

**LINCOLN COUNTY SCHOOL DISTRICT**  
**Board of Directors- Regular Session**  
**Tuesday, November 14, 2017 – 7:00 p.m.**  
**Toledo Jr./Sr. High School**  
**Toledo, Oregon**

**Minutes**

**PRESIDING:** Ron Beck, Chairman

**Present:** Ron Beck, Chairman; Amanda Remund, Vice Chairman; Karen Bondley, Liz Martin, Jenny Demaris, Directors

**Also Present:** Jon Zagel, Acting Superintendent; Tom Rinearson, Superintendent; Laurie Urquhart, Secretary

**Handouts:** Financial Statements as of 10/31/17; Nutrition Services Newsletter, Nov. 2017

**Call to Order- Establishment of a Quorum**

Chairman Beck convened the meeting and called the session to order at 7:03 with a quorum of all five board members present. Superintendent Rinearson was in the audience; Acting Superintendent Jon Zagel sat at the board table.

**Public Comment on Superintendent Qualifications**

Public input regarding needed qualities and qualifications in a new superintendent has been gathered in a number of ways. The board meeting provided one additional opportunity for public comment on this topic; no comments were generated.

**Substitute Teacher of the Year- Fawn Custer**

LCSD substitute teacher Fawn Custer was named the Oregon Substitute Teacher of the Year for 2017/18. Principal Clint Raever presented her with a plaque and thanked her for her outstanding service. She has worked in LCSD for over 20 years.

Ms. Custer thanked her supporters, and said she enjoys filling in for teachers, working with students, and getting the lessons completed.

**Board Reports**

Board members attended the annual Oregon School Boards Association conference recently, and expressed their appreciation of the offerings there.

Board Chair congratulated Sodexo Food Services General Manager Patty Graves, named Oregon General Manager of the year.

He also congratulated and gave kudos to the Newport High soccer team for their second consecutive 4A state title.

### **First Lego League Team Presentation**

Team Coach Jennifer Raever introduced the First Lego League team, the Water Boys, who presented on the Hydro Dynamics Challenge. The team is comprised of six students: five seventh graders from Newport Middle and one 8th grader from Eddyville Charter.

First Lego League is a competition for students in grades 4-8 who design and build a robot to complete missions and solve a real world problem under a theme given them each year. This year's theme is hydro dynamics: how we find, transport, use and of dispose of water. The Water Boys designed a layered system to collect and re-use rainwater.

The team must present their findings to an organization as part of the competition.

### **Student Representatives**

Toledo Hr./Sr. High teacher Eddie Townsend noted the school is in its first year of AVID (Advancement Via Individual Determination) strategies. He reported the program is very helpful to students.

Several AVID students walked the board through a sample tutorial, a strategy used to solve student questions about particular content areas. They described how to determine simple interest by using a formula.

### **East Area Reports**

**-Toledo Elementary Principal Paul Tucker** summarized several new strategies at TOES created to involve students, including focus on students doing well in math, as well as those with challenging behavior. Other methods to involve students include a student mentor program, robotics, Battle of the Books, after school bowling, archery, swim lessons and STEM field trips.

Mr. Tucker invited all to attend Toledo Elementary's annual major fundraiser (Turkey Bingo) on Friday, November 17. Doors open at 5:00 p.m. at the school.

**-Toledo Jr./Sr. High Principal Clint Raever** reported winter sports are gearing up; the school plans to field junior varsity and varsity basketball teams for both boys and girls. The number of students participating in wrestling has increased, and the school will have a swim team (unusual for a school of its size).

Mr. Raever is working with Principal Paul Tucker to align math instruction K-12. They will use a math instructional expert to help.

He noted a focus on increasing student achievement and the graduation rate would include preparation for the ACT test, either second semester this school year or first semester of next.

## **Financial Reports**

Director of Business Services Julie Baldwin thanked First Interstate Bank for their \$5,000 second yearly donation of three to support the school resource officer in Newport schools.

She noted expenditures in salaries increased due to the ratification of the Classified contract and retroactive pay for those employees.

Enrollment numbers have increased slightly, and property tax revenue is beginning to arrive.

The annual audit report should be completed in time for the December board meeting. Ms. Baldwin noted interest earnings are strong.

## **Superintendent's Report**

Acting Superintendent Jon Zagel thanked Dr. Rick Letherer, who is continuing a tradition he began in 1994. Dr. Letherer provides six student eye exams and glasses for those of the six who need them. Thank you to this great community partner!

Mr. Zagel thanked District Nurses Julie Turner and Betsy Brooks, District Health Assistant Emma Beckwith and school Health Assistants Roxie Smallwood and Tamara Ulrich for their outstanding work on a recent state immunization audit. Crestview Heights and Oceanlake Elementary were audited and passed with flying colors.

This week is National School Psychology Awareness week. The goal of the week is to illuminate the many ways that thoughtful action leads to positive outcomes for students, staff, and the school community at large. The district has six school psychologists.

Mr. Zagel wished board member Jenny Demaris an early 'happy birthday' (November 20).

The week of November 20-24 is Thanksgiving week; all district schools will be closed.

Mr. Zagel reported that Superintendent Rinearson would host a "listening session" in Lincoln City on Thursday, December 7 from 6 to 8 pm at Oceanlake Elementary. The purpose of the session is to provide an opportunity for all interested parties to comment on the possibility of a new school and school bus depot in Lincoln City. The district recently purchased 55 acres of land in north Lincoln City.

Chairman Beck noted he heard "rave reviews" on the Willie Wonka Halloween event at the district office. Several hundred children filed through the office to take part in the event.

## **Approval of the Consent Calendar**

## **Motion 17/18-13**

On motion of Director Demaris, seconded by Director Remund, the Board unanimously approved Consent Calendar items, as noted in the November 14, 2017 board folder, including

- Minutes, September 26, 2017 Work Session;**
- Minutes, October 2, 2017 Special Session;**
- Minutes, October 10, 2017 Work Session;**

- Minutes, October 10, 2017 Regular Session;
- Regular Personnel Items;
- Date of First Budget Committee Meeting (May 15, 2018, 7:00 p.m. at Newport High).

**Approval of American Education Week**

**Motion 17/18-14**

On motion of Director Martin, seconded by Director Bondley, the Board unanimously approved Resolution 2017/18-4, proclaiming the week of November 13-17 as “American Education Week.” The week is observed throughout the nation to honor educators and the vital work they do. Chairman Beck urged community members to join in celebrating educators who instruct and inspire students of all ages.

**Qualifications for New Superintendent**

**Motion 17/18-15**

On motion of Director Bondley, seconded by Director Demaris, the Board unanimously approved qualities/qualifications for a new Superintendent as discussed 11/14/17: good listener; understands/has experience in student and community realities; “oneness” in leadership; managing partner; unify the district around a common vision; strategic thinker in financial well-being; strong moral and ethical compass; passionate about students; evidence of moving an organization forward; effective communicator; and builds capacity in others.

Prior to the vote, Superintendent Rinearson reported results of community/staff/student meetings held in all four core communities of Lincoln County, an online survey, and input from the Board of Directors was compiled to gather input on needed qualities/qualifications for a new superintendent. (Current Superintendent Tom Rinearson will retire at the end of June, 2017.) Information from over 400 people was gathered.

Mr. Rinearson suggested the board select six to ten items from all of the input. From these, search material and interview questions would be developed. Mr. Rinearson asked board members to state the items they felt most important, then listed them on a chart pack.

After a lengthy discussion, the board reached consensus on the list above.

Board policy describes some of the qualifications needed in a superintendent, including proper licensure, education, and experience at the district office level.

**Salary Range for New Superintendent**

**Motion 17/18-16**

On motion of Director Bondley, seconded by Director Demaris, the Board unanimously approved a salary floor for a new superintendent of \$160,000. Mr. Rinearson presented information regarding salaries of superintendents in like-sized Oregon districts and suggested the Board offer a base salary floor of \$160,000. The average superintendent salary (from data provided by COSA for the 16/17 year) is \$166,605. The Board approved the salary floor.

**Policy JECBD and ARs, Homeless Students**

Operations Administrator Vince Dye presented revised policy and administrative rules for Policy JECBD, Homeless Students. The changes are due to revisions in the federal law under the Every Child Succeeds

Act (ESSA). Most changes revolve around removing barriers for homeless students. The policy will return for the Board's consideration at the next meeting.

### **Policy GBMA, Whistleblower**

Interim Director of Human Resources Tiana Tucker and Oregon School Boards Association (OSBA) suggests Policy GBMA, Whistleblower be revised to provide more clarity around statutory requirements. The policy will return for consideration at the next meeting.

### **Policy GCBDA, Family Medical Leave**

Interim Director Tucker reported the OSBA did an internal review of this policy, which resulted in edits to the policy and a reorganization of the administrative rules. The policy will return to the board for consideration at the next meeting.

### **Policy GBC, Staff Ethics**

Director of Business Services Julie Baldwin presented revised Policy GBC, Staff Ethics. One paragraph was added to the policy to allow employees to accept clothing purchased with district funds (i.e., t-shirts, etc.) to foster a positive school climate. Also added was the ability for employees to use district gyms to support wellness. Both of these additions are considered official compensation. The policy will return for the board's consideration at the next meeting.

### **Policy GBI, Gifts and Solicitations**

Ms. Baldwin presented revised policy GBI, Gifts and Solicitations, and accompanying new administrative rules, Internet-Sourced Crowdfunding Solicitation. The policy clarifies what is allowed and not, and identifies the \$50 per year limit from a single source in a single year.

The administrative rules are new, and lists the authorized sites for crowdfunding as the LCSD website donation site and donorschoose.org. Chairman Beck noted the crowdfunding rules are separate from Booster clubs.

The policy will return to the board at the next meeting for consideration.

### **Special Education Policies IGBA, IGBAG-AR, IGBAH, IGBAJ and ARs**

Special Education Administrator Cyndi Henry reported the above name policies were suggested for revision due to state legislation (SB 20), which is now on hold. The legislation relates to modified diplomas and services to special education students after they attain a modified diploma. She recommends the policies be held until the rules are more clearly defined by the state legislature.

### **Policy IGBAC, Special Education- Personnel**

This policy was revised to include minor language changes and is a required policy. It will return to the board at the December meeting for consideration.

**Policy IGBAK, Special Education- Public Availability of State Application**

Policy IGBAK was revised to remove references to the “No Child Left Behind Act,” and replaces them with the “Every Child Succeeds Act of 2015” (ESSA). The board will consider it in December.

**Policy JGAB, Use of Restraint and Seclusion**

This policy was revised to add a public complaint and appeal process, and the availability of it on the district website. The board will consider the policy at the next board meeting.

**Discussion on OSBA Election**

The LCSD Board received information on the OSBA election under separate cover. The board is asked to consider a resolution to change the OSBA bylaws to convert OSBA to a non-profit corporation.

There are two candidates for the OSBA board from which the board would choose, and one candidate for the OSBA Legislative Policy Committee.

The OSBA election materials will return for the board’s consideration at the next meeting.

**Discussion, Public Art Procedures**

A concerned patron, Niki Price, raised the topic of public art in Lincoln County schools at the September board meeting. She developed a possible process for administering certain kinds of public art created in LCSD.

The Board reached consensus that they would like to have a policy and administrative rules developed with regard to public art. This will return to them for discussion.

**Revised Calendar, Superintendent Search**

Superintendent Rinearson presented a revised superintendent search calendar for the board’s review. A January 23 work session was added for the board to practice interviewing, and the dates for initial interviews of superintendent candidates moved forward approximately one week. This made other activities also move forward.

The Superintendent asked board members to consider the calendar for any other adjustments needed, and how they felt about moving forward with any particular portion of it should a board member be unavailable for that portion. He asked board members plan for a full day of interviews, and asked them to block two days for site visits.

The meeting adjourned at 9:41 p.m.

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Chairman

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Superintendent