

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 7:07 p.m. in the Linus Pauling Middle School cafeteria, 1111 NW Cleveland Avenue, Corvallis, Oregon. Chair Gable dispensed with the calling of the roll and the secretary recorded those present as listed below.

BOARD MEMBERS PRESENT

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

EXECUTIVE STAFF PRESENT

Jim Ford, Superintendent
Dawn Tarzian, Assistant Superintendent
Jeanne Holmes, Human Resources Director
Kathy Rodeman, Business Services Director
Duane Jager, Technology Services Manager
Laverne Pitts, Corvallis Public Schools
Foundation

STUDENT REPRESENTATIVES PRESENT

Marcus Annis, Crescent Valley High School
Felsha Zuschlag, Corvallis High School

PRINCIPALS PRESENT

James Wickman, Linus Pauling Middle School
Karen Smith, Inavale K-8 and Farm Home

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 exercised her prerogative and altered the order of the agenda by announcing that the "Public Comment Regarding the Candidacy of Dawn Tarzian for Superintendent" would follow "Staff Participation."

Chair Gable noted the school's atrium was adorned with art projects created by students with artists in residence and that a reception would be held Thursday evening with the art teachers and school band.

Chair Gable announced Director Baldwin's resignation and he stated he would be vacating his position January 10 with great regret due to health reasons. Chair Gable stated she would be asking for applications to appoint another member to Board and added that whomever is appointed will have to stand for election in May, if they choose to continue.

IV. STUDENT REPRESENTATIVES

No report.

V. SUPERINTENDENT'S REPORT

Superintendent Ford stated:

- That he has again been meeting with county commissioner Jay Dixon and city manager Jon Nelson to explore an activities levy such as the cities of Eugene and Ashland have. He will provide the Board another update when the topic has been explored more fully.
- Weapons, credit, and fundraising policies will be coming before the Board in the future for updating. The weapons policy needs more clarity, the credit policy infrastructure may need to be changed to include extended learning, and fundraising needs to be addressed with regard to equality in funding teaching positions.
- The District is receiving assistance from Edge Design to make its website more engaging.

He complimented the Board for conducting an internal superintendent search and said that neighboring districts were also commending the option and had been viewing to emulate the process.

VI. CITIZEN PARTICIPATION – TEACHER NEGOTIATIONS

Chair Gable asked speakers to limit their comments to three minutes each.

Thomas Merlin, 1020 NW 25th St., Corvallis, stated that the Board has a responsibility to the youth of Corvallis to provide the best educational resources in their power and also a responsibility to teachers to honor promises. He said it would be inhumane to settle for less. A compromise would be the obvious solution. He asked them to listen to each other, not an impossible task in his words.

Chair Gable asked that there be no applause or audience comments.

Marion McNamara, 822 NW 36th, Corvallis, stated she was compelled to speak. In referring to the possibility that the District would no longer provide teachers the deferred compensation included in past contracts, she stated that just because one can do something does not mean one should. She stated that the county is one of the most progressive counties in probably one of the most progressive states in the United States and is known for fairness and equality. She wondered how many in the audience would be willing to write a check to the District for the amount in their 401K to balance the budget as the

teachers are being asked to do. She said it would be unfair to ask the teachers to do something others are not.

Chair Gable again asked that applause be held as well as audience comments of approval or disapproval and said she would appreciate running a civil and calm meeting and thanked those in attendance for their cooperation.

Arnold Larson, 4037 NW Elmwood, Corvallis, stated he had graduated from Corvallis High School and has a daughter in the District. He stated he was aware of the declared impasse between the District and its teachers. He spent some time this last week speaking with teacher Rob Cornell who had prepared an analysis highlighting the costs of deferred compensation. He suggested changes be made to the calculations as there are hidden costs there that, if not included, give the teachers little reason to move toward the District's offer. He stated that deferred compensation does cost the District a fair amount of money so the question is how to move away from it. In looking at Gazette-Times articles from 1981 and various contracts since then, he said it is impossible to figure out how much was compensation and how much was incentive and noted that the answer is probably somewhere in the middle.

Jennifer Alder, 4723 NW Veronica Place, Corvallis, stated she is the parent of three young children and one of the reasons she moved to Corvallis two years ago was because of the education, which they have been pleased with. She wonders where the money went that was deferred for teachers since the early 1980's and questioned whether it was mismanaged. She wondered whether the District just hoped it would have the money later. She said the message needs to be sent that teachers are valuable and that just because the budget is tight is not a reason not to honor a promise. She urged the Board to institute fact finding so that the impasse can end.

Richard Sumner, 1261 NW 15th St., Corvallis, stated he was a parent who encouraged some time ago and continues to encourage employing an independent fact finder to recommend a solution. He said to not seek independent recommendations creates the perception of uncertainty about the financial management ability of the District. Also, without requesting recommendations from a fact finder the impasse will continue and the new superintendent will find a longer time is needed for healing the harm that has been done.

Melory Boggs-Peterson, Corvallis, stated she was in support of the teachers as she was the child of a teacher who has been devoted to others for 19 years under the promise of deferred compensation. She related that her mother often comes home to cook dinner and then returns to work for most of the evening.

Libby Stoops, PO Box 797, Corvallis, stated this was her third school board meeting ever and that it had been quite enlightening. She stated she has spoken in support of the teachers and she also urged moving to fact finding and hearing the recommendations. She thanked teachers as, during this time while frequently volunteering, she has not seen them sliding in their efforts.

VII. STAFF PARTICIPATION

Eneke Warnke, Corvallis Education Association (CEA) president, introduced herself and explained the procedure that teachers would follow for addressing the Board.

Gail O'Malley, Cheldelin Middle School, stated that the Board has rejected formal fact finding so negotiations are moving on in another mediation process. She said the proposal presented by the teachers' bargaining team is not only cost neutral, as the Board initially requested, it saves the District money. It honors the service of veteran teachers and it retains newer teachers. She initially thought she could retire in 2006, but if the District's proposal were to be accepted she may not be able to until 2009, an extra three years of paying her at the top step instead of paying less for a fresher face. She asked the Board to please do what they can to settle a fair contract quickly so more of teachers' energies can be spent in the classroom.

Larry Wolf, VP Oregon Education Association, said the state is trying to manage with funds that are inadequate. Corvallis School District has had a reputation of being one of the top districts in Oregon. The difficult decision now is to either provide a fair contract or make teachers take a contract settlement that creates a new, lower standard. To attract high quality teachers in the future the District needs to have a salary and benefit package. Measure 5 proponents promised schools would be held harmless which has not been the case. He said the voters of Oregon, the state legislature, and the governor need to step up to the plate and come up with adequate and stable funding for schools. He asked the Board to give teachers the fair and just contract they deserve. If teachers go on strike, the teachers, the District, and especially the students will lose.

Chris Gerding, Cheldelin Middle School, stated she has been teaching in the District for 26 years. Under the present CEA proposal she could retire in two years, under the District's proposal ten. As she would be at the top of the salary schedule she wonders how that would be a savings to the District.

Bev Hellickson, Hoover Elementary, stated she had grave concerns about the proposed reduction in the deferred compensation package. She said it is unconscionable to deny teachers near retirement the compensation they had been expecting. She said that unless the deferred compensation is maintained teachers will not work to the level of dedication of past teachers to make the District the superior district it has been.

Katherine Inman, Hoover Elementary, stated that she and her colleagues work long hours, often taking work home or coming back into the school after hours including over weekends. She loves to teach and has felt it was worth it. She urged the Board to do the right thing, meet face to face with the teachers' bargaining team, and negotiate a contract that respects teachers' hard work.

Therese Patterson, Corvallis High School, stated this was her 27th year in the District. She said she took a cut in salary to work here in what was then a "dream" district when her house loan interest rate was 21% and deferred compensation was promised. She said she has paid the price and been loyal to the District and asked the Board to please, please uphold the promise made years ago.

Julia Lont, Corvallis High School, stated this was her third year in the District. She supports the bargaining team and believes teachers have made more than sufficient concessions. She wants to believe that when considering long term commitment teachers will be treated with fairness.

Roxie Huffaker, Cheldelin Middle School, urged the Board to please take an active role in negotiations.

Carol J. Nelson, Linus Pauling Middle School, said she was certain that if the District would look at the CEA proposal with clear eyes or hire a fact finder they would see that their proposal would work. She said the teachers are very aware of the difficult economic times and they are not asking for the same things they have had before. They have made major concessions in bargaining the deferred compensation for early retirement. It has already been eliminated for teachers hired after 1998; compensation for those eligible has been reduced by more than half, the timeline for eligible employees has been altered, and the CEA proposed contract is cost neutral over last year's contract.

Ann Blythe, Corvallis High School, stated she returned to teaching after spending some time at home and she asked that the Board keep their promise so that newer teachers like herself can trust future promises. She backed the teachers' bargaining team.

Gretta Brooks, Corvallis High School math teacher, stated that she left a successful engineering career to teach. Though she came to teaching with her eyes wide open with respect to the discrepancy in salary that was not the case with regard to the number of hours she would be putting in. She said that on an annual basis she puts in more hours as a teacher than she ever did as an engineer, even when including the summer break. She teaches out of pure joy and has her retirement from her previous career but it saddens her to see the way her colleagues are being treated. She worries about the future of Corvallis schools when the best and brightest teachers might seek jobs elsewhere or in other professions.

Becky Kiersky, Corvallis High School, stated she came to the District in 1984 and over the course of those 21 years has seen increase in work load due to many factors. She continues to love teaching. Though other career opportunities have presented themselves she has stayed partly due to deferred compensation. She said the Board could not in good conscience pull the rug out from under so many good teachers.

Judy Riggs, Corvallis High School counselor, stated she is concerned for how her hard working colleagues are being treated. She asserted that they have been doing more with less since Measure 5 and to revise what they have been expecting is demoralizing.

Jan Babbitt, Mt. View Elementary, stated she started teaching in 1969 and has had 24 years in the District. She said she had been planning on retiring in the next couple of years but if the contract proceeds as the District is planning she will stay longer.

Gail Langton, Cheldelin, stated that all in attendance support students and now is the time for the Board to support teachers.

Stefni Stephens, Mt. View Elementary, stated that if she were able to receive the stipend only in retirement as had been scheduled; it would pay her medical insurance allowing her to retire early, saving the District money.

Valerie Boggs, Garfield Elementary, stated she has been dedicated to teaching for 19 years and she is distracted by this situation.

Jan Wicks, Cheldelin Middle School, stated that she was in her 30th year of teaching and that she had hoped to retire soon but without deferred compensation she will be staying longer taking the spot of a younger teacher.

Meg Grear, Corvallis High School, stated she had taught in the District since 1980. She had planned on retiring in 6 years at age 58 but if District's proposal is adopted she will work at least four years longer at the top of the pay scale. Compounding this with other teachers in the same boat, the cost to the District will exceed the cost of the present deferred compensation package.

Sharon Jones, Inavale K-8, stated when she took a pay cut upon coming to the District in 1986 she was told by the superintendent and the human resources director that she would be better off in the long run because of the deferred compensation package. With the years and cuts that passed she was assured that she would be compensated when she retired. In 1996 teachers agreed to sunset the program and were told that the entry-level pay scale was being raised to compensate new hires for their lack of deferred compensation. She related that those who have recently retired in the last few years have done well and those that retire in the next few years will have a greatly reduced PERS benefit. For her personally, she will be able to retire in three years with the deferred compensation but not for another seven without it at age 65, which she says is not a good age for a first grade teacher.

Sharon Reid, Hoover Elementary, stated she has been teaching in the District since 1986, her husband for 21 years. They had planned to retire together in 2008, but they will have to postpone that, teaching at top salaries, if the District proposal is taken. She asked the Board to honor the deferred compensation promise made 21 years ago.

Ann Cook, Hoover Elementary School, stated that she has taught since 1975, her entire career in Corvallis. She said she loves her job but that she feels devalued and implored the Board to justly compensate her for the money she has earned.

Carol Young, Hoover Elementary, stated she has worked for the District since 1977. She had hoped to retire in 2007 but will not be able to if the District's proposal is accepted. She urged the Board to work with the teachers to settle the contract.

Debbie Wray, Adams Elementary, read an original poem in the style of Dr. Suess, which reflected the current bargaining sticking point of deferred compensation. It ended, "We've worked and worked with less and less and now you want us to confess, it's just OK to take away our hard-earned deferred compensation pay! I leave you with a thought or two – How would you like this done to you?"

Beth Russell, Corvallis High School English teacher, stated she loves teaching here and understands and respects the board statement that there is no money. She suggested the Board pay the teachers and then everybody address the State and say "Where is the money?"

Betty Phillips, Hoover Elementary, stated she has been a District employee for 24 years. She is at the top of the salary scale and had planned on retiring in seven years. Without the deferred compensation package she is looking at 13 more years. She described her classroom as not unlike others with 28

students, including an autistic child with no assistance, six Talented and Gifted students, three non-English speakers, etc. As her husband is also a 24-year veteran of the District, if the District cuts the mentioned six days, they will actually realize a 3 percent decrease this year and a 4 percent decrease the following year, even with the proposed 1½ % and 1% increases over the next two years. They will also pay a family health insurance premium of \$130 per month. They have already absorbed the seven cut days two years ago, which decreased their family income by \$1600. She asked if they were seriously thinking this to be equitable or ethical.

Chair Gable announced there was only a few minutes left of the agreed to 30 minutes and she was concerned about how to meet CEA's need to be heard and the Board's need to complete the rest of the meeting's agenda at a reasonable hour. CEA agreed to be efficient and Chair Gable allowed another ten minutes of testimony.

Peggy Meyer, Hoover Elementary, stated she had been with the District for 24 years, had been teaching for 27. During that time a portion of her salary was diverted to pay the deferred compensation of those who have gone before her. She believes that to be unfair, morally unacceptable, and speaks to a lack of personal integrity on the part of Board members.

Sandy Bell, Cheldelin Middle School, encouraged the Board to be fair and negotiate a contract that includes the retirement package that was promised to teachers.

Gerhard Behrens, Adams Elementary, provided examples that showed how his salary was behind neighboring districts in part due to the multiple reorganizations of step increases, stripped away compensation for college credits, and termination of advancement in alignment with PGU's. In 1997, the medical portion of the deferred compensation was taken away and now the District wants to take away the monthly stipend with a \$1500 buyout. He stated he will have lost about \$90,000 in lagging wages and deferred compensation if the District's proposal takes place. He asked that the Board not continue this country's dishonorable pattern of the white man ignoring its promises.

Christy Schloss, Jefferson Elementary, stated that she sees how her colleagues are being treated and wonders if she will be treated the same way.

Hilary Schloss, Jefferson Elementary, stated she does not think that the District is a great place to work as she had been told; it is just a place to work. She sees the budget continually cut and a Board that does not support its teaching staff or its promises. She too wonders how she is supposed to plan for the future.

Rebecca Hayes, Hoover Elementary, stated that her own children have been in the District for the past 13 years. She has been impressed by their teachers' expertise and dedication. Since she has been a teacher herself for the past three years she has gained an even greater appreciation for teachers doing more with less for less. She said it is imperative to justly compensate teachers and to restore a cordial relationship with them and hoped that the Board considered how important that is to the future of the community.

Lural Ramirez, Lincoln Elementary, began her testimony by speaking in Spanish. She then addressed the Board in English saying that if they had found her previous statements difficult to understand then they would begin to see why teachers like her are needed to communicate with her monolingual

colleagues to provide all students with the quality education they need. She sees the District as setting itself up for failure by making the District an unattractive place to work. She hopes that she is not disappointed by her decision to work in Corvallis over the ten other job offers she received.

Susan Klinkhammer, Linus Pauling Middle School, stated that teachers understand the difficult economic times, but that she firmly believes the Board needs to honor the long standing commitment to teachers for the early retirement incentive. She said the teachers' bargaining team has made major concessions including proposing reducing the early retirement incentive 13 years sooner than in the current contract. She said that teachers are trying to work toward a fair and equitable contract and she feels that it is imperative to come together in the spirit of compromise so that the District can continue to be an excellent school system.

Dennis Osburn, Hoover Elementary, spoke to his expectation that he and other teachers be paid the deferred compensation they have earned and have been planning on. He is disappointed that the District's offer provides lesser retirement pay if they stay and continue working for students. The message sent is to retire now and take what little the District is offering. He wonders if younger teachers will hear that message, too, and not see a good future with the District.

Chris Caster, Adams Elementary, stated that she had previously addressed the Board regarding half-step raises, freezes, and pay cuts and now the Board wants to give her \$1500 instead of approximately \$40,000 when she retires. She finds the offer a slap in the face and disrespectful and she said she does not know how they sleep at night.

Ruth Johns, Cheldelin Middle School, stated she very reluctantly retired last month due to the structure of the retirement system, not because she wanted to resign her position as a teacher. She hopes the Board can find a way to honor an equitable financial decision for teachers and the District. She supports CEA's proposal and hopes the District can recognize their dedicated teachers by settling this contract fairly.

Janet Cover, Adams Elementary, said she is in her 28th year of teaching in the District and has already earned \$48,501 of her deferred compensation. She asked the Board to treat her as they would like to be treated. She said she truly believes that if they were in her shoes they would feel just as she does. She asked the Board to do the right thing and honor their commitment.

Charlyn Ellis, Corvallis High School language arts, expressed her hope that the Board would agree to a fair and honorable contract just as she upholds her commitments.

As the additional ten minutes was up, Chair Gable addressed the Board to ask their preference for continuing the teachers' testimonies. The Board agreed to hear the remaining speakers waiting in line.

Stan Sahnaw, Hoover Elementary, stated he was in his 27th year of teaching in Corvallis and he supported the teachers' position. He said he could understand the Board's position until they failed to accept unrestricted fact-finding, one that would not produce a recommendation. He felt that showed that the Board did not believe in their position. He urged fact-finding to avoid a possible strike.

Leslie Griffin, Corvallis High School English teacher, said she had spoken with passion to be the Board before. She agreed with the comments of previous speakers and asked the Board not to be dismissive.

Though some of them are bringing the Board similar statements she said they are individuals and they are the ones teaching the students now and are creating the future for them and future teachers.

Lisa Harlan, Corvallis High School teacher, has been with the District for five years. During that time she has taught English, Spanish, Alternative Education, and Yearbook and coached a varsity sport. In contrast to those veteran teachers who say they will be staying longer to compensate for the loss in retirement income if the District's plan is put into place, she said they would not be seeing her face. Looking ahead at the next 25 years, she said she would not work in a District that does not honor its teachers. She asked the Board to reflect on the message they are sending to younger teachers and asked them to determine what type of a place one would want to stay for a career and then make Corvallis that kind of place.

Barb Meyers, Wilson Elementary, thanked Board members Rieck and Baldwin for meeting with the negotiating team last week. She paralleled the Board's position of taking away the teachers deferred compensation package to that of taking the field trip money students earn for an end of the year trip to pay other District expenses. She said no honest or honorable governing body would expropriate money that was earned and entrusted to it by school children so why would the Board attempt to do that to its teachers.

Patti White, Wilson Elementary, stated this is her 27th year teaching in Oregon, the 17th in Corvallis. She said she would like to echo what Mr. Sahnaw said. She wonders why the District would not agree to fact-finding.

Marta McCracken, Wilson Elementary, stated that though she does not qualify for deferred compensation, she supports her colleagues and she wants to spend the next 20 years working for a district she can trust.

Linda Terry, Wilson Elementary, urged the District to pursue fact finding.

Julie Oriard, Wilson Elementary, stated she has taught in Corvallis since 1976. For the past six years she has been anticipating a 2007 retirement at the age of 58. Now, if the District's proposed contract is put into effect it will be at least until 2010. Because of the possibility, she looked into retiring at the end of the month but found that due to misinformation provided to her two years ago regarding insurance benefits, retirement is impossible at this time.

Nancy Binek, Wilson Elementary, said she has been with the District for 20 years, counting on the deferred compensation. She urged the Board and District to pursue legal fact-finding.

Margaret McShane, Adams Elementary, said she has been with the District since 1989. She said she finds it unacceptable that her deferred compensation may be reduced from \$42,000 to \$1,500. Her expected \$425 raise next year, which considers that she has a master's degree, does not match the raises she received in the 1970's as a secretary but at least it beats what her children will receive as a Christmas bonus at their retirement home jobs.

CEA president Eneke Warnke thanked the teacher speakers. Chair Gable thanked Ms. Warnke and teachers. She said they put a personal face on contract negotiations.

VIII. CITIZEN TESTIMONY

A. GENERAL

Sue Aldine, 3645 NW Jackson, Corvallis, stated she has two children; one who has just began at Adams Elementary. She requested that Franklin K-8 be included in the upcoming boundary discussion. She had followed the Equity Committee Report and she did not see it mentioned anywhere. She would like Franklin included as she has heard that Franklin might be required to have boundaries and also due to the consideration of moving its location in the next five years.

Chair Gable responded that the Board would be talking about boundaries later in the meeting and that Ms. Aldine may get an answer to her question then.

Jeni Richardson, 24550 Ervin Road, Philomath, stated she was a parent at Inavale K-8. She wanted to let the Board know that the school has an enrollment committee and several parents want to help the District with reviewing the boundaries. She related that Inavale scored exceptional in the last report card and has a high ratio of students accepted into the Corvallis High School National Honor Society. As there are only 57 kids residing within the Inavale boundary, that fact could set them up for failure.

B. PUBLIC COMMENT REGARDING CANDIDACY OF DAWN TARZIAN FOR SUPERINTENDENT

No one wished to comment.

Chair Gable announced a five minute break at 8:27 p.m.

The meeting resumed at 8:35 p.m.

IX. SPECIAL REPORTS

A. DISTRICT IMPROVEMENT PLAN

Assistant Superintendent Tarzian explained that the Board would be reviewing an addition to Policy IKF, High School Graduation Requirements, in two weeks as an official first reading. They were provided a draft at this meeting so they would have time to absorb it and create questions. The addition addresses credits attained through non-traditional pathways, which supports the District's direction into extended learning and changes to Oregon Division 22 Standards (OAR, Chapter 581 Division 22 for public elementary and secondary schools).

Extended Learning Coordinator Brian Flannery said he had met with the high school administrators and their input had been incorporated into the draft. He is also collecting feedback from counselors and students and invited the Board to provide input either at the meeting or through email. Implications for how the new policy would relate to college admissions would be addressed in the policy's associated administrative regulations.

Chair Gable expressed her excitement regarding the groundbreaking act of granting credits for activities other than classroom work, though that is not diminished. She said that due to the economic climate this avenue needed to be explored and it also provides great opportunities. Director Johnson agreed with her enthusiasm.

Superintendent Ford stated the changes follow two Board goals of extended learning and alignment of systems. If the learning contracts are approved in January through adoption of the new policy, then they can begin using them in February.

B. BOUNDARY DISCUSSION

Superintendent Ford introduced the topic by reviewing his "School Boundaries Report" which had been distributed to the Board. (Filed as Supplemental Item VII-4 in the official 2004-05 Board minutes.) Due to slim finances, equity concerns, and unbalanced enrollment numbers between schools the superintendent wished to present his plan for reviewing the District's current school configurations. The report contained issues, desired outcomes, a two-level plan proposal, recommendation on how to proceed, and process considerations brainstormed by District administrative staff related to possible school boundary changes and related policies. He noted that November to February would be the time to work on changes if they are to be implemented the next school year.

Considerations raised in the report included the number of schools the district could operate, whether to seek equity in numbers and/or socio-economic status between schools, possibly setting attendance boundaries for schools of choice, having enough time to fully address all issues this year as opposed to next when there will be some novice Board members and a new superintendent, the viability of Inavale K-8 for the next school year, possible setting of enrollment caps, and consideration to use an outside facilitator to oversee the review process including public hearings.

Board members voiced their concern over whether to include the fate of Inavale K-8 in the broader review, which may take place next year thereby leaving a "cloud" over the school in the interim which could additionally hamper its viability versus addressing its fate immediately so that the school has a solid answer on which to rely.

Members noted the scope of the review would go beyond that of the past Equity Committee and even if an outside facilitator were engaged a large amount of support staff time would be required. Superintendent Ford noted that he was committed to presenting the Board an update in the spring on the District's progress in following the Equity Committee's recommendations. He stated he would like to develop the Boundary plan with the Board as there are some large issues and one item affects another.

While all Board members supported a boundary review, three were in favor of immediately beginning a larger process than was proposed in the recommendation. As four members desired to follow the recommendation, Chair Gable directed Superintendent Ford to begin work on the first five recommendations while creating a plan that would address the others.

X. CONSOLIDATED ACTION

Chair Gable requested that Item B.4. Appointment of Budget Committee Citizen Members be held for discussion. Director Rieck requested that Item B.2. Agreement with Trillium Family Services for the Horse Program at Farm Home School be held for discussion.

MOTION #28: Director Johnson moved, Director Baldwin seconded, to approve the Consolidated Action Items with the exception of held Items B.2. and B.4.

The motion passed unanimously.

A. APPROVAL OF MINUTES

The amended Minutes of June 28, 2004, the minutes of July 12, 2004, August 16, 2004 Special Meeting, and the August 17, 2004 Special Meeting were approved as presented.

B. SUPPORT SERVICE ITEMS

1. LICENSED PERSONNEL RECOMMENDATIONS

The Board approved the recommendations. (Filed as Supplemental Item #IV-22 of the Official 2004-05 Board Minutes.)

2. AGREEMENT WITH TRILLIUM FAMILY SERVICES FOR THE HORSE PROGRAM AT FARM HOME SCHOOL

Held for Discussion: Director Rieck noted that there was no date specified for the contract period. Farm Home Principal Karen Smith, who was in attendance, answered from the audience that a line had been added to the contract that stated it was in effect September 8, 2004 through June 15, 2005.

MOTION #29: Director Rieck moved, Director Johnson seconded, to approve the Agreement with Trillium Family Services for the Horse Program at Farm Home School with the effective dates of September 8, 2004 through June 15, 2005 added.

The motion passed unanimously.

This contract provides a therapeutic horse program for students at Farm Home. The program is funded through a separate contract with Long Term Care and Treatment, Oregon Department of Education. (See Supplemental Item #I-20 in the Official 2004-05 Board minutes.)

3. IN-KIND DONATIONS

The Board accepted the donations. (Filed as Supplemental Item #X-14 of the Official 2004-05 Board Minutes.)

4. APPOINTMENT OF BUDGET COMMITTEE CITIZEN MEMBERS

Student representatives departed the meeting at 9:45 p.m.

Held for Discussion: Chair Gable held this item for discussion to determine the citizens to be appointed.

Chair Gable noted that this term of Citizen Budget Committee Members would begin with a new system. Besides selecting those to serve on the committee, an alternate member would be chosen so that if a member should miss two or more meetings the alternate could be appointed to serve.

Chair Gable noted the current citizen budget committee members who would be continuing were Karyl Butcher, Charlie Tomlinson, and Julie Manning. The task was to appoint three citizen members to serve three-year terms ending June 20, 2007 and one to serve a one-year term ending June 30, 2005. (See Supplemental Item #VI-1 in the Official 2004-05 Board minutes.)

Board members had received copies of the interested citizens' applications beforehand and from the pool of eleven began naming their top choices. Through a process of elimination the appointees were chosen.

MOTION #30: Director Johnson moved, Director Gelser seconded, to appoint Simona Boucek, Leanne Giordono, and Mark Yeager to fill the three-year citizen positions ending June 30, 2007 on the Budget Committee, Sid Elliott to fill the one-year position ending June 30, 2005 and Mark Volmert as an alternate.

The motion passed unanimously.

5. RESOLUTION 04-1201 – OREGON SAVINGS GROWTH PLAN – 457 PLAN

The Board approved this resolution that allows employees to enter into plan agreements and third party administration arrangements and designates the Oregon Savings Growth Plan as the District's 457 provider. 457 plans allow educational employees to defer income taxes on contributions to the plan. There are no employer contributions to the plan. (See Supplemental Item #III-6 in the Official 2004-05 Board minutes.)

C. OTHER - ACCEPT ELECTION RESULTS

The Board approved acceptance of the election results of the District's portion of the November 2, 2004 general election, a five-year operating local option levy. Acceptance is required for the County Clerk to perform the duties of issuing certificates of election. (Election results filed as Supplemental Item #VI-2 in the Official 2004-05 Board Minutes.)

XI. CONSOLIDATED INFORMATION

A. CORRESPONDENCE

Filed in Section V of the Official 2004-05 Board Minutes.

B. EDUCATIONAL SERVICES ITEMS - INTERDISTRICT TRANSFER INFORMATION

The Board received information on eight interdistrict transfers.

C. SUPPORT SERVICES ITEMS**1. NON-LICENSED PERSONNEL INFORMATION**

(Filed as Supplemental Item #IV-23 in the Official 2004-05 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 October 31, 2004. (Filed as Supplemental Item #X-15 in the Official 2004-05 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-16 in the Official 2004-05 Board Minutes.)

4. BOARD POLICY JHCDA – ADMINISTERING INJECTABLE MEDICINES TO STUDENTS – REVISION – FIRST READING

The revision adds insulin to the guidelines set for the other approved drugs that would be injected by trained District staff to preserve or save a life when a licensed health care professional is not immediately available.

XII. OTHER DISTRICT BUSINESS - POTENTIAL OFFER OF EMPLOYMENT – DAWN TARZIAN – SUPERINTENDENT

After Chair Gable told the audience that Assistant Superintendent Dawn Tarzian submitted a strong application, resume, and letters of recommendation, solicited and non, that her references were very positive, her interview responses were thorough and people-orientated and that she has the ability to think outside box, she asked the Board members if they would like to make any comments. Members expressed their confidence in her, their escalating appreciation in her through the application process even above their original high impression, her willingness to listen, inspire, and bring people together, her upbeat attitude, her ability to move decisions forward, her worthy character, her ability to take things on with a smile and deliver, and that they are looking forward to working with her.

Chair Gable thanked Superintendent Ford for his foresight in hiring Ms. Tarzian and mentoring her. She expressed that the Board was still counting on him to fulfill his position until June.

Chair Gable stated that Ms. Tarzian's annual salary and compensation would begin at approximately \$130,000 with a 2.5% annual raise for the three-year duration of the contract. She noted that 2.5% is

below what is being offered to teachers when one considers cost of living allowance and steps.

MOTION #31: Director Johnson moved, Director Baldwin seconded, to offer employment to Dawn Tarzian for the position of superintendent to begin July 1, 2005.

The motion was approved unanimously.

Ms. Tarzian responded that she was humbled by their accolades and publicly thanked Superintendent Ford for his support.

XIII. EXECUTIVE SESSION

Prior to the regular Board meeting, the Board met in Executive Session under ORS 192.660(2)(a) – Consider the Employment of a Superintendent and ORS 192.660(2)(d) – Labor Negotiations.

XIV. ADJOURNMENT

Being no further business, Chair Gable adjourned the meeting at 10:23 p.m.

Cyrel Gable, Chair

Jim Ford, Superintendent

Prepared by: Jolene Shute
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