

Three Rivers School Board of Directors met for a regular session, Monday, December 13, 2010 at the Three Rivers District Administration Office, 8550 New Hope, Grants Pass, Josephine County, Oregon at 7:00 p.m.

PRESENT: Dave Strahan, Chairperson of the Board, Zone IV
Bob Litak, Vice-Chairperson of the Board, Zone I
Jim Weaver, Member of the Board, Zone II
Leslie Meier, Member of the Board, Zone III PRESENT
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
Peter Maluk, Director of Elementary Education

Also Present: Betty Sumega, Lamont Nelson, Kim DeForest, Dave Marks, SHERRY ZOTTOLA, Cathy Bosse, Rebecca Kelly, Kelli Cowie, Cassie Banuelos, Michael Morris/Sodexo Food Service Manager, Amanda Weersing, Martin Zottola, Cassandra Elston– Bingham, Joseph Flaherty, Wanda Reynolds, Jennifer Webb, Ashley Carmack, Kathy Ryan, Lisa Kramer, Sally Clements, Jennifer Wagner, Rick Draper, Vivian Strahan, Daniel Burdis/OEA, Phil Biencourt, Kimberly Watson, Ian Kassab, Bonnie Cameron, Devon Dorn, Ginny Ritchey, Claudia Dow, James Early, Elaine Barker, Patrice Tucker, Lew Constable, Van Granger, Jennifer Parsons, Joanne Taylor, Adele King, David Bellenbaum, Lori Shinerock, Jael Hanson, Robin Cook, Dennis Misner/HVHS Principal, Matthew Tousley, JoAnn Bethany/IVHS Principal and Lisa Cross/Accountant. ALSO PRESENT

Board Chair Strahan called the meeting to order at 7:10 PM and led the audience in the Pledge of Allegiance.

CALL TO ORDER

Superintendent Huber-Kantola reported that he will talk about bargaining, but will be doing it within some context, utilizing 1972, which is a place of context for him. He had employees stand that were employed with the district in 1972 or before, then between 1972 and 1992. In 1990 the district had levies; about 1992 that changed with the advent of Measure 5. He then had people stand that were employed after 1992. Since the advent of 1992 and Measure 5 we have had relatively mutual good relations between the district and the Teacher’s Association; between the district and the Classified Association; between the district and the Administrative Association. We have not had a lot of unrest with labor. We had a little more unrest with labor prior to 1992, because things were a little tighter. For 18 years the district and the associations (teachers, classified, confidential and administrative) have had fairly good relationships, which is the context that we have lived in. This is brought up because last Thursday night we had a meeting where we talked about what we need to do to make the district more sustainable. The people there threw about 50 ideas out on the wall and said these are the things that might work. At the end of it, Elaine Barker, who has been with the district since 1986, and some others said “keep in mind, what we need to do is to remember that we work together”. One of the things that is making it difficult for us to work together, the box that we have been put in, is

SUPERINTENDENT’S REPORT

SUPERINTENDENT'S
REPORT (CONTINUED)

not a box that the teacher's have put us in, and it's not a box that the district has put us in, and it's not a box that the Board has put us in. But it's a box that State finances have put us in.

With bargaining we are at a place they call impasse. We have been negotiating between the district and the Teacher's Association now since February of last year. We have decided as a district we're not quite close enough that we can continue to go back and forth for a long period of time. Superintendent Huber-Kantola expressed he has heard from teachers that the district, right now, is going to impose this contract, and so forth, and whatever it is yesterday that's what they get. That is not where we are at. Impasse means we disagree. Impasse means that there is about a 30-day window when the district will continue to negotiate with the Association. During that impasse time, we have already had one session of negotiations. We will have another session of negotiations on January 6th. At the end of all the negotiations the Board can decide whether or not to implement all or part of the things they have said in their final offer. They have not at this point implemented anything. There is nothing that the Board has said "this is going to take place". That will not take happen until at least January 6th. At that time the Board can offer, again, implementing a part or all of the final offer. Superintendent Huber-Kantola stated he is hopeful and the Board is hopeful that on January 6th an agreement is reached and we are not at that place any more. There have been many rumors. As stated earlier—none of us made that 'box'. The State, with the finances said this is the money you get within this 'box'. It is not a pleasant 'box'. I wish that our 'box' was bigger and we were offering more. But within the 'box' the district's offer is so far: for this year no cost of living (COLA) increase; no insurance increase and the equivalence of 7/12 of a step. That's about it—that's the money that we have at this point. That's all that can be discussed proposal wise. There have been some other things back and forth discussed that cannot be talked about because they are being discussed in mediation. Teachers have talked about prep time. In the beginning, back in February, the district talked about a prep time language that had a lot of provisions in it, prep time could be used for IEP's and prep time could be used for SSt's—up to 20 times, Currently the Association has said ten times a year you can interrupt teacher prep. The district has said somewhere between 13-14 times. There are a lot of other language issues that have gone back and forth. Some we are close on and some we are not. One that we are close on is after school activities. The district has asked that six times a year, two times a trimester, that we be able to have things like Open Houses, Family Fun Night, etc. Believes the Association has said that about six times a year is appropriate. There has been nothing for years two and three of the proposed contract where we have said we were going to take PERS away. That would all have to be negotiated. In a nutshell, this is where we are at. We do honestly hope that on January 6th we get to a place where we have reached an agreement. We will continue to mediate and negotiate. Somewhere around January 12th, if we cannot reach an agreement the Board has the option to implement all of part of their final offer. At that point the teachers can agree to take the offer or not. If they won't take the offer they then have ten days to notify the district that they will go on strike.

Prior to the time that we were in this little 'box', where the money was so tight, we didn't have these negotiation/fighting issues between the district and the teachers. Please know the Board does not think that teachers are not valuable, Superintendent Huber-Kantola stated he does not think that teachers are not valuable. In Three Rivers School District we accomplish amazing things, and it is because of the teaching staff, the administrative staff and the classified staff in our district. The Board believes the teachers, the administrators and the classified staff in our district are excellent and superior and that is why the district has great accomplishments. Superintendent Huber-Kantola stated he is wishing for days when the 'box' was not shaped in the same manner that it is. He expressed hope that on January 6th and beyond that we will get

outside of this box and we will make it all work.

SUPERINTENDENT'S
REPORT (CONTINUED)

Board Chair Strahan reiterated the value the Board feels for the staff and the struggles we have gone through and yet we find ourselves in this 'box'. He has served on the Board for almost eight years and what also bothers him is the path that we have had to take over the eight years to get in to the box that we find ourselves in. We have made a lot of changes in eight years to try and avoid this 'box' that the State has put us in; and try as we might, we have not been successful. Board Chair Strahan again stated how much he appreciates what they do and respect them for what they do. We get letters from many people, and there is nothing that bothers him more than to read in a letter from a teacher that he doesn't care about them, or respect them, because there is nothing further from the truth. He has spent a lot of time supporting teachers and lobbying legislators and working to get bonds passed and such and if he didn't respect and appreciate the people of Three Rivers School District have done, he wouldn't have done that.

CONSENT AGENDA

Member Weaver moved to approve the Consent Agenda and Member Lengwin seconded. Member Litak responded that a minor wording change needed to be made to the minutes on page six, Superintendents Contract. A vote was called for and the motion passed unanimously.

APPROVED

Hidden Valley High School student Michelle Medlinsky expressed concern over cutting the number of school days. She likes learning and love the teachers that teach them. By cutting "half a trimester over the next two years" she would not be getting the proper education that they deserve as students.

COMMUNITY
COMMENTS

Hidden Valley High School teacher Ginny Ritchey stated that when she joined the school district in 1995 times were good. We had very little budget problems and working conditions were great. Ms. Ritchey then explained her current day of work which is much more demanding and non-stop—allowing no time to catch up. She requested that the district not change the current working conditions by being able to interrupt the prep time they currently have. Ms. Ritchey also commented that many teachers would be forced to take a second job if the current contract proposed by the district is accepted, in which she anticipates losing \$1,000 per month. Some proposed solutions included going back to the semester calendar, which would restore prep time during the day; lower the pay for substitutes; and asked if there was language in the proposed contract to restore days if the state kicks back any money? If not, they why?

Board Chair Strahan asked Human Resources Director Debbie Breckner to respond to Ms. Ritchey's question.

Director Breckner responded that substitute pay is established by the state and the district has no control over wages as well as mandating that the minimum we are allowed to hire a sub for is half-day. We cannot hire a sub for a period of two hours for example.

Hidden Valley High School teacher James Early stated that the Board is not personally responsible for the difficulties that we are in, yet out of the 13 school districts in southern Oregon only Three Rivers School District and Central Point School District are in these dire circumstances. In the press, part of the blame has been placed on the Three Rivers Educational Association (TREA) why are salaries are not the highest in the area and their insurance cap is much lower than the next lowest one. Our busing costs are pretty high, but so are those in Klamath Falls and Eagle Point. The district has been citing declining enrollment, but hasn't there also been a great decline in staff over the last few years to keep pace with that? The district's decision to impose trimesters and take away the prep period, replacing it with time before and after school, wasn't as well thought out as it should have been leading to situations with subs. It was addressed as a way to decrease class

PUBLIC COMMENT
(CONTINUED)

size, but they didn't see that. The affects of this on teacher moral and productivity are still working there way through the system and would be felt in years to come if not for the even bigger impact of what the district is about to do. If the sole bargaining issue was about cutting days, this could have been settled a long time ago. But the new work rules and changing the re-hiring system for teachers who have lost their jobs due to reduction in force is something that seems less fair—more arbitrary. Mr. Early asked Superintendent Huber-Kantola regarding a statement he made two months ago that Three Rivers School District had the highest percentage of outstanding schools in the state. Superintendent Huber-Kantola responded that it was the highest percentage of high schools. Mr. Early asked under what contract was that remarkable feat accomplished? Superintendent Huber-Kantola responded it was the last contract, in which we are currently operating under right now. Mr. Early then asked Superintendent Huber-Kantola and the Board why the district plans on changing it? Mr. Early requested the contract be rolled over; take care of the financial stuff, but don't mess with the rest of the stuff. Roll that contract over, with the day cuts, which have been agreed to, and keep working with what we've got that's working very well. Mr. Early then commented that it's going to look like the teachers are being punished for their success, and blaming that punishment on the state, which is probably a good place to put it—but that's how it's going to look. Mr. Early then asked if there was anything put out in the paper about our outstanding schools? Superintendent Huber-Kantola responded that the Daily Courier was at the Board meeting at the time the district made the announcement regarding the outstanding schools and they did not print anything about it. We even had all of the 'Outstanding Schools' banners displayed at the Board meeting to promote the accomplishment. Member Litak stated that he spoke with the reporter after the meeting and asked if the headline in tomorrow's paper will be about our outstanding schools? The Daily Courier chose to report on the more controversial issues of the meeting. Member Litak even approached the reporter stating that it would be a good story in itself. Mr. Early then asked with financial struggles, which include pay cuts, over the next couple of years, as teachers retire and leave the district how are we going to get new people to work for the district in the future? Mr. Early agreed that 'they' share some of the fault and in retrospect should have taken the five day cut last year. Mr. Early then stated that in the General Fund \$1.46 million was lost between May 10th and September 29th, according to the state which would equal a ten day cut. Superintendent Huber-Kantola responded that it is important to note that we used ending fund balance (EFB) to fund the last school year, and if you look at the difference between what we had in the Beginning Fund Balance (BFB) last year of about \$3.4 million and the BFB at the beginning of this year of about \$1.6 million—that's the difference in the days. Mr. Early stated he really enjoyed the Sustainability meeting last Thursday. He felt it was very productive and has put some time and effort into doing some follow-up. Some good ideas came out that could help us. Mr. Early then stated that one thing that he feels has been done wrong is that we used to be more together and this has been a divisive process. Why does the Board and the Oregon School Boards Association (OSBA) not approach teachers, and perhaps the OEA that we jointly tell the legislature to do their job? Let's see what happens in the State Legislature when they meet in January and put some pressure on them. The Constitution in the state says they need to fund education. They are currently funding a lot of stuff the Constitution doesn't say they need to fund. They have some obligations to the voters and tax payers. Mr. Early then thanked the Board for all of their work and asked that we get this place back together and do it gently.

Board Chair Strahan thanked Mr. Early for his input.

STUDENT SAFETY
TRAINING

Hidden Valley Principal Dennis Misner informed the Board that they are working on a 3-4 month long process of reviewing the emergency procedure for 'Armed Intruder'. They have a bare-bones safety plan in place and at their last late start it was reviewed with

the faculty and an idea was presented to them. Deputy Fields has come out a couple of times and met with them and worked through the emergency plan and recognized that it has some fairly significant holes in it. Mr. Misner would like to participate in cooperation with Josephine County Sheriff's Office on December 20th and 21st where they are going to use the Hidden Valley campus, and for two days they will have an on-site training. The Sheriff's Office will bring a set of trainer's in and will set up a series of scenarios and will have a number of deputies come in and respond to that scenario and look at what needs to be there in the context of the emergency plan. In the January late start they would like to take that plan and revise what is currently in place and take it back to the faculty for review and then set up for a February school-wide lockdown where they will first of all, inform the community that on the specific date in February there will be an emergency drill where there will be an armed intruder and we would have to respond to that in conjunction with Josephine County Sheriff's Department and other public security agencies.

STUDENT SAFETY
TRAINING

Member Litak asked who will be involved in the drill on December 20th and 21st? Mr. Misner responded that will primarily be the Josephine County Sheriff's. They could possibly have some reservists from Oregon State Police and Grants Pass City Department of Public Safety, as well as some observers. Mr. Misner will be meeting with Deputy Fields on December 14th at Hidden Valley, where administrators have been invited and is actually a training for the administrators of public safety in southern Oregon about what would you do if there is an armed intruder at a school site. Member Litak asked what school district personnel would be present for that? Mr. Misner responded that there would be very little district personnel. They are planning on moving the shift for the skeleton crew of custodians to the evening. They have not asked for students to participate. Member Litak asked if the lockdown drill is done in February, how long will that disrupt classes? Mr. Misner responded it would likely be about an hour—the majority of one class period. Member Meier asked if the students and parents will be informed prior to the actual drill in February? Mr. Misner responded that there will be a public announcement, a flier will be sent home with all of the students and the day before the drill they will utilize Synrevoice to send a message to all of the families outlining what will be happening.

Secondary Education Director John George commented that in the high schools, specifically the Outstanding Schools awards, are based upon student improvement that occurred over a two-year period of time. In the past we have talked about AYP and State School Report Cards, but one of the issues that we face coming up in the future is our graduation rate. The graduation rate, historically, in the state of Oregon has been based upon what's called the NCES (National Center for Education Statistics) rate, which is a one year shot at how many students enter the fall of the school year and then graduate and see regular diplomas at the end of the school year. Over the recent period of time our graduation rates have been determined upon that. The state has now changed the reporting methods in terms of AYP and School Report Cards around graduation rate. They have now gone to a cohort graduation rate. The district graduation data over the past couple of years has been pretty decent, about 88%—above state averages. The percentages for the NCES have been relatively consistent. The new cohort graduation rate is a four-year rate that's adjusted for those students that enter in the fall of their freshman year and then how many of them actually graduate after a four-year period of time. It's a percentage of students in a cohort that's adjusted for the transfers in and out of school in that four-year period of time. Director George explained that in this year's incoming freshmen, any student that enters in to our school or any student in the state that starts high school this year and then four years from now graduates, counts in our cohort grad rate—unless they leave us and go to another school district. If they disappear in that four years and we don't have any record of where they go, they count as ours. For 2008-09 the cohort graduation rate for Hidden Valley was 59.45%. Over the last 2-3 months we have been working with the high school and middle school principals to take a look at what we do and how we can improve the graduation rate. As well as being tied to the District's goals, Federal funding and Title funding are tied to the cohort graduation rate and we have to figure out a way to do a better job.

IMPROVING STUDENT
RETENTION AND
GRADUATION RATES

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Superintendent Huber-Kantola explained that students receiving GED's or modified diplomas do not count as 'graduates'. Therefore, a school such as Hidden Valley is *punished* due to the fact that they house the multi-handicapped program which has students unlikely to obtain a regular diploma.

Director George explained that his department is currently working on looking at the 'in-tact' group to see how successful the district is in terms of what we do. We think that rate will be pretty high, but it takes a while because they have to go student by student over a four year period of time. We want to look at the students that enter our district as freshmen, stay with us for four years, and leave as seniors to see what our rate is.

In addition to the cohort grad rate, the State of Oregon has also increased diploma requirements. In 2012, which is this year's juniors, by next year when they graduate, they must also demonstrate proficiency in identified essential skills. Director George then explained the essential skills requirements. If a student does meet the essential skills requirement, they do not earn a diploma—regular or modified.

The focus of the new group will be on the transition of students from eighth to ninth grade. This transition is the most critical point in the career of a student, and whether or not they will graduate from high school. We are working on getting a definite structure on paper defining the transition.

Also, we are currently exploring restructuring the freshman year so that we focus academically. Right now the freshmen can pick various electives. We want to ensure there is a structured academic program for our freshman to get them off on the right foot. The high schools are being asked to look at how they build their master schedules to accommodate the proposed changes.

Superintendent Huber-Kantola added that at the last Board meeting we looked at the data that said over the last five years the biggest place where have declining enrollment is between the beginning of the high school year and the end of the high school year. Between the three high schools we lose as many as 200 kids from the beginning of the year to the end of the year. We have to make sure to let the students know that every student needs at least a two-year degree, even if they plan on going on to a vocational program after high school which is vastly different from many years ago. But to be at a two-year degree you need to leave high school with an Algebra II experience.

Federal Programs Director Peter Maluk stated that part of every schools' plan, elementary and middle school, is that transition from fifth to sixth grade. It is happening in ways such as orientation and also shared activities. By the end of the fifth grade the students already have a connection to the middle school.

Director George stated that there is a meeting coming up in January. They will be meeting with all of the Forum teachers to start development on that course and curriculum. They will be attending a workshop in January and will keep the Board updated.

District Accountant Lisa Cross stated the estimated ending fund balance is a net of about \$156,000 more. That was due to a combination of less being paid out in employer costs and less in purchased services. We realized some efficiencies there that we were estimating. Ms. Cross offered to provide the three-page detailed report which shows prior year history and this year's detailed information by account. Board Chair Strahan requested the information via e-mail.

FINANCIAL REPORT

Dave Bracken stated he had nothing new to add and asked if there were any questions. Mr. Bracken stated they were staying busy getting ready for Winter Break.

MAINTENANCE REPORT

Superintendent Huber-Kantola added that at North Valley High School there was an issue inside the gym with water leaking down the walls. He contacted maintenance and learned that when the high schools were built the drainage systems are inside the walls of the high school. Some of the trees grew roots up inside of some of our drainage systems. So thirty years later the water has no where to go in the drainage systems except down the inside the interior walls of the high school. Dave and his crew pulled out huge root systems to clear out the drainage systems. Some of the trees have had to be removed to accommodate the drainage systems.

Food Service Director Michael Morris added to his written report that he and Director Breckner took a trip out to Fort Vannoy Farms to observe their product availability. Mr. Morris is working with Fort Vannoy Farms to try to purchase some local products that can be put on our salad bars. They talked with them extensively about pricing, availability and even them growing products we wanted in their green houses during off seasons. The next step is to negotiate some pricing from them because it has to be adequate pricing. Director Breckner added that they spent two hours with them talking about food service. The initial intent of the meeting was to find out what kind of capacity do they have and what kind of products do they have? When we shared that we serve 1.7 million meals a year they got excited because the district does serve fruits and vegetables at those meals. It may mean starting out slow with them enabling them to build capacity. Director Breckner and Mr. Morris were both excited at the possibility of providing this type of quality on the plates of our kids that's grown here and that we could support a local business that is trying to grow and the number of different products available. They were very willing to work with the district in supplying what the district needs by growing it exclusively for our food service program. This could potentially be a great partnership for both of us.

FOOD SERVICE REPORT

Board Chair Strahan publicly praised JoAnn Bethany for the front page of her school newsletter at Illinois Valley High School and the way she laid out the communication with parents; how it's a two-way street and how both sides can work together to help our communication. He would like to see that on every school newsletter and again complimented her on a job well done!

OTHER

Adjourn at 9:00

ADJOURN

Dave Strahan
Chairperson of the Board
THREE RIVERS SCHOOL DISTRICT

Dan Huber-Kantola
Superintendent-Clerk
THREE RIVERS SCHOOL DISTRICT