

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 Linus Pauling Middle School auditorium, 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

BOARD MEMBERS EXCUSED

Joan Demarest, Member

STUDENT REPRESENTATIVES PRESENT

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

EXECUTIVE STAFF PRESENT

Dawn Tarzian, Assistant Superintendent
Jeanne Holmes, Human Resources Director
Sharon Thornagle, Student Services Director
Kathy Rodeman, Business Services Director
Duane Jager, Technology Services Manager

PRINCIPALS PRESENT

James Wickman, Linus Pauling Middle School
Gerry Kosanovic, Wilson Elementary
Julie McCann, Lincoln Elementary

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 stated that she was hoping that the business portion of the meeting could be concluded by 8:30 p.m. though she understood that there were a lot of people who wished to speak. She noted that the Corvallis Education Association (CEA) had agreed to limit their combined speaking portion to 45 minutes. Other individual speakers were asked to keep their comments within a three-minute time limit.

Chair Gable reported that Director Demarest and Superintendent Ford were each out of the country so they were unable to attend.

There were no other items to report.

IV. STUDENT REPRESENTATIVES

No report.

V. SUPERINTENDENT'S REPORT

Assistant Superintendent Tarzian presented the Superintendent's Report in Superintendent Ford's absence.

Ms. Tarzian welcomed guests in the audience from Pakistan. She explained that they are trainers of teachers in their county, primarily of elementary and middle school science, and are taking courses at Oregon State University, visiting classrooms, and studying the educational system.

Ms. Tarzian further reported:

- Crescent Valley science teacher Adam Kirsch was named Oregon Science Teachers' Association Region 2 Outstanding High School Science Teacher of the Year. The award is based on motivating students' achievement and excitement in the field of science, community and administrative support, mentoring new and pre-service teachers, and overall contributions to the profession. He has also been named as the recipient of a National Education Association grant for innovation and will be presented with a \$5,000 check.
- Corvallis High School social studies teacher Colleen Works recently returned from a 3-week exchange in Russian as a US/Eurasian award for excellence in teaching recipient. The national award is given to only 36 middle and secondary humanities, social studies, and language arts teachers. She was selected due to her accomplishments and district support. The award is funded by the Bureau of Education and Cultural Affairs for the U.S. Department of Space and is administered by the American Council of International Education. While in Russia she visited schools, observed classes, worked with her Eurasian counterparts, stayed in homes of Russian citizens and learned a lot about the local education system, history and culture.

- The parents of Talented and Gifted (TAG) students have begun an advisory committee. One of their main goals is to disseminate information to the 25% of District students who qualify for TAG identification. They held an evening meeting last week that focused on social and emotional issues with an emphasis on helping students deal with a tendency towards perfectionism.
- The State of Oregon report card will be distributed November 23, earlier than in years past. The back contains information about teachers in each school who are highly qualified. She noted that 100% of the District's teachers in Title 1 schools are meeting that highly qualified standard and not one of those teachers was moved or reassigned. They finished their licensure requirement so they no longer have provisional licenses but regular teachers' licenses. Ms. Tarzian recognized the Human Resources Department who made supporting those teachers a priority. She noted that of the 91 para-professionals working in those Title 1 schools, just seven have yet to attain qualification.
- The annual School Board conference would be coming up at the end of the week. The District will be presenting Saturday morning regarding the District Improvement Plan, extended learning, and how to build systems in a district to support staff initiatives such as Adam Kirsh's and others. The presentation will focus on how to use educational service district funding, federal funds, Carl Perkins grant, technical education dollars, and service learning grants to support community initiatives.
- Wreaths were on sale in the auditorium by Linus Pauling students. Sales support their service learning projects.

VI. CITIZEN PARTICIPATION

Chair Gable introduced this agenda item by noting that the foreign guests would be seeing a demonstration of free speech, though the numbers were not typical of a usual board meeting.

Gary Breed, CHS student, Corvallis, stated he supported the teachers and did not think it fair that they would lose their benefits.

Elizabeth Dent, 535 SE Atwood, reported that she spent a fair amount of time in her daughter's classroom at Lincoln Elementary and that she was in awe of the personal time spent to help students succeed and was surprised that teachers have to strive so hard for so little. She sees the Board as responsible to solve the situation in a way that would prevent a strike. She ended by saying she was pretty certain that she would keep her child out of school if teachers strike, as there is no substitute.

Patty Mulder, 420 NW 2nd, stated she was one of the task force members that recommended eliminating early retirement. She said it was a matter of ethics. She studied hard and concluded that it was in the best interest of children. She added that most citizens on the task force have spent years and years lobbying to pass bond measures and the bottom line is the District cannot afford to provide the same benefits and still support children.

Patrick Magee, 355 SW Madison, stated he was not sure what is ethical about breaking a promise. He said that since '81 when deferred compensation and early retirement were bargained for, it was considered good for both sides. Now, after 23 years the District wants to break their promise. As a business owner, he is concerned that the Board is pushing teachers into a strike.

Barbara Ross, 460 SW Jefferson, agrees that though teachers are wonderful and have done a good job through tough times, the Board must face reality. The recently failed election, which she supported financially and at the polls, would have provided more support for schools. She stated that when she was in the legislature she and the coalition fought for schools and many times were able to obtain a bit more funding. Things have changed and the District does not have the money to do everything it wants to do. She feels the Board's offer is generous overall, stating that 2/3 of teachers would get the equivalent of a 5% raise this year when considering the half step raise of 3.75% (many teachers in audience rebutted that statement), and teachers at the top step would realize a 1.5% raise. She said is it very important to address the more difficult Early Retirement Incentive (ERI) as the Board cannot pretend to have money it does not.

Barry Haynes, 2222 NW Brownly Heights Drive, Corvallis, stated it seems there are two issues: 1) is that have a population that does not appreciate or understand the good teachers that the District has and continues to not pass bond measures, and 2) is the moral issue of people who are counting on their retirement money. He suggested having 50 students to a classroom without books so that the average person can see the need as a counter to their possible view of seeing two new schools built and concluding that no more money is needed. He sees retaining the ERI as part of a stand against the trend of pensions being eliminated across other industries as well. He encouraged teachers to strike or whatever they need to do to avoid elimination of their retirement benefits and would honor their contribution to education by not allowing his child to attend school with lesser interim teachers.

Cyndie Merten, 6990 NW Concord Drive, stated she did not have detailed knowledge about all the issues but she came to ask the Board to make sure that each of them, before denying the teachers' proposals, were sure that the proposals would not work.

David Grappo, 2601 NE Jack London, #43, Corvallis, stated he was the treasurer for Citizens for Responsible School Funding and wanted to make clear that the Board did not use his groups' facts but rather his group used facts on its website garnered from the Board, the Oregon Department of Transportation and federal government statistics, facts that are available for anyone who looks for them. His group just organized the facts in a way no one has ever thought of before. In referencing the teachers' position that their Supplemental Retirement Benefit was promised in lieu of a salary increased in '81, he noted that on the chart of teacher salaries from 1978 to the present, the average annual salary increase for the five years from 1978 to 1983 was \$2,000, including the year 1981. No indication of the chart shows salary increases were denied. During that five-year period teacher salaries went from \$21,000 to 31,000, nearly a 50% increase. Chair Gable requested that he put in writing the rest of his testimony to the Board as his allotted time for speaking was up.

Helen Higgins, 2295 NW Sulphur Springs Road, Corvallis, stated she has two boys in 509J, and there are parents who say they are afraid to speak due to fear of retribution to their child. She said she works for a large company in town and many there have not had a raise in two years. They have seen fewer benefits in their health insurance packages. Highly skilled jobs are going to other countries while less is put into education. She noted there was less money for books and class opportunities. Her high school children cannot take math all year and they have a year off between foreign language courses. She said she supports teachers but feels strongly that the Board needs to hold firm and figure out how to collectively and creatively solve the situation. She said the Board is not the enemy; they are trying to make education financially sustainable for this and future generations.

John Turman, 4227 NW Elmwood, Corvallis, stated that he was not part of any organized agenda or organization, that he has voted for school bonds and levies including the most recent one, has been to almost all school Board meetings over the past two years, understands the issues and is on the Board's side on this one (teacher contract negotiations). He stated a contract proposal of the teachers amounted to a savings of 1/10th of 1% of the budget over 3 years (\$200,000), not a solution to the problems the District is facing. He stated that ERI is a contract item, which is renegotiated periodically. He said it would be counterproductive for teachers to not take advantage of retirement if eligible, as they would receive 60-70% of their current salary through the Public Employees Retirement System (PERS). They could get another job and collect that whole salary as well as opposed to continuing to work for the 30-40% difference in what would have been their PERS retirement and their working salary. Education, like other systems, needs to be sustainable. Student enrollment dropping 9% with staff decreasing by far more, at 30%, indicates a serious problem. He ended by saying that it takes more courage to be on the Board than teaching.

Susan Zarimba, 2180 NW Brownly Heights Road, Corvallis, thanked everyone for being there: parents, teachers, Board, and community members. She believes all were there because they truly care about the education of young people, which gives them courage. She said she is the parent of an elementary student and a middle school student and has been a frequent volunteer in the schools for seven years. She has seen teachers' hard work and generous gifts of time and personal resources beyond the terms of their contract. They are one of the main reasons for excellent schools even with the budget cuts. These devoted and hard working teachers are now feeling disrespected and devalued. She said she understands that in 1981 they received lower salaries than they would have in exchange for the promise of deferred compensation. The term was used repeatedly in contracts, including the most recent contract that expired in June. She said framing it as "supplemental early retirement," makes it seem the District is free to continue or discontinue it which is different than paying teachers what they have already earned. She asked Board to honor their obligations and listen to the teachers' offer, and try to come closer to the original promise and to do it publicly.

Bill Patton, PO Box 975, Philomath, believes most of Corvallis supports teachers and does not see a person's position on renegotiating teacher retirement benefits as tied to support or non-support of teachers. He said there are inequities in the incomes of various professions and wishes professional athletes and teachers could trade salaries, even for a day. He hopes the

Board can give teachers as much as economically feasible though he believes economic realities require the Board and administration to consider all avenues for reducing the budget, specifically to reconsider retirement and insurance benefits. He told the Board to hang in there, as there are a lot more like him. In referring to the October 11 Board meeting, he said he had heard there was a lot of criticism of the Board and individuals at central office and believes it to be a sign of a weak argument when one side resorts to demonizing the other. He hopes future meetings remain civil and respectful.

Joe Lumianski, 470 SE Viewmont, Corvallis, stated he was the father of a seven-year-old daughter at Lincoln Elementary who has had wonderful teachers. He stated that the current incredibly difficult financial situation that the District finds itself in is easy for no one, but when people negotiate a contract it needs to be honored, it strikes at the core of how people should treat each other. He wants the Board to think long and hard about negotiations, spread the dollars around, and take care of the teachers because they take care of the community's kids.

Edith Orner, 2633 NW Squire Place, Albany, stated she was a retired 509J teacher and counselor, spending 29 of her 31 teaching years in 509J, serving as chair of the '81 teachers contract committee. She said the contract does not say what was discussed and one cannot say that teachers did not trade their salary raise for early retirement. In 1981, the District was interested in retaining career teachers long term. She said that Corvallis was known as a desirable place to work and she knew of teachers who applied year after year to get jobs here due to early retirement. She concluded by saying the District's contract history does not make Corvallis a great place to work along with salary freezes, reductions in insurance coverage, elimination of deferred compensation for new hires, greatly increased teaching loads, loss of planning time, and other concessions. Now with the acceleration of terminating the early retirement teachers do not have the opportunity to plan differently for their retirement and the teaching climate is bleak indeed and Corvallis is becoming a mediocre place to teach. She added that she was also the chair of the bargaining team in 1978, the year teachers went on strike, and she urged (the Board) to not let that happen again.

Chair Gable reminded everyone that it is the teachers who decide to go on strike.

Raymond M. Brooks, 3721 NW Wisteria, Corvallis, stated that he is a senior finance professor at Oregon State University and often at bargaining negotiators think they have come to an impasse because they are using the wrong terminology for issues. He has heard the teachers' "deferred compensation" referred to as a "benefit" and stated that that is the wrong terminology. Deferred compensation is when salaries are paid at a later date, similar to a private 401K program. In 1981, when teachers decided not to take full salary, delaying their compensation, in essence a District-managed 401K program was started for teachers. He said it is the Board's fiduciary responsibility to pay out the money. He said that what the Board is doing now is illegal in the private sector. The only variable the Board has to work with is the length of time of payout, not the lump sum of that deferred compensation. Mr. Brooks distributed a spreadsheet which showed how the District could apply the only variable it can, time, to payout the teachers' deferred compensation. (Filed in Section V of the Official 2004-05 Board Minutes.) He stressed deferred compensation is not a benefit and to quit using that term.

Libby Stoops, PO Box 797, Corvallis, stated that she and her husband think teachers matter, enough that they chose their child's school due to the teacher, and she would not leave her child to be educated, nurtured and protected by any other profession than a teacher. Because of their difficult job and enormous responsibility for each child in their care, she feels they should have greater benefits and retirement than she does herself. She found the last Board meeting's speakers respectful but was appalled by the tone of voice of the Board and the insistence that "it usually isn't done that way" when referring to meeting face to face with teachers during negotiations. She said she would have walked out of the meeting, too. She said the District trusts teachers to teach algebra and calculus yet not to add and subtract in presenting their offer. She asked the Board to meet with teachers and solve in a fair and equitable way. She said it seems to her that when someone gives up a raise for future payment and keeps that future payment in their contract for over 20 years, then it is deferred compensation and should be honored as such. She questioned that if past school boards saw deferred compensation as a normal bargaining benefit (as opposed to deferred compensation), why did they continue to approve it for more than 20 years? She said teachers will continue to teach beyond early retirement years and the District will pay more money.

Tessa Hanover, 2685 SW DeArmond Drive, thanked both sides for clarifying the issues. She said both have valid points but she supports the teachers. She was a high school student in Eugene when teachers went on strike for two weeks and she related that it affects students and their families and does not want that for her children.

John Detweiler, 3130 NW Greenwood, Corvallis, stated he writes in the Corvallis Gazette-Times as many may be aware and he supports, thanks, and encourages the Board in their efforts to keep personnel costs down. He feels that if personnel costs are not kept down then the District will be in the same trouble as all the major airlines.

Lee Vasche, 5954 NW Rosewood Drive, Corvallis, stated he is a recent graduate of Oregon State University and a member of Citizens for Responsible School Funding, a group that formed about a year ago in response to the county income tax measure last year, which was defeated by 62%. The group also opposed the District levy to force a more intense review of funding. He believes the vote was in support of the Board and that the levy failed by 15,000 votes because voters want to put kids first with funds spent in the classroom for textbooks and hiring more teachers, not for benefits and overhead. He said future levies would fail for the same reason. He asserted that terminating ERI is one step in getting the District back into their financial responsibility of putting students first.

Marty Lowrey, 266 SE Park Avenue, Corvallis, thanked the school board for serving. She stated she is a parent of two children in the District and has worked for ten years as an advocate for the community's most vulnerable children. She said the Board honors teachers with words and awards on one hand but takes away benefits with the other. She feels the Board is failing in one of its stated responsibilities, that of maintaining effective two-way communication with its staff and asked that the Board re-reconsider attending negotiations face to face. She was stunned by the Board's statement quoted in the newspaper from one of the meetings that they valued

teachers, that they were aware that the proposed contract constitutes a loss for teachers, but that life happens. She felt such comments stifled communications and severed working relationships, wounds that would not get fixed just because a contract gets signed. She asked that the Board creatively, courageously, and innovatively address the issues.

Ken Roth, 605 NW Calloway Drive, Corvallis, stated he was fairly new to Corvallis, has no connection to the District, but appreciates the community and supports its teachers who are at its core. He questioned how he could contribute money to the District that they would have received had the levy passed and challenged others to do the same. Chair Gable responded that he could contribute to the Corvallis Public Schools Foundation to the general fund or to a specific program.

Dan Ziegler, 3460 NW Dimple Hill Road, Corvallis, stated he was not there to talk about early retirement pro or con but \$6 million in what he described as misdirected spending, which he said is not even a part of it. He encouraged parents to visit the website of BentonSentinel.com where they would find details. He stated that District benefits are luxurious at 70% above the national average when compared to other government and private organizations. The rest of the \$6 million is spent on too much overhead including employees that do not teach in the classrooms. He related that overhead has grown 40% in the last 12-14 years noting that the number of overhead support personnel per teacher has grown. He ascertained that if spending on overhead and benefits was redirected to the classroom 54 more teachers could be added, the District could have a fully funded textbook budget, and class sizes could be reduced by 20%. Initial steps to move in that direction could include increasing employee health care premiums from the current \$28 per month (he noted the average was over \$200 across the nation in 2003), terminate early retirement, and reduce PERS, among other things. He added that reducing 26 overhead positions could result in a modest 11% cut, not Draconian.

Through Board questions and comments it was ascertained that Mr. Ziegler has volunteered in the schools and would continue to volunteer in the high schools if the teachers would welcome him. Director Johnson expressed his frustration at Mr. Ziegler's continued communications to the Board and the community which he felt were maligning the work of the Board and devaluing of District employees without basis and felt Mr. Ziegler was not contributing positively to the learning environment of students. He suggested that Mr. Ziegler run for a position on the Board and, if so, he would welcome the opportunity to change his retirement plans and challenge him. Mr. Ziegler questioned Director Johnson as to what his solution was in preventing the steady erosion of class sizes and the situation with textbooks, stating he supports the school board in its tough job of being fiscally responsible. Director Gelsler named many "overhead" positions such as assistance for English-as-a-second language, special education, library, playground, and the classroom and justified their value to the educational system for safety and learning success.

Chair Gable stated that she had received a few letters from citizens who wanted their letters read into the record during the meeting but not their names. As that is not the usual practice, in part because it could lead to hundreds of letter requests, she summarized their content by commenting that she had received a few letters in support of the Board's position in negotiations and one in support of the teachers. She noted that several of the evening's speakers were not able to finish

their comments in the allotted time and told them to please feel free to submit additional testimony in writing to the Board.

VII. STAFF PARTICIPATION

Chris Gerding, Cheldelin Middle School, said she is a product of 509J education and she was thrilled when hired in 1979 at Corvallis High School. She provided a history of her tenure explaining that she was transferred involuntarily many times and told herself that at least she had a great retirement plan. She stated she was proud she had survived the challenges, that she is a proud part of the bargaining team, and she will fight like hell to represent the teachers' interests.

Ed Curtis, Corvallis High School, thanked teacher Rob Cornell for his weekends spent and lack of sleep trying to figure out ways to show the Board that the concept of deferred compensation is a savings for this District. He asserted that he had proved it. Mr. Curtis explained that he is in his 31st year of teaching for the District and he has rarely felt less supported, even when considering the strike in 1978. He agreed with Director Johnson's comments to Mr. Ziegler but said that he was a day late and a dollar short, relating that he wished Director Johnson could have said the group's statistics were untrue prior to the levy election a few weeks ago. He said that no response to the presented statistics is not enough to show non-support. He wants to continue the bargaining process and stated the teachers' offer will save the District money. He does not want large numbers of students in classrooms like he has this year of 41 students, but if the teachers are not provided their earned deferred compensation that will happen as teachers at the higher end of the pay scale will stay on as they will not be able to afford to retire. He stated that he came back to teach after retirement for that very reason.

Dan Bregar, Crescent Valley High School, stated that when have a budget that is not sufficient kids suffer whether schools are closed or cuts are made to books, programs, teaching positions or teacher compensation. He stated that if not for his great colleagues he would leave. He ended by saying that he had sent a letter to the Board that said in part that teachers could teach without books but not without hope.

Christopher Becerra, Linus Pauling, English as a Second Language teacher, read parts of various emails Chair Gable had sent to staff. He said that despite her recognizing the need to attract and retain highly qualified talented teachers and nurturing new teachers by suggesting increasing salaries of teachers hired in the last three years, if the District wants to keep him as a teacher, establishing trust would be important. He said he was disheartened when reading an email that morning that suggested cutting six teacher preparation days and said it reflects that when push comes to shove teachers will be asked to take a pay cut and do more work. In concluding, he stated feeling disrespected at the last Board meeting when Chair Gable, in responding to the District's inability to maintain current benefits, stated, "Life happens." He acknowledged it might have been unintended but invited her to apologize.

Jenny Peterson, Corvallis High School, stated she has been teaching for eight years, all at Corvallis High School. During that time she has had an hour's commute each way and though

she has enjoyed her job the high levels of exhaustion, low morale, having to adjust her teaching philosophy to survive day to day to do the job, and spending 8-10 hours every weekend to stay on top, it is becoming not worth it. She values veteran teachers and said it is time to take care of teachers and settle the deferred compensation issue.

Tracy Lanquin, Wilson Elementary, stated she had recently located from Grants Pass, where one school had 85% of students on free and reduced lunches, not an affluent community. She knew the cost of living here was higher and was told salaries were competitive. The nearly \$20,000 comparative decrease in salary along with paying about \$400 for insurance benefits, something she had not had to do before, did not support that view. She said Corvallis is not competitive and certainly not luxurious.

Leslie Griffin, Corvallis High School, agreed with previous speakers' comments. She said teachers are the lifeblood of the District and she supports veteran teachers. She said the situation now here is the worst she has seen over her years of positions in various locales and she wonders if it is worth it to stay due to the stress and job conditions. She asked for creative problem solving and establishing a working relationship with Board. She related there has been a relentless assault on morale and asked that the budget not be balanced on the backs of teachers. She requested the Board to attend the next negotiation session and to come together in a unified respectful settlement. She said that young teachers would not believe the words of retired teachers in describing working in Corvallis as "Pleasantville."

Clair Smith, Cheldelin, stated she began working for the District last year and was initially enthusiastic and optimistic about working in this community. She and her colleagues spend about 20 hours a week outside of the classroom working, spending personal time and money applying for grants, buying supplies and curriculum, and educating themselves. She felt the commute from Eugene would be worthwhile but the status of the current negotiations is causing her to question her career goal. She cannot afford the insurance proposed on top of her mortgage, car loan, student loan, and other living expenses. She said the graduate programs in Eugene and Corvallis are watching the negotiations and she wonders that if this District can do this to teachers who have been loyal for 20 years, what will happen to her?

Chair Gable thanked all those who spoke and called for a five minute break at 8:58 p.m.

The meeting resumed at 9:13 p.m.

VIII. SPECIAL REPORTS - DISTRICT IMPROVEMENT PLAN - 2004-05 DISTRICT'S PRIORITIES AND EMERGING ISSUES

Chair Gable introduced this topic by stating the that Board had been working on this for quite some time and that only a short review would be undertaken for each of the five listed priorities at this time.

Assistant Superintendent Tarzian asked the Board to reflect on three things as the priorities were highlighted: what the Board as individuals and as a body would do to support the priorities, how meetings could be focused to accomplish the priorities, and what priorities needed to be added, if any.

1. Extended Learning Opportunities

Assistant Superintendent Tarzian stated that a focus this year has been on supporting teachers and their initiatives that move the District Improvement Plan forward. She related that individual learning contracts will begin by second semester mainly at the secondary level, work has begun to build an online portfolio system that coincides with state graduation requirements, and building and maintaining community partnerships is ongoing.

2. Bargaining

Assistant Superintendent Tarzian reported that bargaining is continually underway in meetings, executive sessions, and in between.

3. Superintendent Search

Chair Gable reviewed for the audience that the Board had earlier agreed to accept internal applications before seeing outside applicants for the position of superintendent, from which Dr. Ford will retire June 30. Chair Gable stated the Board had met in executive session that evening and had agreed to interview Assistant Superintendent Tarzian for the position of superintendent. She hoped that could be accomplished prior to November 22, at which point the Board would decide whether they were prepared to negotiate a contract with her.

4. Local option levy

Assistant Superintendent Tarzian noted that citizen speaker Mr. Vasche's levy failure figures differed from hers, as she understood the difference to be much closer. She said the District is looking at the budget earlier this year to determine where cuts might be made. She added that the high schools are in contact with the Oregon Department of Education to determine a process that would help administrators make cuts while remaining accredited. Business Services Director Kathy Rodeman has also been involved in looking at budgeting in light of failed levy.

5. Boundaries and school closure

Assistant Superintendent Tarzian said the superintendent's staff hoped to be able to present a roughed out plan regarding boundaries and school closures to the Board by November 22. Current discussion is leaning towards hiring a retired city planner to help with demographics, research, committee management, and to meet with the public, Board, superintendent, and staff.

Chair Gable addressed the Board suggesting more development by the Board was needed on this topic as to the process timeline and who would be held accountable for what. Pending no

objections from the other members, she appointed herself and Vice Chair O'Malley to assist Superintendent Ford and Assistant Superintendent Tarzian in that effort.

Chair Gable then directed the Board's attention to the listed priorities and questioned whether they were ready to adopt the related document as an overall guide.

MOTION #25: Director Baldwin moved, Director Gelser seconded, to adopt the "Proposal for Board Priorities: Fall, 2004" as presented. The motion passed unanimously. (See Supplemental Item #IV-18 in the Official 2004-05 Board Minutes.)

IX. CONSOLIDATED ACTION

Director Rieck requested that Items B7: Agreement with Trillium Family Services for Counseling Services and B8: Agreement with Milestones Family Recovery Program for YES House Education Instruction be held for discussion.

Director Gelser requested that the June 14, 2004 Budget Review Committee minutes be held for discussion.

MOTION #26: Director Johnson moved, Director O'Malley seconded, that with the exceptions of B7, B8 and the minutes of the June 14, 2004 Budget Review Committee, the remaining Consolidated Action items be approved. The motion passed unanimously.

A. APPROVAL OF MINUTES

The regular meeting minutes of June 28, 2004 were approved as presented.

Held for Discussion: Director Gelser requested that the minutes of the June 14, 2004 Budget Review Committee be removed from consideration as she would like to have some statements reviewed. The minutes were considered tabled.

B. SUPPORT SERVICE ITEMS

1. LICENSED PERSONNEL RECOMMENDATIONS

The Board approved the recommendations. (Filed as Supplemental Item #IV-19 of the Official 2004-05 Board Minutes.)

2. RETIRED ADMINISTRATOR EMPLOYEE'S SINGLE ASSIGNMENT CONTRACT – KEESEE

The Board approved this contract that retains retired Food Services Manager Joanne Keesee for the remainder of the school year. Ms. Keesee retired October 1, 2004 and beginning January 1, 2005, will work a reduced schedule of 4.5 hours per day. (See Supplemental Item #I-15 in the Official 2004-05 Board Minutes.)

3. AGREEMENT WITH BENTON COUNTY FOR LINUS PAULING MIDDLE SCHOOL RECYCLE PROGRAM

The Board approved this agreement, which enables the recycling program at Linus Pauling Middle School to be expanded including a composting and home outreach program to be added at no cost to the District. (See Supplemental Item #I-16 in the Official 2004-05 Board Minutes.)

4. AGREEMENT WITH BENTON COUNTY FOR GARFIELD ELEMENTARY SCHOOL RECYCLE PROGRAM

The Board approved this agreement that enables Garfield staff and students to create a reuse center at the school. The goal is to reduce the amount of reusable and recyclable materials that end up in the local landfill and provide a basic educational foundation for Garfield students that emphasize alternative options for waste. It will also allow upper grade students to be involved in a community service/leadership project in the school. (See Supplemental Item #I-17 in the Official 2004-05 Board Minutes.)

5. REJECTION OF BIDS FOR THE CVHS REPAVING PROJECT

The Board approved the requested rejection of bids for the CVHS Repaving Project as the only bid that was received exceeded the engineer's estimate by approximately \$10,000 and another opportunity to solicit bids would occur in the spring. (See Supplemental Item #II-2 in the Official 2004-05 Board Minutes.)

6. CORVALLIS SCHOOL DISTRICT SAFETY, ALCOHOL, TOBACCO AND OTHER DRUG AND VIOLENCE PREVENTION PLAN

The Board adopted the required prevention plan, enabling the District to receive \$34,515 in anticipated funding which will be distributed to behavior programs, staff development, supplies, Benton County Mental Health Services, and Parent and Community Training to achieve the stated goals of this plan under Title IV, Part A (Safe & Drug Free Schools) of the No Child Left Behind Act. The template of the plan comes from the Oregon Department of Education and is updated each year. (See Supplemental Item #VII-3 in the Official 2004-05 Board Minutes.)

7. AGREEMENT WITH TRILLIUM FAMILY SERVICES FOR COUNSELING SERVICES

Held for Discussion: Director Rieck stated she requested this item and Item B.8. be held as she wanted to express her concern that they are retroactive contracts. See Item B.8.

The Board approved this agreement (See Motion #27) through which Trillium Family Services provides therapeutic services for students who have been referred by their principals, teacher or building counselor as students who are at risk. The District has contracted with Trillium Family Services in this capacity for three years. (See Supplemental Item #I-18 in the Official 2004-05 Board Minutes.)

8. AGREEMENT WITH MILESTONES FAMILY RECOVERY PROGRAM FOR YES HOUSE
EDUCATION INSTRUCTION

Held for Discussion: Director Rieck stated she requested this item and Item B.7. be held as she wanted to express her concern that they are retroactive contracts.

MOTION 27: Director Rieck moved, Director Johnson seconded, to approve Items B.7. and B.8 as presented. The motion passed unanimously.

This Board approved this agreement which meets the District's requirement to provide educational instruction to students attending the Milestones Family Recovery Program, "YES House," a drug and alcohol treatment center. (See Supplemental Item #I-19 in the Official 2004-05 Board Minutes.)

9. IN-KIND DONATIONS

The Board accepted the donations. (Filed as Supplemental Item #X-11 of the Official 2004-05 Board Minutes.)

X. CONSOLIDATED INFORMATION

A. CORRESPONDENCE

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

B. EDUCATIONAL SERVICES ITEMS

1. INTERDISTRICT TRANSFER INFORMATION

The Board received information on 13 interdistrict transfers.

2. EXTENDED FIELD TRIPS

The Board received information on five extended field trips. (Filed as Supplemental Item #IV-20 of the Official 2004-05 Board Minutes.)

C. SUPPORT SERVICES ITEMS

1. NON-LICENSED PERSONNEL INFORMATION

(Filed as Supplemental Item #IV-21 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 September 30, 2004. (Filed as Supplemental Item #X-12 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-13 in the Official 2004-05 Board Minutes.)

XI. OTHER DISTRICT BUSINESS

There was no other District business.

XII. EXECUTIVE SESSION – The Board met at 5:30 p.m. in Executive Session under ORS 192.660(2)(a) – Consider the Employment of a Superintendent and ORS 192.660(2)(d) – Labor Negotiations.

XIII. ADJOURNMENT

Being no further business, Chair Gable adjourned the meeting at 9:28 p.m.

Cyrel Gable, Chair

Dawn Tarzian, Assistant Superintendent

Prepared by: Jolene Shute
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