

LINCOLN COUNTY SCHOOL DISTRICT
Board of Directors- Regular Session
Tuesday, November 12, 2013- 7:00 p.m.
Toledo Jr./Sr. High School
Toledo, Oregon

Minutes

PRESIDING: Chairman Ron Beck

Present: Chairman Ron Beck; Vice Chairman Liz Martin; Karen Bondley, Kelley Ellis, Terri Woodd, Directors

Also Present: Tom Rinearson, Superintendent; Laurie Urquhart, Secretary; approximately 30 members of the staff, media and patrons

Call to Order- Establishment of a Quorum

Chairman Beck convened the meeting and called the session to order at 7:00 p.m. with a quorum of all five board members present.

Communications

Waldport resident Seaheart Elan addressed the Board regarding the “old” Waldport Middle School and the hopes of several community members to purchase the building, should that possibility exist. Their hope is to use the building for community activities. She noted her participation in the ad hoc committee for the open space project in Waldport.

**Communications-
Superintendent Qualifications**

Part of the search for a new superintendent involves seeking public input regarding what qualifications and qualities are needed in a new leader. This agenda provided one additional opportunity for public comment; no additional comments were generated.

Board Reports

Board Chair Ron Beck noted the Board’s upcoming participation in the annual Oregon School Boards Association (OSBA) conference.

Director Kelley Ellis gave kudos to District Office staff and their helpers for the “amazing” decorations on Halloween. The Deco District in Newport offers a “Decoween” event each year; this year, district office staff transformed the office to the world of Harry Potter.

Superintendent Search- Qualifications, Salary Range

Search consultant Greg McKenzie and his associate Mike Taylor described results of their visits to the four core communities of Lincoln County to gather input on needed qualities/qualifications for a new superintendent. Both held sessions with students, staff and community members at high schools in Lincoln City, Newport, Toledo and Waldport.

All total, the consultants gathered information from approximately 400 people. Mr. Taylor noted the district is comprised of about “11 or 12 communities with lots of zip codes.” He said the input was valuable and thoughtful.

Several common characteristics emerged regarding the desire to improve student achievement and the readiness of the district for coming changes in education. Respondents asked to keep the identity of their respective communities, but recognized their part of a larger organization. Students mentioned the quality of staff and their attachment with students at their respective schools.

Board policy describes some of the qualifications needed in a superintendent, including proper licensure, education and experience at the central office level. In addition the consultants, by combining results of the face-to-face meetings, the surveys and telephone interviews, identified several attributes needed in a superintendent, including: •good communicator and listener; •high degree of integrity/honesty; background in teaching; •committed to serving all kids; •collaborative leadership style; •approachable/personable; •open-minded; •puts kids first; •sense of humor; •empowering leader; •builds community and business partnerships; •strong core values; •innovative.

Director Woodd asked that language related to creating a kinder, gentler climate be included. She also asked that “good” communicator be changed to “excellent,” and noted her opinion that the ideal candidate have a high degree of emotional intelligence. Director Ellis asked that verbiage about maintaining the diversity and culture of the communities of LCSD be included.

Mr. McKenzie said the suggested list provides a menu from which the search consultants will choose to build the search literature. Chairman Beck asked Superintendent Rinearson his opinion of the provided verbiage, to which Mr. Rinearson replied “I could have written this; everything the Board said fits the list of the profile.”

Board members asked that the ‘leadership skills’ section be revised to use more active words. Mr. McKenzie asked the Board to approve the overall concept of the conversation at the Board meeting; he will then send the revised document to the Chair and Vice Chair for their review.

Approval of Qualifications for New Superintendent

Motion 13/14-18

On motion of Director Ellis, seconded by Director Woodd, the Board unanimously approved qualities/qualifications for a new Superintendent as discussed 11/12/13.

Approval of Salary Range, New Superintendent

Motion 13/14-19

On motion of Director Bondley, seconded by Director Ellis, the Board unanimously approved a base salary range for a new Superintendent of \$130,000 to \$145,000.

(Mr. McKenzie presented information regarding salaries of superintendents in like-sized Oregon districts and suggested the salary range, which the Board subsequently approved.)

The consultants will use the results of the survey and Board approved “qualifications” to prepare recruiting material for the superintendent search. The position will be posted in mid-December and will be open through the end of January 2014.

East Area Report

Toledo Elementary Principal Sandy Mummey reported “turkey bingo” is Friday, November 22nd from 5:30 to 8 p.m. (doors open at 5:00 p.m.). She gave kudos to the 48 students recently honored for following “Tribes” agreements (a community building curriculum).

Ms. Mummey reported math interventions are up and running at the school, with daily interventions of 30 minutes for each grade level (grades 1-6). She also noted an additional first grade teacher has been hired at the school.

Toledo Jr./Sr. High Principal Clint Raever thanked the Board for allowing the school to begin “Friday school” interventions. “Friday school attendance has been strong, and those students’ grades seem to be improving as a result,” said Raever.

Student Representatives

ASB President **Dylan Purdom** reported student leaders assisted seventh grade and other new students on the first day of school by providing tours and helpful hints. He noted that the “colors” system begun last year is successfully continuing. (Students are assigned one of seven colors that remain with them their entire career at the school. These color assignments do not consider grade level).

ASB Vice President and Senior Class President **Karisa Howry** reported a canned food drive is planned for early December. “Our goal is 4,000 pounds this year,” said Howry. She said a recent blood drive was quite successful and added that the school will observe cancer awareness week in February.

Editors of the Toledo Jr./Sr. High paper (the *Boomerang*) **Savanna Rilatos** and **Clarinda Black** reported they will be creating a unique paper with a river theme, similar to one created last year by Newport High students focusing on the ocean. *Riverworks* will feature digital photography, creative writing and poetry. Grants from the Confederated Tribes of Siletz and from Georgia Pacific will support this effort.

Financial Reports

Business Manager Julie Baldwin prepared the financial reports and a summary prior to the board meeting, where they were distributed. Ms. Baldwin was attending training and the OASBO conference so was not available to attend the board meeting. The summary noted no unanticipated revenues or expenditures.

Superintendent's Report

Superintendent Rinearson reported the cities of Waldport and Yachats as well as the Port of Alsea recently held an off-road bike race. He reported he attended the event, which was well attended. The District received a letter of thanks from the organizers for their use of the old Waldport High School during the event.

Mr. Rinearson thanked Dr. Rick Letherer for continuing the tradition of offering six children's eye exams and glasses to those of the six that need them.

The Superintendent recognized Newport High students Jacob Hanna, Rachel Johnson, Skyler Pavlish-Carpenter and Sophia Solano for being named 'commended students' in the 2014 National Merit Scholarship program. These students placed in the top five percent of more than 1.5 million students who entered the competition by taking the PSAT test.

Superintendent Rinearson noted Crestview Heights second grade teacher Elizabeth Rossmiller will receive two Ipads as a result of her participation in the "Donors Choose" program. Donors Choose is a free non-profit website where teachers can receive funding for student resources. Ms. Rossmiller will use the Ipads for struggling readers. The largest contributor was Direct TV, who donated over \$500 toward the Ipads.

Mr. Rinearson reminded Board members that the last day of school before the week-long Thanksgiving break is Friday, November 22nd.

Approval of the Consent Calendar

Motion 13/14-20

On motion of Director Martin, seconded by Director Woodd, the Board unanimously approved Consent Calendar items, including:

- Minutes, 9/10/13 Regular Session;**
- Regular Personnel Items and addendum;**
- Date of First 14/15 Budget Committee Meeting (May 6, 2014).**

Approval of Zone 4 Budget Committee Member

Motion 13/14-21

On motion of Director Ellis, seconded by Director Bondley, the Board unanimously appointed Jeff Doyle to the Zone 4 position of the LCSD Budget committee, with a three year term to expire June 30, 2016. Mr. Doyle was appointed last year to a one-year remainder term that expired June 30, 2013 then indicated his willingness to continue in this role.

Approval of Resolution- American Education Week

Motion 13/14-22

On motion of Director Martin, seconded by director Ellis, the Board unanimously approved Resolution 2013/14-3, proclaiming the week of November 18-22, 2013 as American Education Week. This observance is celebrated nationwide to honor educators and the vital work they do. Chairman Beck read the proclamation to the audience.

OSBA Election

Each year, Oregon School Boards Association (OSBA) holds an online election related to governance of that organization. This year, the LCSD Board is being asked to consider one resolution changing the OSBA constitution as it relates to that elections process.

Also, the LCSD Board will vote on one OSBA Board position as well as one Legislative Policy Committee position. This item will return for the Board's consideration at the December meeting.

The meeting was adjourned at 8:28 p.m.

Chairman

Superintendent