

THREE RIVERS SCHOOL DISTRICT
8550 NEW HOPE ROAD
GRANTS PASS, OR 97527

BOARD MEETING

REGULAR SESSION

March 11, 2013

Page 1

Three Rivers School Board of Directors met for a regular session, Monday, March 11, 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
Leslie Meier, Member of the Board, Zone III PRESENT
Ron Crume, Member of the Board, Zone IV
Dan Huber-Kantola, Superintendent-Clerk
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
Bob Litak, Member of the Board, Zone I ABSENT

Also Present: Linsay Cathey/Dailey Courier, Van Grainger, Dave Marks, Kim DeForest, Cindy Drought/OSEA Field Rep, Steve Jones, Devon Dorn, Bonnie Cameron, Kevin Marr, Lisa Cross/District Accountant, Kari O'Brien, Jewel Shane, Cassie Banuelos, Danny York, Michael Morris/Sodexo Food Service Manager, Elly Lengwin, Nellie Wildey, Patricia Krauss, Chris Ferguson, Jennifer Ferguson, Colleen Hoffman, John George/Fleming MS Principal, Daye Stone/Hidden Valley HS Principal, Jessica Durrant/Manzanita Elementary Principal, Chris Pendleton, Julia Richardson and Shelly Quick/Recording Secretary. ALSO PRESENT

Board Chair Ron Lengwin called the meeting to order at 7:00 PM and led the audience in the Pledge of Allegiance. CALL TO ORDER

Superintendent Huber-Kantola noted that *Classified Appreciation Week* was last week, but the Board wanted to make sure they were recognized. The district has more classified employees than teachers and administrative employees combined. They are the largest group of employees in the district. He commented that the district would not function without our classified employee group. They truly go out of their way to form relationships with our kids. Superintendent Huber-Kantola then read the Board resolution proclaiming March 4-8, 2013 Classified Employee Appreciation Week. CLASSIFIED EMPLOYEE RECOGNITION

Superintendent Huber-Kantola presented the results from the 2013 District Science Fair held in February. He read the names of the 27 gold medal winners. There were nearly 200 Science Fair projects exhibited. The students did an outstanding job. He also recognized Kelli Palmerton, who organizes the district event, along with the teachers and students who make our district's Science Fair as good as any district in the state. SUPERINTENDENT'S REPORT

Superintendent Huber-Kantola stated the Oregon Legislature is convening and one of the big topics is the K-12 budget and funding for the schools. We received our first official estimate on March 4th. The estimate is based on \$6.55 billion going to K-12

SUPERINTENDENT'S
REPORT (CONTINUED)

education and it's also based on \$200 million for education specific savings for PERS reforms that they have outlined. Superintendent Huber-Kantola then reviewed the local revenue, intermediate revenue, State revenue and Federal revenue. That amount, along with the beginning fund balance equates to assets of about \$41 million for next year. Estimated expenses for next year are about \$44 million—so the district is at a \$2.6 million difference.

He then covered the assumptions for the 2013-14 year such as: a full school year, status quo (every employee group would get a step), rolled up insurance costs, rolled up fuel and electrical costs, etc., which left the district with the \$2.6 million difference.

Some of the things that we are hoping and planning on doing include:

- PERS reform \$ 720,000 (a huge question mark)
- Beginning Fund Balance \$ 100,000
- Technology Reduction \$ 100,000
- SPED Transportation \$ 100,000

Additional Considerations:

- Staffing based on enrollment changes
- JP/Madrona consolidation
- Other

Lingering Issues:

- \$120 million for Governor's reforms
- Budget has not passed
- Additional PERS reforms

Superintendent Huber-Kantola commented that the good news is that this is probably a slightly better place than we were last year.

Superintendent Huber-Kantola reported that for our monthly enrollment we actually had a month that was not in the negative—the district is up four students. This may be a sign that the district enrollment may slightly be steadying, which is a good thing for our district.

Superintendent Huber-Kantola then publicly announced that he will not be the Superintendent for Three Rivers School District next year, he will be at District 7 as their Personnel Director. He commented that Three Rivers has been a great place and will continue to be a great place. He has worked in Three Rivers School District for the past 21 years, including the last five as Superintendent. He is very proud of all the things we have been able to accomplish together (teachers, classified, administrators and board members). In spite of the fact we have been going through the most difficult economic times since the Great Depression, we have improved relationships with students, better student engagement, implemented the common core, ahead of almost every district in the state in proficiency, overall student achievement growth has been up the last five years—are just a few of the things we have accomplished. He thanked the members of the Board for their long hours of work and ongoing support; thanked Members Litak and Meier for selected him as Superintendent five years ago. He feels fortunate to be able to lead a district that he attended. He then thanked the members of the district office team and all of the administrators of Three Rivers School District, staff and faculty. He will be finishing the year as Superintendent, and looks forward to working with everyone for the rest of the year.

FINANCIAL REPORTS

District Accountant Lisa Cross reported on the Cash Report that the food service balance looks like they are running in the hole, but they really aren't. They have some accounts receivables—two months worth of food service payments from the state that were outstanding, so they have about \$315,000 coming in, which would make them a little bit over flush. The estimated ending fund balance is still holding at \$926,000 which

is good. The next month or two will be a little clearer on the energy usage as there were some high months of fuel use.

FINANCIAL REPORTS
(CONTINUED)

Aramark Custodial Manager Jim Bunge reported that the custodial interviews have been completed at Illinois Valley High School and Jason Davis, who has been subbing for us for a short period of time, was selected for the position. They are having difficulty filling the Ft. Vannoy position. They are also gearing up for the work to be done over Spring Break: floors and carpets cleaned, some painting and the next phase of the Aramark Quantum Leap System—a training will be held on floor preparation and floor refinishing for hard floors.

CUSTODIAL REPORT

Maintenance Supervisor Robert Horban reported that back in October 2012 the district liability insurance carrier inspected the high schools and an area of high concern was the basketball retractable hoop systems. Their recommendation was to install a safety strap device. He agreed with that recommendation. Pricing on the safety systems ran from \$476 to \$687 for the same type of device. Due to the quantity he wanted to order, he contacted the manufacturer directly and got the cost down to \$325 per unit. He ordered 22 of them and received them last week. His crews have installed 15 of them so far, starting with the ones over the bleachers in the high schools, then Madrona, Manzanita and Ft. Vannoy. The rest will be installed as soon as possible. He showed a picture of the current system, and explained the areas of potential failure. He then explained how the safety device works, demonstrating one to the board.

MAINTENANCE
REPORT

Fruitdale Elementary Principal Heather Yount reported that she loves to report on data, but this time of year it is currently a work in progress. Since solid results are not yet available she focused on how they utilize data within their building to drive their instruction. The most significant data at this point is their STAR data in both math and reading. The STAR program gives them the capability of being able to test students as often as they would like. In math, their students at grades 3 through 5 are STAR tested every four weeks where they can really get a sense of if the kids are making movement or not. They are then utilizing the data and bringing it right back into the classroom so that it can have an impact on learning. The results are used to drive classroom instruction as well as their school-wide supports. She believes this process is why the students at Fruitdale are making such amazing progress at the individual level.

ELEMENTARY REPORT

Ms. Yount stated that another thing that stands out at Fruitdale is the collaborative approach that their staff takes. As a staff they decided to focus on math. They are utilizing the new EnVision math program and they have transitioned this year as a district to teaching common core math standards. With the EnVSION math and the new common core they needed to analyze their practices in math, and provide even more support for students. She described the enrichment program in place at the 3rd through 5th grade levels. Teachers meet every four weeks analyze progress and design instruction for the next four weeks. As identified by their data, students are making incredible first year growth.

Lincoln Savage Principal Damian Crowson reported that three middle school administrators were asked to present at the state proficiency conference last week. They had 176 people attend their two hour presentation. The first question they asked the attendees was “How many people are doing something with proficiency right now in class?” and ten hands were raised. This is the first full year of implementation at Three Rivers School District, and our middle schools are light years ahead of where most of the state is. Mr. Crowson thanked John George and Rachael Huish for participating with him in their great presentation on Friday.

MIDDLE SCHOOL
REPORT

Mr. Crowson then presented data which was bits and pieces of their presentation, containing Lincoln Savage data. Things that they are doing at Lincoln Savage to support

MIDDLE SCHOOL REPORT
(CONTINUED)

kids while at school include:

- ELO (Extended Learning Opportunity/Intramurals)
- Before School Tutoring
- After School Tutoring
- 2-Hour Late Start Schedule
- Academic Support Classes in English and Math

Each of their grade level teams have a PLT (Professional Learning Team) which make data-driven decisions once a week.

Mr. Crowson then presented actual data which included the number of F's and Incompletes from the progress report time at the first trimester, semester report card grades and then again at trimester two progress report time. The number of F's and Incompletes decreased from 581 to 409 on the first to second trimester progress reports. He then gave an example of the difference in grade reporting from the traditional report card to a student with proficiency.

Member Meier requested to see the final data from the second trimester and Mr. Crowson stated that we will get the information to Superintendent Huber-Kantola to forward on to the board.

CONSENT AGENDA
PPROVED

Member Meier moved to approve the Consent Agenda as presented. Mr. Crume seconded and the motion passed unanimously.

COMMUNITY COMMENTS

TREA President and teacher Dave Marks commented on the fact that it was a clerical day and what a great opportunity it was to sit back and think about data. Those days have been taken out of the calendar lately. He then commented on a paradigm shift and how now things are looked at dramatically different than in the past. We are in a community that is not growing, there are no jobs here and people are leaving the area that have children. When we look at the budget it is broader than just money—it's about programs and how we move forward. What is our paradigm shift as a district? How do we want to offer services? What services do we want to offer? With bargaining starting up, they will be providing some ideas on how we structure our district—maybe some different things.

OSEA Field Representative Cindy Drought addressed the Confidential employee contract on the board agenda. In the proposed MOA there is a 2% wage increase retroactive to July 1, 2012. She voiced her concern on behalf of the classified employees in the district. The classified employees in the district took a wage freeze this year; they took a freeze in their steps, a freeze in their insurance contributions, six cut days with the potential of an additional four, depending on where the substitute budget is. Not to devalue the work of the confidential employees. Last month the board approved an increase in the steps for administrators and tonight we heard a recognition of classified employees and their value to the district. While that is appreciated, to see a 2% increase for one employee group sends a very negative message to the classified employees.

Hidden Valley High School teacher Heidi Marks expressed her resentment over the resent emphasis on strengthening security in her buildings. Specifically in regards to the directive that all adults must wear ID badges at all times and that all outside doors will be locked throughout the school day. She stated that these are district policies apparently arising from an open forum meeting after the Newtown massacre where many students spoke out for increased security measures. Some have even offered the opinion that the right thing to do is to arm teachers—or at least some staff members. Ms. Marks stated that she chooses to love her students instead of fear them; she chooses to model behaviors, language and attitudes that she finds appropriate and conducive to learning,

and trusts her students to respond in kind. She realizes there are wicked men and women in our society, and takes sensible measures to protect herself, but the goal of the classroom is not first and foremost to protect students from assailants armed with deadly weapons and murderous intent. The goal of the classroom is to create a climate of trust and inquiry where risk-taking is a noble and desired trait and everyone participates, benefits and enjoys being there. Turning a school into a military fortress is the best thing to do if our paramount objective is to protect our children from lunatics wielding firearms. She chooses not to let lunatics drive her reality. She can't both encourage, accept and trust and fear, analyze the area for threats, and be ever on the ready to take down a shooter. She would rather unlock all the outside doors. She loves that Hidden Valley used to be a place where alums who "have no business on campus" can and used to drop in on their old teachers during the school day. She wants a school where the students know who she is, even if she is not wearing a photo ID. She is passionate about her job and believes the paramount objective of a school is to educate, to teach, and to foster learning—and that happens when they build relationships. All of the policies and regulations and decisions that we make should bear that principle in mind. She will take the bullet—just let her love and teach her students and don't let's pretend that wearing a name badge does anything to protect them from intruders—and certainly doesn't help her students learn.

COMMUNIT COMMENTS
(CONTINUED)

A break was taken at 8:00 PM
The meeting reconvened at 8:07 PM

BREAK

Directors Debbie Breckner and Dave Valenzuela gave an update on the Jerome Prairie Closure Consideration Committee activities. Director Valenzuela reported that the committee is a dedicated group of parent and staff committee members. One of the things that the committee really took a hard look at last time was communication. Information, a meeting schedule and meeting minutes are now located on the district web site. There is a direct link from the district home page as well as all of the area school home pages.

JEROME PRAIRIE/
MADRONA CONSOLIDA-
TION COMMITTEE
REPORT

Director Breckner stated that over the course of the last couple of meetings there have been some really hard questions and some really hard conversations, which is understandable when you talk about the closure of a school. One of the things they need to share with the board tonight is the sense from the committee that closing a school isn't just about the numbers, or the black-and-white. There is a family feeling to the school and people are connected to it. Inadvertently through decisions the district has made as well as some other events at the school, the committee wanted them to understand that they don't feel welcome at their school and even if the board chooses to close their school they have been feeling like they're on the road to closure for some time. That has been caused by going to a half-time principal, going to staff that is shared back and forth; feeling like they have been consistently shrinking over time. One of the things not done very well two meetings ago, was communicating a time change. While the individual school communities knew both at Madrona and Jerome Prairie, they didn't communicate to the community at large including the Lincoln Savage, Hidden Valley and other areas that may have been affected. With the information now on the district website people can look at what the committee is doing at any time and see where they are.

Director Breckner explained that their process has been that members of the public can come and be part of the audience for the committee, but it is really the work of the committee. The meeting next Tuesday night they will open up the first 30 minutes to allow members of the community to propose questions to the committee to make sure they are looking at absolutely everything they can. There will be a Board Workshop on Monday, April 1st at Jerome Prairie which will give the community an opportunity to address the board. They will be getting the information out to the community.

SENATE BILL 290

Director Breckner reported that beginning July 1, 2013 Senate Bill 290 goes into effect. This

SB 290 (CONTINUED)

is a new requirement on both administrator and teacher evaluations. The good news is that we are not as far as off as many other districts are—our district has done quite a bit of work already. One of the biggest pieces of that legislation is the idea that everyone will have a goal around student learning and growth as a measure of their evaluation. For 2013-14 all districts will pilot the program. In 2014-15 all districts will fully implement their refined local evaluation systems and calculations have to be included in the summative evaluation. By July 15, 2015 our local evaluation has to go to a Regional Peer Review Process and pass.

Ms. Breckner explained that there are three things that changed; three pieces of legislation that overlay one another:

- ⇒ Oregon Requirements
 - Standards of Professional Practice
 - Differentiated Performance Levels
 - Multiple Measures
 - Evaluation and Professional Growth Cycle
 - Aligned Professional Learning
- ⇒ Senate Bill 290 & OAR 581-022-1723
- ⇒ ESEA Flexibility Waiver Criteria

The significant change that is coming is those goals related to teaching and learning now have to be a percentage of the evaluation; they have to be measured. The guidance from ODE is really confined. The wide array of percentages they give us is somewhere between 10-50%.

Director Breckner explained the required elements of teacher administrator evaluations and categories of evidence for multiple measures. She then covered possibilities and “musts” of student-centered goal-setting. The student learning and growth is the area that we are missing enormously out of our evaluation system. She showed examples of models used by other districts.

Director Ely added that our high school principals also did a presentation at the Proficiency Conference. We were the only district represented across the entire state that had two sessions that our people were presenting in. This was an invite situation where they looked at the schools and districts that are doing really great things in proficiency and invited people to come talk about what’s working. There were over 600 people from across the state that attended the conference. Our district is leading the way!

Member Meier commented that it is quite an amazing accomplishment. We talk and hear about the disadvantages of our district, declining enrollment and the lack of funding that we have had for many years. It proves what amazing things we are doing in our district without the resources we need.

WOODLAND CHARTER
SCHOOL UPDATE

Director Ely reported on the progress at Woodland Charter School. He had the opportunity to visit them today, and was amazed by their progress. They now have flush toilets, sidewalks, ramps into the classrooms, the classrooms are outfitted well and the outdoor classroom stuff is being developed. It is quite impressive. They are not just building a charter school, they are building an entire facility. It is a great environment for kids.

Woodland Charter School (WCS) developer and co-administrator Wensdae Davis reported on their progress and give their annual report. They opened their doors in September of 2012 with a combined 1st and 2nd grade, combined 3rd and 4th, and combined 5th and 6th grade classes. There is a maximum size of 25 students per class. Their students attend Monday through Thursday; 3-6 attend a half day on Fridays. In

2013-14 they will be adding a 7th grade and another stand alone 1st grade. The projected enrollment for 2013-14 school year is between 85-100 students.

They currently serve 11 TRSD transfer students; 30 formerly homeschooled, 9 students moved from out of the area to attend Woodland, 8 students from District 7 and 7 students from other local school districts.

They handed out some of the current work samples done by their students. Ms. Davis explained that WCS is a Waldorf method school and briefly discussed how their educational program works. OAKS testing is scheduled for April-May 2013. They are currently cooperating with other Waldorf charters to align Waldorf curriculum with Common Core Standards in preparation for the switch to common core. Ms. Davis highlighted some of the cultural and community activities that take place. Their staff includes: 3 FTE faculty members and 1 FTE administrative assistant; 5 part-time faculty members teaching special subjects, 3 part-time volunteer administrators and will be hiring an FTE administrator and a first grade teacher for 2013/14.

Richard Ziff reviewed the financials. They have been able to work within the original budget and been able to maintain the projected programs. The estimated year end 2012-13 balance is \$7,529. He then showed their projected five year projected budget. They plan to continue to grow over the next five years, as well as putting money away to potentially purchase the 19 acres they are on to build a more robust campus and continue to grow.

Ms. Davis stated that they currently have a capital campaign where they have raised \$80,000 of \$150,000 goal for this school year. A lot of that money has gone to developing their campus. This fall WCS was awarded a \$250,000 charter school implementation grant for this school year. They were one of eighteen schools in the nation to receive this competitive grant. For the 2013-14 school year there is a second year award of \$150,000 that's pending on reaching the goals and objectives of their grant—which they are moving along towards quite nicely. They moved to their permanent site in January of 2013. Thus far they have developed their road, parking, septic system, domestic water and electricity. They are currently in modular classrooms and have landscaping and playground design. In the summer they will install one more modular building for their additional classroom next year. She showed some slides/pictures of their site and classrooms. Ms. Davis thanked the board for “the journey they have all taken together” and the collaboration to make Woodland Charter School a reality.

Superintendent Huber-Kantola stated the district has been in the process of negotiating with all of the employee groups. The confidential group is the last of the negotiations. Most of the contract changes are generic (names, dates). There was some language cleaned up around how vacation pay gets accumulated and paid out in the end. The financial part is the 2% cost of living increase for the current 2012-13 school year. He explained that the district tries to keep people close to the different types of compensation that is given. So if you look at a four-year time period, and you look at the four groups, what you would find is that if you added up everything that was given over the last four years (step, COLA) teachers would have been more compensated than any other group—slightly, in terms of percentage. The teacher percentage is somewhere around 14%, classified is second at about 12-1/2%, confidential is third at about 10% and administrators are the lowest at 7%. When the board looked at the confidential in comparison to the classified, they noticed that the classified had more total compensation as a group than the confidential people have had. The confidential step is 2-1/2%, where the classified step is higher than that; the administrative is 2-1/2%, the teacher step is 3.4%. To help catch up the confidential group with classified, the board negotiated a 2% COLA increase. It will still keep the confidential compensation over time slightly behind the classified compensation over time, behind the teacher compensation over time—but ahead administrative compensation over time. Like the teachers and administrators, they are cutting nine days this year as well.

CONFIDENTIAL MOU
(CONTINUED)
APPROVED

Member Meier moved to approve the confidential contract and commented she wished they could give all groups more. She believes it is fair to keep our groups comparable. Typically our confidential employees come from the classified group and to not get similar compensation would not seem right. Member Crume seconded and the motion passed unanimously.

REQUEST FOR NAMING
OF NV BASEBALL FIELD

Director Ely stated that we recently just went through a process to name the gym at Lorna Byrne. The proposal tonight is to name the North Valley baseball facility. The person that it would honor is Aaron Daywitt, 1981 graduate of North Valley High School, an All-State baseball player for two years. He was killed in a bicycle accident on September 20, 2012. He was in the first class of North Valley High School graduates to have gone all the way through the school. He was also Student Body President and very passionate about the game of baseball. There have been some renovations under way, thanks to a donation from the family. It appears to be a very viable recommendation, and he would like to move forward with the process and come back to the board with the names of the committee members at the next board meeting. Director Ely welcomed the names of any potential committee members.

STRONG SCHOOLS,
STRONG STATE
RESOLUTION

Superintendent Huber-Kantola presented the "Strong Schools, Strong State" resolution asking legislation to fund schools as well as they possibly can. He showed information compiled by OSBA which indicated the various funding levels and the impact of each on Oregon school districts. Tonight we discussed the \$6.55 level of funding which would include more cuts—even with the PERS reform. We were still \$1.9 million from running a full school year and doing just status quo. If we could get to the \$6.75 level would be getting closer to stability; and for our district we would need to get to the \$6.895 level for complete stability because we are a little further behind stability-wise than some of the other districts in Oregon. Basically, what the resolution does is that it says the Board supports the funding of schools at higher levels. It is a state-wide effort being sponsored by OSBA.

APPROVED

Member Crume made a motion to approve the "Strong Schools, Strong State" resolution. Member Meier seconded and the motion passed unanimously.

SUPERINTENDENT
SELECTION PROCESS

Superintendent Huber-Kantola brought forward the 'Qualities and Qualifications' that are laid out in the Superintendent posting for approval by the board. The process is that the posting will go out tomorrow (March 12), the application deadline will be March 20, we have a screening process that will take place between March 21-29. will schedule interviews for April 9, a final selection on April 10 and the final board approval of the selection at the April 15 board meeting.

APPROVED

Member Meier made a motion to approve the superintendent posting with the qualities and qualifications presented and the process as laid out by Superintendent Huber-Kantola. Member Crume seconded and the motion passed unanimously

Member Meier asked about the significant drop in students (9 at each school) at Illinois Valley and North Valley High Schools. Board Secretary Shelly Quick explained that all students on the Enrollment Report are full-time attendees. Students that are online, GED, home tutor, etc., they are no longer on the full-time list. You could see a loss, especially at the high school level, many times they have moved to part-time programs.

Adjourn at 9:00 PM