

**MINUTES OF THE  
CANBY SCHOOL DISTRICT  
BOARD OF DIRECTORS  
REGULAR SESSION & EXECUTIVE SESSION  
April 21, 2011**

**REGULAR SESSION**

**1.0 CALL TO ORDER**

Chair Adams called the Regular Session to order at 6:30 p.m. in the Canby High Omni room on April 21, 2011. Board members in attendance were Dick Adams, Ty Kraft, Andy Rivinus, Kristin Downs, and Tom Scott. Also in attendance were Superintendent Rose, Linda Martin, David Moore, Tim Oberg, Carol Meeuwsen, Angie Navarro, Cindy Bauer, Same Thompson, Maureen Callahan, Betty Rivinus, Joe Morelock, Andrea Weber, Mary Walsh, Jennifer Turner, John Ogden, Pat Johnson, Joel Sebastian, Betty Crawford, Tony Crawford, Travis Opperman, Sondra Strong, Valerie Martin, David Purdy, Marilyn Wood, Veronica Martinez, Pam Barrow, Doug Gingerich, Richard and Florence Ball, Gerry Brown, Jamie Netter, Peggy Savage, David Gordon, Ronell Warner, Christine Taylor, Skyler Rodolph, William Greenleaf, Lois Molyneuz, Susan and Bill Keyser, Alisha Goodman, Travis Flynn, Bryan and Darcie McRobbie, Erin and Abby Lockwood, Sady and Allie Browning, Rex Hagans, Stan Grines, Travis Ladrow, Hannah Reed, Lori Shippy, Maria Paniagua, Tiffany Tasker, Sarah Dietz, Darian Dietz, Moira Dietz, Jason Dietz, Kaylee Thomas, Elaine Poole, Brendon Murphy, Kristina Scott, Caitlin Brown, Jennifer Dorsey, Marilyn Jeli, Madi Johnson, Doug Gingerich, Christina Gonzalez and several other parents and students.

**2.0 INTRODUCTIONS AND FLAG SALUTE**

Due to the size of the crowd introductions were not made. Andy Rivinus lead the flag salute.

**3.0 CHANGES TO AGENDA**

An updated agenda was distributed this evening changing the order of the discussion items.

**4.0 SPOTLIGHT ON STUDENT SUCCESS**

Carus Principal Sam Thompson introduced the presentation focused on integration of technology, collaborative teaming and SMART goals, including student progress and the technology use around those efforts.

Fifth grade student Cody Smidt said he uses iPods to record and listen to his reading to correct his mistakes, like a pretest before his final recording. He demonstrated how his microphone and iPod are managed.

Principal Thompson shared data from third and fourth grade reading scores indicating students are exceeding set goals, even with scores reflecting a group average as successful students graduate out and others come into the reading

group. Dillon Fraser thanked the Board for approving the iPods. Clara Brady explained their 5 minute math tests and the applications they use. Ciara Jagels, Madison O'Dell and Austen Troxler use a variety of math apps to work on different skills. "The iPod has helped me because I didn't know division before this year." The students thanked the principals and administrators for 'finding the money to buy iPods so we can learn'.

Lois Molyneux, Carus 3<sup>rd</sup> grade teacher shared her math SMART goal and pre-test on understanding multiplication. Her students chart and check their progression with the final test showing 95% of her students meet the SMART goal.

## **5.0 SCHOOL ACTIVITIES & UPDATES**

**AMS: Sarah Branum** reported on their honor roll breakfast and a new exhibit in the art gallery by students and district staff. Big events included a Nobel Peace Prize Laureate visit, a badminton tourney with students and track meet where the 8<sup>th</sup> grade boys beat the school record for the relay event. Eighteen Ackerman students are in Korea and will visit the former first lady Madam Lee's house.

**Baker Prairie: Jaden Carnahan and Abby Lockwood** invited people to the BPMS Leed Gold Certificate ceremony on Earth Day, April 22 at 6:30pm where many special guests will attend. They shared a brochure representing 7<sup>th</sup> grade experiences and quotes to reflect on their school year.

**Ninety-One School: Leona Gwynn and Nathan Kromer** said the PTA fundraiser carnival was held on April 1<sup>st</sup> with bingo, booths, prizes and food. A fundraiser father-daughter dance was held for a student trip to the east coast. On May 2<sup>nd</sup> the 6<sup>th</sup> graders will go to Hancock Station for outdoor school, 7<sup>th</sup> and 8<sup>th</sup> graders are focused on locating and getting information from graphs. Extreme Night at Wilsonville Lanes is April 28 with games, food and prizes for 7<sup>th</sup> & 8<sup>th</sup> graders as a fundraiser for PTA.

**Canby High School: Kelsea Peterson** reported that CHS Leadership students hosted an air band assembly, student body elections, and encouraged carpooling and biking to bring awareness on Earth Day. Their talent show is on April 28 and includes an art show. An assembly on June 2 is planned with military veteran guests presenting. Spring Fling follows powder puff and macho volleyball games, and June 3 is the spring assembly to recognize spring sports and clubs.

## **6.0 SUPERINTENDENT'S REPORT**

Jeff Rose thanked the Siletz Tribal Charitable Contribution Fund for the grant funding for safety supplies in every school in the district, including district office. The district appreciates their generosity in providing the funding to increase access to adequate and updated emergency materials.

This past week he spent time with a college educator from India to compare notes between our systems. He was surprised at how well teachers are equipped to provide quality education in our country, noting instructional strategies we use here and real life experiences. He said India is light years behind without similar facilities and education and that India's prestigious schools can't meet what he saw here. He was surprised by the lack of will in our country to prioritize education and students and couldn't believe we'd entertain the concept of closing a school like Ackerman, wondering if we understand where we're headed here.

Jeff also expressed his dismay that some people are surprised about the district's current financial status. "This is not just a Canby issue or Oregon. We have cut for three years, \$4.5 million two years ago with days lost and we're reducing the budget again. I'm proud of our educators and extremely sad about what we're doing to children. With the reductions we must make, I'm wondering on how to be accountable to what we are required to do. The alternatives would feel much worse. Take the school reconfiguration plan for example. That plan will bring a few educators back to the system, but every single one is critical to the system and makes a difference in class sizes and maintaining art in the middle school. Some music/PE will remain in elementary schools and others are hanging on by a thread. There will be more teachers working with kids in a streamlined system."

"When asked about cutting days to not close Ackerman I say for a year, yes, but not the next year as it's one-time savings. We are trying to create a system that is sustainable and can be added back to over time." He asked that people serve as good listeners and is receiving good feedback. "I'm inspired by that. I'd be disappointed if people weren't here tonight. I'm confident, regardless of the decisions made, that the cultural traits would remain."

## **7.0 PUBLIC FORUM / ANNOUNCEMENTS**

Dick Adams said he has received many emails and phone calls and that over 200 people attended the budget meeting on April 14. "We received well thought out feedback, which reflects how much people know and care." Adams invited those interested in commenting to share their thoughts and questions. The following are excerpts from the 22 people who spoke:

"I do see great promise for AMS to become a community center. I've been a fan of Ackerman for 30 years, but I do believe that culture can be reinvented in the combined schools if admin can fully commit to making it work. The plan should proceed and I urge you to do all you can to make this successful."

"Everyone should make a concerted effort to engage this state to properly fund its schools. I would rather close bridges and empty prisons than short-change our children. I like the 6-8 model and would like to work on preserving that. I want what's best for kids."

“What existing programs will be affected? This is very short notice and twelve classified that will be cut, which is actually FTE and working hours, not people. I would like the board to delay the decision to answer more questions.”

“I commend the students for their civic engagement tonight and ask the district to help them transition in this move. The decision to close AMS came as a shock, making the programs at AMS seem irrelevant. These programs are purposely being brought to an end if the schools merge.”

“I want to say the board is not making the right decisions. Art is a tremendous part of AMS, the new art gallery shows our art. Jody Williams spoke at our school and she was amazing. I think closing AMS is the worst decision the board has ever made.”

“Some things cannot be weighed and measured. Our kids have had involvement and made contributions to society through many prestigious guests, national and international levels of recognition. It’s positively affected achievement and it’s been precious and irreplaceable.”

“It was the wrong way to fill the bucket. We can’t fundraise to cover all of it. If we cut four days of school, we could save AMS. You can take away our school, but not our Ackerman pride.”

“I think the proposals were excellent but shouldn’t be made within two weeks. It’s wrong to undo this structure after a two-week consideration. It doesn’t have to be a structural problem to solve this financial problem.”

“I love AMS, learning so many things and to close would be sad but there would be some positives, too. I’d like you to consider keeping Ackerman open.”

“I hope that regardless of which school, I hope to get the best instruction that we can with art, technology, PE, after-school sports and academically advanced classes. Mr. Sebastian has made this happen and I hope he will be principal if the schools merge. Have a heart, save quality education.”

“AMS has small classes sizes and comfortable environment. We’re afraid of losing our two sister schools and art classes have helped me more than anything.”

“It’s a lousy recommendation (the district is) forced to make tonight. It negatively impacts every student but it’s the best decision that can be made in current environment. I commend the board and staff for the process they’ve pursued to come to this recommendation. I’ve been listening and you’ve done your homework.”

“I can’t express enough how I feel about the possibility of AMS closing. I can’t imagine it. I know the budget cuts are high and the decisions are hard, saying it’s too early to shut Baker Prairie but it’s also too early for AMS.”

“It’s an amazing school, possibly losing our relationship with Korea, the art gallery, Peace Garden and ground zero relic, and the living history of our school. Keeping AMS open doesn’t need to be easy, it just needs to happen.”

“The art program with Mr. Nosen takes students to places all over the world. He uses his own money for art supplies so everyone can do art. He’s too great a teacher to get laid off. People care about Ackerman.”

“Students have been in a state of mourning since they heard the recommendation. Cutting four days would make up the \$600,000 to saving the school.”

“My daughter had a difficult transition to Ackerman but she’s an honor student now and her teachers got her there. Money can be raised, just by asking. Look to the community.”

“Families will look at private schools for better opportunity, we’re losing diversity and I think it’s unfair to cut the arts because I succeed at art. Those in math will have a chance and those who succeed in art should be able to.”

“I took four years of art at AMS and four at CHS. It saddens me to hear that art will be cut because it motivates me to attend school.”

“It’s unfortunate to face this situation. I also think it’s important to note it’s a community problem. Baker Prairie has many amazing qualities and we need to keep our minds open. It’s a state and national problem and the people we need to talk to are in Salem. We should keep our focus on what benefits our kids.”

“I hate to lose the good things at Ackerman unless we have to. I’m concerned for crowded schools and I don’t want a mini high school. Please leave the option open to return to the current system when economy recovers.”

Ronell Warner, Director of The Canby Center, said the Center’s lease expires July 31 so the possibility of leasing a portion of Ackerman to provide after-school activities and services for students such as a homework club, music lessons, and expanded programs is a good option. The limited space in their existing location has constrained all the services they would like to provide. “Everything revolves around a venue. The Canby Center is very interested in leasing the Ackerman space.”

Board Chair Dick Adams said he was impressed with the articulate student comments and their bravery to speak to the crowd.

## **8.0 INFORMATION/DISCUSSION/ACTION ITEMS**

### **8.1 Results from Community Budgeting Meeting**

Superintendent Rose reviewed the April 14<sup>th</sup> community budget forum presentation showing budget recommendations in order to limit school level reductions.

“We’re not recommending to increase anything, in fact it will decrease. There will be increased class sizes and reductions even if Ackerman were to stay open. We could fundraise but we have to consider more than one year, rather two or three or more years out.” Rose said that the meeting goal was to get feedback to the board. The best data came from the nearly 100 comments people wrote.

Four graphs from 116 people’s electronic survey responses on four questions resulted in the following:

*What do you find most concerning in the recommendations:* 45% were concerned with increased class sizes, 28% concerned with school reconfiguration; 9% concerned about fewer activities and program options, and 18% concerned about reduced art and music.

*My impression of the school reconfiguration plan:* 16% said they liked the plan; 54% said it adds staffing and resources back into schools, which I support, and 30% said it is not worth the challenges and number of educators saved.

*My opinion of the recommendation is:* 13% smart decisions, 24% focus is on instruction and students, 48% saw both good decisions and concerning decisions, and 15% disagreed completely.

*I believe the district’s financial situation is:* 73% replied severe, 26% said difficult but not disastrous, and 2% not that bad.

The 116 written response cards comments were forwarded to the Board the following day.

Dick Adams said he was pleased with the forum turn out, the articulate comments shared, and suggested items that should be addressed. Andy Rivinus said that the forum and board meeting were similar. Tom Scott agreed, adding that it was impressive to see all those who shared their thoughts at the board meeting. Kristin Downs appreciated the opportunity for diverse thoughts as expressed. Ty Kraft commented that the questions were intriguing and that the community came prepared with great questions. He also commended the administrative team for information they shared in the meeting.

## **8.2 Financial Statement Update**

Business Manager David Moore shared the process to put the budget proposal together. “I work with creative thinkers who keep me on my toes. After working closely with them, independent of the school reorganization, I truly believe they are making this recommendation as a K-12 decision for all kids in Canby schools.”

Moore shared the March financial statement that feeds into 3-year fund balance forecast. “There were a few changes from last month with additional resources that came since February’s statement. The State recently finalized the 2009-10 fiscal year and then adjusted each district distribution with more or less money based on attendance, property taxes, etc. sending an additional \$500,000 to Canby.” Other adjustments and corrections brought the ending fund balance to \$4.3 million at this point.

He confirmed that 12 teachers opting for early retirement were accounted for in the current report, resulting in a savings of \$200,000 in the next two years.

The fund balance forecast is a summary for current year and the next two-year period, reflecting the higher \$5.7 state level allocation as well as the reductions and additional resources talked about with community last week. We will use \$2.3 million of this ending fund balance to support the next two budget years, leaving a \$2 million fund balance, or 5% of resources, as required by board policy.

### **8.3 Budget Discussion and Vote**

Jeff Rose explained the budget handout that “took complicated spreadsheets and briefly outlined what the board needs to consider in adopting the budget as well as the necessary cuts that follow. This is critical information in order to understand the breadth of this conversation.”

**Items 1 – 6** are the fundamental parameters for building a budget: (1) Assumes state funding will be \$5.7 billion; (2) Student enrollment drives the budget, which is the demographer estimates fairly flat; (3) Restores 13-15 calendar contract days for staff compensation; (4) Restores seven student contact days; (5) Assumes the same 2010-11 level of programs and staffing to identify the initial funding gap; (6) Assumes no increase in staff salaries, no step increases, and no additional payments for health care premiums. He noted that a contract has not been negotiated for next year and that any agreements above ‘zero’ means less savings.

**Items 7-9** are the Board directives: (7) Use General Fund reserves to the minimum reserve of 5 %, \$2 million, allows use of \$2.3 million in reserves spread over two years; (8) Use other funds, one-time funds, for general fund expenditures; (9) Offer retirement incentives to qualifying certified staff, an expense in the first year and savings in the following two years.

**Items 10-15** are administrative team recommendations: (10) Reduce central services non-personnel expenditures by \$175,000 per year; (11)

Reduce central services administrators 1 FTE, \$100,000 savings; (12) Reduce central services by 5 FTE, \$300,000; (13) reconfigure AMS/BPMS and loss of 2 FTE administrators, other personnel/non-personnel, \$600,000 savings; (14) Reduce classified staff 12 FTE, savings \$420,000; (15) Reduce certified staff 28 FTE, \$2,080,000.

**Total staff reduction:** 48 FTE estimate (possibly 60 or more actual people)

Rose said that the estimates do not take into account possible AMS lease or use for other revenue generation. An option to offer special education services currently contracted out in-district could average \$11,000 per student in savings without transportation savings considered. Student Services Director Sondra Strong said there may additional staff needed as these services are specialized. “We would use three current certified and two classified employees,” she explained. Moore said the proposed budget assumes use of Ackerman but didn’t include those savings to keep it open and maintained. “We can anticipate some revenue possibly, but it would be a year before knowing actual savings/costs.” Moore said that this is only a general fund deficit conversation and that other programs outside the General Fund will be reduced as well. Federal stimulus funds of approximately \$600,000 will not be available, used primarily for special education and title programs.

Jobs lost two years ago added up to 60-70 people reduced district-wide and that another 48 or more will reduced this year. Ten percent in staffing was cut two years ago and will be close to that this time. An audience member asked if there were staff hired back after the reductions two years ago cuts. Supt. Rose said the district is predominantly at the same level of staffing and about 100 students less than two years ago.

Dick Adams said “We have not yet explored a local option levy but we could possibly ask voters to approve support for the operating budget in that way. The community has supported building schools before and a 5-year local option could raise about \$1 million per year if \$1 per thousand were assessed. This requires a vote of the people and the board should seriously consider that option.” He also said that the district would be looking again at savings within the classified, certified, and administration employees through negotiations. “For the third year in a row, those who work tirelessly with our children are being asked to help balance the budget.”

*The following comments by board members were submitted before the motion to accept the administrative recommendations:*

“I’ve listened and put a lot thought into what we heard,” said **Tom Scott**. “The bigger thing is the (loss of) 48 people and the programs. This was not a quick decision, it’s been well-thought out, organized and creative. I thoroughly trust the administrative team recommendation. This is emotional and causes anxiety, but removing teachers from our classrooms, cutting instructional time, and cutting days to save Ackerman is not fair.

We're not hoping to change the reconfiguration, but rather save some of the people that we could lose. This is not a comfortable decision, but one we have to make unfortunately. I sincerely thank everyone for caring about our kids."

Andy Rivinus said "This is not the kind of decision you think you'll have to make when you run for the board. The bottom line is what you've heard several times, preserving as many people as we can. It isn't about buildings, extra-curricular, but rather the magic happening in classrooms with teachers delivering what students are hungry for. We need to preserve as many of those teachers as we possibly can so hard choices will have to be made."

Ty Kraft asked administrators to focus on the leadership of the new school because at the end of the day, it is a new school. "I see it as providing great opportunities. AMS and BPMS have both done great things and the two together could offer the same quality. We need to find the right leader."

Dick Adams said "I agree with most of what my colleagues say but I don't see the budget as a reason to close Ackerman. I'm excited about some of the possibilities for the use of AMS, the blending of cultures, bringing special education students back. That's the plus. My preferred path would be wait one more year, try for the local option and also explore other avenues as well as a comprehensive plan to make sure this is the right choice. It's only the reconfiguration that concerns me."

**MOTION: Andy Rivinus moved to accept the Administrative Recommendation as provided in Addendum 8.3 to include reconfiguring Ackerman Middle School. Kristin Downs seconded the motion. Motion passed 4-1 with Dick Adams voting no.**

Consideration will be made in the fall regarding the possibility of pursuing a Local Option.

#### **8.4 Budget Amendment-Special Revenue Funds and Vote**

David Moore asked the Board to approve an amendment covering special project funds, grant funds, etc. "We don't always know of the grants coming in during the year beforehand, so this amendment sets a budget increase to allow for use of those funds. State law allows for a board to adopt a supplemental budget in this manner. The total change is \$700,000."

**MOTION: Andy Rivinus moved to approve the Resolution to Amend Appropriations for the Special Revenue Funds for 2010-2011 as provided in Addendum 8.4. Tom Scott seconded the motion. Motion passed 5-0.**

## 9.0 BOARD COMMENTS

Kristin thanked those who came who are passionate about students and commended the students who spoke eloquently. "The decisions weigh heavy on our heart, affect a lot of people and are not taken lightly."

Tom thought the meeting input was helpful as well as the community budget forum. He also attended the "Charlie and the Chocolate Factory" production that was amazing.

Andy Rivinus attended the community forum and superintendent luncheon last week, noting the conversations were much the same. "They are sobering conversations. I also applaud the middle school students performing Charlie and the Chocolate Factory."

Ty Kraft visited Knight and Eccles third grade teachers observing how they use their technology. "I saw how positive it is, similar to the Carus information earlier."

Dick Adams will attend the BPMS Leeds certification event on April 22 and will be interviewed by 5<sup>th</sup> grade students at Ninety-One School about the superintendent search.

## 10.0 CONSENT AGENDA

### 10.1 MINUTES

Minutes of the March 17, 2011 Regular Session and Executive Session and the March 30, 2011 Special Board Session and the April 7, 2011 Workshop and Executive Session are provided in Addendum 10.1.

**MOTION: Andy Rivinus moved to approve the minutes as provided in Addendum 10.1. Ty Kraft seconded the motion. Motion passed 5-0.**

### 10.2 PERSONNEL CHANGES

Andy Rivinus noted the personnel changes reflect the retirees as were discussed tonight and they need to be noted. Dick said he was struck that these very talented educators will be retiring and will be missed.

**MOTION: Andy Rivinus moved to approved the Personnel Changes as provided in Addendum 10.2. Tom Scott seconded the motion. Motion passed 5-0.**

## 11.0 ADDITIONAL INFORMATION/DISCUSSION ITEMS

### 11.1 Reevaluate Board Work Plan

Dick Adams recommended delaying some or most of the remaining work plan items for the year. He noted it's not just the board's time, but the time

staff would have to spend preparing for those items. Kristin Downs would still like work on the evaluation of administrators be presented as a quick progress report. Superintendent Rose said that a presentation by CHS students to present information on expanding birth control services was requested. The discussion would focus on identifying data to collect and a timeline for a potential recommendation from students next fall.

### **11.2 Superintendent Search Update**

Dick Adams reported applications are due for the superintendent position on April 25, 2011 with the screening process to begin on April 26 through April 30 with the screening results on May 5, 2011.

Rex Hagans announced there is a Board Candidate Forum sponsored by the Canby Educational Foundation on May 3, 2011 in the Canby High Fine Arts Center at 6:30 p.m.

### **12.0 ADJOURNMENT**

Dick Adams adjourned the meeting at 10:18 p.m. and will convene to Executive Session after a short break.

### **EXECUTIVE SESSION**

Chair Adams called the Executive Session to order at 10:25 p.m. in accordance with ORS 192.660 (2) (a) (d) and (f). Board members in attendance were Dick Adams, Ty Kraft, Andy Rivinus, Tom Scott and Kristin Downs. Also in attendance were Superintendent Rose, Linda Martin, Tim Oberg and David Moore.

It is requested information discussed in the Executive Session not be disclosed.

The Executive Session was held to discuss the Superintendent Search and labor negotiations.

After Board discussion the session was reconvened to the Regular Session at 11:29 p.m.

**MOTION: Andy Rivinus moved to extend the early retirement incentive to May 6, 2011. Ty Kraft seconded the motion. Motion passed 4-1 with Tom Scott voting no.**

Dick Adams reconvened the Executive Session at 11:31 p.m.

There was Board discussion on the Superintendent Search.

The Executive Session adjourned at 11:44 p.m.

Respectfully submitted,

Linda Martin  
Board Secretary

Richard Adams,  
Boar Chair

APPROVED: