

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 7:03 p.m. in Westland Middle School cafeteria, 1435 SW 35th Street, Corvallis. Chair Gable dispensed with the calling of the roll and the secretary recorded those present as listed below.

BOARD MEMBERS PRESENT

Cyrel Gable, Chair
Robert Baldwin, Member
Sara Gelser, Member
Nell O’Malley, Member
Robert Johnson, Member

BOARD MEMBERS EXCUSED

Ron Miller, Vice Chair
Joan Demarest, Member

STUDENT REPRESENTATIVES PRESENT

Ashleigh Campi, Crescent Valley High School

PRINCIPALS PRESENT

Mike Strowbridge, Franklin K-8
Lynn Lahey, Garfield Elementary
Sharon Thornagle, Westland Middle
James Wickman, Westland Middle
Marla McVay, Mt. View Elementary
Denise Gorthy, Jefferson Elementary
Lois Rawers, Hoover Elementary
Rick Gaultney, Cheldelin Middle

EXECUTIVE STAFF PRESENT

Jim Ford, Superintendent
Ron Corbell, Assistant Superintendent
Jeanne Holmes, Assistant to the Superintendent
Dawn Tarzian, Teaching and Learning Director
Fred Wright, Auxiliary Services Director
Kim Finch, Student Services Director
Laverne Pitts, Foundation Director
Julie Catala, Board Secretary

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

It was announced a Board budget work session would be held the next Monday evening, March 17, regarding the dire financial straights the district finds itself in.

IV. STUDENT REPRESENTATIVES

No report was given.

V. SUPERINTENDENT'S REPORT

Superintendent Ford announced a Superintendent's Custodial Operations Assessment Committee had been formed to identify \$320,000 in savings in custodial funding during 2003-04. The committee will investigate contracted services as well as other means. The Committee will include a building administrator, two local citizens with business background, two custodial staff, two certified staff, one union representative and ex-officio members Oregon School Employees Association field representative Marilyn Thielke, Custodial Foreman John Meyer, and Auxiliary Services Director Fred Wright. A presentation of their findings will be made to the Board in either May or June.

As a consequence of the joint City Council/School Board meeting a week ago Superintendent Ford announced a refinement committee has been formed which will meet to further discuss ways to jointly increase revenue.

VI. CITIZEN PARTICIPATION**A. MID-VALLEY LIONS CLUB AWARD PRESENTATION**

F. I. Goldhaber, president of the Mid-Valley Lions Club came forward and annotated the club's contributions, along with the Corvallis Lions Club, in the Corvallis School district. One of their projects is a peace poster contest for middle schoolers. She explained one local winner, Anna Fredrickson, had gone on to achieve state, national, and international accolades for her entry. She is among the top 24 worldwide out of more than 350,000 original entries. The Lion's Club district governor also came forward and presented Anna a check for \$500.

B. CITIZEN TESTIMONY

David Dowrie, 25204 Airport Rd., Philomath, spoke in favor of retaining custodians. As a parent he sees custodians as the key to the soul and being of the building itself. They provide continuity and safety for students. He firmly suggested the district retain the custodians, as outsourcing would result in higher turnover.

VII. STAFF PARTICIPATION

Six Oregon School Employees Association (OSEA) members who are employees of Corvallis School District 509J came forward to speak to the possibility of outsourcing the district's custodial services beginning next school year. Their comments follow.

Marta DeCoster, co-president of OSEA, reflected the district has been very collaborative in their effort to continue the ongoing quality of education while respecting employees. Changes have been made in the least disruptive way possible. The option of contracting out custodial services came as a surprise. She asked that Auxiliary Services Director Fred Wright be allowed to present a plan to keep custodial services in tact. She added there are hidden costs in privatization such as bid-procurement and maintenance, unemployment costs, less qualified employees, and loss of district control.

Roger Rictor, a district custodian, said he assists students, checks for vandalism, monitors federal security alarms, handles building rentals, coordinates outside activities, keeps boilers up and running, provides break, lunch, and crossing guard duty, oversees fire inspections, conducts minor repairs, and provides a safe building environment.

Phil Sawtelle, Campus Steward at Mt. View Elementary, suggested a higher turnover rate might be found along with less qualified employees if custodial services were outsourced. He stated he receives annual training in blood borne pathogens, asbestos abatement, biohazardous training and other areas. His daily duties include cleaning up blood spills and vomit, the raising and lowering of the flag, managing the public address system, and tracking work orders. Students write him letters of appreciation.

Rick Farley, a district custodian at Jefferson Elementary and district employee for 25 years, stated he is on the safety committee, he is on call almost 24 hours a day for the security alarm and he monitors the fire/earthquake drills in his building.

Alison Clement, Lincoln Elementary school library, spoke on behalf of custodians. She said custodians perform duties outside of their job descriptions. Their relationships with staff and students are valuable.

Linda Keller, co-president of OSEA, stated the employees of the association, which hold over 300 district positions, did not want to be helpless victims but rather participants in the exploration of the reorganization of custodial services. She said as the issue unfolds the value of district custodial services would be realized. She requested that there be a process in which they could participate and freely ask questions. She asked that Fred Wright be a part of the process.

Chair Gable commented she was optimistic about the joint committee and looked forward to their report.

Eneke Warnke, a district employee of 18 years and currently serving on the Corvallis Education Association (CEA) executive board as treasurer, stated she had reviewed Business Services Director Kathy Rodeman's (possible cuts) list. She asked that students and the classroom core be protected. She noted that over \$1 million has been spent in technology. She stated teachers continually ask how the district can continue to support as assistant to the superintendent and an assistant superintendent. They also question two middle school principals at each school and the recently centrally funded music program being put on the chopping block. They are wondering if music and art are cut, will they be considered a central office cut as the instructional facilitator position(s) was. She stated elementary teachers have the most student contact time and the least preparation time. Losing district custodial services is simply not acceptable. She asked that the experience of outsourcing custodial services in Portland be reviewed. She wanted to know where the line would be drawn for continued sacrifices. She added teachers are aware of the difficult situation the district finds itself in but they want to know they have been heard.

Peg Cornell, CEA president and Crescent Valley science teacher, reported that she would provide a list of association's suggested cuts. She stated she had reviewed the current budget document and Ms. Rodeman's list. Their criteria would keep items that directly impact student learning, eliminating those that do not. She added the biggest cuts should be furthest away from the students. She stated teachers have paid financial, physical, and emotional costs for students with no end in site. Her second area of comment was in strong support of the custodians. She said they make irreplaceable contributions daily to the educational process in Corvallis.

Chair Gable was compelled to comment that the Board values the services of the custodians. Outsourcing is only being considering because of dire circumstances. The district is looking under every rock, will assess every expenditure, and is aware of the downsides that contracting out would encumber.

VIII. SPECIAL REPORTS

A. DISTRICT IMPROVEMENT PLAN UPDATE

Chair Gable removed this item from the agenda.

B. SCHOOL CONSOLIDATION UPDATES

1. ADAMS ELEMENTARY SCHOOL

Speaking for Principal Patty Pearson, who had a final at Portland State University, Assistant to the Superintendent Jeanne Holmes stated Ms. Pearson feels the students are doing well, though a few were

isolated in the beginning. About half the staff is new with a large number coming from Harding and they have integrated well. Their biggest challenges have been lack of space and working out time to get to know one another due to time spent reorganizing. Parents are doing fine, though comments have been received that it is harder to meet other parents at Adams than at Harding as it was a walking school so parents ran into each other more often.

2. GARFIELD ELEMENTARY SCHOOL

Principal Lynn Lahey reported that 20-30% of their students have transferred in from other attendance areas. Their greatly increased growth since last year came as a surprise. It can be attributed not only to the consolidation but also to their Spanish dual immersion program and designation as a magnet school for a three-school area as opposed to one previously. New staff has been added and the change has been taken positively. Their population is at 444 now, up from the 280 of a year ago. Space is definitely an issue. Another modular should be ready soon. Though they are running to catch up and adjust systems, the students have done well. They have tried not to ask students to switch spaces. The average class size is 30. It has been exciting working on new strategies for teaching and the staff is looking forward to next year.

3. JEFFERSON ELEMENTARY SCHOOL

Principal Denise Gorthy reported their school held several initiating activities as they had 56 students come from Harding. The students are doing well. Their population's size (350) and demographics have not changed much with the exception of English as a Second Language students, which have doubled from 12 to 24. Jefferson has only one new staff member. Their biggest concern is parking lot safety, which has always been a concern. It may seem more prominent now due to more students being brought to school who reside further from the school than students in the old boundary area. Forty-two percent of K-5 students are there because of transfers, some of which used to be Jefferson students now residing in the new boundary area for Garfield. As they are expecting increased enrollment next year she asked that perhaps the boundary areas be revisited at some point. They are continuing work on a written curriculum document for Jefferson and meeting the needs of their talented and gifted students.

4. MT. VIEW ELEMENTARY SCHOOL

Principal Marla McVay reported that 200 students came from Fairplay to join the 240 at Mt. View. Everyone jumped right in but it was difficult. Fairplay was grieving and it was more change than Mt. View expected. Half of the staff is new. The first one-third of the year was spent getting grounded with a common language. The children have done beautifully. Teachers are doing great work together in partnership. They have had retreats to get to know each other. Parents were the goal the second third of the year and get-togethers were scheduled. She reported they now have enough money to teach the whole student, which has been the biggest plus. They have been able to finance an art teacher with the parent organization's help.

5. WESTLAND MIDDLE SCHOOL

Co-principals Sharon Thornagle and James Wickman reported the students are doing fine. It is seamless. They don't hear students talking at all about who is from Western or who is from Highland. They created systems to give students a sense of belonging. There is not a great deal of time to socialize. Bonding has come through work where custodians and office staff put in many hours. They reported it was healthy to look at both school's (Western's and Highland's) programs and use the best. Parents see each other less frequently but they are supportive. They have volunteer coordinators for each grade and the school as a whole. Their concern is safety due to the number of students. Inside the building they are doing great but outside with traffic and students on bikes it is a concern. It was recommended for the next move (summer of 2004) to the newly constructed school that packing be done better. SWIS (school-wide information system) has produced flattering data showing less than half the number of student behavior referrals than for the two separate schools combined. No Child Left Behind funds were extended to the middle school level last year for the first time. They have used this to provide a period of reading for all students. The usual growth between the beginning of the year and the spring would be 20 points. They have seen 40-60.

Superintendent Ford said he would be meeting with Garfield Principal Lynn Lahey regarding attendance boundaries.

C. EXPULSION STUDY UPDATE

Jeanne Holmes, Assistant to the Superintendent, reported that a small group of staff initiated the process in January of reviewing the district's student expulsion process and parameters. They have been pulling together data, interviewing principals, school counselors, drug and alcohol counselors, and others. Some of the things they are looking at include: what does zero tolerance mean, how do others handle, what is the interpretation of violence, and consistency. These factors will help form a matrix that will provide more guidance and weave with the juvenile, police, and sheriff departments.

Kim Finch, Director of Student Services, continued that the No Child Left Behind Act will be asking districts to look at their expulsion data to identify dangerous schools. Though Corvallis schools are nowhere near that designation the district will be ahead in collecting the data. The ultimate outcome is that we will have conversations about what interventions the district can provide for students at risk.

Superintendent Ford added that the impetus for this study was the number of expulsions at the beginning of the year, many of which were at the middle school level. At this time there are not a lot of steps prior to expulsion.

IX. CONSOLIDATED ACTION

Motion #34: After Chair Gable removed Item B.4. Hazmat Abatement, Recycling/Demolition Bid – Highland View Middle School, Director Johnson moved to approve the remaining Consolidated Action Items. Director O'Malley seconded the motion, which passed unanimously.

A. APPROVAL OF MINUTES

The minutes of January 6, 2003; January 27, 2003; and February 10, 2003 were approved as presented. (Filed in the Official 2002-03 Board Minutes.)

B. SUPPORT SERVICES ITEMS

1. SUPERINTENDENT'S LICENSED PERSONNEL RECOMMENDATIONS

The Board approved the recommendations. (Filed as Supplemental Item #IV-33 of the Official 2002-03 Board Minutes.)

2. RETIRED ADMINISTRATOR EMPLOYEE'S SINGLE ASSIGNMENT CONTRACT

This contracts retired administrator Cathi Alden to act as a liaison between the Corvallis High School staff and the building staff for the design of the new high school. (Filed as Supplemental Item #I-28 of the Official 2002-03 Board Minutes.)

3. CONSTRUCTION PROJECT COORDINATORS EMPLOYMENT CONTRACTS

This contracts two project coordinators for the overseeing of construction projects per the bond passed in November 2002. (Filed as Supplemental Item #I-29 of the Official 2002-03 Board Minutes.)

**4. HAZMAT ABATEMENT, RECYCLING/DEMOLITION BID – HIGHLAND VIEW MIDDLE SCHOOL
BID No. 01-0203-4150-833-TC-12**

Held for Discussion: Auxiliary Services Director Fred Wright explained that this was the first bond project up for the formal process of bidding. It is estimated that 80-85% percent of the concrete will be recycled. Over 35 firms checked out plan documents for review. Nine submitted, one 15 minutes after bid closing. That bid was considered non-responsive and not opened. The eight remaining bids were publicly opened with Staton Companies being the low bidder at \$552,008. The late bidder has filed suit. The district's attorney concurs with staff the decision to not open the late bid was prudent. Therefore, it is requested the contract be awarded to Staton Companies. A pre-construction meeting is set for March 13 and the project will begin. (Filed as Supplemental Item #II-2 of the Official 2002-03 Board Minutes.)

Motion #35: Director Johnson moved, Director Baldwin seconded, to enter into a contract with Staton Companies for Hazmat Abatement, Recycling/Demolition Bid – Highland View Middle School Bid No. 01-0203-4150-833-TC-12 as presented. The motion passed unanimously.

**5. AGREEMENT WITH PHILOMATH SCHOOL DISTRICT – STUDENT ATTENDING COLLEGE HILL
HIGH SCHOOL**

This agreement allows a Philomath School District student to attend Corvallis School District's College Hill High School. (Filed as Supplemental Item I-30 in the Official 2002-03 Board Minutes.)

6. AUDITOR CONTRACT EXTENSION

This item extends the contract with the current auditors, Pauly, Rogers and Company. Due to major new accounting pronouncements which begin with reporting for the 2002-03 fiscal year, it was deemed to be most efficient to retain an auditing firm which is familiar with the district's operations rather than conduct a proposal process to check the market rates. The current contract ends June 30, 2003. The extension is for three years. (Filed as Supplemental Item #I-31 in the Official 2002-03 Board Minutes.)

7. IN-KIND DONATIONS

The Board accepted the donations. (Filed as Supplemental Item #X-25 of the Official 2002-03 Board Minutes.)

X. CONSOLIDATED INFORMATION

A. CORRESPONDENCE

Filed in Section V of the Official 2002-03 Board Minutes.

B. EDUCATIONAL SERVICES ITEMS

1. EXTENDED FIELD TRIP INFORMATION

The Board received information on five extended field trips. (Filed as Supplemental Item #IV-34 of the Official 2002-03 Board Minutes.)

2. INTERDISTRICT TRANSFER INFORMATION

The Board received information on 11 interdistrict transfers.

C. SUPPORT SERVICES ITEMS

1. NON-LICENSED PERSONNEL INFORMATION

(Filed as Supplemental Item #IV-35 in the Official 2002-03 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 January 31, 2003. (Filed as Supplemental Item #X-26 in the Official 2002-03 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-27 in the Official 2002-03 Board Minutes.)

XI. OTHER DISTRICT BUSINESS

A. CONTRACT – SUPERINTENDENT

Chair Gable announced the Board had held an Executive Session for the purpose of the superintendent's interim evaluation. She explained one more full in scope would occur toward the end of the year. She complimented Superintendent Ford on the school closures and consolidations, the facilities master plan, passage of the bond, his stability, providing a greater sense of esprit de corps, and keeping students at the center of what he does. In recognition of how hard he has been working the Board encouraged him to decide what is most important and say no to other things. Superintendent Ford offered to rollover his contract at the same salary, adding another year to his three-year contract. (Contract on file in the Human Resources Department.)

Motion #36: Director Baldwin moved, Director O'Malley seconded, to approve the extension of the current terms of Superintendent Ford's rolling three-year contract for an additional year.

The motion was unanimously approved.

B. CONTRACTS – ASSISTANT SUPERINTENDENT, BUSINESS MANAGER, AUXILIARY SERVICES MANAGER

These contracts are also for a one-year extension with no increase in per diem salary. Assistant Superintendent Corbell plans to retire June 30, 2004. Business Services Director Rodeman is on a three-year rolling contract and Auxiliary Services Director Wright is on a six-year contract expiring June 30, 2007 with the extension. (Contracts on file in the Human Resources Department.)

Motion #37: Director Baldwin moved, Director Gelser seconded, to approve the contract modifications and extensions of the Assistant Superintendent, Business Services Director and Auxiliary Services Director with no increase in per diem salary as presented.

Though members of the Board commented they did not like approving no increases for those whose contracts were presented they expressed appreciation for their leadership and the expectation that other employees would follow suit. Chair Gable added that though they were very pleased at the 0% increases, given the nature of the budget all were aware that these sacrifices would not save the budget.

The motion passed unanimously.

C. PROPERTY LEASES – FAIRPLAY ELEMENTARY SCHOOL

Auxiliary Services Director Fred Wright explained there had been a long process of public advertising for lease and then further consideration for sale of the Fairplay property. Upon direction from the Board to further consider leasing, the district did receive formal notification of intent to lease from Corvallis Waldorf School. Pursuant to the Board recommended contract amendments raised in Executive Session that same evening, Mr. Wright presented them in spirit to the Corvallis Waldorf School who accepted. Therefore, the recommendation was presented to allow the superintendent to enter into a contract with the Corvallis Waldorf School to occupy the Fairplay building in the near future. Contract to be on file in the Auxiliary Services Department.

Motion #38: Director Johnson moved, Director O'Malley seconded, to move for approval of leasing the Fairplay property to the Corvallis Waldorf School per their contract amendments raised in Executive Session. The motion was unanimously approved with the final contract to be viewed by the Board.

D. DISTRICT CALENDARS – 2003-04 AND 2004-05

It was reviewed there had been reluctance to the proposed calendar, when last presented at the February 24 Board work session, regarding the April teacher preparation day. Since then the committee made changes to the calendar including replacing the preparation day with an early release day for elementary students, providing those teachers with a half-day for conference preparation. (Proposed item filed as Supplemental Item #IX-4 in the Official 2002-03 Board Minutes.)

Members of the Board still had reservations regarding the number of preparation days at 6½

Motion #39: Director Baldwin moved for approval of the 2003-04 and 2004-05 calendars as presented. The motion died for lack of a second and was referred back to the committee for alterations.

XII. EXECUTIVE SESSION – The Board met in Executive Session at 5:30 p.m. under ORS 192.660(1)(i)—Superintendent's Evaluation; ORS 192-660(1)(e)—Real Estate Transactions; and ORS 192.660(1)(d)—Labor Negotiations

XIII. ADJOURNMENT

Being no further business, Chair Gable adjourned the meeting at 8:40 p.m.

Cyrel Gable, Chair

Jim Ford, Superintendent

Prepared by: Jolene Shute
(super/julie/board/minutes/2003/march 10.doc)