

MINUTES

Regular Meeting of the

BOARD OF DIRECTORS

Corvallis School District 509J

1555 SW 35th Street

Corvallis, OR 97333

I. CALL TO ORDER AND ROLL CALL

Chair Gable called the meeting to order at 7:02 p.m. in the Central Office Board Room, 1555 SW 35th Street, Corvallis. Chair Gable dispensed with the calling of the roll and the secretary recorded those present as listed below.

BOARD MEMBERS PRESENT

Cyrel Gable, Chair
Sara Gelser, Vice Chair
Robert Baldwin, Member
Nell O'Malley, Member
Joan Demarest, Member
Kari Rieck, Member
Robert Johnson, Member

EXECUTIVE STAFF PRESENT

Jim Ford, Superintendent
Ron Corbell, Assistant Superintendent
Dawn Tarzian, Teaching and Learning Director
Jeanne Holmes, Assistant to the Superintendent
Kathy Rodeman, Business Services Director
Sharon Thornagle, Student Services Director
Duane Jager, Technology Integration Manger
Julie Catala, Board Secretary

STUDENT REPRESENTATIVES

Bethany Potts, Corvallis High School
Holly Emery-Walen, Crescent Valley High School

PRINCIPALS PRESENT

Jay Conroy, Corvallis High School
Mike Strowbridge, Franklin K-8

A quorum was present and due notice had been published.

II. PLEDGE OF ALLEGIANCE

Chair Gable led the group in the pledge of allegiance.

III. COMMITTEE/BOARD MEMBER ITEMS

Chair Gable reminded those present that it was teacher appreciation week and she extended thanks for their hard work.

IV. STUDENT REPRESENTATIVES**A. REPORTS**

Ms. Potts reported that the Mr. Spartan pageant was held Saturday (a large charity fundraiser) and that school day parking was not as bad as she had thought it would be due to construction beginning for the new high school.

Ms. Emery-Walen thanked the Board for having them sit as student representatives on the Board, stating it was an honor.

B. PRESENTATION OF CERTIFICATES BY BOARD CHAIR

Chair Gable provided each student representative a certificate acknowledging their representation and wished them the best in the future.

V. SUPERINTENDENT'S REPORT

Superintendent Ford stated the selections to fill the newly created vice principal positions at the high schools had been made. He introduced Crescent Valley High School's interim vice principal, Mike Fagan, as a new vice principal. Mr. Fagan is in the administrator's program at the University of Oregon. (A second vice principal for Crescent Valley High School will be hired at a later date.) Corvallis High School Principal Jay Conroy came forward to introduce Dawn Granger, currently working in Eugene, as that school's second vice principal.

Superintendent Ford acknowledged the involvement of the District's parent-teacher associations. The chairs meet once a month and have committed to having one chair attend each Board meeting. Conversations have begun regarding providing them an avenue through which they can have a larger voice.

Superintendent Ford acknowledged the approximately 15 Oregon State University students in the audience who are in the college of Human Development and Family Science. Similar numbers of their classmates will attend future Board meetings.

**VI. SPECIAL REPORTS - DISTRICT IMPROVEMENT PLAN UPDATE - CVHS
ROBOTICS**

Chair Gable exercised her prerogative and altered the order of the agenda to allow the CVHS Robotics student presentation to occur prior to Citizen Participation.

Students from Crescent Valley High School's robotics team provided an overview of their group's work and successes. The group has been together for three years. The team works with teachers and engineers and performs in competitions. In building their robot they split into smaller groups for creating the animation, mechanics, chassis, electronics, and pneumatic features. Their 30-second animated film took about 200 hours to create and included making a storyboard, modeling, material

choice, lighting, animation, rendering, sound and post-production work. Besides making the robot and animated film the team participates in fundraising and community service. The team has participated in three FIRST (For Inspiration in Science and Technology) competitions, including one national competition, placing first at each in at least one category. There are six other FIRST teams in the local area and all have done well. The students stated they have learned a tremendous amount about science. Their animated film was shown and their robot demonstrated.

VII. CITIZEN PARTICIPATION

Barbara Bull, 3144 Van Buren, Corvallis, a new parent to public schools spoke to the District's recently presented Equity Committee Report. (Filed as Supplemental Item VII-14 in the Official 2003-04 Board Minutes.) She stated she is interested in transparency in government work and even though the committee may have performed well, not including the community in the process precludes the community from seeing that. She spoke to appreciating the choice model between schools but feels there may be room for improvement to alleviate bad feelings of competition between schools. She supports centralized information regarding the schools as opposed to newspaper ads marketing students for individual schools. She would like to see transportation and funding researched further. She appreciates the District's meeting minutes on-line so that she can follow along even if she cannot attend.

VIII. STAFF PARTICIPATION

Chair Gable stated she would like to limit this item to 20 minutes. She had been notified of six speakers.

Peg Cornell, on leave, serving as teacher union representative, spoke to the Early Retirement Incentive (ERI) as it is a point of contention in talks between the District and the teachers' association in renewing their contract. She stated eliminating the ERI would do more than impact some teachers, the District's most important resource, in a negative financial way; it would affect the working culture in the District. She said the ERI has a huge impact on classroom instruction, economically and otherwise. She quoted from a published article that stated that Oregon spending per student fell more sharply in Oregon than any other state in 2002-03, dropping from 22nd in the nation in K-12 spending to 31st, and Oregon had the 4th highest student to teacher ratio in the country. She is still optimistic the District and the teachers' association (CEA) can come to an agreement over what she sees as something (ERI) that has been earned and promised for 20 years. (Her full written oration and papers distributed in its support are filed in Section V of the Official 2003-04 Board Minutes.)

Charles Creighton, high school orchestra teacher, thanked the Board for their work and spoke to how the ERI has affected him personally. He came to the District in 1982, declining other higher offers as he was told by the then District personnel director the deferred compensation plan signed in 1981, among other things, would make the District a better place. Through good and bad economic times he has taken solace in the fact that when he retired he would be compensated for his hard work and dedication. Now, something he has depended upon (ERI) is in jeopardy. If it is eliminated he will not have time to save money for retirement. This is on top of the 35% - 45% reductions in many recent PERS (Public Employees Retirement System) projections. He has been more stressed due to these possible losses and less patient with students and family. Losing the ERI benefit will affect his attitude towards the school

board and administration. He stated these inequities cannot help but affect his daily performance in the classroom. He is bitter about losing the benefit and said it will not be easily forgotten. He asked the Board to consider the long-term affect.

Julie Williams, Corvallis High School, thanked the Board and staff for the quality of education in the District. She said she holds integrity at the top of the list of things that she has control over. Since she has come to the District her “opportunities for growth” have increased exponentially. Among these are experiencing increased class sizes and fundraising over spring break to support coaching positions. She has helped raise nearly \$70,000 in the years she has been coaching for the District. She wants to believe in the bargaining process. She has completed 16 years of quality work with the understanding there was an agreement (ERI) though she does not hold the District responsible for her financial future. She understands having to make adjustments on future accounts. But she wonders how one can break an agreement that has already been fulfilled on one half. Without the ERI she cannot retire after 30 years, but will work for eight more years.

Barb Popoff, Crescent Valley High School, stated she has been a District employee since 1984-85. She realizes these are difficult economic times. Even so, she feels the ERI should be preserved in its current state as it was agreed upon in 1981 in lieu of a 5% pay raise, not as something extra or as a bonus, and was never meant to be challenged. She had made financial decisions based upon that and now 4 years from retirement she has no way to regain what could be lost. She also feels most importantly that the decision reflects integrity, treating others with the respect they have earned and standing up for what is right and fair, all ideals students are told are important to live up to. She also continued to say that by not upholding these commitments there is the risk of creating an unhealthy environment of mistrust with dedicated employees feeling they have been double-crossed. By upholding promises of previous Boards one is contributing to a trusting and collaborative relationship that benefits students and enables the District administrators and teachers to achieve mutual goals of providing quality educational programs for students.

Chris Gerding, Cheldelin Middle School, stated she is a product of the District. She began teaching at Corvallis High School in 1979. She has been through six involuntary transfers landing her in kindergarten through high school positions. Those were hard. Budget cuts are hard. She was told 23 years ago that due to budget constraints that she would forego higher increases in pay but there would be an early retirement incentive. She now serves 100 more students than when she began, teaching six classes instead of five. She receives at least ten parent e-mails a day to conference. She has chosen to coach for 25 years so she has that parent interaction as well. Twelve to sixteen hours a day is typical. She feels teachers are the District’s best asset and if one doesn’t take care of one’s assets they will go away. She said she wanted her voice heard as an individual and not just as a member of the bargaining team.

Val Vogs, Garfield, condensed her thoughts to state she feels the District is being unfair if it eliminates ERI.

Rob Cornell, Corvallis High School, stated what strikes him is the focus the District committee addressing administration costs put on the ERI, a teacher benefit. Referring to the ERI as a sticking point, he noted that if the problem is not one that is being solved perhaps stepping back and starting from scratch with a different approach would be helpful. Mr. Cornell distributed a six-page document regarding revised scenarios dealing with the ERI. (Filed in Section V of the Official 2003-04 Board

Minutes.) He tried to address the understandably huge insurance piece and new hires at Step 4. Assuming new hires would come in more often at Step 2 his figures show a savings of \$3,201 per retiree when the ERI was retained. Using a combination of alternating salary and step freezes Mr. Cornell's figures showed between a 1.41% to 5.55% increase in the life of a possible 3-year teacher's association contract, depending on what percentage figure (25.56% or 32.56%) one uses as a fixed cost. He asked the Board to think about the fact that those who are near retirement will not go early unless they have the ERI. He stated they have been decimated by PERS (Public Employees Retirement System) with some predicting payments at half of what they were expecting. He added there are so many different ways to look at this. Some numbers can be changed and it basically comes out as a wash. He appreciates the level of heart and commitment shown to the process.

Chair Gable asked the Board if they had any general closing comments. Director Demarest responded she didn't feel they could comment as the District was still in bargaining with the teachers' association.

Chair Gable expressed that she did not think any of the associations' proposals she had seen had some of the features presented in Mr. Cornell's testimony. She did report that the District's actual experience is that some new hires are employed at Step 1 or 2, some Step 10, but the average is Step 4 and it is also true that very few teachers work for 7 years after they are eligible for PERS retirement. She thanked Mr. Cornell for his testimony.

IX. SPECIAL REPORTS

A. DISTRICT IMPROVEMENT PLAN UPDATE

(See also Item VI. SPECIAL REPORTS - DISTRICT IMPROVEMENT PLAN UPDATE - CVHS ROBOTICS)

1. OSU COUNSELING PROGRAM

Superintendent Ford introduced the topic by relating that the program began after he met Dr. Pehrsson of Oregon State University (OSU) at a mutually attended meeting last spring. They began a conversation about providing counseling to District students through a partnership with the University. Franklin K-8 principal Mike Strowbridge coordinated with selected elementary principals and counselors and OSU to formulate the start-up design and he will continue to serve as liaison and District overseer as the program expands. Mr. Strowbridge reported there have been a few bumps getting the new program off the ground but the quality of the interns has been high.

Dr. Dale Pehrsson, OSU faculty, was introduced along with the program's doctoral supervisors Bonnie Windish and Amy Bartley. They explained that four elementary schools (Adams, Jefferson, Franklin, and Lincoln) were chosen for the first-year pilot program. As the program became more established and known and its hours increased, continually larger numbers of students were served ranging from 35 in the fall to 344 in the winter, resulting in 455 students seen this year. The program has been good for OSU doctoral students in training and it helps with their licensure. The program will be extended to include all the District's elementary schools and then its middle schools.

2. EXTENDED LEARNING COORDINATOR UPDATE

Teaching and Learning Director Dawn Tarzian introduced Extended Learning Coordinator Brian Flannery. This is a newly created position and she, Superintendent Ford, Student Services Director Sharon Thornagle, and both high school principals have met to structure the big picture of what areas the position can address in its first six months. Mr. Flannery distributed a handout of the vision. (Filed as Supplemental Item #IV-32 in the Official 2003-04 Board Minutes.) A personal focal point of his is to teach students how to handle the freedoms and responsibilities of self-directed learning. His position is partially funded through the Compete grant. He will be serving students at College Hill and both high schools. Mr. Flannery is a member of a 32-person committee that will be preparing a draft of how the District can address teaching skills required to earn a diploma beginning in 2007 as set by the Certificate of Advanced Mastery.

Superintendent Ford stated he would be speaking to the Corvallis Chamber of Commerce the next week regarding extended learning/life skills education and distributed a flyer to the Board announcing the event.

B. ADMINISTRATIVE REVIEW TASK FORCE – FOLLOW UP ON SUPERINTENDENT RECOMMENDATIONS

Superintendent Ford stated that in response to the Administrative Review Task Force Report (See Supplemental Item #VII-13 in the Official 2003-04 Board Minutes.) he would be focusing on the ESD (Linn-Benton-Lincoln Educational Service District) item as responding to the whole report would be more than could be handled in one meeting. (See Supplemental Item #VII-15 in the Official 2003-04 Board Minutes.)

Superintendent Ford reported that continuing negotiations with the ESD have netted more customized services for the District that will preserve general fund dollars previously used for those purposes. A Tier 1 and Tier 2 model has been developed for districts to more aptly use ESD's services to match their needs. He reported that next year the District would be receiving \$672,000 in services from the ESD that would not need to come out of the District's general fund dollars. There are expanding and developing opportunities in special education and technology using their services. The OSU counseling program reviewed earlier in the meeting is supported by ESD dollars. A District employee is now being paid through ESD funds to develop a support system for all 8th graders to be self-directed during a two-week online experience to enable them to successfully take online courses in high school. The District has been negotiating with the ESD to hire its own staff on ESD's ticket. A commitment is needed from the ESD regarding employee evaluations they would make that would match the District's. Concern was raised regarding the importance of holding the ESD accountable for quality of service as other entities have had less than desirable experiences. It was agreed a follow-up report would be provided to the Board regarding the practice of using ESD employees in the District. Superintendent Ford stated the District's relationship with the ESD is extremely strong at this point, which it has not been in the past.

X. CONSOLIDATED ACTION

Chair Gable announced item B.9., Agreement for Acquisition of Furniture, Fixtures and Equipment –

CVHS and LPMS Projects and its addendum, was withdrawn by staff. Director Rieck requested Items B.6. Equity Committee Recommendations and B.8. Agreement with City of Corvallis for Fire and Life Safety Inspections be held for discussion.

Motion #57: It was moved by Director Johnson, seconded by Director O'Malley and unanimously agreed upon to approve the remaining Consolidated Action Items.

A. APPROVAL OF MINUTES

The minutes of February 23, 2004 and March 8, 2004 were approved as presented.

B. SUPPORT SERVICES ITEMS

1. LICENSED PERSONNEL RECOMMENDATIONS

The Board approved the recommendations. (Filed as Supplemental Item #IV-33 of the Official 2003-04 Board Minutes.)

2. IN-KIND DONATIONS

The Board accepted the donations. (Filed as Supplemental Item #X-33 of the Official 2003-04 Board Minutes.)

3. RETIRED ADMINISTRATOR EMPLOYEE'S SINGLE ASSIGNMENT CONTRACT – MCVAY

The Board approved this contract which employs former administrator Marla McVay to act as facilitator of the District Improvement Plan for the period January 6, 2004 through May 25, 2004. (Filed as Supplemental Item #I-29 in the Official 2003-04 Board Minutes.)

4. EMPLOYMENT CONTRACT FOR BOND CONSTRUCTION PROJECT COORDINATOR – MARTIN

The Board approved this contract to continue employment of Keith Martin as a Bond Construction Project Coordinator to work under the Director of Auxiliary Services to assist in the management of school improvement projects and perform inspections of buildings under construction to determine compliance with contract documents. His employment will continue until June 30, 2005, at which time his contract shall roll over annually unless otherwise notified by either party, after which time said employment shall cease. Approved bond moneys shall pay all costs. (Filed as Supplemental Item #I-30 in the Official 2003-04 Board Minutes.)

5. RETIRED EMPLOYEE'S CONTRACT – BOND CONSTRUCTION PROJECT COORDINATOR – THOMA

The Board approved this contract to continue employment of Gale Thoma as a Bond Construction Project Coordinator to provide review, inspection, and consultation of the drinking water systems, mechanical systems, plumbing, fire detection systems, and electrical systems of the bond construction projects. His employment will continue until June 30, 2005, at which time his contract shall roll over annually unless otherwise notified by either party, after which time said employment shall cease. Approved bond moneys shall pay all costs. (Filed as Supplemental Item #I-31 in the Official 2003-04

Board Minutes.)

6. EQUITY COMMITTEE RECOMMENDATIONS

Held for Discussion: Director Reick expressed that she requested this item be held for discussion as she was uncomfortable approving generalized instructions to staff and using general fund dollars to finance bussing as was requested in Item #4 of the recommendations. After some discussion it was agreed to eliminate Item #4.

Motion #58: Director Demarest moved, Director Johnson seconded, to approve the Equity Committee Recommendations, with the exception of Item #4 which refers to bus transportation for Crescent Valley High School. The motion was unanimously approved. (See Supplemental Item #VII-16 in the Official 2003-04 Board Minutes.)

7. AGREEMENT WITH OREGON COOPERATIVE PROCUREMENT PROGRAM

The Board approved the Oregon Cooperative Procurement Program (ORCPP) contract for the 2003-04 school year and for the renewal of the contract in future years. The contract will be reviewed annually for cost effectiveness before renewal. (See Supplemental Item #I-32 in the Official 2003-04 Board Minutes.)

The District can save money by purchasing equipment and services off of a State Contract. In order for the District to purchase off of the State Contract the District must be a member of the Oregon Cooperative Procurement Program (ORCPP). The annual membership cost for ORCPP is \$2,000. In addition to saving money for equipment and services, the State Contract allows members to purchase without going through a bid process, saving staff time.

8. AGREEMENT WITH CITY OF CORVALLIS FOR FIRE AND LIFE SAFETY INSPECTIONS

Held for Discussion: Director Rieck stated she had asked the item be held for discussion as the now demolished Highland View Middle School was listed as one of the buildings to be inspected as opposed to its replacement, Linus Pauling Middle School. As its corresponding square footage affecting the contract dollar amount could also need updating it was decided the agreement should be re-presented to the Board with the changes at a future meeting.

9. AGREEMENT FOR ACQUISITION OF FURNITURE, FIXTURES AND EQUIPMENT –CVHS AND LPMS PROJECTS/ADDENDUM

Withdrawn by staff.

10. AGREEMENT WITH BANK OF AMERICA FOR BANKING SERVICES

The Board approved this agreement to contract with Bank of America to serve as the District's banking institution for a three-year period. If services and pricing prove satisfactory, the contract may be renewed up to an additional two years. (See Supplemental Item #I-33 in the Official 2003-04 Board Minutes.)

11. PERSONAL SERVICES AGREEMENT FOR INSURANCE SERVICES – BARKER-UEHRLINGS INSURANCE, INC.

The Board approved this agreement which contracts Barker-Uehrlings Insurance, Inc. to provide services for workers' compensation administration, liability insurance administration, safety training programs, and compliance with federal health safety laws. (See Supplemental Item #I-34 in the Official 2003-04 Board Minutes.)

XI. CONSOLIDATED INFORMATION

A. CORRESPONDENCE

Filed in Section V of the Official 2003-04 Board Minutes.

B. EDUCATIONAL SERVICES ITEMS

1. INTERDISTRICT TRANSFER INFORMATION

The Board received information on eight interdistrict transfers.

2. EXTENDED FIELD TRIPS

The Board received information on six extended field trips. (Filed as Supplemental Item #IV-34 of the Official 2003-04 Board Minutes.)

C. SUPPORT SERVICES ITEMS

1. NON-LICENSED PERSONNEL INFORMATION

(Filed as Supplemental Item #IV-35 in the Official 2003-04 Board Minutes.)

2. UNAUDITED FINANCIAL STATEMENTS

The Board received the unaudited statements of revenues, expenditures, and fund balances of the various funds of the District for the period ending March 31, 2004. (Filed as Supplemental Item #X-34 in the Official 2003-04 Board Minutes.)

3. CHECK REGISTER

The detailed check distribution ledger is on file in the Business Services Office and is available for information during business hours. (Filed as Supplemental Item #X-35 in the Official 2003-04 Board Minutes.)

XII. OTHER DISTRICT BUSINESS - SCHOOL BOARD SELF EVALUATION

Rescheduled due to the lateness of the hour.

XIII. EXECUTIVE SESSION

Prior to this regular meeting the Board met in Executive Session under ORS 192.660(1)(d) – Labor Negotiations.

XIV. ADJOURNMENT

Being no further business, Chair Gable adjourned the meeting at 9:19 p.m.

Cyrel Gable, Chair

Jim Ford, Superintendent

Prepared by: Jolene Shute
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