

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

BOARD MEETING

REGULAR SESSION

July 19, 2010

Page 1

Three Rivers School Board of Directors met for a regular session, Monday, July 19, 2010 at the Three Rivers District Administration Office, 8550 New Hope, Grants Pass, Josephine County, Oregon at 7:00 p.m.

PRESENT: Jim Weaver, Chairperson of the Board, Zone II
Leslie Meier, Vice-Chairperson of the Board, Zone III
Dave Strahan, Member of the Board, Zone IV
Ron Lengwin, Member of the Board, Zone V
Dan Huber-Kantola, Superintendent-Clerk
Debbie Breckner, Director of Human Resources
Doug Ely, Director of Student Services
John George, Director of Secondary Education

PRESENT

ABSENT: Robert Litak, Member of the Board, Zone I
Peter Maluk, Director of Elementary Education

Also Present: Dave Bracken/Aramark. Rick Levine, Gayle Barlow, Steve Jones, Bonnie Cameron, Devon Dorn, Patti Richter/The Daily Courier, Owen Peterson and Shelly Berry/Recording Secretary.

ALSO PRESENT

Chairperson Weaver called the meeting to order at 7:05 PM and led the audience in the Pledge of Allegiance.

CALL TO ORDER

Superintendent Huber-Kantola showed a map which had the boundaries of the two Grants Pass school districts. Superintendent Huber-Kantola stated that both district have roughly the same number of students and the transportation costs for Grants Pass District 7 was about \$1.6 million this year. Three Rivers School District paid \$4,380,000 in transportation costs. The state reimbursed both districts 70% of their funding. 70% of our funding is \$3,066,000 and District 7 was reimbursed \$1,100,000; which makes a difference of \$1,966,000. The state mandates where you can pick up kids (1/2 mile from the school) and what size the buses are required to be for elementary, middle and high school kids yet the state will only reimburse the district 70% of the cost. From the time a student goes from kindergarten through high school the district will spend \$23,592,000 to get the student to the door of the school.

SUPERINTENDENT'S REPORT

Member Meier agreed that due to the way our district is put together with all of the different attendance areas we are at a definite disadvantage because we can't have one central high school in a district such as ours. The bussing is inequitable because of the state school funding we don't get as much per student because we have to take bussing costs off the top. Our kids start at a disadvantage and then we add to that that we have to have more buildings, administrators, etc., and it is not an equitable way to finance education.

Member Strahan agreed and stated that for the ten years that he has been involved with the district, along with this they have approached our local State Representatives and asked for some help, and asked for them to go to Salem and do something for us to make this more equitable—nothing has been done.

SUPERINTENDENT'S
REPORT (CONTINUED)

Board Chair Weaver opened up the meeting for community comments and there were none.

COMMUNITY
COMMENTS

Board Chair Weaver then asked Member Meier to introduce a special guest in the audience. Member Meier introduced Rick Levine, who is running for State Representative for most of our attendance area. Mr. Levine was in attendance tonight to introduce himself and hear what the concerns and issues are in our district.

RECOGNITION OF
EXCELLENCE

Board Chair Weaver stated that normally at this part of the agenda there is typically an item called 'Recognition of Excellence', which is not on the agenda tonight—but the Board does have an item to present. Board Chair Weaver announced that the Board has come to agreement on the evaluation of Superintendent Huber-Kantola for the 2009-2010 year. The Board recognized his service to the district and his leadership. A couple of quotes were read from his evaluation to give the sense of how the Board feels: "As he nears the end of his second year of Superintendent of Three Rivers School District (TRSD) Dan has continued to demonstrate the skills and realize the potential that we saw when we chose him for the position. He has pursued his goals for the District and met challenges with a quiet strength." In the conclusion section "Dan's upbeat positive outlook coupled with his low-key demeanor is a strong asset to the District and Dan has adapted and grown rapidly in the last two years and we believe that TRSD is already a better place for his leadership." Board Chair Weaver added that during his eight plus years on the Board that he feels better about the leadership of the district than at any time in the past.

ELECTION BOARD
CHAIR

Member Lengwin moved to nominate Dave Strahan as Chairperson of the TRSD Board of Education for the 2010-2011 fiscal year. There were no other nominations. Member Meier seconded the motion. Dave Strahan was elected as Board chair by a vote of 4-0.

Newly elected Board Chair Strahan then took over the meeting.

ELECTION BOARD
VICE-CHAIR

Board Chair Strahan asked for nominations for the position of Vice-Chair for the 2010-2011 fiscal year. Member Meier nominated Bob Litak. There were no other nominations. Member Lengwin seconded the motion. Bob Litak was elected as Board Vice-President by a vote of 4-0.

ANNUAL ORGANIZA-
TIONAL RESOLUTIONS

Board Chair Strahan presented the Board Annual Organizational Resolutions for the 2010-2011 fiscal year (see attached).

Member Weaver moved to approve the resolutions as presented. Member Meier seconded and the motion carried unanimously

APPROVED

MEETING SCHEDULE

Member Meier asked why the meeting dates for January and March were scheduled a week earlier than the regularly scheduled third Monday of the month. Human Resources Director Debbie Breckner explained that the early date in March is due to the teachers contracts having to be renewed by March 15th. The January date is due to a holiday. Member Meier also brought to the Board's attention that the February meeting date is on Valentine's Day. It was agreed to change the February meeting date to February 7th. Member Weaver moved to approve the meeting calendar as amended. Member Meier seconded and the motion carried unanimously.

APPROVED

OREGON WELLNESS
SURVEY

Secondary Education Director John George presented the district results of the Oregon Wellness Survey that was taken by our eight and eleventh grade students earlier this year. The individual school data will be given to the administrators. The results of this survey will assist as a guide for our drug and alcohol programs that we have at our

schools. Director George called attention to an item on page 10 that reported in grade 11 45.5% of the 312 respondents had used alcohol in the last thirty days; 25.9% said they used tobacco; 31.4% said they had used marijuana. On page 11 of the survey it is reported that the average grade of onset for first use of alcohol, according to our eighth graders is 11 years old, which is fifth or sixth grade. Director George stated that he has been working as the chair of the local Alcohol & Drug Prevention Commission. They have started a new prevention council which will take a look at this data at their next meeting and come up with a plan. There is a need to bring the service providers into the schools earlier and provide more prevention where prevention could occur, such as our campuses. Grants Pass District 7 students also took this survey, but we have not yet seen their data yet.

Member Meier commented that after reviewing the data, found it really shocking. One of the things that stood out, on page 32 of the Board packet, was the students reporting that they more often had ridden in a vehicle with an adult that had been drinking alcohol than they had with another teenager.

Board Chair Strahan commented that the data was a real eye opener. Students seem to understand the risks and still do it.

Member Weaver requested that Director George report back when they come up with a plan and make some recommendations. The Board would also like to see a comparison with other schools in our region.

Human resources Director Debbie Breckner reported that House Bill 2062 (HB 2062) went into effect July 1, 2010. It is the implementation of the sexual misconduct reporting law. This law makes it illegal for school staff to engage in any behavior that is sexual misconduct. A brochure was prepared that will go home with all students in their enrollment packets to notify parents. Some of the examples in the middle of the brochure seem like "no-brainers" (kissing students, etc.) But sometimes our staff may be crossing the line when we get into too personal conversations with kids regarding their dating life, what they're doing on their dates, etc. All staff will receive training annually. It has also changed our hiring process. We now have a form that we are required to send to the last three educational employers of any person we hire. We are required to report during reference check if anyone has a substantiated report or complaint of sexual misconduct. The law now also makes it illegal if you knowingly fail to disclose or report a staff member engaging in sexual misconduct with kids; it's grounds for discipline up to and including termination. With the new law, a substantiated report will be placed in their personnel file.

REPORTING REQUIRE-
MENT REGARDING
SEXUAL CONTACT
WITH STUDENTS

Member Meier stated that the policy seems mis-named. In the brochure it states "Reporting Requirements Regarding Sexual Conduct with Students". It doesn't sound like what it is, and asked how we came up with that name. Director Breckner responded that the brochure was put together by the district's attorney, Nancy Hungerford, and the Oregon School Personnel Association, and taken directly from there. Member Meier believes it should be changed to 'Sexual Misconduct with Students'.

Member Meier also asked regarding the annual training required, and making it available to parents and students, how is the district going to handle that and how are we going to communicate to families how they access that training? Director Breckner responded that It is a pretty complex thing to figure out and we are working on it. We want to be consistent with what other districts are doing.

CONTRACT UPDATE

Superintendent Huber-Kantola reported that the Confidential employee group has come to an agreed upon one year contract from this year to next year at this time. Due to the difficult financial time we are in, they will receive no increase in salary; they will receive only step rates, which only affects a couple of people because most of the people have been here for a while. They will receive the same insurance that the classified group would receive and they will be offered the same thing that is done with other classified employees, which is upon retirement they would be paid \$1 an hour for accumulated sick leave or they can opt to have that sick leave reported to PERS in the calculation of their final requirement. Other than that there are no changes in the contract that we have had with Confidential employees in the past. We will come back to the Board with an MOU about days; they are understanding that they will have up to twelve days reduced from their contract just like other employees would have based on our economic times.

Board Chair Strahan asked if the contract means that they have agreed to a salary freeze? Superintendent Huber-Kantola responded that yes, they have. Board Chair Strahan stated he appreciates their willingness to work with us. Superintendent Huber-Kantola stated that over the course of time, just like the other classified employee groups, they have been very willing to work with Director Breckner and the District; they have taken less insurance benefits over the course of time in order to make the insurance work for them. Last year they also were willing to take less of a COLA (cost of living increase) in order to make the budget work as well. Like the classified employee group, the Confidential employee group has been very willing to see the economic problems and keep as many of the people in their group employed and insured as possible.

Board Chair Strahan commented that the Administrative group has done similar things as well and it is appreciated and recognized.

Member Meier moved to approve the Confidential Employee Group contract. Member Weaver seconded and the motion carried unanimously.

FIRST READING—
POLICY JFHH

Director Breckner presented policy JHFF—*Reporting Requirements Regarding Sexual Contact with Students* for the first reading. The policy is directly from the Oregon School Boards Association (OSBA). Director Breckner noted that in the second paragraph it has the language “sexual conduct as defined by Oregon law is any verbal or physical [or other] . . .” She believes it should read “*any conduct* conducted by a school employee that is sexual in nature . . .” it shouldn’t matter if it is physical or verbal. In the third paragraph she recommends that it should read “Any district/school employee *or volunteer* “. The word volunteer should be included. It also should read at the end of that sentence “must immediately notify his/her supervisor *or the Director of Human Resources*”. The fourth paragraph leaves the choice that the employees can either appeal the district’s decision through the appeal process provided by the district’s collective bargaining agreement or through a third party. Director Breckner recommends that we should treat this the same as we would handle any other staff complaint through the collective bargaining process rather than the third party, so strike the third party as an option. In the third paragraph from the bottom, the two choices for designating who’s going to investigate is either the personnel director or the superintendent; Director Breckner suggests that the Board recommend designating the HR Director as the person because once the investigation is done, and if there needs to be an appeal, there needs to be an appeal officer which would then be the superintendent, which is consistent with what we currently have for an appeals process.

Member Meier asked if there really wasn’t any reason that the first paragraph couldn’t

be changed from *Sexual Conduct* to *Sexual Misconduct*? Director Breckner responded that she will check with our attorney, but believes that the term sexual misconduct may limit certain things. The policy will come back to the Board in September for the second reading.

FIRST READING—POLICY
JFHH (CONTINUED)

Director George presented both the policy and AR for JFCEB—*Personal Communication Devices and Social Media* for the first reading. This policy specifically addresses the uses of personal communication devices, specifically cell phones, on our school grounds during class, etc. The next step after formal approval would be to develop disciplinary procedures regarding the policy that would need to be added to the Student's Rights and Responsibilities handbook. The policy states "*at no time during class time, during passing times, or at any time where such use of the device would cause a disruption of school activities. . . . unless as expressly authorized in advance by the principal*". The reason passing times were included in the policy is because many times we have tardy issues or personal issues that come up from students use their cell phones during passing times which leads to tardies.

Member Meier expressed concern with Item 4, the AR that prohibits cell phones from taking photographs or moving pictures while on district property or at school-sponsored events unless authorized in advance by the principal. What about dances or sporting events? A long discussion ensued regarding the photograph issue. Director George will have discussions with district administrators to ensure a solution and that we have a consistent statement for all schools.

Director George reported that the *Serve Grants Pass* group moved the bleachers at North Valley High School from the old track facility to the new athletic field and during the process recognized the bleachers are in serious need of repair. The bleachers can be upgraded and refurbished or replaced. The district has monies from the Construction Excise tax and capital project funds. Dave Bracken provided a quote for the repairs and three quotes for new bleachers. It is the recommendation of Mr. George, due to the maintenance and upkeep costs of the old bleachers, to proceed with the purchase and installation of a new aluminum bleacher system at North Valley High School.

NORTH VALLEY HIGH
SCHOOL BLEACHERS

Member Weaver asked what was done at other schools with regards to these kinds of facilities? Director George responded that bond money was used to purchase a new bleacher system at Illinois Valley High School. More recently in terms of athletic facilities, the Board allocated funding for significant repairs to the Hidden Valley football field in the sum of \$25,000. We have also applied general fund money to the Hidden Valley stadium in terms of the concrete structure that they built there that was funded through the original grant monies. Mr. Bracken commented that we are constantly looking at bleachers. Over the last ten years we have managed to eliminate about 80% of the old ones. It is a constant inspection and repair process on the older bleachers.

Member Meier expressed concern that with the funding issues we are facing. We are looking at this project on its own and not comparing it to other needs in the district. She would like to see a comparison of what the other needs are in the district to be able to prioritize them. We cannot base this need on what we have done in the past for other high schools.

Director George believes that this is not just a "nice to have" but a "need to have". There are code issues and repair and maintenance issues with the current bleachers.

Board Chair Strahan stated that the bleachers at North Valley High School came from Ashland forty years ago. In his history on the board and involvement at North Valley High

NORTH VALLEY HIGH
SCHOOL BLEACHERS
(CONTINUED)

he and his family have personally made monetary donations towards a stadium at North Valley High School. Since that time a lot of dollars have gone in to band-aids and quick fixes. Member Strahan believes it's time to do it and do it right. The kids deserve it and in the bigger picture it is important in terms of keeping kids involved, and families wanting to come to schools in our district. Member Strahan stated that was part of the reason for collecting the excise tax, which will continue to grow, and we need to use it.

Member Weaver stated he does not have an argument with regard to how much they're needed but given the difficult financial times would like to see this paid for by its supporters. He would like to keep the other monies for academic needs that may arise.

Board Chair Strahan stated these funds cannot be used for academic needs. Member Weaver recognized that we may have academic needs connected to facilities in the future.

Board Chair Strahan stated that at this time the North Valley supporters are trying to come up with the funds to pay off a \$70,000 debt still in place for the new stadium. The bleachers are not safe, not up to code and are an embarrassment to the school.

Superintendent Huber-Kantola stated the money from the excise tax, which amounted to about \$100,000 this year, there were some things done for safety reasons. Some of the projects include: Asbestos issues at hidden Valley High School; Replaced \$22,000 of gravel with asphalt at Manzanita Elementary school; Granite work at North Valley High School; Repair cracks in concrete at Evergreen playground and walkways and sidewalks were added that did not extend to the road in unsafe areas where kids were walking.

After additional questions and discussion Member Weaver moved to repair the bleachers at the quoted cost from Dave Bracken of \$12,000. Member Meier seconded the motion. The motion passed 3-1 (Strahan opposing).

MAINTENANCE REPORT

Mr. Bracken stated that he didn't have anything new to add, although they did the hot water boiler replacements at Madrona and Evergreen. They hope to have them in and up and running before school starts. All other summer projects are on schedule and hope to have everything completed by the third week in August.

Member Weaver asked where we were at with the biomass boilers. Mr. Bracken responded that Mr. Bunge, Mr. Ross and Mr. Shean are going up to visit the plant in North Bend this week.

Board Chair Strahan asked to back up and explain his 'no' vote regarding the North Valley bleachers. He stated that he feels it is highly irresponsible fiscally to keep putting a band-aid approach on this.

CONSENT AGENDA

Member Meier moved to approve the Consent Agenda. Member Weaver seconded and the motion passed 3-1 (Lengwin opposed).

ADJOURN

Meeting adjourned at 8:40 PM

Jim Weaver
Chairperson of the Board
THREE RIVERS SCHOOL DISTRICT

Dan Huber-Kantola
Superintendent-Clerk
THREE RIVERS SCHOOL DISTRICT