

Greater Albany Public School District 8J  
718 Seventh Avenue SW  
Albany, Oregon 97321-2399



**REGULAR BOARD MEETING**  
October 12, 2015 7:00 p.m.

**Minutes**

*Jim Golden, Superintendent*

**CALL TO ORDER**

Board Chair Sandi Gordon called the regular meeting of the School Board to order at 7:00 p.m.

Sandi Gordon	Board Chair
Micah Smith	Board Vice Chair
Frank Bricker	Director
Jerry Boehme	Director
Lyle Utt	Director
Stephanie Dilbone	Student School Board Member
Jim Golden	Superintendent
Tonja Everest	Assistant Superintendent
Randy Lary	Human Resources Director
Russell Allen	Business and Operations Director

A list of others present at the meeting is filed with the original minutes. It was noted that a quorum of the Board was present.

**PLEDGE OF ALLEGIANCE**

Board Chair Gordon led participants in the Pledge of Allegiance.

**CORE PURPOSE/GOALS**

Student School Board Member Stephanie Dilbone began the meeting with a review of the district's Core Purpose and Strategic Goals:

**Core Purpose:** Educate and inspire all students to reach their full potential, equipped to be positive, contributing members of society.

**Strategic Goals:**

- Every day we provide every student with a safe environment that promotes a challenging and motivating learning experiences that leads to continuous growth.
- We instill in every student the character traits that enable them to understand and interact in the world, appreciating and valuing differences.
- Our students thrive because every community member is a stakeholder and takes responsibility for the success of every student.

**SUPERINTENDENT COMMENTS AND INTRODUCTIONS**  
**“THE RIGHT CONVERSATION”**

Superintendent Jim Golden asked to postpone his comments to a later date.

**STUDENT ALL-STARS**

Micah Ray of Albany Options School, Stephanie Dilbone and Madison Austin of South Albany High School and Wyatt Burris, Logan Slayter and Dylan Ryals of West Albany High School were recognized for earning the highest scores at their schools in English, Mathematics and Science on the 2014-15 State assessment.

Assistant Superintendent Tonja Everest noted that Stephanie Dilbone and Wyatt Burris were both National Merit Scholarship finalists.

**COMMENTS FROM THE PUBLIC**

Jennifer Miles of 1218 27<sup>th</sup> Avenue SE said that she wanted to speak in favor of an auditorium for the school district. She said that her children were involved in choir and the theater arts at South Albany High School. She said that because the district does not have a suitable facility, performances have to be held at Linn Benton Community College. She said that even the college facility was not large enough for all of people who wished to attend the performance.

She said that her children received music instruction at Lafayette Elementary but could not have performances because the school lacked a proper facility. She said that a district level auditorium facility could also be used by students at the middle and elementary levels.

Candace Elliott of 2715 Park Terrance SW in Albany said that she has four children in the district. She said that West Albany High School has wonderful athletic facilities but the performing arts need a place as well. She said that an auditorium could be used by the drama and music programs.

Dee Brausch of 140 NW Cedar Lane in Albany said that he also wished to speak on behalf of a district auditorium. He said that at North Albany Middle School and West Albany High School parents could see their children play but they could not hear how well they play because the schools do not have suitable performance venues. He said that Albany deserved a great auditorium.

Lucy Poe of 140 NE Cherry Lane said that both of her children were involved in music at the middle and high school levels. She said that the music teachers provide great opportunities and took their students to amazing places. She said that the students participate in competitions, concerts and festivals at other locations with proper facilities. She said that when visitors come to Albany they expect to see a venue in line with the talent that has been developed within the community but they do not find that. She said that Albany students do not have a venue to display their skills as performers.

Terry Poe of 140 NE Cherry Lane said that he is the parent of two band students. He said that West Albany High School performers were second to no one when it came to talent but when

Albany students visited the facilities at other schools they came to believe that they were second-class citizens at Albany high schools.

Mr. Poe also suggested that there was insufficient media coverage of the performance arts. He said that the West Albany High School band earned fifth place in the state at the 6A level, but there was no mention in the newspaper nor was there mention of the students selected for the All Northwest band. He said that the district needed a performing arts center to send a message to the community that excellence in band, choir, and the theater arts were equally important to athletics.

Anna Harris of 940 Fourth Avenue SW in Albany said that she has two children in the school district. She asked Board Members to imagine themselves in a theater with proper acoustics. She said that music and drama open career building opportunities.

Bill Ryals of 935 Jones Avenue in Albany said that he serves in several activities downtown and has spent a lot of time thinking about how the community needed to grow. He asked the Board to consider who they serve. He said that he wanted to make Albany a great town. He said that western culture is about music and the arts.

Board Chair Gordon said that the Board knows that there is a need for a performance center. She said that one of her goals as a Board member was to get such a facility in place. She said that as much as the district needed a performance center for the arts, the district also needed a location for graduations.

She said that if the Board decided to go for a bond, the Board would need the support of the community. She explained that the district built the turf fields at the high schools but most of that money came from personal donations.

### **CONSENT AGENDA**

- 1) Minutes from September 28, 2015 Regular Board Meeting
- 2) Personnel

Board Chair Gordon stated that if there were no objections the Board would approve the Consent Agenda. There were no objections. Board Chair Gordon DECLARED THE ACTION DECIDED by UNANIMOUS CONSENT.

### **BOARD REPORTS**

#### ***LEGISLATIVE LIAISON REPORT***

None.

#### ***SUB-COMMITTEE REPORT***

None.

***BOARD MEMBER REPORTS***

Director Boehme said that he and Director Smith, Russ Allen and Superintendent Golden met with South Albany High School project manager David McKay on October 9. He said that the board would hear a presentation on the cafeteria project later in the meeting.

Board Chair Gordon thanked the many members of the community who made the South Albany High School All-Night Party fund-raising Casino Night a phenomenal success.

She said that assistant superintendent Tonja Everest went to Salem to visit a phenomenal new career technology education program. She said that juniors and seniors could apply for the program where they would attend school half of a day and then spend half of a day learning construction techniques. She said that the effort was well supported by the community.

***DISTRICT FACILITIES ADVISORY COMMITTEE***

None.

***SOUTH ALBANY HIGH SCHOOL***

None.

***STUDENT REPORTS***

None.

***DISTRICT ACCOUNTABILITY PLAN***

None.

***REPORTS***

***EMPLOYABILITY GRADE***

Assistant Superintendent Tonja Everest introduced South Albany High School principal Brent Belveal and said that he would discuss his proposal to add an “Employability” grade to high school student report cards.

Mr. Belveal said that about four years ago he was invited to participate in workforce development task force, primarily for local manufacturers. He said that the business leaders were concerned that they were facing a high level of employee retirements and there were not sufficient replacement workers. He said that one of the statements made by some of the largest area employers was that they would no longer high 18 year olds coming out of high school.

He said that he met with several of the businesses and their HR directors and talked through that. He said that it turned out that the graduates the companies were hiring were the same individuals he had difficulty getting them to come to school. He said that the idea behind the Employability score was that the school wanted to effectively communicate with local businesses about the habits that the students developed during their four years of high school.

He explained that it was a year-long conversation that led to two more years of gaining teacher input and working with the Education Service District to develop something that made sense,

was as objective as possible, and would communicate as clearly as possible whether the student who might apply for a job in that business had demonstrated the habits that the employer was seeking.

Mr. Belveal provided a sample as what the report might look like if the program had been in place during the student's four years of high school. He said that the idea was that the employer could request the report from the student. He said that a student might apply for a position and attach their resume. He said that the employer might request the report as well.

He said that the report would consider four areas; attendance, timeliness, behavior, and soft skills. He provided a summary of how South Albany High School students fell without prompting during the piloting of the grading system.

Mr. Belveal spoke of attendance. He said that local employers said that the number one reason that recent graduate employees were fired was that they did not come to work. He said that the effort in that area was to communicate whether this was a graduate who demonstrated a pattern of regular attendance. He said from the school's viewpoint, they wanted to encourage students to come to class. He said that was 40 percent of the score.

He said that the second criterion was timeliness. He said that employers were also concerned about employees arriving late to work. He said that was 20 percent of the score.

Mr. Belveal said that behavior was 10 percent of the score. He said that referred to behavior incidents beyond attendance issues such as direct disobedience or defiance.

He said that the remaining 30 percent of the score related to soft skills and that was the only grade with some subjectivity. He said that his staff went to the Common Core and there were soft skills areas that were actually addressed by the Common Core. He said that teachers were asked to, once during a semester, provide two scores for each of their students. He said that the education service district would populate the assignment in the grade book. He stated that at the staff's request, the teacher would not be identified with the grade.

Mr. Belveal explained that teachers scored students on whether they turned their work in on time with a reasonable amount of accuracy. He said that teachers also scored students on teamwork and collaboration. He referred the Directors to a matrix in their packets which further defined the soft skills being evaluated. He said that it was created in collaboration with teachers and employers. He said that most students take 7 classes and they would therefore be evaluated by 7 teachers. He said that those scores would be averaged together to determine their overall soft skills score.

He referred to the example which indicated a student's performance over the last four years. He said that he used that format because employers asked to see trends.

Mr. Belveal emphasized that the report would be provided only to students and parents. If a potential employer wanted to see the report, they would have to get that from the student seeking a job.

He said that he presented the program at a recent task for community Task Force Development meeting and there was much support. He said that the program was piloted last spring, some adjustments were made, and he was ready to move forward this year.

Mr. Golden said that the business community was thrilled with the Employability grade. He estimated that college bound students would score well, but workforce students might need a bit of a boost. He said that the Board might want to extend the program to all three high schools.

Mr. Belveal said that some staff members were concerned about the special education students but they tended to score well as they are really hard workers.

Director Bricker asked if the employers would be willing to set a minimum score as a requirement for employment so that staff could convey that number to students. He said that the grade was a great “carrot” but it needed a bit of a “stick” behind it as well. Mr. Belveal estimated that the HR directors would provide a clear picture.

Director Boehme asked where the program was now. Mr. Belveal replied that the program was piloted last spring and he was willing to move ahead with implementation this year.

Director Boehme estimated that the program could be an incentive for students.

Director Utt said that the employability grade might be helpful to college students as well because many work while they are in college.

Mr. Golden congratulated Mr. Belveal on his hard work. He suggested said that the Board might want to continue the program at all of the district high schools.

Director Smith asked of the time impact upon the teachers. Mr. Belveal responded, saying that he would trade time with the teachers. He said that he did not receive any push-back from teachers.

Director Smith asked if the teachers would also have the ability to provide meaning comments. Mr. Belveal said not at present but said that that it was a consideration.

Director Smith asked about buy-in from students. Student Board Member Stephanie Dilbone said that students were aware of the program, but she did not know how seriously they might consider the grade.

Board Chair Gordon said that her daughter recently got her first job. She said that her employer considered a pay increase because of her excellent Employability grade.

Director Smith asked how the grade would be available. Mr. Belveal said that it would be part of the student’s permanent record.

Director Smith suggested that the website have an explanation of the employability grade.

### ***SCHOOL SAFETY***

Superintendent Jim Golden said that he would review procedures for responding to emergency

situations. He introduced the district's School Resource Officers Jorge Salang and John Trantham.

Mr. Golden said that he had an extensive background in school safety. He said after the Springfield school shootings, the districts in central Oregon formed a safe schools alliance. He said that those districts developed their own school resource officer program. He estimated that Greater Albany had a school resource officer program for the same amount of time. Officer Trantham agreed

Mr. Golden spoke of the partnerships with the law enforcement agencies. He said that the district had a safe school audit of five schools last year. He said that as part of the efficiency study next month, every principal would do a safety study of one of their colleague's buildings. He said that district used the "I Love You Guys" protocol.

He said that Greater Albany District policies were in line with other area school districts. He said that the Albany Police Department, Linn County Sheriff's Office, and other law enforcement agencies were all using the same response protocols. He said that the procedures were being practiced at the schools and were being taken seriously. He invited the officers to address the Board.

Officer Jorge Salang said that the Corvallis School District recently reinstated their school resource officer program as did the Sweet Home District.

Mr. Golden said that besides the officer's presence for safety, the more difficult thing to measure was prevention. He said that the school resource officers become friends with kids and positive mentors and role models. He said that as a high school principal, he noted that students would often go to a police officer with information because they say the officer as "Jorge" and not as a policemen. He said that school leaders have learned from research on school safety that someone always knows when students are up to inappropriate things. He said that when student have trusted adults who are police officers, they will divulge that information to the police.

He said that the district was serious about school safety. He said that he never heard a police officer say that there should be more guns in the schools.

Officer John Trantham said that he would help train other precincts in the "I Love You Guys" protocol.

Officer Salang spoke of the training exercise during the summer at North Albany Middle School.

Director Smith said that area law enforcement officers were working together. He said that exercises were planned for Tangent Elementary School and Timber Ridge School this summer.

Ms. Everest said that Secondary Curriculum Director Jason Hay was the district risk manager and he deals with principals frequently. She said that practice matters and relationships matter.

Board Chair Gordon thanked the officers for attending.

***MIDDLE SCHOOL AVID UPDATE***

Board Chair Gordon postponed the report to a future meeting.

***SAHS BUILDING CONSTRUCTION UPDATE***

Business and Operations Director Russ Allen introduced project manager David McKay and said that he would provide an update on the construction of the cafeteria at South Albany High School as well as provide award recommendations for the latest bid package.

Mr. McKay provided several drawings to illustrate how the building design had progressed. He said that gLAs Architects were working with Principal Belveal and his staff. He noted that the red lines on the drawings were actually sun shade awnings would provide shelter at the doors and provide a nice architectural element. He said that the lower eight feet of each wall would mimic the rock face already present on the walls of the other school buildings. He said that above that surface would be a painted concrete panel.

He displayed the interior floor plan and noted that the band and choir rooms would be at the east end of the building. He said that the cafeteria would be in the middle of the building and the kitchen would be in the southwest quadrant. He said that classrooms would be positioned in the northwest corner of the building.

Mr. McKay indicated the plan for the second floor of the building. He said that some of the east end would house mechanical spaces and the remainder would be open above the band and choir spaces. He said that much of the area above the cafeteria would be open but there would also be a common area which could be used for many purposes. He said that the northwest portion of the second floor would also house mechanical, electrical and custodial spaces as well as the elevator. He said that the remainder of the second floor would have two classrooms. He said that one classroom would host a future culinary arts space.

Ms. Everest asked about the design for the commons area above the cafeteria. Mr. McKay recalled that at the July 20 meeting of the School Board the Directors approved moving forward with the structure for the second floor at a cost of \$1.1 million. He said that the money would pay for the shell but not the finishing of the area to be able to be used. He said that he asked the architect to create a second alternate in Bid Package #4 and the second alternate would be the value to finish the commons area, so that when turned over to the school, the commons could be used. He said that the second floor classrooms would also be shells and could be finished later.

Director Boehme said that he thought that the Board approved a plan which would finish the common area. McKay said that he reviewed the minutes of the meeting and material provided to the Board and verified that the \$1.1 million approved by the Board would create the structure, but only as an unfinished shell. He estimated the cost to finish the space at \$300,000 to \$400,000 based upon the square footage. He said that he was doing all he could to manage costs.

Mr. McKay provided artistic renditions as to what the cafeteria space would look like.

Board Chair Gordon asked if the design of the new cafeteria would permit band and choir students access the cafeteria without going outside. Mr. McKay said that it would.



Director Smith asked of dance team storage. Mr. Belveal said that there would not be a storage area right away but there would later be storage on the second floor.

Director Boehme said that David McKay's staff was doing a great job of managing the project. He said that the building would be something to be proud of.

Mr. McKay requested approval of Building Shell Package Amendment #3 in the amount of \$1,904,784.91. He said that information in the Board packet provided greater detail on the bidding.

Action: Director Boehme moved to approve Building Shell Package Amendment #3 in the amount of \$1,904,784.91 as presented. Motion APPROVED UNANIMOUSLY.

### **OLD BUSINESS**

#### ***BOARD POLICY, EXPULSIONS***

Senate Bill 553 sought to minimize the development of students onto a conduct-discipline track that caused them to drop out of school. The bill added an age restriction as to when a district could impose an out-of-school suspension and required that the school "take steps to prevent the recurrence of the behavior that led to the out-of-school suspension." The thought was that there should be some kind of corrective action along with the punishment. Senate Bill 556 stated that truancy may not be used as a reason to impose expulsion. House Bill 2597 required that notices required for noncompulsory attendance must include a notice that the parent may request an evaluation of the students current IEP or an evaluation to determine if their student needed an IEP. Board Policy *JGE, Expulsion* was further modified to indicate how the Board might hear the appeal of an expulsion.

At the September 14, 2015 meeting, a Director was concerned that if a student under 18 years of age was being considered for an expulsion, and the student's parents chose not to get involved in the expulsion, the students would not be able to request an appeal by himself/herself. Conversation with the Policy Branch of the Oregon School Boards Association indicated that unless the student was age 18 or emancipated, the student would be under the jurisdiction of the parent. The office indicated that there was no provision in the law for a minor to represent himself/herself.

Superintendent Golden noted that he provided the Board with information about previous expulsions.

Director Boehme moved to approve the revisions to Board Policy *JGE, Expulsions* as resented. Motion APPROVED UNANIMOUSLY.

### **NEW BUSINESS**

#### ***MATERIALS DISTRIBUTION***

Assistant Superintendent Tonja Everest said that the Board packet contained recommended changes to Board Policy *KJA, Materials Distribution*. She said that the new language indicated that requests to distribute flyers would be forwarded to the assistant superintendent who would decide whether materials would be distributed and the method by which they should be

distributed if they were considered to be appropriate. She said that principals would be the final authority in deciding if and how materials would be distributed in their building.

**OTHER BUSINESS**

**DISTRICT ENROLLMENT**

Information provided by Business and Operations Director Russ Allen indicated that the total district enrollment was 9,274. Total overall enrollment including students in the Albany Online!, Community Living Program and Advanced Diploma Program was 9,664.

**ADJOURNMENT**

Board Chair Gordon said that said that the Board would meet in Executive Session at 6:00 p.m. on October 26, 2015. She said that the next Board meeting would be October 26, 2015. She said that November 2 would be a staff development/grading day and November 11 would be the Veterans Day holiday.

Board Chair Gordon adjourned the Board meeting at 8:50 p.m.

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Sandi Gordon, Board Chair

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Jim Golden  
Superintendent

(Recorded by Jim Haggart)  
Business and Report Items - Document Reference (filed with original minutes)