kate Weber at the ESD in a really responsive fashion. She hears wonderful things about what a great job she's doing really working with those people. She also has a lot of faith that the early learning hub that ESD is umbrellaing is going to do a lot to improve our kindergarten readiness situation in our community and really lead to more well adjusted social, emotional kids ready for kindergarten, allowing our teachers to teach, and that's an effort we can't duplicate without that support.

Mr. York asked about the time saved in Ms. Breckner's department. Ms. Breckner explained that it saves us the cost of PERS on the substitutes for the licensed, which will potentially offset any other cost.

Mr. Crume asked if there was another ESD that we have access to or is this the only one? Ms. Breckner responded that the other ESD, in terms of substitute service that we could have considered would have been Douglas ESD because they also do substitute services. That's out of Roseburg. When you look at the rural nature of our district, it makes providing substitutes, even the ones when we're doing it, very difficult no matter what. But in terms of when we looked at as a region how we are interacting in terms of substitutes, a number of districts in southern Oregon that are served by Southern Oregon ESD have made the decision to work with ESD and do a regional center for substitutes. Grants Pass and Phoenix-Talent went there. Phoenix-Talent making the decision to go was a pretty significant help in her decision-making last Spring that that needed to be something that we do. We share subs with all of those folks and so having one place where substitutes to register rather than being on our own. Statewide there is a limited number of substitutes available. There is, in the state, as we will see with some difficult to fill positions, there is a substitute shortage statewide and that is something that every district is struggling with

currently. Mr. Perry shared that there are a total of nine districts within southern Oregon that are on board with SOESD. It makes sense, rather than having a substitute having to register in nine different places.

SOESD LOCAL SERVICE  
PLAN (CONTINUED)

Mr. Ramme, in the audience said he “wants to second what Ron said about having time to read it. It goes back to what’s happening in our United States government—the Patriot Act and Obamacare...” Board Chair York stated that we already had public comment period.

Member Olmo made a motion to support the Southern Oregon ESD Local Service Plan resolution 1, 2 and 3. Member Dwyer seconded the motion. Board Chair York asked if there was any more discussion? Member Lengwin asked if no way reconsidering tabling that for one month? Ms. Dwyer responded we can’t as the deadline is March 1st. Ms. Olmo added that last year she did have a number of different questions and she spent a great deal of time and she had a number of her questions answered. She doesn’t know that anything has changed in the organization and how it works. She has been extremely pleased with the resources as she has worked with Director Allen-Hart. As Ms. Allen-Hart said, the district could not have afforded to do these things on our own. Ms. Olmo is very happy to continue our relationship. Mr. York stated that he sees an extreme value for the dollar. Those kind of pools of services, to be able to utilize for our district, especially as geographically challenged as we are.

Mr. Crume said again that it is nothing personal, he just wanted to take a little time and review it. He hasn’t heard anything negative.

Board Chair York then called for a vote and the motion passed 4-1 (Crume opposing).

District Accountant Lisa Cross stated that there were two positions open on the Budget Committee—zones I and III. There are two applicants Jack Dwyer for zone I and Aaron Ausland for zone III. Member Dwyer made a motion to accept both applicants for the Budget Committee. Member Olmo seconded and the motion passed 4-1 (Crume opposed).

BUDGET COMMITTEE  
OPENINGS

Director Valenzuela said that before them they have a request to take some money out of contingency to fill a gap that we have. Last year we did our best to predict how many textbooks in our K-8 English/Language Arts adoption we would have at each level. We use different measuring points throughout the year to predict the enrollment that we would be rolling up and as Mr. Holmes eluded to earlier in his superintendent’s report, we have more kids in more grade levels. We are distributing the materials. We are not padding any of the grade levels, we are getting them out there and we still have gaps. We have kids moving in, they don’t have access to the materials and this program at all levels K-8, is getting a lot of momentum, and we want to make sure the kids have the tools that all of the other kids in this classroom have. We have tried to a better job of predicting for next year to fill those gaps that we see we will have. The publisher was really good with us—they kept it as an open window so they attached it to the adoption from last year, rather than saying that this is a fresh purchase where we would have gotten hammered on the cost a little bit. They through in a lot of free stuff. A lot of intervention kits for our struggling kiddos.

RESOLUTION #08 TO  
TRANSFER  
CONTINGENCY & APPRO-  
PRIATIONS

Member Olmo asked if we allocate \$10,000 to this when would students get the textbooks? Mr. Valenzuela responded that we have been working with the publisher before this just to get the price and so she’s ready to start working with us as soon as it’s approved. We would probably get them fairly quickly. Mr. York said it’s a good problem to have.

Member Crume made a motion to approve the resolution (#08) to transfer contingency

and appropriations. Member Lengwin seconded and the motion passed unanimously.

CLASSIFIED EMPLOY-  
EE APPRECIATION  
WEEK

Superintendent Holmes read a resolution declaring March 2-6 as *Classified Employee Appreciation Week*. He said that classified employees, as the resolution says, is the backbone of the educational system in our community.

Member Crume made a motion to approve the resolution. Member Olmo seconded and the motion passed unanimously.

POLICIES—SECOND  
READING

Board Chair York stated that they have had an opportunity to review policy IIA-AR(2) - the *Disposal of Obsolete Textbooks*. Mr. Holmes said he had nothing new to add. He did not change any language to this specific policy so unless a board member would like to make a recommendation for a change, ready to pass or reject.

Member Dwyer made a motion to pass the *Disposal of Obsolete Textbooks* policy. Member Lengwin seconded the motion and the motion passed unanimously.

Director Alderson stated that it is the second reading for policy IKH-AR *Credit for Proficiency* and there is nothing different from last time. It gives us another avenue to help support kids in gathering credits for high school. Mr. York asked if there was good support at the middle school with administration? Mr. Alderson said yes, this is an opportunity for us to be able to award credit to students taking high school level math at middle school. As long as it is articulated between the two departments at the high school and middle school, being able to grant that credit.

Member Lengwin made a motion to approve policy IKH-AR, *Credit for Proficiency*. Member Crume seconded and the motion passed unanimously.

Director Breckner brought forward IICC and IICC-AR *Volunteers*, for the second reading. She provided board members with a copy of the fingerprint form to review and the volunteer matrix. She explained on the back side of the fingerprinting form is the criteria by statute for someone to be paid as an employee. This is where it gets complicated with particularly volunteer coaches. If we believe that a coach is going to be paid or receive any kind of compensation they have to be fingerprinted. That is different than someone who is going to volunteer. People pay \$62, they go get fingerprinted at the one day a week the Sherriff office is open or at the ESD. Their fingerprints get submitted to ODE and it may be 6,8,12 or 16 weeks before we get them back. For someone to be employed with fingerprints they are receiving some kind of financial compensation from the district. All of the crimes on the back of the form are things that make you ineligible for hire in a school district. If you are a teacher those are things that affect your ability to obtain a license. Those are things that impact your ability to gain employment. The other thing that occurs when you send your fingerprinting form off to ODE depends on how you complete the front part of the form. If you don't fill it out accurately or forget to check a box ODE rejects you.

Ms. Breckner then explained the matrix that she handed out is a decision making matrix used in several school districts. She has been working closely with Corvallis because they seem to have a system, particularly with checking their classroom and parent volunteers that works smoothly for them. This matrix is how they make decisions so that it is something that is smooth and eliminates individual decision making. Pretty much everything within a year of conviction is a no. Beyond that, depending on what the conviction is, there's room for the district to make an exception depending on the circumstances where that is at. In talking with Corvallis, one of things they talked about is how often do we re-check people? Corvallis re-checks every two years, and they re-check everybody. When she asked how do they do that and afford that? She is looking at a system because she is concerned about—we currently have 330 approximate parent volunteers. If we add those background checks into her office how are they going to handle the paper? How are they going to

handle the information back to the schools? More importantly, how do you handle the parent that wants to volunteer at Manzanita, at Fleming and North Valley without subjecting them to having to fill out paperwork three times? How do you do that and not make it cumbersome? We have done that to our coaches. The things we have done to try to manage it is not very conducive. They were looking at a system that issued a card. Corvallis has a different system that's an online application system that would cost us about \$200 a school. Corvallis then contracts with Northwest Regional ESD to run the background check. That background check, provided you purchase the one that does the national sex offenders search, is on the high end of about \$6 a person as opposed to about the \$22 that we are paying now. Last year we paid \$5000 to Open Online for background checks. She did an estimate that if we added the parent volunteers to that system we were looking at approximately \$14,000-\$15,000. Mr. Crume had asked her a couple of weeks ago what the total cost was and she responded that it was cheap compared to somebody being impacted. But was also looking for a way to stay closer to what we are currently paying. If we did the Online Helpdesk Center and contracted with Northwest Regional ESD and had a total of 600 volunteers. Realizing we have about 200 coaches and currently have 327 parents she estimated that our total cost if we went to the same system that Corvallis is using is about \$7,600 which is roughly \$2,500-\$3000 more than what we are paying now.

POLICIES—SECOND  
READING (CONTINUED)

Member Dwyer asked if someone is applying online how do they do the fingerprinting? Ms. Breckner responded that's only if you are going to be paid.

Board Chair York asked if they approved it would we implement this right away or ? Ms. Breckner responded that she estimates that if they want her to implement it right away she believes she can have it up and going in 30—45 days. If we needed to, we can start running background checks on everyone right away. We have that system set up now. To convert to the online application system she's guessing it would take her 30-45 days to get each school set up, do the training with administrators and office staff, contract with Northwest Regional ESD and her current agreement with Open Online. She would think by April 1st we could switch over. Mr. York asked if we would need to notify the volunteers? Ms. Breckner said we would need to notify volunteers. She can run background checks on any people right now, but to go to a system that's not cumbersome and this electronic system would allow schools to share information. Parents would not need to apply at multiple schools.

Member Olmo asked in the boxes where a decision needs to be made by the district—is it made in Human Resources? Ms. Breckner said it is. When we get to a TRSD decision, a large majority of those are yes's, depending what's on the background check and how many. Sometimes when she runs a background check, if it's several pages long the decision is probably going to be a no. You also look at some people who did something dumb when they were 20 or 21 and they are now a parent and they're 45. They would tell you they did something dumb and there's not anything since the one time. It's pretty easy when you have looked at enough of them.

Member Crume asked if this was the proposed matrix? Ms. Breckner responded no, we are actually using it now and we have been. It is what we use with volunteers. Mr. Crume said the volunteers are being held to a higher standard than the actual employees. Ms. Breckner said yes and no. The employees—there are so many statutes, the volunteer matrix takes and condenses that in some ways. There are a few things where there are some differences and one of the things that are important to realize is that you're also talking about the difference between making the decision somebody to volunteer is different than denying someone's right to work. Someone's right to employment is actually constitutional. Somebody who is an existing employee, she used the example when we met a couple of weeks ago, where is someone was arrested and got in trouble after he was employed. Prior to the employment you have the ability to make a decision.

POLICIES—SECOND  
READING  
(CONTINUED)

Once employed, it's a different story because you have to do the due process. To take away someone's right or someone's employment there's a completely different standard to meet. With the volunteers, because of the liability when they're out with kids, they're not with staff, there is a greater liability. There are a few areas that are slightly different but it's because of the liability picture.

Mr. Crume stated that his concerns are just the exposure and the liability that the district. We have things that we can basically discriminate on and this is at the decision of somebody—our H.R. person or somebody else and what does that do when we deny one and then we accept another? Those were his concerns. He can think of several questions that he would like to ask the attorneys at OSBA about.

Mr. York asked what would it look like—we just can't hold everyone to the standard? Ms. Breckner responded that you could. She stated that the volunteer matrix has been checked by several attorneys throughout the state and it is used in several school districts. When you look at volunteers and the liability that comes when we cover their workers comp insurance and we cover them driving our vehicles. There are reasons that the volunteer chart looks the way that it does. She stated that if the board wanted her to change it and hold our volunteers to the same standards as the employees that's fine.

Mr. Crume stated that he would rather hold our teachers and staff to the same as we are holding the volunteers to. Ms. Breckner responded that she doesn't disagree with him. Mr. Crume said they are with the kids on a daily basis and many more. Ms. Breckner said when we hire people, we don't necessarily make a decision just on what comes back. A pre-employment decision doesn't exclude us from using the volunteer check to make that decision. What she needs the board to remember is that once they're employed, taking a way their employment, there's a different standard to meet. It doesn't apply to coaches. Coaches are at will. Coaches only have to be fingerprinted if they are getting paid. Mr. Crume said it seems that if we are going to go through all this, we should just do it for everybody that's around kids. Ms. Breckner said that if he wants her to run the background checks on everybody we can do that. The increase on the cost is actually not significant if we contract with the Northwest Regional ESD—you're talking about \$6 a person. If we hire 100-150 people a year you're talking \$600-\$750. Then we have the background check back before the fingerprints come back. That's not an unrealistic thing to ask. Ms. Olmo stated regardless of whether we talk about doing that or not—that doesn't impact the volunteer policy does it? Ms. Breckner responded that it doesn't impact the volunteer policy and told Mr. Crume that if he wanted her to start background checking every person hired that isn't unrealistic and there's nothing that prevents us from doing that. The cost is insignificant. Mr. Crume then asked if they could table this one policy so that they can get guidance from OSBA because his concern is the Three Rivers School District decision, it's vague—it's open. He thinks we have exposure there and as the board he thinks they should get the questions answered and make sure that there is not maybe a better way to address it. Ms. Breckner stated that it was checked by the Hungerford's. Ms. Olmo said that any time they give flexibility to make a decision there is going to be the responsibility of making that decision, but in some of these categories, especially where there have been convictions but it has been a number of years since the conviction and being able to look at the whole picture rather than just saying a yes or a no so that we don't rule out a really good volunteer because of one thing that they did a number of years ago. She's okay with it. Mr. York said when Hungerford reviewed this, our risk is mitigated through this? Ms. Breckner said yes and PACE has also reviewed this. PACE is our liability carrier and with the issues that they have with the boundary invasions that we currently have, they actually were impressed by it and made note of it as well as with the other districts that have it and it counted towards our five percent discount off of our property and liability insurance. If they want it reviewed by OSBA she can do that, but those are two agencies that have already reviewed it.

Ms. Dwyer said that she appreciates that the matrix creates support for her ability to just say

no on certain things. That's the side that she looks at it from. That it supports the H.R. department and not being asked to second guess certain items. She is comfortable with the document.

POLICIES—SECOND  
READING (CONTINUED)

Member Olmo made a motion to adopt the volunteer policy IICC and IICC-AR. Member Dwyer seconded the motion.

Board Chair York asked do the two law firms—does it support what Mr. Crume was hoping to hear? Mr. Crume said he would like to hear it for themselves. He thinks the chairman of the board should go to OSBA with questions that they may have. He thinks it is a big deal for the board to do and he thinks that they should look at it responsibly and take a second look. Mr. Lengwin added that it's not going to hurt anything to take a second look. Mr. York sees it as being responsible. To have had both the support of PACE and Hungerford's—he does not see that as a negative. Ms. Dwyer also does not think that this policy precludes review of those materials. This puts in place something they have been missing. Mr. York asked Ms. Breckner for the contact information for PACE. Ms. Breckner offered to provide him with the letter from PACE that he can have as well.

Board Chair York asked if there was any further discussion? Mr. Crume said he could support it if we were holding them at the same level we were holding employees. At this rate we are holding them to a higher level, it's vague, it's open ended and he thinks they need to discuss it more. Mr. York asked if he would raise the bar on employees or lower the bar on the volunteers? Mr. Crume responded that he would look at raising the bar on the employees. Mr. York said that would be a different policy. This policy is just for the volunteers. Mr. Crume said he just finds it hard to process that we are holding volunteers at a higher level than our employees. Mr. York said he understands. Mr. Crume asked who wrote this policy—who wrote this change? Ms. Breckner responded that two weeks ago she told them that she had researched several districts in Oregon and this one came from Corvallis.

Board Chair York asked if there was any further discussion? With none he called for a vote to approve board policy IICC and IICC-AR presented by Ms. Breckner. The motion carried 3-2 (Lengwin and Crume opposing).

Board Chair York then asked for requests for future agenda items and it was agreed they would like to look at the policy for screening employees? Mr. Lengwin said there has been a bit of talk about sheriff sub-stations in our schools and asked if that was something they could talk about? Mr. Holmes responded that he has a meeting with Sheriff Daniels before the election asking his view of creating those in our high schools and he is supportive of that idea. Sheriff Daniels has not come back to him to give any kind of details around what he's proposing at this point. Should he do that they could have that at a work session as soon as he gets Mr. Holmes what he is proposing and the board can review. Mr. Lengwin said they have discussed it for a couple of years now. Mr. Holmes said he has not heard anything since the election.

FUTURE AGENDA ITEMS

Mr. York stated that there is a board work session on March 3rd and the board meeting will be on March 10th.

Board Chair York recessed the meeting at 7:55 PM.

EXECUTIVE SESSION

Board Chair York reconvened executive session at 8:05 under ORS 192.660(2)(i), superintendent evaluation.

ADJOURN

Board Chair York adjourned the meeting at 8:50 PM.

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Danny York  
Chairperson of the Board

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David Holmes  
Superintendent-Clerk