

Three Rivers School Board of Directors met for a regular session, Wednesday, May 16, 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 PRESENT
Jim Weaver, Member of the Board, Zone II
Leslie Meier, Member of the Board, Zone III
Ron Lengwin, Member of the Board, Zone V
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: Bob Litak, Vice-Chairperson of the Board, Zone I
Dan Huber-Kantola, Superintendent-Clerk ALSO PRESENT

Also Present: Jim Hicks, Bonnie Cameron, Auna Baumgardner, Devon Dorn, Debbie Yerby, Dave Marks, Michael Morris/Sodexo, Lisa Cross/District Accountant, Elly Lengwin, Tawnee Biencourt, Cynthia Holland, Ron Crume, Lisa Crume, Jennifer Parsons, Nina Washburn, Katie Lee, George King, Shannon King, Karissa Willaman, Danny Burns, Van Granger, Dave Bracken/Aramark, Darcy Wallace/IV News, Phil Biencourt, Lisa Kramer, Sally Clements, Jim Early, Renee Hults, Sherry Zottola, Dale Fisher, Chris Pendleton, Jennifer Scott, Michelle Medlinsky, Josh Barker, Kevin Marr, Patricia Snyder/Daily Courier, Carlie Wolter and Shelly Berry/Recording Secretary.

Board Chair Strahan called the meeting to order at 7:09 PM and led the audience in the Pledge of Allegiance. CALL TO ORDER

Board Chair Strahan amended the agenda to add action item 8G—*Signing of Contracts*. AMEND AGENDA

Boar Chair Strahan announced that it was *Teacher Appreciation Week* May 2-6, 2011 and read a Board resolution expressing appreciation to our teachers for their dedication and devotion to their work. TEACHER RECOGNITION—RESOLUTION

District Accountant Lisa Cross reported that the cash report remains pretty much the same as well as the estimated ending fund balance which is at \$1.3 million. Even though this biennium's current state revenue forecast, which came out last week, was down by about \$40 million, the state did promise that they would not reduce our payments this year. We have received our final payment this year and it was not reduced at all. FINANCIAL REPORTS

Member Weaver moved to approve the Consent Agenda. Member Lengwin seconded and the motion carried unanimously. CONSENT AGENDA

Board Chair Strahan opened up the Community Comment portion of the meeting in which we allocate twenty minutes. He stated there were six people that requested to speak, so he asked that each speaker limit their comments to three minutes. COMMUNITY COMMENTS

COMMUNITY
COMMENTS
(CONTINUED)

Student Auna Baumgardener stated she was here to speak about the staff cuts and Mrs. Zottola. Auna does not feel she deserves to be cut; she goes beyond and has amazing relationships with her students.

Teacher Sherry Zottola handed out a folder to each Board Member and started she had a letter to read. Ms. Zottola began reading her letter and it was recognized that her letter was in regards to a personnel issue that needed to be addressed as per Board Policy KL—*Public Complaints* and Policy KL-AR *Review of Administrative Decisions*.

Teacher James Early stated that he appreciated the cordial atmosphere of the progress on the teacher's contract. Mr. Early asked to speak primarily on staff cuts and the affect the cuts are having on our vocational programs such as the Foods Program at Hidden Valley High School. Mr. Early recognized the economy is the reason for the cuts and asked that we restore the vocational programs when funding becomes available.

Board Chair Strahan responded that he has considered at great length for several years what we're doing to these programs. There is a bill that supports vocational education working it's way through the legislature right now that he testified for last Thursday. He asked the public to sound off to the state legislators to support these types of programs.

Student George King stated he was here to speak regarding the job cuts at Hidden Valley, specifically Mrs. Zottola. George stated that Mrs. Zottola is one of the most dedicated teachers he has ever had and it would be unfair for her to go because she does have a year left to go until she can retire. Also, due to seniority she should not be let go. He then read some letters from students in support of Mrs. Zottola. George understands the Board has a lot to deal with due to money, but it has come to his attention that the Board takes recommendations from people on who to keep or not keep and recommended that the district keep Ms. Zottola.

Board Chair Strahan responded that legally all we can do is say thank you to comments regarding personnel issues.

Member Meier added that a lot of the things that are happening in this district is because we don't have enough funding. Our legislators have to hear from people, and know that they're upset about it. Students contacting legislators could have a very strong impact.

Board Chair Strahan stated that we really need people to get involved and contact their legislators. He also thanked the students for coming forward to address the Board.

Member Weaver commended all of the students that came out tonight and spoke; if they have strong feelings and opinions about something they need to go to the people in charge and tell them how they feel; that's the way things get changed.

Jim Hicks stated he was here to address the chair, Mr. Strahan. Mr. Hicks began to speak about Mr. Strahan's "behavior during the election process in regards to comments made about opponent Ron Crume". Board Chair Strahan responded that we are not here to discuss the election and invited Mr. Hicks to have a meeting with him afterwards to discuss his issue. Mr. Hicks proceeded to bring forward 'election issues' and stated he likes the idea of new board members to bring a more business owners perspective.

Member Weaver stated that that the "electioneering" was not appropriate for a Board Meeting.

Member Meier responded that Mr. Hicks was welcome to speak about issues regarding

the school district but discussion about the election does not have a place at a Board Meeting.

COMMUNITY
COMMENTS
(CONTINUED)

Marty Zottola stated that he is here in two capacities: as a taxpayer in the community and as a teacher, and recognized the financial difficulties we are facing. However when a school is not making the most of the resources he feels as a taxpayer he can say something about it. When a district person seems to be punished because of reasons that don't relate to the classroom he feels he has a right as a taxpayer to say something about it. If there are teachers that have inequitable class loads, that's not the best use of resources. If there is a teacher who has no students at all in a class while others are carrying class loads of 34-35, that's not the best use of resources. In addition, with the latest series of RIF's a teacher matrix evaluation was instituted which concerns him as a teacher, because if that precedent is set, it affects him. As a taxpayer he feels it is unfair to punish a teacher for doing the best they can under circumstances when there are not equitable loads. Mr. Zottola also feels it is unfair to establish a matrix that has not gone before the teachers or the union, and used in a way to get rid of anybody they want to, depending on how the information is manipulated. It is great that Hidden Valley has the graduation rate that it does—70%. Because English is a four-year requirement, a teacher that is carrying a bulk of the load of student contacts should deserve a good deal of credit for having contributed to that graduation rate. To then release that teacher makes no sense to him, and as a taxpayer feels it is an unwise use of resources.

Ron Crume expressed his discontent that accusations were made against towards him by Mr. Strahan through the election. He stated he had no part of the actions or comments made by Mr. Hicks.

Board Chair Strahan stated that he may have made an improper assumption and apologized to Mr. Crume.

Future Business Leaders of America (FBLA) teachers/advisors Chris Pendleton and Dale Fisher stated they were here to share some information about their vocational program. They provided the Board with the program from their 2011 banquet and a document outlining information and highlights about the FBLA program:

HIDDEN VALLEY
FBLA PROGRAM

- The FBLA program has won ten straight state titles.
- The Business Department at Hidden Valley teaches over twenty different types of classes in a term.
- FBLA is an intra-curricular CTE program. They teach kids real job skills in a multitude of areas. FBLA is used as a training tool to help motivate students, and a way to keep students engaged and gives them a goal with an end in mind.
- It teaches them leadership skills for not only a future career, but also in their community. The students are taught civic leadership through community service events.
- FBLA students exceed the school, district and state averages for graduation rates.
- Post-secondary placement is much higher; as well as the essential skills scores.
- There has been over 20 National winners over the last ten years.
- Over twenty State/National officers.
- This year they have started a new scholarship fund. They proposed to have a \$10,000 scholarship for one student. Due to the high quality of students, they gave out \$20,000.
- They are now working on an endowment to keep the funding alive.
- \$160,000 in scholarships were awarded to their students.
- The FBLA program receives no General Fund dollars to maintain their program other than their teaching salaries. All other funding comes from Perkins and

HIDDEN VALLEY FBLA
PROGRAM (CONTINUED)

- fundraising.
- Civic events are an important part of their program. They are involved in many community events and programs.

Mr. Pendleton introduced his daughter, Gabrielle Pendleton, to give her speech that she gave at the State Conference. Gabrielle stated that she was a senior at Hidden Valley High School and has been involved in FBLA for four years. She was elected State President her Freshman year and continued on to serve as National Secretary and campaigned for the position of National President, and this year served as National President's Western Region Assistant. Gabrielle has over 5686 hours of donated time and community service. Gabrielle thanked the Board for keeping their funding because this is her future. She proceeded with her speech that was delivered at the state level.

Member Meier thanked Chris Pendleton and Dale Fisher. Both of her children went through the FBLA program and a lot of what they have been able to accomplish is a direct result of what they experienced in FBLA.

Secondary Education Director John George added that the General Fund only supports their salaries in terms of their program. Some of the funding they receive outside of their donations, etc. comes from the Perkins Grant, which has gone through a series of restructuring over the last number of years. This year the district faces a 12% funding cut across the board. The dollars are allocated regionally now rather than a specific allocation going to our district.

SAFETY AWARDS

Human Resources Director Debbie Breckner stated that in the interest of time, her office will draw the three names for this month tomorrow. She will send an e-mail out with the results.

STAFF CLIMATE SURVEY

Member Weaver stated that there was request from staff to perform a climate survey, to see how people in the district are feeling. He did a presentation of the results from the survey including a summary of comments.

Board Chair Strahan thanked Member Weaver for compiling the survey results and stated that overall the results demonstrated by the charts indicate that things are not as disrupted as some seem to believe. The Board and District staff will pay attention to the comments and try to do better in some areas; but overall, after looking at the charts, feels pretty good about things.

Member Meier expressed her appreciation of Member Weaver putting the survey together. She believes the information was helpful and the Board needs to be more regular in trying to get a better feel of how things are going. We will try to do better, but agrees that overall, especially given everything the district has been through in the last couple of years, things look pretty good.

Mr. Crume requested a copy of the survey. Member Weaver responded that he could provide a link to the survey. Member Weaver asked if we could make the survey that was presented available? Director Breckner responded that the Board would probably need to redact individual comments about individual employees.

Teacher Lisa Kramer expressed concerns about making the survey public. She believes a lot of people shared their comments and concerns thinking that it would be private, and by putting it out there could violate people's feelings.

Member Meier asked if those assurances were given when the survey was presented? Board Chair Strahan responded that it was to be confidential.

Teacher Sally Clements commented that maybe the compromise could be that the data/graphs be posted—but not include the comments.

STAFF CLIMATE
SURVEY (CONTINUED)

Member Meier stated her impression is that what was presented tonight is public information, and if someone requests it we probably need to provide it. Director Breckner will check into it and advise.

A ten-minute break was called at 8:40 PM
The meeting reconvened at 8:50 PM

BREAK

District Accountant Lisa Cross presented Resolution (#4) to transfer funds for building improvement. The funds are for a project by Doug Ely for the Special Education program. They have put in a mounted swing system at Lorna Byrne and would like to complete the same type systems for the Hidden Valley and Fleming programs. Member Weaver moved to approve the resolution. Member Meier seconded and the motion carried unanimously.

RESOLUTION TO TRANSFER FUNDS FOR BUILDING IMPROVEMENT

APPROVED

Ms. Cross reported that we are in the final year of our extension of when we went out to bid for fuel. She requested the Board renew the contract for the final year for Hayes Oil. Ms. Cross stated that Dave Bracken has been very happy with their service, their prices are competitive and next year we will go out to bid through the formal bidding process.

FUEL CONTRACT
RENEWAL

Member Weaver asked what the price controls were? Dave Bracken responded that there is not a price control. The control on the fuel is based on the market for the hour. The basic difference now in our suppliers is that in the old days when they had extra fuel they would just dump it off on site at one of the schools. We now work closely with this vendor and they don't go to one of our buildings unless they are called. That keeps us in more control of the fuel that we are getting.

Member Weaver asked what type of discount do we get versus what we see at the pump? Mr. Bracken responded that the fuel we receive is less than what we see at the pump, but that is primarily due to the fact that there is not any state excise tax on the fuel.

APPROVED

Member Meier moved to approve the fuel contract. Member Lengwin seconded and the motion carried unanimously.

Sodexo Food Services Manager Michael Morris presented a request to increase meal prices for the upcoming school year. The USDA has required through the Healthy Hunger Free Kids Act that the difference between reimbursement rates and what kids pay for a meal must equal the same. Reimbursement for a free student is currently \$2.72 and paid reimbursement is \$.26c. They want to equal out the difference between the two. Over the next four years they are asking us to equal the ground between those two. Currently our meal prices are \$1.85, and we are asking elementary to increase to \$2.00, which is a \$.15c or 8% increase. The middle school is currently \$2.10 and needs to increase to \$2.25 (7% increase). High school meals would go from \$2.35 to \$2.50 which is a \$.15c increase (6%). This is still 21% below what we need to make the difference between the two. Increasing each year brings us to a level playing ground.

SCHOOL MEAL PRICES

Member Weaver asked if we have any discretion to how we move the price? Mr. Morris responded that is correct, they are recommending to not go above \$.10c per meal increase., but looking to increase it each year until we meet that criteria.

Director Breckner added that if we look at the information that was provided, the choices we have are to raise the meal prices or make a General Fund transfer to the Food Service fund in order to make the expense equal what the reimbursement rate is.

Mr. Morris is against raising the prices, because when the prices increase you lose

SCHOOL MEAL PRICES
(CONTINUED)
APPROVED

participation in the meal programs, but we don't have much choice.

Member Weaver moved to approve the suggested increase of meal prices. Member Meier seconded and the motion carried unanimously.

NEW/REVISED BOARD
POLICIES

Student Services Director Doug Ely presented the following policies for the first reading:

- JHCD—Administering Noninjectable Medicines to Students (Revision)
- JHCD-AR—Administering Noninjectable Medicines to Students (Revision)
- JHCDA—Administering Injectable Medicines to Students (New)

The language revisions are based on recommendations from the OSBA. The new policy (JHCDA) has to do with administering injectable medications to students. The most common that we see are the epi-pens, and we do not have a policy in place for that.

Member Meier asked a question regarding #7 on the noninjectable AR in regards to the disposal of medication. It currently states that we flush the medications—is that really what we do, and is it our best practice? Director Ely responded that there are specified protocols depending on the different types of medicines and our school nurse covers that in the medication administration training. Director Ely stated he will check into that practice, but does not believe we still do that. Mr. Bracken stated that he is not aware of us doing that and does not know why we would. All the medications we have on campus are prescribed drugs that are locked up. Member Meier stated it is about medications that weren't picked up at the end of the school year by parents. Director Ely stated he will look into the issue and get it clarified before the next reading. Mr. Bracken stated that as a certified Wastewater Treatment Operator in the State of Oregon—it should not go down the toilet.

Member Meier asked if there were rules about what medications the student can carry around and what has to be kept in the office? Director Ely responded that there definitely is and they are outlined in the policy. It depends on what type of prescription it is and whether or not the student can self-medicate; but parent permission is required. There is also discretion at the building levels with the principals as to what is appropriate.

2011-2012 ARAMARK
CONTRACT

Director Breckner presented the 2011-2012 Aramark contract for approval. Director Breckner stated that as we have been struggling with how to deal with the financial shortfall, one of the items that we have been working on is going back to our individual vendors and service providers and asking for a reduction in contract costs. Aramark agreed to reduce the services for their contract. Item #2 at the bottom there is a reduction in the annual amount which equals a little more than \$23,000. In addition, there is a pre-payment percentage on page two that if we pay the invoice within fifteen days of arriving, we receive an additional 2% reduction in the fee. Aramark also agreed to make a \$50,000 donation in terms of equipment—\$30,000 for custodial equipment and \$20,000 for grounds equipment. Director Breckner stated that is the recommendation of her and Superintendent Huber-Kantola that the contract be approved. Member Meier moved to approve the 2011-2012 Aramark contract. Member Lengwin seconded and the motion carried unanimously.

APPROVED

2011-2012 SCHOOL
CALENDAR

Director Breckner presented the 2011-2012 calendar for approval. It is especially important to get the calendar approved at this time of the year as parents are making plans as well as the adopted calendar has a huge impact in the payroll department in terms of the district being able to meet deadlines in July for the roll-over of staff. The calendar does reflect a six day reduction—four instructional days for students and an additional reduction of two non-instructional days for staff. Through collective bargaining we are currently asking all staff to take the six day reduction for next school

year. This calendar was put together with input from every staff group, payroll, and a number of different folks and this calendar represents the best plan at this time. Based on what we know today, it does not appear that we will need to make any revisions to this calendar. All employee groups will take the same furlough day—the district will be completely shut down on the designated dates. Member Meier moved to approve the 2011-2012 School Calendar. Member Weaver seconded and the motion carried unanimously.

2011-2012 SCHOOL
CALENDAR (CONTINUED)

APPROVED

Member Meier moved that the Board designate Debbie Breckner to substitute for the Superintendent while Dan is on leave as the administrator authorized to sign contracts with vendors, to accept resignations, and to perform other business-related functions performed by the Superintendent. Member Weaver seconded and the motion carried unanimously.

SIGNING OF CONTRACTS

APPROVED

Dave Bracken stated he had nothing to add to his written report unless there were questions. Member Weaver asked how the biomass was going? Mr. Bracken reported that it is working good and they are working out some small issues and fine-tuning. Solagen will be back in, along with the control people, in a week or two and they will have a meeting out in the Illinois Valley to go through some of the issues the HVAC techs have. The communication and cooperation has been awesome. The boilers are running at about 80% capacity due to control issues. They expect to be fully operational in October.

MAINTENANCE REPORT

Board Chair Strahan complimented maintenance on how well the grounds look at our schools. Despite the weather challenges they have been facing the grounds look great. Mr. Bracken responded that the grounds crews have really stepped up this year; he will pass this on to the crew tomorrow.

FOOD SERVICE REPORT

Michael Morris stated he had nothing to add to his written report unless there were questions. Member Meier asked for more information about the proposed fruit and vegetable program. Mr. Morris explained that it is a grant which comes from USDA via ODE. There is an allowance of about \$50 per student to provide fruits and vegetables to every student in the district. All of our schools are authorized except for high schools. The product has to be served outside of normal meal times, during school hours. We have not yet be awarded this grant, once that happens we will figure out the logistics on how to serve the fruits and vegetables; every school will be a little different.

ADJOURN

Adjourn at 9:20 PM

Dave Strahan
Chairperson of the Board
THREE RIVERS SCHOOL DISTRICT

Dan Huber-Kantola
Superintendent-Clerk
THREE RIVERS SCHOOL DISTRICT