

SILVER FALLS SCHOOL DISTRICT 4J
BOARD WORK SESSION

April 24, 2017

7:00 p.m.

District Office Conference Room

Attendance: Board members present were Chair Wally Lierman, Tom Buchholz, Aaron Koch, Tim Roth, Ervin Stadel, Ron Valoff and Todd White. Also present were Andy Bellando, Superintendent; Dandy Stevens, Assistant Superintendent; Steve Nielsen, Business Manager; and Denise Childs, Board Secretary. Press was not present.

Chair Wally Lierman called the meeting to order at 7:00 p.m. and noted attendance.

DISCUSSION ITEMS

Facility Use: Mr. Bellando reported that Policy **KG-AR** – *Community Use of District Facilities* had been revised to better reflect the significant increase in facility use across the District. He said that the facility use process would change in the following ways beginning July 1:

The Facility Coordinator's time to coordinate the facilities use schedule will increase from two to four hours as part of their regular full-day work assignment. This position will be the main contact person to oversee the reservation schedules for all school facilities in the District.

A new software online platform will be in place to coordinate all school facilities used within the District.

Following Mr. Bellando's report, Aaron Koch inquired about the wording "false alarms". Mr. Bellando explained that it refers to security alarms and being able to call off an alarm within a couple of minutes or else the District gets charged for false alarms.

Tom Buchholz said that having the Facility Coordinator oversee facility use reservations for all the District's facilities will make it less confusing and streamline the process.

In response to Todd White's inquiry, Mr. Bellando explained that every user (organization) signs a contract that they are required to abide by.

Mr. Bellando noted that generally the in-town school facilities get filled with reservations first. He said the District has great rural school facilities for community use that are just a few miles out of Silverton.

Teacher Retirement Incentive: Mr. Bellando noted past retirement incentives that have been approved by the Board. He shared that there are some teachers interested in the proposed "Licensed Employees Substitute Pool Through Retirement Incentive". He explained there are two reasons for this proposal:

1. To be able to create and secure, for at least two years, a group of substitute teachers who are familiar with the layout of the District and how it is run.
2. Estimated savings for the District could possibly be between \$100,000 to \$250,000 over a two-year period.

Mr. Bellando explained that a minimum of 5 eligible District licensed employees must resign and agree to this retirement incentive in order for it to be in effect.

He also noted that a maximum of 15 eligible District licensed employees will be able to participate in this retirement incentive.

Mr. Bellando then shared that there is one revision he is recommending to the proposal: change the date to retire from the District from June 30, 2017 to July 7, 2017. He explained this one week makes a difference for at least one employee who is very interested in this retirement incentive. Mr. Bellando said he appreciated the Board's willingness to consider this proposal as an *action item* tonight because it is time sensitive.

In response to Wally Lierman's inquiry, Dandy Stevens and Marie Traeger (from the audience) confirmed that there has been a lot of interest. Mrs. Stevens said that they plan to hold a question and answer session next week for those people who are not quite sure. She noted that since Mr. Bellando had put this out last week, people have been contacting PERS and Personnel and Payroll Departments for information.

Wally next asked what happens if there are more than 15 teachers interested in the retirement incentive. Mrs. Stevens explained that each submission will be time and date stamped so it will be on a first come first serve basis.

Wally then shared that he had heard of possible legislation being considered where people retiring from PERS could not go back to work for 6 months. He wondered how this may affect this particular retirement incentive. Mr. Bellando said that he did not know where any of the PERS reform efforts may land. He felt in those cases it would be teachers taken back under contract while this retirement incentive is for substitute teachers. Mrs. Stevens added that what the Oregon legislators are talking about will not take place until after January 1, 2018 so these current retired teachers would not be affected.

Todd wondered if it was too short a timeline in requiring licensed employees to notify the District's Human Resources Department through submission of a completed application by May 5, 2017. Mr. Bellando explained that they had held off proposing this incentive to get a better sense of where the legislature may land with funding. He added that the sooner they can identify the retirees, the sooner they can find qualified replacements.

Candidate Forum Question Clarification: Mr. Bellando thanked the Silver Falls Education Association for supporting, sponsoring and organizing the School Board Candidate Forum that was held Monday evening, April 17. He commended the efforts of **Marie Traeger, Nancy Miller** and so many other people in putting on this Forum. Mr. Bellando felt the Forum had been well received by the community and the people in attendance that evening.

Mr. Bellando said he wanted to comment on one of the questions that had been asked during the Forum that referred to "rampant" racism at Silverton High School (SHS). He felt the term "rampant" is not accurate and the need to share with the Board and public some data information to give a more accurate indicator of the racism level being experienced at SHS over time. Mr. Bellando agreed that racism is present and there is a need to continue efforts at addressing it.

Mr. Bellando reported that recently he and many other staff members of SHS and the school district attended a two-day equity training. He shared that they are going to use that training as they continue their efforts around equity for all students. Mr. Bellando said one of the many messages of the training is the value of using multiple and reliable measures to help identify not only the areas of need in the school, but what will be done to best address those needs/issues. Mr. Bellando then reviewed portions of data (results of four questions) from the 2016 Student Wellness Survey, taken by the junior class, regarding harassment, bullying and racism. He compared this data to previous year results (2014 and

2012). Mr. Bellando also used as a point of reference the State of Oregon result averages for the same survey. (Documentation was handed out to the Board and audience before the start of the report.) Mr. Bellando stated the ultimate goal is for there to be zero students harassed or bullied and the need to get to 100% of the students feeling safe, accepted and welcomed at all our schools.

Mr. Bellando also believed it was important to recognize the number of sports, clubs and other school activities outside of class that students can get involved in. He felt this provides students a more welcoming and inviting school atmosphere.

Discussion followed where Board members asked clarifying questions or shared their viewpoints:

Tom Buchholz suggested finding out the participation rate of students involved in any activities outside the classroom. Mr. Bellando added that also finding out the reason why students choose not to participate would be another good follow-up question. He said it would also be informative to have more detailed data on cultural representation in school activities.

Todd White proposed that it would help to have a similar type survey done by the schools' staff members. He suggested that survey could include questions on student behavioral incidents that may not have been reported up the chain of command because the teacher(s) took care of the incident(s) themselves.

Ron Valoff questioned if there is a way to expound on the specific racism concern to provide a little more understanding of what may have been the issue, and if there is a common denominator that continues to repeat itself that could be identified and addressed. Mr. Bellando explained that it was uncertain who had submitted the racism question at the Forum and that the Wellness Survey is done anonymously.

Regarding the upcoming Wellness Survey, Ron wondered if there is a way to change the format to be able to expand on the racism issue instead of just more or less checking a box. Mr. Bellando explained that particular survey is operated by the Oregon Health Authority. He said that they could use the Wellness Survey to look further in trying to identify what those patterns and trends are and if there are particular student groups affected as victims or perpetrators.

Wally Lierman said it would help to know why, according to the Wellness Survey, 3% of the high school kids do not feel safe come to SHS.

Tim Roth felt that one of the positive things that came from the November election incident is becoming aware of some issues that maybe some high school staff members did not know existed. He said it also gave a lot of kids a chance to talk to administrators and teachers about things going on in the school.

Mr. Bellando added that working on issues, since the November incident, is not a one and done thing. He said all staff members will work to create for students a constant and welcoming approach over the long term at SHS.

Mid-Year
Fiscal
Accounting:

Chair Wally Lierman noted that it was time for the Board's mid-year fiscal accounting report. He explained that there are ten questions for Andy Bellando and Steve Nielsen to answer under Policy **D/DIC** – *Fiscal Accounting and Reporting*. Following are the ten questions and responses:

1. Are the books balanced and reconciled?

Steve: Yes.

Andy: Yes.

2. **Does the adopted budget reflect expected expenditures?**
Steve: Yes.
Andy: Yes.
3. **Are all payroll reports filed and have all payroll liabilities been paid timely?**
Steve: Yes.
Andy: Yes
4. **Have all federal and state grant reimbursement requests, as well as required financial reporting forms, been timely filed?**
Steve: Yes.
Andy: Yes, they have.
5. **Are there any cases of fraud that we need to be aware of?**
Steve: No.
Andy: No.
6. **Are there any changes in the internal control system?**
Steve: No.
Andy: No.
7. **Are there any changes in the accounting system or accounting procedures?**
Steve: No.
Andy: No.
8. **Are there any other financial related matters we should be aware of?**
Steve: No.
Andy: Yes, the only one is just related to the retirement incentive that came to mind for me if the Board takes *action* to approve that.
9. **Are all cash and investment accounts reconciled to the records?**
Steve: Yes
Andy: Yes, they are.
10. **Are all financial statements and information provided to the Board accurate and complete to the best of your knowledge?**
Steve: Yes.
Andy: Yes, they are. And we'll just let you know that we have received our Department of Education notice today. That our audit has been accepted by the Department of Education and fully acceptable standards I think is the phrase that they used. So, it was good news.
Steve: We did have the auditors out here last Monday and Tuesday for their interim work for the current fiscal year and that I spent a lot of time testing the processes. They may have already sent you the annual audit questionnaire and if they haven't, they will be for you to answer directly to them, and our exit interview is a positive note. No findings and they will be back out here in September or October to do the final testing and reconciliation of the books for the close of Fiscal Year 2016-2017. So, everything is going fine on that end as well.

Chair Wally Lierman explained that Question 11 will be asked in Executive Session. **(Without the Superintendent present, the Business Manager will be asked if he/she has been asked by the Superintendent to do anything that makes him/her uncomfortable or to present any information he/she feels is inaccurate.)**

ACTION ITEM

Teacher Retirement Incentive: Tim Roth moved, and Aaron Koch seconded, to approve a Teacher Substitute Pool through a Retirement Incentive, as amended. The motion carried unanimously.

EXECUTIVE SESSION

Following a break from 7:30 – 7:31 p.m., the Board entered Executive Session pursuant to **ORS 192.660(2)(f)** – *To consider information or records that are exempt by law from public inspection* – Mid-Year Fiscal Accounting and Reporting (Policy **DI/DIC**, question 11); and Superintendent Evaluation; Personnel Records; and **ORS 192.660(2)(e)** – *To conduct deliberations with persons designated by the governing body to negotiate real property transactions* -- Sale of Eugene Field School building and property. Present were the seven Board members, Steve Nielsen and Denise Childs. Andy Bellando was excused from the beginning of the Executive Session. At 7:32 p.m., Andy Bellando went into Executive Session.

At 7:36 p.m. Steve Nielsen was excused from Executive Session.

Reconvened: Regular Session reconvened at 7:45 p.m.

OTHER

Adjourn: No further business was brought before the Board and the meeting adjourned at 7:45 p.m.

Chair of the Board

Superintendent-Clerk

Date

Date