

## **REGULAR MEETING**

The Regular Meeting of the School Board of School District 24J, Marion County, Salem, Oregon, was held Tuesday, March 13, 2007 in Room 2, at Support Services Center, 2575 Commercial Street SE, Salem, Oregon, with Chairperson Krina Lemons presiding.

**BOARD MEMBERS PRESENT:** Krina Lemons, Chair  
Bob Mink, Vice Chair  
Mike Basinger, Director  
Steve Chambers, Director  
Rick Kimball, Director  
Hanten Day, Director  
Ron Jones, Director

**EXECUTIVE CABINET PRESENT:** Sandy Husk, Superintendent-Clerk  
Glenn Gelbrich, Assistant Superintendent of Academic Achievement  
Rich Goward, Chief Operations Officer  
Joe Weiss, Executive Director, Human Resources  
Dave Cook, Director, Secondary Education  
Mike Miller, Director, Elementary Education  
Ron DeWilde, Acting Director, Facilities and Auxiliary Services  
Ruth Gelbrich, Director, Student Services  
John Cuddy, Director, Technology & Information Services  
Maria Palacio, Director, Compensatory Education  
John Weeks, Director, Curriculum, Instruction, and Assessment

**ALSO PRESENT:** Paul Dakopolos, Attorney for the District; Mary Paulson, Management Coordinator, Executive Administration; and Jay Remy, Director, Communications & Community Relations.

Representing the Statesman Journal: Tracy Loew

SECRETARY TO THE SCHOOL BOARD  
Debra Garrigues

Chairperson Lemons called the meeting to order at 6:05 p.m.

### **ANNOUNCEMENTS/AGENDA MODIFICATIONS**

Chairperson Lemons made the following agenda modifications/announcements:

Revised boardplates and backup for: 1. School Spotlight; and Consent Calendar items #8995 – Project Grants; and #8998 – Personnel Actions

### **SPOTLIGHT ON SUCCESS**

Superintendent Husk, Chairperson Lemons, and Cabinet members shared recognition of individuals and/or groups for their outstanding work and/or contributions to the School District (see Attachment A for details).

(See Spotlight on Success, **Attachment A.**)

### **UPDATES ON BOARD COMMITTEES**

Board Directors shared general information and updates on the current work and projects of various Board committees.

### **COMMUNICATIONS ~ AUDIENCE**

(Subjects related to agenda items)

The following citizens addressed the Board (see Sign-Up Sheet for further information):

*None.*

### **ADOPTION OF CONSENT CALENDAR**

All items on the Consent Calendar may be adopted as a group by a single motion unless pulled for special consideration.

Director Chambers pulled item 8998.

DIRECTOR MINK MOVED ADOPTION OF THE CONSENT CALENDAR AS PRESENTED WITH ITEM 8998 PULLED. SECONDED BY DIRECTOR BASINGER.

BY VOICE VOTE, THE MOTION CARRIED UNANIMOUSLY.

Director Chambers, referring to item 8998, declared a Conflict of Interest in that his daughter was one of the teachers up for renewal.

DIRECTOR CHAMGERS MOVED ADOPTION OF CONSENT CALENDAR ITEM 8998 AS PRESENTED. SECONDED BY DIRECTOR KIMBALL.

BY VOICE VOTE, THE MOTION CARRIED WITH DIRECTOR CHAMBERS ABSTAINING. 6-Yes; 1-Abstension.

Adoption of Consent Calendar (continued)

(8989) Minutes of Regular Meeting, Work Session, and Executive Session held on February 13, 2007; (8990) Minutes of Work Session held on February 27, 2007; (8991) Tuition Reimbursement for the Superintendent; (8992) Bid 3999 – Site Work for Modular Classrooms at Harritt and Walker Schools; (8993) Donation of Funds for Capital Improvement at Stephens Middle School; (8994) Donation of Funds for Capital Improvement at North Salem High School; (8995) Adoption and Appropriation of Grant budgets; (8996) Amendment to Personal Services Contract 5452; (8997) Summary of Disbursements through December 29, 2006 through January 29, 2007; (8998) Personnel Actions; (8999) Memorandum of Understanding Between the District and Salem Education Association Relating to Workday Schedule Adjustments to Accommodate Spring 2007 Parent-Teacher Conferences; (9000) Memorandum of Understanding Between the District and the Salem Education Association and the Salem-Keizer Association of Classified Employees Relating to the District's Transition to Teaching Program.

(For Adopted Items, see **Attachment B.**)

**READING ON NEW POLICY GOVERNANCE POLICIES  
RELATING TO GOVERNANCE PROCESS**

Background

The School Board and Superintendent began their conversations regarding the policy governance concept at the Board's annual summer retreat held on August 22 and 23, 2006 where the Board came to consensus to begin the process of learning about and moving toward the policy governance model.

Since their summer retreat, the School Board has met in seven separate work sessions to learn more about and consider policy governance. During these work sessions the following topics were introduced and discussed:

- August 30, 2006: An introduction and discussion of the roles of the Board and Superintendent.
- October 3, 2006: An overview of how the District currently measures student achievement and what steps could be taken to improve the system.
- November 6, 2006: The School Board heard a review of the basic principles of policy governance and reviewed, discussed, and suggested edits to example policies relating to Board operations (Board Governance).
- November 7, 2006: The School Board reviewed, discussed, and suggested edits to example policies relating to the types of limitations that should be placed on the Superintendent's authority (Executive Limitations).
- November 27, 2006: The School Board reviewed, discussed, and suggested edits to example policies relating to the goals around academic achievement (Results).
- November 28, 2006: The School Board reviewed, discussed, and suggested edits to example policies relating to the way in which the Board and the Superintendent interacted (Board/Staff Linkages) as well as their proposed public engagement plan.
- January 23, 2007: The School Board reviewed, discussed and suggested edits to the first drafts of all four sections (Board Governance, Executive Limitations, Results, and Board/Staff Linkages) of the Policy Governance model.

At the January 23, 2007, work session, the School Board reviewed the following Governance Process policies:

Reading on New Policy Governance Policies (continued)

GP– 1 Governance Commitment  
GP – 2 Board Job Description  
GP – 3 Board Members' Code of Conduct  
GP – 4 Board Members Conflict of Interest  
GP – 5 Process for Addressing Board Member Violations  
GP – 6 Governing Style  
GP – 7 Monitoring Governance Process and Board-Staff Linkages policies  
GP – 8 Chair's Role  
GP – 9 Agenda Planning

The Board requested minor changes to the language in policies GP-2, GP-3, and GP-8.

Superintendent Husk reviewed the background, changes and additions (see Background information above) to the Policy Governance policies.

Paul Dakopolos, Attorney for the District, addressed some broad concepts relating to Policy Governance, as follow:

- Currently there are 273 board policies out of about 500 policies and rules of the District, and 103 of those have already been delegated to the superintendent by past boards.
- School boards have few non-delegable duties.
- Of the remaining policies, they require the board to have policies about certain things, and policies that simply require some kind of action by the Board.
- The policy governance that the Board is embarking on is really a completion of what's already been started by past boards.

He provided a handout (Memo from Paul Dakopolos Relating to Policy Governance – Attachment C) relating to Board responsibilities and requirements under a policy governance structure, and reviewed the following:

- This is not a transfer of absolute power to the Superintendent—it's just what boards have already done.
- What the Board is still responsible for and/or required to do (see Attachment C for details).
- Much of what the Board has done in the past it will continue to do, and some things will be further delegated to the Superintendent.
- Executive Limitations and gave some examples of what they include.

He stressed again that this is more of a refinement of roles and absolutely not the transfer of absolute power to the Superintendent.

There was some general discussion on this issue, as follows:

- Is it to be called Board Governance or Governance Process? *There was a consensus of agreement by the Board to use the term "Board Governance."*
- Clarification of current policies and retaining some of them or delegating some of them.
- Executive Limitations are more like "Executive Expectations" (of the Superintendent by the Board).

- Clarification of the process if the Board is dissatisfied with something the Superintendent does; and that none of the policies and executive limitations are “cast in stone” and unchangeable.
- Director Day suggested making Mr. Dakopols’ list (see Attachment C for details) number one of the Executive Limitations.

Reading on New Policy Governance Policies (continued)

- Clarification of Board’s involvement and requirements in hiring and/or personnel issues under state and federal laws.

(See Memo from Paul Dakopolos Relating to Policy Governance – **Attachment C.**)  
(Reading on New Policy Governance Policies, **Attachment D.**)

## **READING ON NEW POLICY GOVERNANCE POLICY RELATING TO RESULTS**

### Background

The School Board and Superintendent began their conversations regarding the policy governance concept at the Board’s annual summer retreat held on August 22 and 23, 2006 where the Board came to consensus to begin the process of learning about and moving toward the policy governance model.

Since their summer retreat, the School Board has met in seven separate work sessions to learn more about and consider policy governance. During these work sessions the following topics were introduced and discussed:

- August 30, 2006: An introduction and discussion of the roles of the Board and Superintendent.
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- January 23, 2007: The School Board reviewed, discussed and suggested edits to the first drafts of all four sections (Board Governance, Executive Limitations, Results, and Board/Staff Linkages) of the Policy Governance model.

At the January 23, 2007, work session, the School Board reviewed three different options for the Results policy. They agreed that the third option was the most viable and requested the following changes:

- Include the Board’s long term goal related to all students making individual progress; and
- Include writing, science, and English Language Proficiency to the 2007-08 goals

Staff also included language to clarify that the District will use the Oregon Statewide Assessments and the English Language Proficiency assessment data to determine results.

Director Day said he has never opposed this concept and said that the “results” is the core of the policy governance model; and that he doesn’t see much about accountability and consequences if the results aren’t met. He added that he would like to see more development in that area. There was a general consensus of Reading on New Policy Governance Policy Relating to Results (continued)

agreement by the Board that subgroups be more detailed and adjusted to include TAG (Talented and Gifted). John Weeks, Director, Curriculum, Instruction and Assessment, said they would need to create a subgroup for this in the assessments and that it would be a year out. There was a general consensus of agreement by the Board to keep the review on a yearly basis (annually).

Superintendent Husk reviewed all the board meetings, staff meetings, and community meetings that they’ve held in 2006-07 regarding the issue of policy governance.

(See Reading on New Policy Governance Policy Relating to Results, **Attachment E.**)

### **INFORMATION ON EQUITY ISSUES COMMITTEE MONTHLY REPORT**

This is a monthly report from the Equity Issues Committee. For further information, see Attachment F.

(See Equity Issues Committee Report, **Attachment F.**)

### **ADDITIONAL AUDIENCE COMMUNICATION**

(Subjects not related to agenda items)

The following citizens addressed the Board (see Sign-Up Sheet for more information):

Joe Vieges, 4414 Firdale Drive SE, Portland, President, Salem-Keizer Association of Classified Employees.  
Burt Kanner, 6333 Sunnyview Road, Salem.

### **FUTURE WORK SESSIONS OF THE SCHOOL BOARD**

(See **Attachment G.**)

### **SCHOOL BOARD HIGHLIGHTS**

Board Directors highlighted their recent activities, such as attending school, District, and community functions, conferences and seminars, and other community or local government meetings and events.

### **SUPERINTENDENT’S COMMENTS**

Superintendent Husk commented on the following:

- There are lots of activities going on in the District and community.
- The Budget Committee work session will follow the Board meeting that evening.
- The Oregon Department of Education has announced that they will not be using online testing but will have districts go back to "paper and pencil" --- this is disappointing as it will not be in the best interests of the students and they will not do as well on their test. Director Kimball asked if the District would be

Superintendent's Comments (continued)

better off having their own testing and assessment system in place, and Superintendent Husk replied that they certainly would be better off.

NO FURTHER BUSINESS BEING PRESENTED AT THIS TIME, CHAIRPERSON LEMONS  
ADJOURNED THIS MEETING AT 7:10 P.M.

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Chairperson

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Superintendent-Clerk