

Three Rivers School Board of Directors met for a regular session, Monday, September 19, 2011 at the Three Rivers District Administration Office, 8550 New Hope, Grants Pass, Josephine County, Oregon at 7:00 p.m.

PRESENT: Ron Lengwin, Chairperson of the Board, Zone V
Jadd Horban, Member of the Board, Zone II
Leslie Meier, Vice-Chairperson of the Board, Zone III
Ron Crume, Member of the Board, Zone IV
Bob Litak, Member of the Board, Zone I
Debbie Breckner, Director of Human Resources
Doug Ely, Director of Student Services
Peter Maluk, Director of Elementary Education

PRESENT

Also Present: Tim Hart, Jim Bunge/Aramark, Steve Jones, Dawnelle Garcia, Amanda Lucas-Rico, Stu Burgess, Jalaine Wheeler, Teri Ellis, Matthew Ramsey, Bonnie Cameron, Joseph Rice, Devon Dorn, Dave Marks, JoAnn Bethany/Illinois Valley HS Principal, Patty Dickens-Turk/Hidden Valley HS Vice-Principal, Kathie Hill/Manzanita Principal, Jennifer Webb, Michael Morris/Sodexo, Lisa Cross/Accounting Manager, Patti Richter/The Daily Courier, Wendy Shoemaker, Van Granger, Claudia Dow, DJ Edmonds, Lori Chamberlain, Robin Cook, Nedd Wyant, Charlene Taylor, Heather Richter, Michael Schaefer/Hidden Valley HS Assistant Principal, Chris Davidson, Mandy Duke, Penny Ross, Roger Die, Jim Early, Heather Yount/Fruitdale Principal, Jessica Durrant Manzanita Principal, Dave Strahan, Sally Clements, Brooke Armstrong, Gabriella Quinones, Teresa Northcross, Dennis Misner/Hidden Valley HS Principal, Jeff Weiss/North Valley HS Principal, Jennifer Tudor, Eilea Kalevicoglu, Suzanne Wallace, Sharon Fisher, John George/Fleming Principal and Shelly Quick/Recording Secretary.

ALSO PRESENT

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

CALL TO ORDER

Board Chair Lengwin amended the agenda to add item 5-E Woodland Charter Update by Peter Maluk and will move the Community Comments to immediately follow the Superintendent's Report.

AMEND AGENDA

Superintendent Huber-Kantola showed the latest Enrollment Report and explained that the good news is that enrollment is about where we thought it would be and the bad news is that it's is about what we thought it would be and it has slightly shifted. Some areas of concern include: Fruitdale class sizes in the first grade and second grade are at 35 students, with an additional blended first/second grade class of 33. Manzanita has second grade class sizes of 35 & 36 students and the fourth and fifth grades have 37 and 36 students in each of the four classes. Human Resources Director Debbie Breckner will be discussing the issue further later on in the meeting. When the Board prepared the budget there is a place in the budget for contingencies. There are two contingency items left in the budget. One of the contingency items is an amount for both class-size reduction and fuel. Superintendent Huber-Kantola recommended that some of that contingency money be spent to help with the class

SUPERINTENDENT'S
REPORT

SUPERINTENDENT'S
REPORT (CONTINUED)

size issues. The other contingency item is small. It is a \$10,000 contingency item so that we can send students to National competitions. There hasn't been a year where we haven't had to spend some of the contingency at the beginning of the year to help do something in terms of class size reductions.

Superintendent Huber-Kantola reported that last year there were recommendations made by the Sustainability Committee that the district was asked to look into for long-term sustainability. A lot of the short-term sustainability recommendations have been put in to place. The Sustainability Committee was a group of about 100 people from the community that came and gave recommendations of things we could do to help with the budget problem. The district had a \$5 million budget problem last year and it's amazing that the schools have started as smoothly as they have given the amount of reductions that have taken place. Some of the short-term sustainability things were: to make elementary class sizes close to 30:1. and make middle and high school class sizes almost 35:1; we no longer have activity busses this year; we cut five bus routes; and we no longer have Friday late starts, all of our staff development takes place on full days, which save transportation costs. Some of the things that were talked about long term include:

- More on-line opportunities for students and Live C classes (we teach a class at one high school and it is broadcast to another high school so more students can participate). The district is currently doing these things.
- Consolidating elementary schools. It is something that the district needs to take a look at. We will not be eliminating Williams or Applegate because we get extra money for them due to remote small school funding. But, if we look at Jerome Prairie, Madrona and Ft. Vannoy we are seeing more and more blended classrooms. Blended classrooms are more difficult to teach. When you look at the size of Jerome Prairie and Madrona and add together the number of students at both schools, you could eliminate the large number of blended classrooms. Superintendent Huber-Kantola also discussed the large number (25) of DLP/multi-handicapped at Madrona and if there are alternatives to having them all in one location.
- Consolidation of the three Illinois Valley Schools.
- Special Education services (STEPS and current locations)
- Local Option Tax
- District Sponsored Charter Schools (tech/vocational, online school, Woodlands Charter, etc.)

COMMUNITY
COMMENTS

Amanda Lucas-Wright, Fruitdale parent—Expressed concern over the large first grade classes at Fruitdale. The class is very crowded and she is worried about egress in case of emergency. She also is concerned with the student/teacher ratio—it is an alarming number of students for one teacher.

Nedd Wyant, Fruitdale parent—Has son in Ms. Webb's first grade class. Ms. Webb is an amazing teacher, but there is a significant number of behavior issues to deal with. His son is now coming home tired, frustrated, discouraged and worn out. The teacher is spread too thin.

Erik Vernon, Fruitdale parent—Reiterated everything said by Mr. Wyant. His daughter is in the same class and has complained of the same issues and difficulties. Recognizes there is a desire to do something by the district, but concerned about the suggestion to bring in part-time staff as opposed to hiring a full-time teacher, which appears to be the better way to go.

Roger Dice, Fruitdale parent—Has a daughter in Ms. Webb's class. He has been helping in there as a volunteer. Even with two adults in there, there is no way to keep

the students under control. Mr. Dice doesn't see adding part-time help or an aide as a solution. He would like to see another full time teacher and more parent help.

COMMUNITY
COMMENTS

Tim Hart, Duro-Last Roofing—Commended the School Board. Through the due diligence by Superintendent Huber-Kantola and the Board, over \$100,000 was saved on the re-roofing project at Lincoln Savage Middle School. It was the new board members that stepped forward and questioned what was going on. If it wasn't for that due diligence, the district would not have saved over \$100,000.

Evergreen Elementary teacher Sally Clements commended the administration, School Board and Michael Morris because Evergreen has a new snack program (free fruit and vegetable program). Her second graders love it and are eating! Ms. Clements thanked the Board for such a great program.

Hidden Valley High School teacher James Early stated that they are currently staffed at about 35:1. There have been huge cuts in educational opportunities for the students which contradicts our mission statement. The only foreign language that is offered is Spanish. Other cuts include drama, foods and child development. If the district is going for a Local Options Tax the public needs to be made aware of what is going on. Mr. Early was also concerned about fire egress due to overcrowding in the classrooms. He feels that there are classrooms that have reached their maximum occupancy load. Mr. Early does not feel that this is going to end in a good place. He does not feel it is the fault of the district, but the economic situation—but again asked that the district start getting the word out to the public.

Hidden Valley High School teacher Stu Burgess stated that he had a couple of comments regarding the food service program/Sodexo. Mr. Burgess stated that it should not be called a 'free' program. It is not 'free' - it is a subsidized program by the Federal government which is coming from deficit spending; and our children are going to have to pay for that in the future. In his Economics class he teaches that nothing is 'free' - so he would like to have Sodexo stop saying it's a 'free program'; possibly say "free to kids—but it's government subsidized". Mr. Burgess also commented that Eugene made some changes in their menu including getting the sugar out of their milk; and would like to see us be able to do that. Mr. Burgess presented two written articles regarding the changes in Eugene which will be passed on to the Board members.

Manzanita teacher Van Granger stated he was nominated by the 4th and 5th grade teachers to come speak before the Board. The district funding level for elementary class sizes is 30:1 and they are currently experiencing class sizes in the 4th and 5th grades exceeding the high school level at 35:1. There is a chance to minimize the long-term negative impact by quickly relieving the class sizes and are asking that the Board approve an additional full time teacher for the 4th and 5th grade at Manzanita. The District and Board have identified valuable goals such as building intentional relationships with students and giving high quality customer service. Mr. Granger strongly believes in both of these goals, but such large class sizes don't allow a teacher to serve students in the way they really deserve. The real solution is to add a teacher to the 4th and 5th grade team and rather than having four classes of 36 and 37, there would be five classes of 29.4 students each—which is right at the current district funding level for elementary. The cost of one teacher would have an immediate and significant positive impact on 147 students at Manzanita Elementary. Regardless of the decision made tonight, the teachers will continue to do their jobs to the best of their abilities and will serve their students and parents as effectively as they can. Mr. Granger asked that the Board please choose to add a teacher now at the 4th and 5th grades at Manzanita.

Brooke Armstrong, Manzanita parent—Expressed concern over the classes at Manzanita with over 30 students. Her child is in a class of 37 students. Students are in school from

COMMUNITY COMMENTS
(CONTINUED)

7:40 a.m. to 1:55 p.m., subtracting time for recesses, lunch and morning announcements, it leaves about 310 minutes of instructional time. This time includes teaching all subjects, not just the core—reading, writing, math, social studies, science, art, music and physical education. Our teachers already do a tough job, teaching eight subjects in just over five hours each day. With 36 children in a class, and 310 minutes of instructional time, that means her child could receive 8.6 minutes of individual support during the day—provided there are no classroom interruptions, no other students that are more needy or demanding and that all of that time is left for instruction. Even though whole classroom instruction is primarily used, and is more efficient, it still seems like there is scant amount of time for any child needing additional help. Classroom management is important—it can't be ignored that more students lead to more distractions. She would like the teachers to have an opportunity to be successful at their jobs—educating the kids and would like her children to have the opportunity to be successful at their jobs—learning. Having one teacher in classroom full of 35-38 students isn't setting anyone up for success. Ms. Armstrong asked the Board to please find a way to fix this problem. Their children's educations are at stake.

Jalaine Wheeler, Manzanita PTA President—Ms. Wheeler expressed the sense of urgency for two full-time teachers to alleviate the large class sizes in 2nd, 4th and 5th grades. As the PTA President she wants to ensure that children are accommodated with a class size that allows academic, developmental, and emotional success. The implications of not reducing class size for children are many. Students are not given adequate individual instruction, they are physically crowded and as a result behavior management is much more challenging. Students ultimately feel and are less safe in the classroom. All of these results adversely affect learning as well as healthy behavioral and emotional development. Students who are academically high do not get the differentiated instruction needed to progress; academically average students struggle to meet the minimal requirements in competition for a teacher who is trying to provide feedback to all students. The students who struggle academically or behaviorally are given the same expectations under the same crowded conditions. The students can develop patterns of frustration and struggle to make it through each day. This frustration can also lead to behaviors that children might not normally exhibit, again, making the classroom feel unsafe. Teachers are also physically and emotionally compromised as they deal with extra stress, extra paperwork, lack of help, and a disheartening sense that their professional skills are being stretched to the limit. Three Rivers School District needs to send a message to the public that we value our teachers and that we will not put a price tag on their health, well-being and educated skills. Two full-time teaching positions would help alleviate Manzanita teachers from teaching and managing a class size that is the size of two classes. Manzanita Elementary also risks the possibility of losing their 'Outstanding' status and not meeting the state standards. The loss of this status would be a devastating outcome to a school that in recent years worked so hard to meet the standards and reach the 'Outstanding' status. However, the money required to hire two teachers and provide aide time pales in comparison to the repercussions of children who are not meeting state standards. As Manzanita reaches an enrollment of almost 400 students, Ms. Wheeler respectfully urged the Board to quickly promote the necessary changes required to get children and teachers the extra help they so desperately need.

Laila Dzene, Manzanita parent—Expressed concern that her child is in a class of 37 students. She has tried to transfer her child to Grants Pass schools, but was not allowed. She believes that it is unfair that we live in a county where the children need to suffer, because the education is so bad in the county. The schools in town get more than the county schools. She recognized that these are tough times, but still thinks it is necessary to hire two teachers at Manzanita to reduce the huge class sizes.

Member Meier commented that she agrees the class sizes are too big, but she asked

that the public understand what the issues are. Where we are at budget-wise bothers everyone. The district is not getting adequate funding from the state. We are also a district of declining enrollment and we get paid per student, which might work if we had one big high school, one big middle-school and one big elementary school because as our enrollment dropped we could have less teachers and less staff. But our district is spread over this huge geographical area and it's not easy to shift things around. The other issue, is that being so huge geographically, we have huge bussing costs that some other school districts don't have. The School Board and School District officials can't do this by themselves. It's going to take help from everybody—not just when something is happening that's affecting their child. We need to be lobbying for better resources and better funding and we also need to be participating and willing to accept some of the changes we are going to have to make. The Sustainability Committee was looking at the way we do business because as a declining enrollment district we can't continue to do business the way we always have. We are going to have less funds and we are going to have things like huge classrooms and things none of us want. We need to take a real look at things and also accept some things that may be painful for us to be sustainable in the long run. Member Meier asked that those in the audience expressing their concerns to continue to partner with the District.

COMMUNITY COMMENTS
(CONTINUED)

Member Crume stated that we heard a lot of good comments tonight, and he takes that in to consideration. But, with all of the comments, they never heard any solutions. Maybe there are some committees that need to be put together to help find solutions to the problems. Not one person said that they would be willing to vote for a tax increase to help fund some more teachers and while we are really not willing to follow in the footsteps of the current presidential administration, we can't spend the money that we don't have. Maybe everybody could get together a committee and help the district. Member Crume recognized that we are going to have to add a couple of teachers, but adding three or four is not realistic—we don't have the money.

A patron in the audience asked what the shortfall was for the district? How much money is needed to fund the extra teachers? Superintendent Huber-Kantola responded it was approximately \$210,000 for three teachers at the elementary level. The patron then asked if the District could accept corporate sponsorships and Superintendent Huber-Kantola responded that we could.

Member Meier suggested that if there is anyone in the audience that is interested in pursuing this issue beyond tonight, and becoming involved in some kind of group to continue this conversation, to e-mail Superintendent Huber-Kantola. If there is enough interest we could possibly have a committee meeting or a Board workshop where we use that time just to hear the ideas and talk about things.

Member Meier moved to approve the Consent Agenda with the minor modifications to the minutes that were submitted by Members Meier and Litak (the changes did not effect content). Member Litak seconded and the motion passed unanimously.

CONSENT AGENDA

District Accountant Lisa Cross submitted the Internal Controls document to the Board for annual review. This is informational only and does not have to be voted on. The guidelines keep the separation of duties to make sure that we have checks and cross-checks. The auditors were here last week and were very impressed with them. If a member of the Board has any comments or feedback, they were asked to e-mail Ms. Cross.

FISCAL INTERNAL
CONTROL GUIDELINES

Human Resources Director Debbie Breckner stated that last July the district was required by law to put Policy JHFF in to place (a sexual misconduct law). We have not had an AR (administrative rule) for it in terms of what kind of process we would use should we have that kind of complaint received. The first reading of JHFF-AR is presented for the Board's information. Many other school districts and the Oregon School Personnel Directors

JHFF-AR
SEXUAL CONDUCT
COMPLAINT FORM

JHFF-AR
SEXUAL CONDUCT
COMPLAINT FORM

Association is recommending that we use it to make sure that we meet the law when those kind of complaints come in. If any member of the Board has any questions or any changes they would like to suggest Director Breckner requested that they contact her via e-mail.

AYP REPORT

K-12 Education and Federal Programs Director Peter Maluk presented the most current AYP (Adequate Yearly Progress) results. Director Maluk stated that *No Child Left Behind (NCLB)* became Federal law in 2001 to set up a measurement system to determine whether schools and districts were making what was called “AYP” - Adequate Yearly Progress. The measure for that is based on student test scores in Reading, Language Arts and Math. Ten years ago the goal was for 50% of all students in all grades to meet or exceed. Over the years it has been pushed up and by 2014, according to the law, 100% of all students in every school district are expected to be meeting or exceeding state standards. During the last ten years this district has done exceedingly well—as well, if not better, depending on the year and grade levels, than our city district. However as the bar has been raised, it has become much more difficult to meet standards. Last year the district did not meet AYP in math. This year the district did meet, but when you are in a ‘not-meet’ situation for one year the second year they put you in *still did not meet year one hold*. You need to have two years to get out of it. This year Ft. Vannoy is designated as a school in improvement for Three Rivers School District and has to offer a school choice as a result. Director Maluk then pointed out that Manzanita school was in the same situation two years ago. They met the first year, they met the second year and now they are doing well. We expect the same thing will happen to Ft. Vannoy. Manzanita is doing so well that on the preliminary report for the Oregon Report Card, it is one of the elementary schools that is rated *Outstanding*. Another irony is Fleming Middle School which has received recognition for the last several years as an *Outstanding* school by the state, and this year it did not meet. This year we did offer school choice to Ft. Vannoy; two years ago Manzanita had to offer the same thing—we offered Fruitdale and Ft. Vannoy as choices. We had 1-2 families take the school choice. This year at Ft. Vannoy we had about 10 kids go to Manzanita. Director Maluk then reviewed the actual data for the district and schools. AYP measures four things and attendance is one of them. Schools are expected to keep a percentage of 92% or better. High schools are also measured by a fourth thing, which is graduation rates. The last thing is participation rate—which means that it is expected that at least 95% of students in any given grade level will test.

Member Litak expressed concern with testing results in regards to the students with disabilities in which it could be argued that the standards are pretty unrealistic. But the most concerning was the cohort graduation rates. The growth rate over the last few years has improved which is encouraging. Member Litak also thanked Director Maluk for addressing the comment regarding the common perception that students in Grants Pass/District 7 get a better education than our kids. He stated that in spite of all of the challenges that we have, we have some really good people, some excellent teachers and some excellent classified staff and as a result would like to challenge anybody to show him any objective data that shows that District 7 kids get a better education than our kids do. Director Maluk added that next month he will show some more district comparisons. Our district is typically right at, above or below the state averages—but every class has it’s own personality, and we have challenges because AYP becomes more challenging every year. Our schools compared to other low-income challenged districts do exceedingly well. We deal with a lot more challenges in this district than other affluent districts don’t—and we do quite a good job.

Member Meier asked Director Maluk if there were any places where we did not meet that he sees signs of having issues—other than the way this measurement is constructed? Director Maluk responded that math is the biggest challenge, but it has

been forever. Also in the last couple of years the state introduced new mathematic standards (K-12). Our district was transitioning without any new textbooks and materials. We also have the issue with math in the fact that just as we began getting ready to adopt the new standards, we were told that Oregon was going to adopt the National Common Core Standards, which are not quite like the ones we were just getting familiar with. Writing is always a challenge and they have stopped testing this year in middle school and elementary—we are only testing in 11th grade. Financially it's a lot of money for the writing tests to get scored.

AYP REPORT
(CONTINUED)

John George presented the renewal of three of the district alternative education contracts. Inn Sight Alternative Court School is a building that is housed downtown and is an independent contractor for us that we use primarily for our high school students in terms of disciplinary or alternative placement. The RCC/GED contract we have opted to renew for one more year. Although we are beginning to phase out the utilization of RCC for those contracts. They used to be the sole provider for GED services out in the valley. We have since developed our online program that we plan to utilize out there. Our success rate internally is about 97% for students that enter the GED program and successfully complete whereas RCC's program completion percentage is about 10%. The last contract is for Insight Online. It is a private charter opportunity that we contract with to attract home-school students. Insight Online contacts all of the home-schooled population in our three attendance areas letting them know that they provide both middle-school and high-school opportunities. We maintain the contract with Insight Online because we feel that it is a viable option for those home-school parents that don't want to have affiliation with the school district. They provide both service and computers to students, so some of our outlying students that do not have the opportunity to have internet service for financial reasons get it provided to them in the program. The district does receive 20% ADM for those students.

RENEWAL OF 2011-2012
CONTRACTS

Mr. George noted that we have also expanded our internal online offerings. We are offering online at the Merlin Alternative Center in terms of Social Studies, Science and elective programs. We have altered our credit make-up structure at the high schools where we are getting away from packet programs and moving more online. He and Director Ely have worked on developing a program called Online Plus where they use their Ed Options program that we currently have to provide for tutor situations. We currently provide tutors for medical or disciplinary reasons for certain students. The thing about the online programs is that if we offer them internally, in order to collect the full ADM we only have to have two personal contacts with the student per week in order to collect that ADM. The district is requiring the students that enter that program show up on site twice a week so that we can see them and have them test at that time.

Member Litak asked to add another brief informational item. He wanted to make sure that everyone was aware that a student in our district, Liam Dwyer, who is entering Illinois Valley High School as a Freshman, won the Oregon State Spelling Bee for the entire state. He was co-champion with one other person. It is a pretty spectacular achievement.

INFORMATIONAL—OTHER

It was also shared that a 1985 graduate of Hidden Valley High School was an Emmy Award winner as Best Supporting Actor for *Modern Families*.

Director Maluk reported that last June the district had a hearing in front of the State Board of Education with the Woodland Charter School because we had rejected their proposal. They applied to the State Board of Education for State sponsorship. The meeting was just a hearing, a decision has been postponed until October. Since that meeting, the State has passed a new law about the way new charter schools will be funded. But right now we are still waiting for the administrative rules on that new law. In the past if we

WOODLAND CHARTER
SCHOOL UPDATE

WOODLAND CHARTER
SCHOOL UPDATE
(CONTINUED)

have sponsored a charter school it would have a significant impact the first couple of years on the district. With the new legislation, it appears that is not going to be the case. They applied under the old process. If they rule in favor of the Charter then they will sponsor it, but the District will pay. Woodland Charter is very interested in continuing to pursue their application and has requested the possibility of the district and Woodland Charter jointly writing a letter to the State Board of Education asking them to postpone their decision until we can look at what new House Bill 3417 is going to say. They did clearly state that they are willing to take a site other than Williams/Applegate. They have talked about the possibility of the Murphy area, and have offered the possibility of looking at some district property. They see the benefit of being located more centrally in drawing kids from all over the county. Also they were willing to back off their 85% of ADM to 80%, which was another positive. And lastly they were willing to look at a limit of Three Rivers District kids that could enroll, as we did with Sunny Wolf Charter School. These three concessions would make it look more viable to the district. There would be benefits to the district if they can bring in 50-75 home-schoolers, which truly looks like the bulk of their population. If they go to the State Board and get rejected, they would have to start the whole process over again; which means coming in with a brand new application and a timeline that would stretch them out. They were expecting another round of grant money from the State, but the Fed's did not give the State that second round of money for grantees that are already approved, so they have lost that. Director Maluk stated he believes it would be in the best interest of the school district to add this charter school.

Superintendent Huber-Kantola explained how legislation changes could potentially effect Woodland Charter School. Financially, if the State did approve them and the law is what we think it is—that the funding is separate, and we receive a percentage for them, the State would give us 5% flow-through money. We would net about \$18,000 with the size of school that they are looking at starting. If the district sponsors the school the flow-through money at a 20% flow-through is about \$100,000. It seems in our best interest to at least keep the door open for a little while and find out what the rules and regulations say.

Member Meier responded that she doesn't have a problem with it with the caveat that there needs to be a written understanding that the time is to be used to reach agreement with the school district and to try to work together and continue to negotiate. The issue of where the school is located is really important. Both from the standpoint of the potential impact on Applegate and Williams, but also charter schools should give choices to students. The more centrally located they charter school is, the better.

Superintendent Huber-Kantola stated that we will draft something up and send it back to the Board for review.

OSBA CONVENTION

Board Chair Lengwin reported that the OSBA Annual Convention will be taking place November 10-13 in Portland and asked if there were any Board members interested in attending. Member Litak stated he will be out of town. Member Meier added that it is a very valuable event with good information. The Board Secretary needs to have registrations submitted by October 10th. The Board asked that she send out a reminder the first week in October to find out who will be attending.

RECESS

Board Chair Lengwin called for a five minute recess at 8:40 PM

The meeting reconvened at 8:50 PM

TEXTBOOK WAIVER

Director Maluk reported that every school district has a responsibility to stay current with Oregon's academic content and standards and instructional materials adoption

process. Every year the State requires districts to look at their instructional materials in a particular subject or subjects and to assess whether or not it meets the standards that are currently in place and to affirm that they do, or to purchase new materials. This district in the past has stayed current with that adoption calendar quite well up until about the last 4-5 years as the economic crunch has gotten worse. Previously every principal had at least a small textbook budget for replacement texts, and the district maintained a district textbook budget. We would decide when necessary, when to make a major adoption on a new textbook series. We haven't purchased textbooks of any significance in the last five years. Last year Director Maluk asked for a waiver, which has to be approved by the Board, in science and mathematics. This year we need to get a waiver in social studies and second languages. Second languages is not a major issue at this time which was verified by the high school teachers. But social studies will become an issue, but obviously we cannot do anything about it this year. Math is also a concern. We haven't purchased new math books, with the exception of the purchase in June of new K-2 materials which are aligned with the new National Common Core Standards. We purchased K-2 materials for about \$40,000. Math is something that will need to be addressed next year. The other one that we took a waiver on was science. We will need to look at it in the not to distant future as well. The waiver needs to be filed to be in compliance with Division 22, which we have to submit to the state every year. Director Maluk recommended that the Board approve the waiver.

TEXTBOOK WAIVER
(CONTINUED)

Member Litak moved to approve the textbook waiver on the current schedule which is social science and second languages. Member Horban seconded and the motion passed unanimously.

APPROVED

Superintendent Huber-Kantola presented revised policy *JED—Student Absences and Excuses* for the first reading. The bulk of the policy is the same, but due to the last legislative session, it is required that schools notify parents before the end of the school day if their child has an unplanned absence, and the policy has been revised to add that requirement. Our district will be utilizing Synvoice (automated calling system) to meet this requirement.

POLICY JED
FIRST READING

Director Breckner presented policy *GCBDB—Fitness for Duty* for the first reading. She proposed that we have a fitness for duty policy letting our staff know that when they come to work the district needs them to be mentally and physically fit to do the work we are asking them to do. Unfortunately given the economic times, we have had within the last year and one-half two or three employees that have been on mental holds at the hospital. We have had folks appearing under the influence. It is important that we have a policy that says we not only want them to come to work, but they need to be fit and able to do the work we are asking. In talking with the Licensed Association, #4 of the policy states that "*unless other vacation time or personnel leave is available . . .*". Our district does not use the term '*personnel leave*' and so we might need to change it to state '*contractual leave*'. Director Breckner recommends making the change from '*personnel*' to '*contractual*'.

POLICY GCBDB
FIRST READING

Director Breckner presented the RFP to go out for a Food Service Management contract. The current contract with Sodexo expires in full June 30, 2012. This RFP also has to be approved by ODE, and it is their template. ODE stated that they would provide approval within 3-5 days and she sent it to them nine days ago and have not yet received a response. The RFP is expected to go out Friday. Director Breckner requested the Board's approval, pending ODE approval, to get it out and move forward with the timeline as it will take several months.

FOOD SERVICE RFP AND
TIMELINE

Member Crume asked how many responses we normally get? Director Breckner responded that we normally get 2-3. There are currently two food service companies in

FOOD SERVICE RFP
AND TIMELINE
(CONTINUED)

Southern Oregon. Sodexo has the large majority of them and then there is Chartwell's, who recently just moved back to Rogue River. There are one or two districts that still do their own food service management, but not very many. Grants Pass/District 7 does their own. Director Breckner explained that historically when we ran our own, prior to Sodexo coming in to the district, we ran significantly in the red nearly every year. Since Sodexo has come on board we have been able to hold even and been able to walk away from having to look hard at contracting our employees out.

Superintendent Huber-Kantola added that one of the big differences between the two districts is the geographical thing. Grants Pass has a central kitchen and they distribute food out to their elementary schools from the central kitchen. For us, all of the food is prepared at each site.

District Accountant Lisa Cross reported that at the time we went out to bid, approximately nine years ago, the district was running in the red at least \$75,000 every year. This year we ended up a little over \$60,000 in the black.

APPROVED

Member Meier moved to approve the Food Service RFP. Member Crume seconded and the motion carried unanimously.

LICENSED STAFFING
ADJUSTMENT
RECOMMENDATIONS

Director Breckner explained that we do not have extra staff to cut. There hasn't been extra staff to cut in a while. Eight years ago we had 326 teachers and at last count we have just over 222. It is because of the teachers we have in our district that regardless of what situation we have, they are willing to do whatever they can to make it work for our kids. In response to a question from Member Meier, Superintendent Huber-Kantola responded that over the same period of time we have lost approximately 1200 students.

In the spring of last year the district eliminated 35.26 teaching positions. 32.26 were out of the General Fund. Elementary schools were reduced by 7 teaching positions; middle schools by 9.5 and high schools by 16.26.

Based on numbers called in to the District Office last Thursday, we have 1791 kindergarten through fifth grade students. Our class sizes are staffing at 30:1. Director Breckner stated she will be presenting different information tonight that was originally presented in the board packet due to the fact that when the board packet was put together we only had four days worth of data—and today is our tenth day. The reason she made the initial recommendation to add a teacher at the 4th and 5th grades was that overall as a district in those grades we are above the 30:1 ratio. The district average size of K-5 is 29.36.

At the middle and high schools; 6th through 8th grade we have 1111 students, 34.8 teachers with an average class size of 31.93. One of the factors going in to both the middle and high school class size averages is that both Illinois Valley and Lorna Byrne are purchasing the equivalent of 1.0 FTE out of Title I, which brings their class sizes down. At the high school we have 1619 students, 52.41 teachers and the average class size is 30.9.

Director Breckner reviewed the enrollment projections. There is an overall difference of +42 in elementary projection and +14 difference in the middle and high school projection. She then reviewed the graduation requirements for our high school students and the number of classes needed at 35:1 versus what we currently have.

Director Breckner offered the following alternatives to her original recommendation:

- Transfer one teacher from Ft. Vannoy to Manzanita. In order to do that it would create three additional blended classes with very uneven blends. This

would be difficult from a teaching perspective. She is not recommending this option. That is the only place that could be identified at the elementary level that we could get another position.

- Make additional reductions at the high school level after the first trimester. Not recommended. This would become a union issue and involve bumping and potentially moving many teachers.
- The District could not make reductions at the high school level immediately as the license contract requires that if the District is contemplating lay-offs, it must provide written notice to the Association and adhere to other specific timelines.

LICENSED STAFFING
ADJUSTMENT
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(CONTINUED)

Director Breckner then presented some other considerations:

- K-3 Instruction's primary focus is teaching students how to read. If we don't teach kids how to read by the end of third grade and get them at grade level our ability to catch them up becomes difficult, if not impossible.
- Ft. Vannoy is in its first year of School Improvement—creating three new blended classrooms at this point, especially unbalanced blends will be a significant challenge for the teachers .
- Both Fruitdale and Manzanita have Title I teachers who can provide some academic support. They also have Title I resources that they can focus either through purchasing a part time teacher to help out or additional aide time.

Director Maluk explained the limitations on how Title I funds can be utilized. They can only be used to hire teachers that would be providing supplementary services. They could not take over a class. They could be a resource teacher or a skills teacher. We can also use Title I money to support more educational assistants in large classrooms.

Director Breckner explained a model that was used before in a similar challenge at the 4th and 5th grade level where we had a half-time licensed teacher available during the core instruction area, where they were able to pull students out and cut down the group to a smaller number during that time. It was successful.

A discussion was held regarding the various options presented and other potential scenarios.

Director Breckner stated her recommendation is to hire two teachers utilizing funds out of the contingency. A possible way to get to a third person is to have the Fruitdale and Manzanita principals dedicate some of their Title I to helping the upper grade teachers. Her recommendation is to put the new teachers at the primary levels at both schools. With this model the class sizes for the 4th and 5th grade would still be high in the afternoon—29.4 in the morning during the core instruction time. At Fruitdale the blended classroom would be eliminated and the new teacher would go to second grade. So they would have two first grades and two second grades. A second grade teacher would be added at Manzanita, which would reduce their class sizes to 23-24.

Member Crume asked the Superintendent about swapping money around. The district saved \$84,000 on the roofing project. Is there not any way that we can swap around that money so we could put a third teacher on? Taking the Title I money and using that to help Manzanita 4th and 5th seems like the right thing to do. Member Crume reported that he and Board Chair Lengwin toured Fruitdale and Manzanita last week and seeing the chaos at the first and second grade classes, it seems much more manageable at the 4th and 5th grades. It would be nice to get a third teacher—and asked if there was any way we can swap money around so our contingency budget could support a third teacher?

Superintendent Huber-Kantola responded that he has two recommendations for the Board. The first one is that we need to hire at least two teachers out of the contingency

LICENSED STAFFING
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(CONTINUED)

fund. The priority should be the primary grades. He visited the classrooms and the self-sufficiency level of a 1st and 2nd grader vs. the self-sufficiency of a 4th and 5th grader is night and day. One option is to purchase the two teachers for the primary grades and support as best we can with Title dollars at 4th and 5th grades at Manzanita. By law we cannot transfer funds from a 400 Fund (Capital) to a 200 (Special Revenue) or 100 Fund (General) - but you can transfer from a Technology Fund or spend money out of a Technology Fund (266) to purchase some teaching time. We could potentially purchase the third teacher by utilizing that fund, which now contains about \$300,000; about \$160-170,000 has been allocated for matching funds. The \$140,000 would otherwise be utilized by upgrading computer labs, or to cover unplanned/unexpected technology needs. Currently our Contingency Fund is \$200,000. The recommendation is to take \$146,000 of that to pay for two teachers and leave the rest in case we need to cover fuel costs. The third teacher could be paid for out of the Technology contingency.

Member Meier commented that in terms of the primary grades, we don't have any choice. It needs to be done, but is concerned that if we spend down the Contingency, what do we do if a need for more money arises? Member Meier then asked if there was any money from the remote school funding? Superintendent Huber-Kantola explained that there will be some incoming funds that will offset some costs throughout the year. One of them is that the beginning fund balance is shown as \$1.2 million in the budget book. It will be higher than that. The unaudited amount is about \$1.8 million. The Remote Small School Fund, we think will be about \$300,000 this year—which is not budgeted. So it appears that the District will have about \$700-800,000 above what we budgeted last year.

Member Litak asked about the relatively smaller class sizes at Madrona, and the fact they were not brought up as an option tonight. Director Breckner responded that Madrona now has four multi-handicapped classrooms, and given that they have an administrator that is split between Madrona and Jerome Prairie, to adjust them would not be in the school or District's best interest.

Member Meier asked if there is anything we should be looking at in terms of attendance boundaries, and possibly combining schools to even things out a bit, recognizing this is not something that could happen now or this year. Director Breckner responded that nobody wants to talk about it, but there are some hard decisions to be made, but by shifting attendance boundaries we could be evening out where we have some of our over-crowding and also making some of our smaller schools more viable. Member Meier added that this is something we should be looking at.

Member Litak again brought up scenarios of cutting a teacher at Madrona and adjusting their classes. Superintendent Huber-Kantola stated that cutting a teacher at Madrona and Fort Vannoy and adding them at Fruitdale and Manzanita would cause major disruptions. Moving a teacher from Madrona would cause every teacher to change to teaching a blend different than they are already teaching.

Director Maluk responded that this would create upheaval in an entire school and would be irresponsible. Blended classrooms are a challenge to begin with. The first couple of weeks of school critical connections are made with teachers, students and parents. The responsible thing to do is to do as much as we can with the General Fund and the Technology money and move forward.

Student Services Director Doug Ely added that with the special education students at Madrona in the multi-handicapped program, our goal is to get them in the regular classroom as much as possible. We ask the teachers to take these kids for PE, art or whatever they can access because we want the kids to be in a regular classroom as

much as possible. We are asking teachers at Madrona to do something at the elementary level that we don't ask at any of the other schools. That needs to be figured in to the decision. One or two multi-handicapped in a class can really make a difference as far as what the teacher needs to handle. It takes a lot of coordination between teachers and a lot of time from the regular education teacher to make it happen for the special needs kids.

LICENSED STAFFING
ADJUSTMENT
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(CONTINUED)

Member Crume made a motion to hire two teachers out of the Contingency Fund; one for Fruitdale and one for Manzanita, and also hire a third teacher out of the Technology Fund for the 4th/5th grade at Manzanita. Member Meier seconded the motion.

Member Litak asked for clarification on utilizing the Title I funds. Director Maluk responded that they could hire a half-time teacher in the morning to work with groups on a rotating basis, and it would pull about 5-6 kids from each of the existing classrooms. We could also infuse some assistants as well to support both the classrooms that exist and the resource center. Then in the afternoons, some additional assistance in the large classrooms. Director Maluk added that this would not be his recommendation. He met with the 4th and 5th grade teachers at Manzanita on Friday and discussed a lot of options. They have the largest classrooms that we have seen in the District in a long time with 36-37 students, and they have rather small classrooms. Transitioning them is also very slow and challenging.

Member Litak asked Superintendent Huber-Kantola if it was his recommendation to hire a third teacher for the upper grades at Manzanita or to use Title I funds for a half-time position? Superintendent Huber-Kantola responded that knowing we can use the funds from the Technology Fund he recommends that we hire the additional teacher.

Member Meier commented that this is working this time, but we are not always going to have this option. Director Breckner validated her concern regarding this as well as they will still have the large number of students next year.

Member Meier asked what is the plan to start looking at the long-term sustainability options such as attendance areas and possible school closures; knowing how long it takes to investigate these items and make a decision. Superintendent Huber-Kantola responded that since the Board gave him the nod earlier in the meeting the District will start looking at the long-term sustainability things right away. The District will be looking at everything; possibly a K-2 school in one place, shifting boundaries, and all kinds of things that are out there.

Member Litak asked how soon we can get newly hired teachers in the classrooms? Director Breckner responded one week.

A vote was called for and the motion passed unanimously.

APPROVED

Member moved to approve the resolution (#01) to transfer appropriations for staffing. Member Litak seconded and the motion passed unanimously.

RESOLUTION TO TRANSFER APPROPRIATIONS FOR STAFFING—
APPROVED

Jim Bunge added that the North Valley replacement boilers for the two that failed were installed last week. They will be tested once we get a heat load; right now it is still too warm outside. They are still waiting on the report as to why the new boilers failed. The new boilers have a five-year warranty.

MAINTENANCE REPORT

Member Meier asked why there were cameras installed in Merlin. Superintendent Huber-Kantola responded that they were requested because it is an alternative center and there are less staff than we have had. It is an effective way of monitoring students.

MAINTENANCE REPORT
(CONTINUED)

Michael Morris added to his report that in rebuttal to the gentleman who talked earlier about 4J's new milk program. They went to Darigold, which is their primary provider, and petitioned them to reduce the sugar content in their chocolate milk by 10%. It is a test trial and should eventually get to us down here. 4J also went to eliminating chocolate milk completely for a trial during the first three months of school. In the same fashion, we have eliminated chocolate milk from breakfast completely. None of our schools are serving chocolate milk in the morning at breakfast. We are definitely making strides to provide for our kids nutritionally. The chocolate milk is 100% fat free. School lunch rules and regulations require that we serve two types of milk at every lunch service. We are limited because Umpqua dairy only produces fat free chocolate and 1% white milk in half-pints.

FOOD SERVICE REPORT

Member Litak asked if we do the fruit and vegetable program that was mentioned earlier at any of our other schools. Mr. Morris responded that we also have the program at Evergreen, Madrona, Fruitdale and Lincoln Savage this year. We received a grant for each one of those. Those four schools will stay on the grant and we will apply for all fourteen again next year. They look at how many are free and reduced in a school in the State of Oregon and if awarded, give you \$50/student for the year.

Director Breckner also announced that Illinois Valley High School is finally a Provision school. We can now offer breakfast and lunch at no cost to all students.

OTHER

Superintendent Huber-Kantola asked if we could change the start time for the Board Workshop on the 28th from 6:00 to 7:00 PM? Member Litak stated he will be unable to attend. The rest of the Board members were in agreement that 7:00 would work.

Adjourn at 10:25 PM

ADJOURN

Ron Lengwin
Chairperson of the Board

Dan Huber-Kantola
Superintendent-Clerk