

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

Three Rivers School Board of Directors met for a regular session, Wednesday, January 12, 2011 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: Ashley Carmack, Laura Gill, Jim Early, Janice Ortega, Sally Clements, Elaine Barker, Leslie Clark, Maria Kilborn, Kristen Durboraw, Jewel Shane, Matthew Tasley, Trudy Bignotti, Jane Rubio, Vivian Strahan, Emily Strahan, Jennifer Parsons, Jim Richardson, Sandra Brown, JoAnn Bethany/Illinois Valley H.S. Principal, Mark Higgins/Fleming Vice-Principal, Simon Hare/County Commissioner, Julia Richardson, Ken Klumpp, Joanne Taylor, Betty Sumega, Martin Connelly, Damian Crowson/Lorna Byrne M.S. Principal, Michael Schaefer/Hidden Valley H.S. Vice-Principal, Kathie Hill/Fort Vannoy Principal, Bonnie Cameron, Devon Dorn, Jim Bunge/Aramark, Kimberly Watson, Gary Enoch, Kim Wilson, Heidi Marks, Mary Miller, Amanda Davis, Debbie Yerby, Cyndy Holder, Lisa Baldwin, Michael Endicott, Kimberly Williams, Valerie Marshall, Colleen Hoffman, Phil Biencourt, Sharon Fisher, Clarisse Alves, Rick Alves, Jamie Banister, Lynn Schiermeyer, Renee Hulst, Lisa Cross/Accountant, Colton Gallegos, Amanda Obien, Lisa Marie Beteta, Lisa Kramer, Lew Constable, Mike Miller, Jennifer Tudor, Kathy Ryan, Michael Morris/Sodexo, Monte Nelson, Kelli Cowie, Gloria Steimer, Stephanie Allen-Hart/Williams and Applegate Principal, Melonie Pinneau, Dan Speelman, Diane Speelman, Claudia Dow, DJ Edmonds, David Bellenbaum, Susie Bellenbaum, Van Granger, Tammy Canady, Daniel Burdis, John and Marcia Welleu, Sherry Zottola, Kim DeForest, Todd Rose, Angie Kassab, Owen Peterson, Laila Dyene, Lori Shinerock, Kelly Bethke, Cathy Bosse, Dave Marks, Jennifer Wagner, Sean McKee, Kari O'Brien, Kurt Davey, Ginny Ritchey, Cheryl Hipps, Gale Barlow, Cassandra Elston-Bingham and Shelly Berry/Recording Secretary. ALSO PRESENT

Board Chair Strahan called the meeting to order at 7:10 PM and led the audience in the Pledge of Allegiance. Board Chair Strahan announced that there would be a change in the agenda order. Item 5—Community Comments, Item 6D—Collective Bargaining Report and Item 8B—District Calendar would all be moved to the end of the agenda. CALL TO ORDER  
Superintendent Huber-Kantola announced that January is *School Board Appreciation*

RECOGNITION OF  
EXCELLENCE

*Month.* He thanked the high schools for sending the Board Members notes from students and Illinois Valley High School sent them a school t-shirt to express their gratitude. Superintendent Huber-Kantola personally thanked all of the members of the Board for the number of hours they put in behind the scenes. They are strong advocates of education, and they also advocate with the legislature on our behalf. He then read aloud a Proclamation from Governor Theodore Kulongoski proclaiming January to be *School Board Recognition Month* and recognizing the members of the board.

SUPERINTENDENT'S  
REPORT (CONTINUED)

Superintendent Huber-Kantola reported that he would be reporting on some of the district goals. He reported data captured as a result of the schools work utilizing Positive Behavior Intervention Support (PBIS). Expulsions dropped from 56 in 2007-08 to 37 in 2009-10. Out-of-school suspensions dropped from 667 in 2007-08 to 452 in 2009-10. This means a 33% reduction in expulsions since 2007-08 and a 32% reduction in out-of-school suspensions since 2007-08. At the high school level a national fear is that there tends to be a drug or alcohol problem. The statistics for 2008-09 in all of our high schools we had 38 incidents of alcohol possession, 33 incidents of drug possession, 4 alcohol sales and 10 drug sales. In 2009-10 there were only 7 incidents of alcohol possession, 29 incidents of drug possession, no alcohol sales and 4 drug sales. Based on the number of incidents, the discipline areas of concentration are:

- Elementary            Physical contact/aggression
- Middle School        Disrespect/non-compliance
- High School           Disrespect/non-compliance

In the past, the number one discipline area for the high school would have been truancy. Superintendent Huber-Kantola introduced Deputy Geiger who acts as our liaison and helps out with our truancy issues. He does home visits and encourages parents and students to come to school. Given the fact that truancy is no longer our number one issue at the high schools it appears that our *Attendance Initiative* has been having some impact.

Superintendent Huber-Kantola then highlighted the middle school testing scores. The last couple of years our middle schools have done an outstanding job and they continue to do an outstanding job. All of our middle schools are above the state average in science. In middle school reading all of our schools are again above the state average, with Fleming leading the way. There have been great improvements in Lorna Byrne over the last couple of years, and they have been sustaining. Given that Cave Junction is one of the, if not the highest, poverty pockets in Oregon, that is an outstanding score. In math the middle schools are continuing to do a good job. Lincoln Savage is just slightly below the state average line, but it is a drastic improvement from where they were a couple of years ago. Fleming, Applegate and Lorna Byrne are well above the state average.

Board Member Weaver commented that he was happy to see that most of the expulsions are in alternative programs and getting a second approach to education. Secondary Education Director John George responded that one of the good things that has come from the development of the Merlin Alternative Center is that we have been able to head situations off.

## CONSENT AGENDA

Member Meier moved to approve the Consent Agenda and Member Weaver seconded. Member Litak asked how many of the coaches on the list are volunteers? Director George responded the three wrestling at Illinois Valley High School, the wrestling at North Valley and all of those at the middle schools are volunteers.

## APPROVED

A vote was called for an the motion to approved the Consent Agenda passed unanimously.

Human Resources Director Debbie Breckner stated that we have been working over the last seven years to reduce our worker's compensation costs. When Director Breckner came to the District Office we were paying more than \$800,000 for worker's comp. The Executive Oversight Committee as well as the staff have been working to try and do whatever we can and always looking for ways to try and keep safety at the front of everyone's mind. The Executive Oversight Committee decided for this year to draw three winners every month, and those winners get an additional \$25 on their check. Director Breckner introduced Lori Purves, who was a Safety Award winner for last month. The way the program works is that any staff member can nominate any other staff member for completing safe practices.

SAFETY AWARDS

Director Breckner requested the Board draw the names of the winners for January. The \$25 Safety Awards winners included: Carolyn Heald, Bob Ornelas and Julie Rauch.

District Accountant Lisa Cross stated that the auditor's report expressed an unqualified opinion, which means that the statements give a true and fair view of our district's position. They also noted that there were no significant deficiencies or weaknesses in our internal controls. Ms. Cross stated she had all of the district staff to commend for that because it starts at the building level all the way up to the district office staff. Overall in 2009-2010 our financial statements show our net assets went down approximately \$2.7 million from the prior year. Our governmental fund balances went down overall. If anyone is interested, she would be happy to review the audit with them.

FINANCIAL AUDIT

This is our second semi-annual Actuarial Valuation report that we have had done for our early retirement program. This report estimates the total liability to the district for our post-employment benefits does include stipends, medical insurance and life insurance. The total unfunded liability for the district over the life of those benefits is up. Stipends are up by about \$879,000 and medical and life benefits are up over \$1 million. The net obligations on a yearly basis are what show up in our audit.

EARLY RETIREMENT  
VALUATION

Superintendent Huber-Kantola reported that after participating in the initial sustainability meeting, Graham Baker responded that he would be willing to serve as the Budget Committee member for zone I again for the next three years. Member Litak moved to re-appoint Graham Baker the Budget Committee member for zone I. Member Lengwin seconded and the motion carried unanimously.

BUDGET COMMITTEE  
POSITION

APPROVED

Superintendent Huber-Kantola stated that every year, before January 15th, by law the superintendent gives a report on Division 22 Standards. Division 22 is the section of law that says how schools will operate. Last year there were two areas where we had to write a plan as to how we were going to come into compliance with Division 22 Standards. Those two areas were: update our Modified Diploma Policy and do an update on a new diploma that's basically more like a Certificate of Completion. We did both of those so we are in full compliance. This year the new ones that we had to pay specific attention to are:

DIVISION 22  
STANDARDS

- *Safety of School Sports—Concussions.* Every season coaches are to be trained in symptoms of concussions. We are in full compliance, all of our coaches get the training before the season starts.
- *Administration of State Assessments.* We are very diligent in how we conduct the state assessments. All minor hiccups are reported to the state. Kelli Palmerton serves as our Test Coordinator, supervised by both John George and Peter Maluk. Ms. Palmerton is very literate on all of the things that are supposed to take place with our testing. We are in full compliance.
- *Test Development.* The state has a responsibility to develop new test items. They also then have to form some committees to look at new test items. Our part is we encourage/allow people to participate in those committees. Some of our teachers do that. Many of our writing teachers over the years have

DIVISION 22 STANDARDS  
(CONTINUED)

- participated in scoring the tests. We are in full compliance.
- *Essential Skills Assessment for English Language Learners.* With the new diploma requirements that are coming into effect, students have to be able to demonstrate that they have a set of essential skills. The main way to do that is to pass the OAKS test. But, what this particular standard says, is that the district has responsibility to help the English Language Learner students meet those essential skill requirements as well. Jane Rubio and Barb Edwards, under Peter Maluk's direction, do a great job of training teachers and then helping students themselves to meet those skills.

Superintendent Huber-Kantola stated he is very confident that we are in full compliance with all of the new requirements of the Division 22 Standards and very confident that we corrected the one that we were not in compliance with last year.

Superintendent Huber-Kantola added that he feels an obligation to report to the Board that as of this point we have not changed our adopted calendar, so right now we are standard. If we change our calendar to represent up to fifteen days of reduction, we will not be in compliance with the required instructional time. Specifically that is ORS 581.022.1620 that requires kindergarteners to have 405 hours, grades 1 through 3 need to have 810 hours, grades 4 through 8 need to have 900 hours and grades 9 through 12 need to have 990 hours of instruction. If the Board does reduce the calendar by up to fifteen school days, we would be in partial compliance with that standard. The kindergartens would all meet the required instruction time. Grades 1 through 3 would still meet all of the required instructional time. Grades 4 through 8 would be approximately six days short of meeting the required instructional time. Grades 9 through 12 would be approximately 9-1/2 days short of meeting the required instructional time. If that is the calendar we do adopt, we will be out of compliance with that and it will be reported to the state as part of our plan. The action that we have to do there is two-fold: we have to report to the state that we are out of compliance and we have to request a waiver. The waiver for the first year is almost automatic. The Department of Education can also grant a second year of waiver for being out of compliance with this particular ORS. We would also have to submit a plan as to how we will be coming into compliance within that two-year window. There is no provision beyond the two years for being out of compliance with this particular requirement. There is no penalty at this point other than needing to write the plan and developing a plan to become compliant. It doesn't effect student's graduation status, or their ability to enter college as accredited.

AOPPROVED

Member Weaver moved to approve the Division 22 Standards Report. Member Meier seconded and the motion carried unanimously.

FINANCIAL REPORT

District Accountant Lisa Cross reported that the cash report for the month of December is up due to the property taxes that were collected and will even out and continue to go down the rest of the year. Our year-end forecast shows an estimated ending fund balance of \$890,000. That includes the equivalent of a fifteen day reduction. That is down approximately \$200,000 from last month due to an additional teacher hired for Manzanita and a few teachers that will be out for an extended period of time; also the utilities went up a bit. That also includes the \$200,000 contingency that still remains in the balance.

MAINTENANCE REPORT

Jim Bunge asked if there were any questions in addition to his written report? Member Meier congratulated Mr. Bunge on the conservation efforts as noticed in the report that the district energy use is down 7%. Mr. Bunge stated that is due to the efforts that schools put out and an outstanding job by the maintenance crew.

Member Litak asked what the schedule is for the new biomass boilers. Mr. Bunge responded that the delivery date right now is February 28th, which could possibly be moved up. It will take about five days to do the final test and final hook-ups and then on-line. Mr. Bunge shared what he learned about the biomass project when he visited St. Helens, Oregon.

MAINTENANCE REPORT  
(CONTINUED)

Michael Morris stated he had nothing to add to his written report unless there were questions or comments. Member Weaver asked about the relationship with Fort Vannoy Farms, and what we would be getting from them in February? Mr. Morris responded that they are looking at three products over the next three months: radishes, lemon cucumbers, and another one. Member Weaver expressed his encouragement in that effort.

FOOD SERVICE  
REPORT

Board Chair Strahan also applauded Mr. Morris in his effort in working with Fort Vannoy Farms and also thanked the students at Fleming for their letters written to the Board in support of Fort Vannoy Farms.

Member Litak stated that it was nice to see that Food Service was above budget in serving meals. Mr. Morris stated that was due to increased rates of free and reduced and a change in the menu plan for the elementary schools. They have infused a lot of fresh vegetables and non-processed products into the menu.

Director George thanked Mr. Morris for all of his efforts to get the daily meals to the students attending the Merlin Alternative Center and even providing hot meals on occasion.

Board Chair Strahan called for a recess at 7:55 PM to wait on some paperwork to be completed prior to the continuation of the meeting.

RECESS

Board Chair Strahan reconvened the meeting at 8:30 PM.

Board Chair Strahan asked Director Breckner to give an update on the Collective Bargaining. Director Breckner announced that we have reached a tentative agreement with the Three Rivers Education Association (TREA). Recognizing it has been a long and arduous process she believes the contract is not only good for our staff but has good benefits for students as well. Director Breckner stated the agreement is subject to ratification by the local Association, Southern Oregon Bargaining Council and ultimately the Board.

COLLECTIVE  
BARGAINING

Board Chair Strahan responded that our troubles are not behind us, as we all know the financial situation in this state is precarious as best. The district needed to move beyond this and it's very encouraging to see that we have gotten to this point. He thanked Director Breckner for all of her time and energy as well as the Association Bargaining Team.

Director Breckner presented the revised calendar to the Board reflecting the fifteen cut days. She asked to make sure that everyone in the audience and the Board understands that this calendar is just a piece of district operations. We also have approximately 400 classified staff that work on about twenty different work calendars. So the work calendar that is here is for students; there are also work calendars that then have to be developed for individual employee groups. The calendar displayed was 'Draft #8'. The calendar retroactively goes back and cuts the two in-service days from September and the day before Thanksgiving and makes those cut days for licensed staff. Classified will have to be handled differently and each group will be contacted individually. Parent conference days have been removed and made into instructional days for students. Giving students as much time as possible in the classroom is a priority. Director Breckner's recommendation would be to restore Friday, May 13th as an instructional day and move the cut day to the 13th, making the last day for students June 9th and the last day for teachers June 10th.

REVISED DISTRICT  
CALENDAR

Member Meier moved to approved Draft 8 version of the calendar with the two recommended

APPROVED

changes. Member Litak seconded and the motion carried unanimously.

## COMMUNITY COMMENTS

Hidden Valley High School teacher Kim DeForest expressed concerns if prep time were to be reduced, but it appears the language has stayed the same in the contract, which is good news.

Teacher Gary Enoch stated he doesn't think things have changed, in fact may have digressed a bit in terms of the relationship between teachers and management. The relationship now tends to be contentious and oppositional. Would really like to see something put into place to allow us to create an environment where that is not the only relationship that we have. Would like to see some steps taken to repair the relationship. Requested the Board address this and see what could be done to create a better working relationship.

Board Chair Strahan thanked Mr. Enoch and added that the Board is always receptive and would very much encourage some answers. Board Chair Strahan encouraged participation in School Board meetings as comments and suggestions are always helpful.

Leila Dean, parent, stated she sees a lot of problems with the United States school system. Ms. Dean has an issue with the early start time for elementary students, which is 7:40. It is difficult to get children of that age up so early.

Madrona Elementary teacher Sharon Fisher thanked the Board for volunteering their hours. Ms. Fisher expressed her disappointment that the elementary conference days were cut. It is a huge communication opportunity to meet with the parent., and important for the students success.

Member Litak asked Ms. Fisher, in her opinion, would she prioritize conference days over instructional days? Ms. Fisher responded that it would be 50/50, they are both very valuable, she would like to see other ways to make cuts other than days or conferences, such as custodians.

Member Meier responded that cutting days is not acceptable for our staff or students, but this is just where we find ourselves. Member Meier also encouraged people to keep attending Board meetings, to get involved in the Sustainability meetings, and also lobbying for adequate funding.

Lincoln Savage teacher Dave Marks thanked everyone for showing up and also stated the more people we have involved, the more ideas we have. He announced that this is National Special Education Week, and congratulations to those people for the work that they do. Mr. Marks is the Three Rivers Education Association President and stated he is relieved that we have reached a tentative agreement. Although it's not all that we want it to be, he believes that it's the best that can be achieved at this moment. Both parties have dedicated many hours and worked very hard. They continue to make education a priority and echo the statements that have been said earlier. He asked that people communicate with their legislators. A lot of them don't know what goes on in school and they don't understand what goes on in a rural school district, with the unique situations here.

Teacher Gary Enoch added that pulling together and contacting the state may be a way for us to pull together as a district.

Superintendent Huber-Kantola thanked the School Board, Director Breckner and the bargaining team. He stated that he does not like that we cut 15 days. As the

superintendent of the school district, and a parent, he finds it appalling. The ground that we need to work together on is legislation. There will be bills that come out talking about transportation and reducing the reimbursement costs for transportation; which only means that our legislators have no clue about the challenges that a rural school district face. We are in a tough time economically in the state, and funding is tough in all kinds of different areas. But what is appalling is that education's percentage of the state funding has consistently gone down over the last few years while the percentages to other things have gone up. We need to unite and say something about that. There is a specific bill, Senate Bill 43, that would extend the small rural school monies to Applegate School, which would bring in a couple hundred thousand dollars or more to Three Rivers School District that they deserve due to their rural status.

Member Meier added that the potential money collected would not go directly to the school. It goes to the school district to offset costs of running a rural school.

Board Chair Strahan commented that our legislators need to hear from us and that we support that. He thanked Member Meier for her efforts on that. It has been a very frustrating process because our legislators don't seem to understand some of the challenges we face. In this school district we have over 600 voters and if we can unite and all speak with one voice we will get those legislators attention, because they want our votes. We elect them to work for us, and let's hold them to that.

A patron asked if it is permissible to use district e-mail if it is something of this nature, and write a letter? Director Breckner responded that you have to make contact as a private citizen, and you cannot use your position as an employee to lobby that way. It would need to be a private e-mail from home. Even using the district e-mail on non-work time is questionable. It is an ethical violation to use district resources to lobby for a particular political position.

Teacher Claudia Dow stated it was her 29th year of teaching. She teaches a 1/2 blend this year at Manzanita and has 30 students. She is very thankful that we settled tonight and thanked everybody for their hard work. Ms. Dow stated her professional salary includes a stepped salary schedule. Historically the reason we have one is because it provided for equal pay for all educators regardless of gender or race. Teachers agreed to take steps each year to reach their professional salaries instead of receiving their professional salary upon hiring like another profession would. They also compromised with school districts back then that struggled with funding and were agreeable to do this. In her case it has taken 29 years and she is still working on her professional salary. The district proposed to freeze steps. This decision effects a teachers entire career because they will earn less than the new people that are hired and they will stay behind other people with the same experience. She realizes that we have settled now, but knows that this is an issue that will come up soon and really does not want to come back to talk about this. Ms. Dow asked the Board not to consider steps in further bargaining next time.

Jennifer Tutor stated that it was her tenth year as a Special Education teacher and her fourth year as an ERC teacher at Manzanita. She thanked the Board for all of their hard work as volunteers and all of the hours put in to represent our students, teachers and administration of this school district. Ms. Tutor asked to share some professional concerns about bargaining. Her first concern was that at her school they did not make AYP the year before last in the sub-group of the Special Education category. It has been a great concern to cut the days when we are already struggling so much to get back into passing that AYP category. Her second concern has been the affect on morale. She hopes that we can find the common ground and keep it from happening next time. She is now motivated to increase morale and get more involved in the process to keep this from

COMMUNITY COMMENTS  
(CONTINUED)

happening again. The third concern was about the possible loss of steps. She then stated that her administrator makes \$30,000 more than her and that is a pretty big discrepancy. She also wanted to note that it is kind of difficult for "John Q. Public" to look at our budget and see how much money an administrator makes. On a personal level, she added that she believes so much in this school district that her two children have been attending here on an inter-district transfer. This is an excellent school district and she will continue to bring her kids here, and continue to get more involved.

Teacher Owen Peterson addressed Superintendent Huber-Kantola, Director Breckner and the Board members and thanked them for making the concessions on non-monetary issues. He recognized the Board has quite the challenge trying to make, for next year, a school year that works with the budget.

## ADJOURN

Adjourn at 9:06

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Dave Strahan  
Chairperson of the Board  
THREE RIVERS SCHOOL DISTRICT

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Dan Huber-Kantola  
Superintendent-Clerk  
THREE RIVERS SCHOOL DISTRICT