

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

Three Rivers School Board of Directors met for a regular session, Monday, November 15, 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 PRESENT  
Jim Weaver, Member of the Board, Zone II  
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

ABSENT: Leslie Meier, Member of the Board, Zone III ABSENT

Also Present: Laura Rogers, Lamont Nelson, Tevey Alola, Heidi Marks,  
Renee Hulst, Betty Sumega, Dawn Lasater, Ginny Ritchey,  
Dave Marks, Deana, Diana Miller, Mark Higgins, Kari O'Brien, ALSO PRESENT  
Amy Meyer, Catherine Agnifili, Cassie Bingham, Jim Kriz,  
Jennifer Wagner, Wanda Reynolds, Daniel Burdis, Sherry  
Zottola, Tammy Griffis, David Fuller/Newbridge & Jerome  
Prairie Principal, Heather Gratias, Patti Richter/The Daily  
Courier, Bonnie Cameron, Devon Dorn, Kevin Clark/Grants  
Pass YMCA, Jennifer Parsons, Dale Fisher, Casey Alderson,  
Debbie Yerby, Rick Saeman, Pamela Katz, Todd & Debi  
Kaberline, Cassie Banuelos, David Bellenbaum, Kevin Nelson,  
JoAnn Bethany/Illinois Valley High School Principal, Lisa Cross/  
Accountant, Ashley Carmack, Rhonda Pugsley, Claudia Dow,  
DJ Edmonds, Phil Biencourt, Carlos Gutierrez, Dave Bracken/  
Aramark, Ken Klumpp, Kevin Marr and Shelly Berry/Recording  
Secretary.

CALL TO ORDER

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

Superintendent Huber-Kantola brought attention to the banners that were on display in the Board room recognizing the following schools as 'Outstanding Schools' by the Oregon Department of Education: Manzanita Elementary, Applegate School, Williams Elementary, Fleming Middle School, North Valley High School and Hidden Valley High School.

SUPERINTENDENT'S  
REPORT

Superintendent Huber-Kantola then highlighted some of the athletic successes going on in the district: North Valley High School had one competitor in the Girls Cross Country State Championships; the Boys Soccer played in the second round of the playoffs and the Girls Volleyball team participated in the state play-in game. Hidden Valley High School had the Girls' Cross Country team finish second in the state, their Volleyball team finished third in the state, the Boys Soccer team is in the semi-finals

SUPERINTENDENT'S  
REPORT (CONTINUED)

and they are still playing, Girls Soccer lost in the quarterfinals and their football team made a state play-in game. At Illinois Valley High School their Football team just won their first playoff game in school history. They are the only Southern Oregon football team still playing.

Superintendent Huber-Kantola highlighted some 'welcoming' things that he has noticed in his recent high school visits: attended Star Wars—the musical, performed by North Valley High School. Mr. Tousley and the kids did an outstanding job. Hidden Valley High School hosted the State volleyball game. The front of the school looks great and as you enter the school, there was a ballooned entrance way into the gymnasium which was very welcoming. At the Illinois Valley High School Homecoming—during the day they did their annual parade to Evergreen and Lorna Byrne. Coming into the game that night they did a great job with balloons up as you entered the stadium and the names of every one of their former kids who are currently serving in the military posted on the fence line as you walked into the game. Great job by all of our high schools!

Superintendent Huber-Kantola reported that parent communication is another thing that the district is working on. The Parent Assist program is up and running at all of the secondary schools. It was the most requested item by all of the secondary Site Councils during visits with them last year. Mr. Weiss reported in his Board Report that there are currently 403 parents signed up at North Valley. It is a great program where parents can check their student's assignments and grades. We also have a new calling system called 'Synrevoice' that enables us to mass call parents and staff to inform them of things such as snow days or power outages that may close all or some of the schools in our district.

The district is still facing some challenges. Superintendent Huber-Kantola reported that he, Board Chair Strahan and Board Member Lengwin attend the Oregon School Boards Association Annual Convention and listened to the Speaker of the House, Mr. Hunt. He made it clear that this year is a difficult year and the next two years after this year are still going to be difficult years. We are still experiencing declining enrollment. There is hope—it looks like from the Portland State study that was done and the study done by Lisa Cross, our district accountant, that the declining enrollment is about to end. We should be no more than a couple of years away from that. State math cut scores got changed. It will now be more difficult for elementary and middle school kids to reach the OAKS standards that they were in order to *meet* or *exceed* their test scores. The Average Yearly Progress (AYP) that schools are required to make, 70% of all kids are now supposed to be able to meet the math standards, which will be the new math scores, not the old math scores. This will be a challenge for all districts across Oregon, not just for us. A huge challenge that we had begun to address last year was the loss of students during the school year. This is an area where we really want to focus on. Superintendent Huber-Kantola displayed some historical enrollment data. In September of 2005-2006 we had 'x' number of kids and by June we had 250 less kids. We really want to know why. Of the 250 kids that year, 170 of them were from the high school level. The next year, 2006-2007, we lost 255 kids and 216 of those kids were from the high school level. In 2007-2008 we lost 201 kids, 190 of those kids from the high school level. In 2008-2009 we lost 292 kids and 220 of those were from the high school level. Last year with the implementation of the Alternative Center we 'only' lost 120 at the high school level as opposed to being closer to 200 kids that we lost in most of the previous years. This is a definite area of focus for us, because that impacts state funding. We get paid from the state on the number of kids who are continuously enrolled in our schools.

RECOGNITION OF  
EXCELLENCE

Mark Higgins, former Athletic Director at Illinois Valley High School (IVHS) and current Assistant Principal at Fleming Middle School, introduced his successor at IVHS, Casey

Alderson and they recognized Todd Kaberline. Mr. Kaberline has coached for the district and has been the former President of their Booster Club. Due largely to Mr. Kaberline's efforts IVHS will continue to receive funds from the Rotary Club's annual Duck Derby for an additional three years. Mr. Kaberline has been a wonderful mentor to our kids and giving of his time. Mr. Higgins shared a check in the amount of \$20,000 that was given by Grants Pass Rotary to IVHS as a result of fundraising efforts from this year's Duck Derby. Mr. Higgins then presented Mr. Kaberline with a custom sculpture that was made by the IVHS metals shop. The Board also presented Mr. Kaberline a *Certificate of Appreciation*.

RECOGNITION OF  
EXCELLENCE (CONT)

Member Weaver moved to approve the Consent Agenda and Member Lengwin seconded the motion. Member Litak pointed out a couple of typo's in the minutes for correction. Member Litak asked for clarification on the Kim DeForest out-of-state travel request as to who is paying for the sub? Superintendent Huber-Kantola clarified that it is being paid for by Southern Oregon University.

CONSENT AGENDA

Member Lengwin asked for clarification on item 4(B)1—Athletic Coaches. The listing does not indicate the position such as coach, assistant coach for all people on the list. In some cases it simply identifies the activity/sport. Human Resources Director Breckner responded that is probably due to how they were submitted to her office, but she can get it clarified. Secondary Education Director John George stated that the women's basketball position as North Valley was for an assistant coaching position. A vote was called for and the motion passed 3-1, Member Lengwin opposed due to the coaching classification.

Lincoln Savage Middle School sixth-grade teacher Jennifer Parsons addressed the Board, expressing her desire to be looked at as a person, and not just a number and explained her experience in the district with budget issues as long as she has been with the district. Ms. Parsons invited members of the Board to come visit her classroom of 36 students to see first-hand what her work-day consists of.

COMMUNITY  
COMMENTS

Hidden Valley High School teacher Dale Fisher shared with the Board that he is a 'Fair Share' member and has opted out of the union. He commented that in the situation going on with the contract negotiations between the School District and the Union that both sides have a lot to improve upon. Mr. Fisher listed the approximately fifteen course titles he currently teaches in a five-period day. Mr. Fisher expressed his concern over losing any portion of his current prep-time in the negotiation of the new contract due to large workload he has to prepare for his classes.

Board Chair Strahan thanked Mr. Fisher for his commitment to the district and then responded that he would feel better if there were more solutions offered. The Board are volunteers, taking time away from their families, for no compensation. The Board hears a lot about what they are doing wrong, but never any solutions. Board Chair Strahan asked that people be as forthcoming with possible solutions as with their criticisms. Board Chair Strahan then asked Human Resources Director Breckner to address the prep time issue.

Director Breckner stated that the current negotiations leave prep time language as it currently is at this time with the exception of trying to find a way to meet with staff twice a month.

Member Litak commented that Ms. Parsons stated the district is unwilling to bargain on non-financial issues. Ms. Parsons responded that from what she has been told by negotiation team representatives there hasn't been any kind of give-and-take on the non-monetary issues. Member Litak stated that whenever he hears someone say "I've been told that . . ." He warned not to necessarily believe everything you're told.

PUBLIC COMMENT  
(CONTINUED)

Director Breckner added that there are some language issues that they have been addressing since this began back in February. Both sides had a bunch of language issues that they wanted to have. In some cases they have identified language articles that will revert back to current contract language because this isn't the time to deal with complicated issues. Up to the most recent mediation sessions the district is willing to consider any proposal that the Union brings forward and see if it is something the district can make work. There has not been a time that we have not.

Teacher Kari O'Brien asked to clarify that some of the things discussed at the last mediation session were 'supposals', which are not able to be discussed with members outside of the meeting place.

Dave Marks, Lincoln Savage teacher and TREA President stated that they do not give detailed reports of everything that is going on in the negotiation process, especially with the mediation process, which has slowed things down. Some of the details are not always as clear to members not on the negotiating team.

Superintendent Huber-Kantola asked Mr. Marks if it would be fair to say that there are some rules that are different in mediation that in a normal face-to-face bargaining process? Mr. Marks agreed. Superintendent Huber-Kantola stated that we are all trying to do the best we can to live within those rules. There have been some exchanges in mediation regarding language, and will be continuing to work on those.

PIONEERING HEALTHIER  
COMMUNITIES

Board Chair Strahan introduced Kevin Clark, the Executive Director from the Grants Pass YMCA to talk about "Pioneering Healthier Communities", a program that focuses on eating habits and exercise. Mr. Clark also introduced Trish Evans and Kevin Nelson that were here with him to present the program tonight. The focus of the group is try to make changes in policies and procedures to help fight obesity by focusing on eating habits and exercise. The group is funded by the Centers for Disease Control. Josephine County is one of only 21 sites around the country that was chosen in 2009. The group would like to work with the school district do some positive things with the schools and in our community.

CHARTER SCHOOL  
UPDATE

Federal Programs Director Peter Maluk stated he had nothing new to report on Sunny Wolf Charter. The district received the proposal from Woodlands Charter. After providing some additional information that was requested they were informed today that their proposal is complete. We have sixty days as of today to hold a public hearing which will bring us to January 15th. Prior to the hearing he will be breaking out the proposal and creating a committee specifically to look at various issues. Requested permission to have until December 10th to prepare a report for the Board expressing issues and concerns. When we have the hearing in January, everybody should be up to date.

The Board agreed that this is a good plan.

Member Litak asked if the new transportation plan is working at Sunny Wolf, and are the students able to get to school? Director Maluk responded that they were, as far as he knows. There were many families that are now car-pooling. Director Maluk stated that Sunny Wolf is not required by the state to provide transportation to school.

BOARD WORKSHOP—  
ACADEMIC AND FINAN-  
CIAL SUSTAINABILITY

Superintendent Huber-Kantola stated that the first meeting of trying to go forward with making the district more financially sustainable in the future, begins December 9th at 6:30 PM. It is particularly hard on school districts that are both declining enrollment and rural, unfortunately we fit both of those categories. We expect to have approximately

4800-4900 students at the beginning of each school year going forward in about two years from now, which should be a fairly sustainable number. The goal is, with the money that we get from the state, how do we provide the best possible education to the 4900 kids who will be in our district? The first meeting on December 9th, Site Councils representatives will be invited; administrators have begun giving us names of Site Council members interested in coming and working on that. We will send out invitations and information to people about that meeting and 'throw mud on the walls'. There will be no such thing as a bad idea, and we will take all of the ideas that are out there. From there, we will run the ideas through some filters. One of the filters will be is the idea a long-term thing or something we can implement immediately? There will be also some guidelines regarding the legality of items. As an example, we cannot cut transportation; there are very strict parameters around transportation and busses. This will be similar to the priority driven budget process we did years ago.

BOARD WORKSHOP—  
ACADEMIC AND FINAN-  
CIAL SUSTAINABILITY  
(CONTINUED)

Board Chair Strahan presented an additional goal to be added to the Superintendent Goal number three, 'Strengthen Community Connections'. The added goal is to 'Collect baseline data about customer service and put in to place practices to improve customer service, including accountability to parents and responsiveness to parents and community members'. Jim Weaver moved to add the goal. Member Litak seconded and the motion carried unanimously.

SUPERINTENDENT GOALS

APPROVED

Superintendent Huber-Kantola presented the Administrator Memorandum of Understanding (MOU) for approval. He stated that it is very similar to the MOU we have had with administrators in the past. There are no language changes. The major changes are: the insurance is frozen for this year, no increase in salary for this year and no step adjustment this year. We did ask all employee groups last year whether or not they wanted to take some days last year so that there wouldn't be as many days taken off this year. Administrators did say yes to that, and so they had five less days worked last year. Based on that, this contract says that they could have up to twelve days reduced. Right now, hopefully, no more than ten. Essentially we asking them to maintain status quo with everything, and take a fifteen day cut over the course of the two years. Member Litak moved to approve the MOU. Member Lengwin seconded and the motion carried unanimously.

ADMINISTRATORS  
MEMORANDUM OF  
UNDERSTANDING

APPROVED

Newbridge Principal Dave Fuller requested contract approval to provide additional services for the older youth at the Newbridge facility. The agreement will provide \$7,500 for graduated youth still in the facility to provide vocational training. The work in the manufacturing program to obtain some job skills. Newbridge contracts directly with the Oregon Youth Authority (OYA). It does not cost the district anything, they pay us \$7,500 and we spend \$7,500 to run the program. The money goes to pay for extra-duty, supplies, repair and maintenance. No money goes towards administration. Member Weaver moved to approve the contract. Member Lengwin seconded and the motion carried unanimously.

INTERGOVERNMENTAL  
AGREEMENT—VESOY

APPROVED

District accountant Lisa Cross presented the budget calendar for approval. The presented calendar pushes the process out as late to the end of the year as we possibly could due to financial situations. Member Weaver moved to approve the budget calendar as presented. Member Litak seconded and the motion carried unanimously.

BUDGET CALENDAR

APPROVED

Board Chair Strahan requested approval for the reappointment of Bill Bonville to the Budget Committee representing zone five. This will leave a vacancy in zone one. We will be advertising and seeking candidates for that position. Member Lengwin moved to approve the appointment of Bill Bonville to the Budget Committee and Board Chair Strahan seconded.

BUDGET COMMITTEE  
POSITIONS

BUDGET COMMITTEE  
POSITIONS (CONTINUED)

Member Litak asked why we are not advertising the vacancy for zone five. Ms. Cross responded that there is not a policy that states that we have to post open positions; we have not in the past. If the current representative wants to continue, there is no regulation that states we have to, it's just an appointed position. The only time we have published in the past was when there was an open position without a candidate. Board Chair Strahan stated that we could look at changing. The motion passed 3-1, Member Litak opposing.

APPROVED

SUPERINTENDENT  
CONTRACT

Superintendent Huber-Kantola stated he approached Board Chair Strahan to bring his contract up for review. The Superintendent contract, as previously written, only allowed for five days to be reduced from the contract on any given year. Superintendent Huber-Kantola asked Board Chair Strahan to bring it in front of the Board because he doesn't think it's equitable to ask him to take five days and ask the other employees in the district to up to fifteen over the course of the two-year period. Like the administrators, he took five days last year and it seems appropriate that he should take as many days out as the rest of the district, and certainly as the administrative team. So Superintendent Huber-Kantola requested Board Chair Strahan to make that change. Also, in the subsequent years that any days that are reduced for administrators the Superintendent's contract would also be reduced the same number of days. Board Chair Strahan stated it's important to note that in doing a comparison of other school districts with comparable student populations, our Superintendent is about 49th on the bottom out of 50. Board Chair Strahan wanted to make it very clear that Superintendent Huber-Kantola came to the Board and asked for this. There is rumor in the district that the Board went to the Superintendent and asked him to take ten days, yet are asking teachers to take fifteen. The reality is the Board asked all groups last year to take five, or to consider that, so that we could spread it out. The teachers chose not to. Administrators, as well as Superintendent Huber-Kantola chose to. So with the five days they have already taken we are making, at his request, we're making it comparable to a Superintendent that is already underpaid in his view. Member Litak moved to approve the contract. Member Lengwin seconded and the motion carried unanimously.

APPROVED

JOSEPHINE CO. LIBRAR-  
IES LEASE AGREEMENT

Superintendent Huber-Kantola stated that we own the Williams property that the library sits on. We had a short-term lease that's about to expire. We let them use the property for a nominal fee of \$1/year. They are requesting a lease for a longer term, a period of ten years, due to the fact that it allows them to apply for some grants that shows they will be there for a while. This make them more viable for grant people. Superintendent Huber-Kantola recommended that we approve our part of the lease. The County Commissioners will have to hold their meeting and approve their part of the lease. Member Weaver moved to approve the lease. Member Litak seconded and the motion carried unanimously.

APPROVED

SCHEDULING OF  
UPCOMING MEETINGS

The following meetings were scheduled:

- Academic and Financial Sustainability—2nd meeting date. Agreed to be scheduled at the meeting on December 9th.
- January Board Meeting (currently scheduled for January 10th). Moved to Wednesday, January 12th at 7:00 PM.
- Woodland Charter School hearing. Scheduled for Wednesday, January 5th at 6:30 PM.

Member Lengwin moved to approved the meetings as scheduled. Member Weaver seconded and the motion carried unanimously.

## FINANCIAL REPORT

Ms. Cross presented the Cash Status Report and called for questions. She added that the bulk of the taxes will be coming in the next few months, so you will see a difference

in the General Fund. The state pool will be increasing. The other area that was in the deficit was the Food Service Program. The state had a problem with their program for getting reimbursement. They have since fixed that and we just got the September payment, so they will be back on track.

FINANCIAL REPORT  
(CONTINUED)

Ms. Cross then presented the Ending Fund Balance Report. She stated there is no wiggle-room. Usually we try to be conservative, but at this point we have to be as realistic as we possibly can—there is not a lot of room for anything. At this point in the year, with a reduction of fifteen days, the ending fund balance is projected to be about \$930,000. This includes taking \$200,000 out of contingency and putting it into the ending fund balance.

Mr. Bracken stated he had nothing new to report and called for questions. Board Chair Strahan commented that he like the pictures included in his report. The pictures were of the new hot water heaters and new hot water boilers.

MAINTENANCE REPORT

Member Litak asked how often the biomass boilers will need to be filled up? Mr. Bracken responded they really don't know but his best guess is that on an average year it should be twice, with a little left over at the end of the year.

Member Litak then asked what accounts for the continued decrease in energy usage in the district? Mr. Bracken responded the major portion of that is the lighting retrofits that were completed last year. The rest of that is simply turning off the lights in the schools, shutting down the HVAC systems as soon as the teachers are out that last day. Superintendent Huber-Kantola commented that there are some excellent staff members out there that have been very vigilant about trying to shut off the power, shut off the gas, and shut off the boilers, depending on the weather.

Mr. Bracken stated their goal is to try to save 2%. We are looking at probably a 14-17% increase in power costs come January.

Member Weaver asked why the increase in usage at Fruitdale? Mr. Bracken responded this was possibly due to it being a closed system. We have cooling going on there and heating and that air conditioning system ran because of the activities going on in the building over the summer. Same thing at Lorna Byrne, they have a summer school project going on there and their air conditioning is going.

Mr. Morris stated he had nothing to add unless there were questions. Board Chair Strahan thanked Mr. Morris for the wonderful reception put on by Sodexo at the OSBA Convention.

FOOD SERVICE REPORT

Adjourn at 8:55

ADJOURN

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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