

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



**REGULAR BOARD MEETING**  
November 16, 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**

The National Anthem was played by the West Albany High School band. Teacher Stuart Welsh is the band director.

Board Chair Gordon thanked the band for their wonderful performance. She said that the music was especially moving after the tragedies this past weekend in Paris.

**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 challenging and motivating learning experiences that lead 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**  
**INCLEMENT WEATHER PROCEDURES**

Superintendent Jim Golden said that he wanted to ensure he was on the same page as the Board. He said that the district has a nice inclement weather procedures manual. He said that he wanted to be clear with the public that there were several days built into the calendar as make up days in the event of snow closures. He said that President's Day on February 15 was one of those days. He said that if additional make up days were necessary, they would be added to the end of the school year.

Board Chair Gordon noted that two years ago the district had to close schools for a number of days due to snow and those days had to be made up at the end of the year.

Director Smith noted that one year the district had to send children home early due to weather. He said that generally the district shuts down for the whole day and does not attempt a late start or early release.

Superintendent Golden said that the district would always err on the side of safety for kids. He said that he hoped to have a decision by 6:00 a.m.

Board Chair Gordon said that Albany superintendents typically consult with area districts. Mr. Golden said that he and the Corvallis and Lebanon superintendents have already discussed working together.

**STUDENT ALL-STARS**

Grant Moen, Olivia Dykast, Kyle Jensen, Sarah Gent, Jenna Thomas and John Nordal of North Albany Middle School and Tyler McClintock, Katelyn Adams, Matthew Richards-Wells, Madison Adams, Daniel Nerys, and Daniel Durham of Timber Ridge School were recognized for earning the highest scores at their schools in English, Mathematics and Science on the 2014-15 State assessment.

Director Smith said that he also wished to recognize David Reece and Pat Richards as Community All-Stars for their work in spearheading improvements to the West Albany High School athletic fields.

Mr. Reece and Mr. Richards thanked the School Board for its support of West Albany High School and the West Albany Sports Foundation.

**COMMENTS FROM THE PUBLIC**

Mary Jenks Burck of 34370 Kamph Drive in Albany said that he attended Maple Street School in 1941 as a first grader. She said that she graduated from Albany High School and she has a degree in music. She said that she is 80 years old and she has been making music for 76 years. She said that Albany has a legacy of great teachers. She said that the Albany Veterans Parade showcased

the middle school and high school bands. She said that she was amazed to hear the quality of the music the students delivered.

She said that Albany has grown a great deal and would continue to grow. She said that the district was 6A and 5A in athletics and should be 6A and 5A schools in the performance arts. She said that the district needed a place for that to happen. She said that as a performer, if one goes into a place where you know that you are becoming a part of the art legacy, you do much better. She said that the audience can hear you, the audience can understand you. It makes a huge difference as performing in a poor venue is no fun. She said that she is a committee member for the Linn Benton Music Teachers Association which offers the Jeffery and Jenks scholarship. She said that she has been impressed with the quality of music instruction in the valley. She encouraged the Board Members to not let the opportunity to build auditoriums slip through their fingers.

Pam Fulkerson of 5320 NW Springhill Drive in Albany said that she was also speaking on behalf of the performing auditoriums. She said that she has two children and each participated in theater, band and choir. She said that as a parent she has attended many performances and she is also a choir accompanist. She said that her in-laws like to view Albany performances but they have difficulty climbing into bleachers or sitting on folding chairs. She said that she often travels with the performers and when they have the opportunity to perform in a proper auditorium the difference is incredible. She said that it is difficult for Albany teachers to teach the performing arts in a venue that is not designed for music.

Susan Thompson of 5199 Mallard Circle in Albany said that during the 13 years that her sons have performed at Memorial and West Albany High School she witnessed firsthand the expansion of the performing arts programs. She said that she heard the same news from her friends with children at South Albany High School. She said that the improvements were due to the incredible teaching talent that has been recruited and retained at each middle school and high school. She said that the work ethic, practice standards and level of performance expectations of Albany schools was something to be admired. She said that the work ethic students learn continues even when away from Albany schools.

She recalled that her family moved to eastern Oregon during the start of her middle son's freshman year. She said that he was very excited to audition for a part in his new school's musical performance of "Grease." She said that in attending the school's first performance, she was saddened to watch students lip-sync to the background music, instead of the live singing she was so used to at West Albany High School. She said that her son sang the vocal live without accompaniment and received a standing ovation for his work. He knew the expectations he had learned at Memorial Middle School. She said that the other performers took note of her son's performance and scheduled other practices to improve their own abilities. She said that at the end of the performance calendar, all of the students sang their songs live. She said that the school had to add additional performances because the public wanted to come back and watch. She said that the small school began the school year with six voices in the choir and ended with twenty enrolled for the next year. She asked the Board to permit parents and the community to show its support for two auditoriums in Albany.

Angie Luckenbach of 884 NE Trinity Street in Albany said that on April 16, just 16 days after the South Albany High School fire which destroyed the cafeteria and bandroom and all of its equipment, there was a band festival at Crescent Valley High School. She said that she witnessed an amazing experience that she wished to share.

She said that there was much speculation whether the South Albany band would even attend the festival as some students did not have instruments and had not played together in 16 days. She said that band director Isaac Andrew and the students decided to attend. She said that after arriving, the students were greeted by the Crescent Valley band director and were told that they could borrow any instrument they needed. The band members rehearsed and then readied for their performance.

She said that some of the other bands stayed late to hear South Albany High School play and after the performance, the South Albany band received a standing ovation from their peers. South Albany musicians said afterwards that they were able to hear their fellow band members because of the acoustics in the auditorium. She said that she hoped that South Albany and West Albany High Schools would someday each have an auditorium.

Isaac Andrew of 3075 Flame Tree Lane NW in Albany said that he is the band director at South Albany High School and Calapooia Middle School. He said that each year music teachers try to teach their students many skills including teamwork, professionalism, preparedness and showmanship, but it is hard to do that without the right materials. He said that his students are now playing in a modular classroom which does not have adequate acoustics. He said that a proper location would mean the world to the students.

Mike Vetter of 133 NE Fairway Drive in Albany said that he has two daughters who are musicians. He said that when he was a West Albany High School student he took a foods class and that led to his career in foods management. He said that he went to Washington State University, studied business and hotel management and now manages school lunch programs at the Central, Dallas and Fall City School Districts. He said that if someone had not offered a foods program in high school, he would not be here today with the job he has. He said that both of his daughters were on the swim team because someone said that swimming was important to the community. He said that music programs were also important.

Heather Willis of 5050 Columbus Street SE #160 in Albany said that her son participated in sports and enjoyed them but he really found his nitch in drama and the choir. She said that she has seen her son blossom since his participation in the arts. She said that his social skills and English abilities have improved. She said that she enjoys watching his performances and her family comes from Eastern Oregon to watch him perform. She said that recently, spectators have been turned away because the performance space was too small. She said that she would love to see a proper performance facility.

Sue McGrory, president of the certified association said that she was representing the 500 teachers of the Greater Albany Education Association. She said that she hears from teachers everyday, "We are leaving a lot of students behind." She said that teachers have a new slogan, "Every kid, Every day." She said that teachers want to accomplish that, however, teachers and

staff members are now referring to a new normal in their classrooms. She said that was a classroom of students who regularly experience violent or disruptive behavior from other students and a perception by their teachers of insufficient support.

She said that later in the meeting the Board would hear a report about all of the systems in place for such behavior in the classroom. She said, however, that the procedures were not working. She said that all students were not learning a safe environment every day. She said that the district was not protecting its investment in newly hired teachers or veteran teachers, were not evaluating in a timely manner the students who need help the most, and classrooms were losing countless hours of instructional time.

Ms. McGrory said that since the start of the school year, she received more than 100 emails and phone calls from teachers who were heartsick with what is happening in their grades K-8 classrooms. She said that she had face-to-face talks with more than a dozen teachers who want her help. She said that as a result of those conversations she became more convinced that what the district was doing was not working. She said that veteran teachers were telling her that they have seen a drastic, dramatic change in high needs students in just the past three years. She said that she reported her observations at the beginning of the previous school year. The matter was also discussed at the bargaining table. She said that teachers are filing out multiple office referrals and incident reports each week but they are not sure the reports are being seen by the right people or shared through the correct channels.

She noted that some students are identified as requiring special education and deserve all their rights and resources to a sound public education. She said that other students, however, exhibit significant violent behaviors that have not been evaluated or identified as needing an Individualized Education Plan. She said that students and the staff supporting and teaching them need the resources to address their particular needs. She said that she was not seeking to blame anyone. She said that she was representing teachers and their students because what they were doing was not working. She explained that this was not just a classroom problem or a school problem, or a district problem, it was also a community problem, and a problem of financial resources. She said that Albany was not alone in the struggle. She said that the Oregon Education Association formed a special education task force to explore solutions for these issues which affect many schools around the state. She said that the Greater Albany Education Association was forming a committee to help solve the problem teachers were facing in the classroom and assist on other issues subject to bargaining. She said that she was not seeking to blame or be blamed, but teachers want to be supported. She asked for help in finding a better way.

**CONSENT AGENDA**

- 1) Minutes from October 26, 2015 Regular Board Meeting
- 2) Personnel (with Addendum)
- 3) Financial

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.

***STUDENT REPORTS***

***SOUTH ALBANY HIGH SCHOOL***

South Albany High School Student Board Member Stephanie Dilbone said that North Albany Middle School held its parent conferences for its English Language Learning (ELL) students at the City public library because that location was closer to where the students actually lived. She said that each family received a phone call invitation to the conferences and translators were available. She said that 55 of the 70 ELL families attended.

***BOARD MEMBER REPORTS: OREGON SCHOOL BOARDS ASSOCIATION ANNUAL CONFERENCE***

Board Chair Gordon noted that Director Utt was recognized at the conference for achieving “Platinum Status” through the Oregon School Boards Association Leadership Institute Workshops. She said that he participated in a number of OSBA training opportunities including Leadership Oregon.

Director Utt said that he participated in the Oregon School Boards Association annual conference and attended a presentation on a four-day school week. He said that the reporting district did not close on the fifth day but instead offered interventions for struggling students.

Director Smith said that he attended an amazing key-note presentation from the Yamhill-Carlton School District by a person who was also a writer for the New York Times. He said that the author said that the best counter to extremist groups in the world was to put a book in a girl’s hands. He said that was why extremist groups will attack an all-girls school and take hostages. He estimated that the largest threat extremist groups faced was an educated woman.

Director Smith said that he also attended a presentation on proficiency-based grading with Director Utt and Superintendent Golden. He spoke of the things the Ashland School District was doing to effectively communicate with parents.

He said that the Hermiston School District went out for a bond and contracted with a company in Portland to calculate the return on investment of the school improvements and the resultant positive impact upon the community. He said that the Hermiston community hosted 436 sporting events in year 2013-14 which earned \$5.8 million which equated to 64 FTE around the community in jobs, such as hotel, restaurants and gas stations. He said that none of the Hermiston schools have to do any fundraising anymore for sports and activities.

Board Chair Gordon said that she attended a good presentation on transgender issues in the classroom. She said that she also heard a presentation by John Michael Keys on the death of his daughter to an intruder in a school in Colorado. She said Mr. Keys’ work to prevent such a

tragedy from happening again resulted in the school security program by the I Love You Guys Foundation which the Greater Albany School introduced into schools two years ago.

Mr. Golden said that he attended a good presentation by Ashland Middle School. He said that he also participated in a program entitled “PERS for Dummies.” He said that Mr. Allen would adapt that presentation for the Budget Committee. He explained that the Oregon Supreme Court overturned some PERS reforms that the Governor Kitzhaber and the previous Legislature tried to put into law. He said that the expectation was that the State could save \$6-7 billion through those reforms. Instead there will be no savings to the PERS Unfunded Actuarial Liability. He stressed that even if the school districts were able to somehow change the retirement accounts of anyone actually working in the classrooms now, it would do little to change that shortfall. He said that 63 percent of the issue was with people who were currently retired. He said that there was no quick fix. He said that the PERS rates for 2016-17 were already set and the rates for 2017-18 would be announced in July 2016. He said that state agencies were told to expect a 4 percentage points increase in each of the next four years.

Ms. Everest said that she saw a presentation on student assessments and a second presentation on social media.

Board Chair Gordon said that she hoped to attend the National School Board Association Annual conference in the April.

#### ***DISTRICT FACILITIES ADVISORY COMMITTEE***

None.

#### **DISTRICT ACCOUNTABILITY PLAN**

None.

#### **REPORTS**

##### ***MCKINNEY-VENTO HOMELESS EDUCATION ASSISTANCE***

Assistant Superintendent Tonja Everest recalled that a recent report to the Board by Transportation Supervisor Kim Crabtree mentioned transporting children under the McKinney-Vento Homeless Education Assistance Act. She said that McKinney-Vento funds come under the Title I program. She said that the programs provided very important services to children.

She introduced Tara Dixon, the district liaison for McKinney-Vento services. Ms. Everest said that Ms. Dixon would share the requirements of the McKinney-Vento Act, a snapshot of the services and statistics provided by the Greater Albany District, and a several anecdotal stories.

Ms. Dixon said that Greater Albany students were in a variety of living situations. She said that under the act, the federal definition of “homeless” included children who were doubled up in housing meaning that two families were sharing the same dwelling. She said that 75 percent of Albany’s 385 homeless children were in that situation. She said that 102 Greater Albany students were considered “Unaccompanied, homeless youth.” She explained that the children were not living with a parent or guardian.

She said that she would convey some stories and then give Board members a chance to ask questions. She described a situation in which a high school student was raised by her father and did not know who her biological mother was. Her life was somewhat stable until some signs of mental illness started emerging in her father. He had owned his home and had a good job, but when he had a mental health break he lost his job which resulted in them losing their housing. At one point the student's dad disappeared for several days until she finally tracked him down at a local hospital in the psychiatric ward. The student was an only child and at this point became the caregiver for her father. They moved to a shelter which became unsafe for the student and she moved in with a family friend until the dad could get housing. They were unable to stay in that housing, however, and the student and her dad moved in and out of homelessness. The girl was able to stay in her school of origin so that her schooling was not interrupted.

The dad's mental health further declined, causing the student to seek assistance from FACT in moving out on her own. FACT assisted her in obtaining a birth certificate, a Social Security card so that she could get a job, and some Social Security money and food stamps so she could support herself. FACT worked with the school in helping the student. She now lives with a very supportive aunt and uncle and is doing very well.

Ms. Dixon said that the story was representative of many homeless youth stories, especially with high school aged, unaccompanied youth. She said that the McKinney Vento Act was about overcoming barriers to academic success.

Director Bricker asked about unaccompanied students and noted that several were in the elementary grades. Ms. Dixon replied that the students might have parents who were incarcerated or deported. She said that it did not mean that the child was living on the streets by themselves, but they might be living with a neighbor.

Board Chair Gordon asked if FACT helped families find housing. Ms. Dixon said that FACT does so. She said that the office tries to keep up on housing resources that are at a price families can afford.

Board Chair Gordon asked how McKinney-Vento students were transported to school. Ms. Dixon said that the transportation office partners with other school districts. She said that typically, Greater Albany will transport the student one way and the district in which the student is living now would transport in the other direction. She said that the department uses more economical vans instead of larger school buses.

Director Smith thanked Ms. Dixon for the work the FACT Office does in supporting children. He said that sometimes, school is the best part of a child's day.

### ***DISTRICT BEHAVIORAL INTERVENTIONS/SUPPORTS***

Superintendent Jim Golden said that he has extensive experience in dealing with special education students, and in fact, more than most people in the state. He said that he was also involved in leadership positions at the State level. He said that he and Special Programs Director Ryan Mattingly would discuss the Behavior Support Continuum including Classroom Intervention Systems and 5-Point Behavior Support Plans.



He said that in terms of district interventions, he considered the district systems of support to be “best practices.”

Jim Golden said that he has extensive experience in special programs. He thanked Ms. McGrory for bringing the issue forward. He said that this was a statewide problem. He noted that the state was just a few years into pulling out of a recession. He said that when one looked at the numbers of homeless students, he said that the district had 180 kindergartners through fifth graders who were homeless, which was an average of 12 per each elementary school. He said that if only two of those children had serious behavior problems, that small number could still be a problem in a small school. He added that the district has more special needs children than the state will provide resources for. He explained that the state only reimburses special education expenses up to 11 percent of the district population. He said that 13.5 percent of Greater Albany students were classified as “special needs.”

Mr. Golden said that the State has historically underfunded the early intervention and early childhood special education in grades K-4. He said that State Senator Sara Gelser has been a champion for special education but has had a hand in changing state regulations concerning how the schools deal with special education students. He said that districts were seeing a statewide crisis in terms of young behaviorally disordered kids.

He said that the district has a group of very challenging 5, 6 and 7 year olds. He noted that many of the recent employee hires were for unbudgeted, special education positions. He emphasized, however, that even if he had the money to hire additional special education employees, sufficient numbers of people with those qualifications do not exist.

Mr. Golden complimented special programs staff members Ryan Mattingly and Sonya Hart and the team from FACT who work to get the children the services they need. He said that was not just about education. He said that some of these children either have severe mental health issues or come from families who are so stressed out that they are emotionally affected. He said that this situation would take some time to turn around.

He said that as Ms. McGrory pointed out, there are regular education teachers who have class sizes greater than the average for comparative school districts. He said that the larger classes challenged the teachers’ ability meet the whole range of kids that they have in their classrooms: Talented and Gifted, English Language Learners, regular education kids and unidentified special education children.

He said that schools were in the middle of a statewide issue. He said that he himself had intervened with special education students at several of the elementary schools and he was working closely with principals to solve some of these issues. He said that he and Mr. Mattingly would visit a regional, behavior intervention center in Redmond, Oregon that he helped start.

He explained that the Redmond facility was a regional program that was a short-term behavior modification program. He said that research indicates that if students are removed from regular classroom and put them with other misbehaving students, they do not improve in their social

behavior and instead increase their anti-social behavior because that is the only modeling they have.

Mr. Golden said that there is no place to send misbehaving children if they were to be pulled from the classroom and, by law; schools have to serve those students. He said that it was morally and ethically the right thing to do.

He said that that there were no magic bullets. He said that it would take money, training, and time to better the situation. He said that it would take much more money from the Legislature to solve the problem statewide.

Mr. Golden said that the district was being proactive about the program but it would take time to build. He said that available people with the necessary training and experience do not exist. He said that the Board heard from the union representative who rightly has concerns for her teachers. He said that there were staff members in the audience who were specialists in dealing with student behavior issues. He said that he has 20 years of experience in special education but for persons without that involvement, dealing with difficult children can be frightening. He said that the district has the right policies and the right systems in place, but the district does not have the needed capacity. He said that he would continue to work with State Senator Gelser who is a special education advocate.

Director Boehme asked if the teachers and other students in the class were safe. Mr. Golden said that there could be some risk. He said that Special Programs Director Ryan Mattingly and his staff were attempting to train staff members in how to deal with those children.

Board Chair Gordon said that her grandson has a misbehaving child in his classroom. She acknowledged that every incident is different. She asked if there were policies concerning student conduct.

Mr. Golden responded. He said that some students are living in difficult home situations. He said that in some cases, school might be the best place for the child. He said that there was much work to be done and it would take an investment in training. He spoke of the Oregon Intervention System. He explained that it trains people on how to interact with children who are at risk or are elevated in terms of their behavior. He said that staff-wide training may be necessary. He said that the growth in student misbehavior was at the elementary level. He noted that those children were born during the recession and may have been driven by the ravages of poverty.

Director Smith said that parents were frustrated. He said that parents will say that every student deserves a good education including their child. He said that he was asking on behalf of those parents that there be an equitable balance of what the district formulates within the law and that the district do everything it can to remove the barriers that staff members face in getting assistance into the classroom. He asked if the district had a crisis response team.

Mr. Mattingly said that the process was not meant to be navigated by an individual. He said that

it was a team building process. He said that his department does not have a crisis response team. He said that was not a model they ran.

Mr. Golden said that the district was ten weeks into the school year. He noted that before that, children had ten weeks off from school during the summer. He said that part of the problem was that summer break was too long and later in the evening he would describe why summer break should be shorter. He said that children may not be receiving proper role modeling during the summer. He said that children have great role modeling during the six or seven hours they are at school but some may not have positive role modeling during the 13-14 hours of the day they are not in school. He said that part of what district staff members do is put children from dysfunctional families back together. He said that schools were attempting to fix intense societal issues and to do so they needed a dramatic increase in funding. He said that it was not just a school issue. He said that it was a mental health issue, a health care issue and a poverty issue. He said that he appreciated the perspective Ms. McGrory brought to the room about teachers being terrified about those student behaviors.

Board Chair Gordon said that her grandson's school has a self-managing structure.

Mr. Golden said that he and Mr. Mattingly would report back to the Board later in the school year.

**OLD BUSINESS**

None.

**NEW BUSINESS**

**2016-2018 CALENDAR COMMITTEE**

Human Resources Director Randy Lary said that he was requesting the Board's permission to empanel a committee to develop the 2016-17 and 2017-18 academic calendars. He asked the Board to identify the parameters to be used in developing the calendar.

He said that he would bring committee member names to the December Board meeting. He noted that the packet contained a summary of the parameters the Board issued to the last calendar committee as well as two blank calendars. He asked that before the next meeting that the directors consider how they want to charge the committee. He asked the Directors to consider how committed they were to starting the school year after Labor Day and whether they wanted a two-week break in December. He said that there could be some options if the Board wished to pursue them.

Mr. Lary said that the calendar committee typically worked through January and into February and attempted to get a calendar to the Board by February.

Director Bricker said that the calendar committee has met for years and the district now has a calendar that works well. He asked if a committee was still necessary. He suggested that Mr. Lary and Mr. Golden could come up to a recommendation for the Board.

Board Chair Gordon noted that earlier in the meeting, the superintendent spoke about reducing the duration of the summer break. She said that the district has traditionally started school on the day after Labor Day but she was not opposed to looking at other avenues.

Director Smith agreed that if the district were considering such a change it would be worthwhile to have community and staff input. He said that a family member in another district started school prior to Labor Day and it was not a big concern for the community.

Mr. Lary agreed. He noted that the district has standardized its calendars over the past four years and the work of the calendar committee has become less. He said that if the district wanted to continue with a similar calendar, a committee may not be needed.

Board Chair Gordon said that schools in Australia have a full-year schedule with smaller breaks during the year.

Mr. Golden said that for homeless students, children in poverty and probably most people in Albany, no one takes a 10-week vacation. He said that during the long stretch in the spring, teachers get tired and students get tired. He suggested that the district consider an eight week calendar with a start a week before Labor Day and an ending one week later. He said that the schools could then take additional breaks throughout the year. He said that when teachers need a break, they could receive one. He said, however, that if the Board was not ready for a change and wanted to keep a traditional calendar he would be fine with that.

Mr. Lary suggested postponing Mr. Golden's suggestions for a year as some of the ideas would require community input. He suggested that it might require a long run-up.

Director Smith said that every break has an impact upon working families who have to find child care. He noted, however, that he knew of no one who took a 10-week summer vacation. He said that the current first semester ends in January. He asked if the first semester could finish earlier so that the semester break aligned with the holiday break. He said that at least 12 states have aligned semester and holiday break.

Mr. Lary said that he could bring an example to a future meeting.

Mr. Golden suggested that there was insufficient time to make the changes the Board was considering to the 2016-17 calendar. He offered to prepare a 2016-17 calendar with a structure similar to the current schedule and then consider the larger revisions to the 2017-18 calendar. He emphasized that no children benefit from a 10-week break in their learning.

Director Boehme suggested that a similar calendar be prepared for 2016-17 and that the district consider greater revisions for the 2017-18 calendar. Board members nodded in agreement.

Director Bricker said that the Board needed to get this done. He said that the directors needed to set tight parameters for what they wanted. He said that the Board could be the calendar committee and then take public input.

Board Chair Gordon said that she would like to see South Albany High School and West Albany High School on the same schedule.

Mr. Golden said that he and Mr. Lary would prepare a proposed draft calendar for 2016-17 and then in early 2016, the district would begin early conversations with stakeholders about the 2017-18 calendar. Director Bricker said that the 2017-18 calendar had to be made more than one year in advance. Board members nodded in agreement.

### ***OSBA ELECTIONS***

Executive Assistant and Board Secretary Jim Haggart said that the voting period for the Oregon School Boards Association had opened on November 16 and would close on December 18, 2015. He said that the Greater Albany School District was asked to participate in the election of an OSBA Board Member and a Legislative Policy Committee member. OSBA Board terms are for two years and Legislative Policy Committee terms are for one year. He said that unlike other years, there would not be a resolution this year to amend the OSBA constitution.

Mr. Haggart stated that Don Cruise, a Board Member of the Philomath School District was the incumbent member of the OSBA Board of Directors Position #10 and is running unopposed for reelection. The Greater Albany Board could vote for or against Mr. Cruise or abstain from voting for the position.

He said that Davie Dowrie, a Board Member of the Linn Benton Lincoln Education Service District, was the incumbent member of the Legislative Policy Committee Position #10 and was running unopposed for reelection. He said that the Greater Albany Board could vote for or against Mr. Dowrie or abstain from voting for the position.

Mr. Haggart said that no Board action was required at this meeting, but action was desired by OSBA by December 18, 2015.

Director Bricker moved to vote for Mr. Cruise and Mr. Dowrie. Motion APPROVED UNANIMOUSLY. Results were conveyed to the Oregon School Boards Association.\

### ***ADMIN REGULATION, FAMILY AND MEDICAL LEAVE***

Human Resources Director Randy Lary said that the United States Supreme Court case, *Obergefell v. Hodges*, 576 U.S., granted same-sex couples the right to marry. Oregon, previous to this decision, allowed same-sex partners to enter into a domestic partner relationship by obtaining a Certificate of Registered Domestic Partnership (CRDP). He said that in conversation with the Oregon Bureau of Labor and Industries, the Oregon School Boards Association confirmed that same-sex couples who had obtained a CRDP prior to the *Obergefell v. Hodges* decision, and have either chosen to not marry or have not yet married, are still eligible for Oregon Family Leave Act (OFLA) leave benefits.

He said that this update to Administrative Regulation *GCBDA/GDBDA-AR(1) Federal Family and Medical Leave/State Family Medical Leave* revised the definition of spouse for Family Medical Leave Act (FMLA). Therefore, this definition of spouse is used only in FMLA, but

since Oregon also recognizes a Certificate of Registered Domestic Partnership, the domestic partner language remains in the definition of spouse for any OFLA only administrative regulations.

Mr. Lary said that the Oregon School Boards Association (OSBA) characterized the revisions as “required.” He said that because of the complexity of the revisions to this fourteen-page document, the directive was provided as a “replacement.”

Board Chair Gordon directed that the topic be returned to the Board at the Consent Agenda of the next meeting.

#### ***ADMIN REGULATION, SUPPORT SERVICES***

Business and Operations Director Russ Allen said that House Bill 2404 (2015) revised Oregon Revised Statute 336.423 to align it with federal standards for meal programs. He said that the proposed revisions to Admin Regulation *EFAA-AR, Reimbursable Meal Programs* would bring the district directive into alignment with federal requirements. He said that OSBA characterized the revisions as “required.”

#### ***BOARD POLICY, STUDENTS***

Executive Assistant Jim Haggart said that Senate Bill 790 (2015) added the term “domestic violence” to new or existing, age appropriate education programs for students in grades 7 through 12. He said that the same bill required training programs for information related to the prevention of, and appropriate response to, acts of harassment, intimidation, bullying, cyberbullying, teen dating violence and domestic violence. Additionally, he said, the Bill required districts to include notice of this policy in communication to students and parents, i.e., the district’s student/parent handbook. The Bill further required that districts post of the required posters, as provided by the Oregon Department of Education when available, in clearly visible locations in appropriate school campuses.

He said that OSBA characterized the proposed revisions to Board Policy *JFCF, Hazing/ Harassment/Intimidation/Bullying/Cyberbullying/Menacing//TeenDatingViolence/ Domestic Violence - Student* as “required.”

Board Chair Gordon directed that the document be returned to the Board at the Consent Agenda of the next Board meeting

#### **OTHER BUSINESS**

##### ***2015/2016 CAPITAL BUDGET PROJECTS UPDATE***

Business and Operations Director Russ Allen delivered a summary of recent improvements to district communication and irrigation systems.

#### **ADJOURNMENT**

Board Chair Gordon said that parent-teacher conferences would begin during the week of November 16 and continue through November 23. She said that November 24 and 25 would be non-school days and November 27 and 27 would be the Thanksgiving holiday. She said that the next Regular Board meeting would be December 14, 2015.

Board Chair Gordon recommended that the Board convene a public Work Session on January 19, 2016 to consider a possible school bond.

Director Boehme said that he was concerned that the district was losing time in preparing for a school bond. He said that by January the Board would have just eight months to make its position to the public before a November, 2016 election. He said that the Directors had not yet had any discussion as a Board as to what might or might not be on the bond.

Mr. Allen said that he did not want to underestimate the work of the Board. He said that the District Facilities Advisory Committee would meet again in December and the district would receive their report after that. He said that the Co-Chairs would make their report at the first Board meeting in January.

Board members discussed several dates and times for a work session. Board members agreed to start the January 11, 2016 Regular Board meeting at 5:00 p.m. and a work session at 5:00 p.m. on January 19, 2016.

Board Chair Gordon adjourned the Board meeting at 9:15 p.m.

---

Sandi Gordon, Board Chair

---

Jim Golden  
Superintendent

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