

BOARD OF DIRECTORS  
LAKE COUNTY SCHOOL DISTRICT 7  
LAKE COUNTY, OREGON

Present: Annie Bunten, Director  
Darwin Johnson, Director  
Cori Price, Chair  
Scott Havel, Vice-Chair  
Barry Shullanberger, Director  
Michael Carter, Superintendent  
Janet Melsness, Business Manager  
Tandalin Gerber, Administrative Assistant

Ex-Officio: Susan Warner, Hillary Hulseman, Dusty Counts, Christopher Rose

Guests: Samantha Alves, Tara Counts, Samantha Farr, Tonya Stratton, Kevin Winter (LCE)

**1. CALL TO ORDER REGULAR SESSION - 5:30 PM**

1. Pledge of Allegiance to the Flag

**2. APPROVAL / AMENDMENT OF MEETING AGENDA ITEMS**

Havel moved and Bunten seconded the motion to approve the meeting agenda items for the Regular Session, March 9, 2022 board meeting. The motion passed unanimously.

**3. APPROVAL OF MINUTES**

Havel moved and Bunten seconded the motion to approve the minutes of February 9, 2022. The meeting passed unanimously.

**4. GOOD NEWS**

Carter reported the Backpack Program going excellent and serving 180 students. Carter reported that he and Ms. Gerber worked to obtain a Wellness grant, which was awarded to three districts, South Lane, Hillsboro, and LCSD7. Over the next two years, LCSD7 will receive \$391K. With some of this funding the district will be hiring a Wellness Community Liaison. Carter reported that he and Ms. Gerber met with Lake Health District Wellness Director, Heidi Martinez, and began the process of strengthening the partnership between the Wellness Center and LCSD7. Carter stated that Martinez will join the hiring committee for the Student Services Director position. Carter reported the Childcare building plans are still in motion and continue to move forward. A May work session may need to be scheduled to reopen discussion of the bond/new bond. OSSA Spring Conference is scheduled for the end of April.

**1. OEA Wellness Grant**

LCSD7 Wellness Committee leaders, Muller and Kelley, received a \$4,986 OEA Choice Trust Mini Grant. Carter thanked both Muller and Kelley for a job well done.

## **5. SUPERINTENDENT REPORT**

### **1. OSBA Policy Updates - 1st Reading**

Carter presented several policies, which OSBA provided and made suggestions of citations and deletions. Carter stated that there were no major changes for the board to review or make action on. Carter stated this would be the first reading and the second reading with approval will be held in the Consent Agenda at the April 13<sup>th</sup> meeting.

## **6. PUBLIC COMMENT**

There was no Public Comment.

## **7. REPORTS**

### **1. Youth Employment Counselor Report**

Carter welcomed Mr. Gerber and reported the outstanding job that Gerber is doing on the Backpack program, keeping students on track for graduation, and filling many available jobs throughout the community with work program students. Gerber thanked Carter. Gerber presented an informative packet including several pictures of the most recent events his students have participated in. One being the Central Oregon Skilled Trade Fair, which was a job fair focused on the many trade jobs available to our students upon graduating. Gerber stated that the fair was an exceptional event and very beneficial for the ten students that went. Carter and Gerber shared that the goal for next year is to take two large buses with the entire senior class. Gerber reported that he also organized a tour of our local ESD. Gerber stated that ESD employees Alina Bradbury and Taylor Hileman toured the group of students throughout the building and explained the services available from each department. Price and Shullanberger complimented Gerber and were very pleased to hear of such great, successful events for LCSD7 students. Carter reported that the \$85K grant Gerber received could very well increase as Gerber received a phone call from the same grant program, asking if he could use more funding. The Board thanked Gerber for the great program he is building.

### **2. Building Principals Report**

Hulseman reported it being Classified Appreciation Week and the celebration of all DMS/LHS classified staff is taking place each day. Hulseman reported the LHS girls' basketball state tournament took place in Pendleton where the team won two out of three games and placed 4<sup>th</sup> in the state for 2A teams. Hulseman reported that she and Rose attended the Eastern Oregon University Career Fair. Louie and Stratton attended the AVID college tour, which took place among several colleges including, Oregon, Washington, and Idaho. Dental screenings will take place March 15<sup>th</sup> and 16<sup>th</sup>. Three staff members will be going to Bend during Spring Break for training to operate the CNC Plasma Cutter located in the LHS/DMS shop building. Warner reported enrollment numbers for Fremont/Hay at 327 students and 46 students for Union. Warner thanked the Board of Directors and LCSD7 staff for the support during the unexpected loss of an elementary teacher.

Warner reported dental screenings are complete and 80 students participated. The Union Carnival

is scheduled for Saturday, March 12<sup>th</sup>. PBIS assembly is scheduled for March 31<sup>st</sup>. Spring Conferences are scheduled for April 6<sup>th</sup> and 7<sup>th</sup>. Reading & writing professional development took place and was very beneficial. Smarter Balance training is underway. Several options of reading curriculum have arrived and are being reviewed for the upcoming curriculum adoption. Warner will be attending the Wide Open Spaces conference on April 10<sup>th</sup>. Classified Appreciation Week is being celebrated with gifts, food, support & encouragement, and duty coverage.

**3. VP / AD / LKV Academy**

Rose reported spring conferences are being scheduled for both online and & in-person meetings. Soft skills courses are being offered through the Academy. Rose reported that the annual Dodgeball Tournament on March 8<sup>th</sup> and the NHS and Mrs. Shullanberger did a great job hosting the event. Rose reported the weekly staff meeting held on Early Release Wednesday was a huge success this week as several staff members gave "shout outs" to one another.

**4. Financial Report**

Melsness reported that actual YTD Revenues are 71.58%, YTD Local Sources are 87.20% and YTD State Sources are 64.95%. Top ten sources of Revenue include: Unrestricted Grants, taxes, school tuition, interest on investments, penalties on interest, and miscellaneous. Percent of total revenues YTD is 99.94%. Actual YTD Expenditures is 42.45%, Actual YTD Salaries/Benefits is 45.68%, and Actual YTD Other Objects is 40.39%. General Fund Expenditures include: licensed salary, insurance, classified salary, PERS, consumable supplies, district paid TSA. Percent of total expenditures YTD is 78.86%. EFB \$-231,488.

**8. OLD BUSINESS**

There was no Old Business.

**9. NEW BUSINESS**

**1. Termination Hearing**

Shullanberger moved and Bunten seconded the motion to uphold LCSD7 Superintendent, Michael Carter's recommendation for the termination of LCSD7 Certified Teacher, Ms. Samantha Farr, effective immediately, March 9, 2022. The motion passed unanimously.

Price began the termination hearing by asking Carter to share his side of the termination. Carter briefly summarized the course of events that have taken place leading up to the recommended termination of Ms. Farr. Carter stated that the contracted position, which Farr held, was an in-person, on-campus position. Carter stated that the district made every possible accommodation to Farr, even providing her with more FMLA coverage that she did not have. Carter stated that Farr exhausted all leaves available to her, again including FMLA, and there was nothing more the district could provide her with. Price welcomed Farr. Price let Farr know the process and time limit of ten minutes, which she had to state her side of the termination. Farr stated that she was hired as the teacher of record and was not licensed to provide direct instruction. Farr stated that there were

very few students in the academy and the majority of the program was run virtually through the school. Farr stated that she was mainly responsible for setting up google meet meetings with students, parents, and staff. Farr stated that in the previous year she was allowed to work virtually. Farr stated there was a request to work virtually this school year by her doctor. Farr stated she had an obvious medical condition. Farr stated that she worked 90 to 100 hours to manage the academy and students. Farr stated that she was not given reasonable reasons to be terminated. Farr listed several classes, including, Latin and Calculus and stated that she was not able to teach those as they were being taught as virtual classes. Farr stated that during the time she was not able to be at work, attendance was not taken and SPED was not receiving proper process and attention. Farr stated that upon her return to in-person teaching on January 24th, she was told that due to her vaccination status and not being vaccinated, she would have to wear an N95 mask at all times, as would anyone who visited her classroom. Farr stated she was quarantined from everyone including staff due to being immune compromised. Farr stated that she was required to sit by herself during staff meetings. Farr stated the Academy has had a closed sign on the door ever since she left. Shullanberger questioned direct instruction and online instruction for this position. Carter clarified that the position is an in person teaching position. Shullanberger questioned about Farr's leave and having exhausted it all. Carter stated that yes, all of her leave was exhausted. Havel questioned about the "teacher of record" and what that entailed. Price stated that last school year the Lakeview Academy used online teachers through the online company the district purchased for the academy and this current school year, we did not use and pay for those teachers, but instead the district assigned Farr to be the in-person teacher of record. Price stated the importance of continuity for our students. Price asked the board if there were any further questions. Bunten, Johnson, Havel and Shullanberger had no further questions. Price asked Farr if she had any further comments. Farr had no further comments. The board voted unanimously to uphold the termination recommendation of Farr, effective immediately, on this 9<sup>th</sup> day of March, 2022.

## 2. 2022-23 Certified Contract Renewal

Havel moved and Bunten seconded the motion to approve the 2022-23 Certified Teacher and Administrator Contract Renewal as presented. The motion passed unanimously.  
There was no discussion.

## 3. RSSL Resiliency Framework

Havel moved and Shullanberger seconded the motion to approve the RSSL Resiliency Framework as presented. The motion passed unanimously.

Carter presented a summary along with the RSSL packet. Carter reviewed the summary to the board. Carter reported that masks will no longer be required beginning March 11<sup>th</sup> at 11:59 PM; however, those who choose to wear masks will be respected. Carter stated that there are several tests available at the district office, should anyone need one. Carter stated that the district will continue to work closely with our local public health to ensure the health and safety of our students, staff, and community.

4. 2022-2023 Instructional Calendar

Tabled until the next scheduled Regular Session board meeting, April 13, 2022.

5. Mini Bus Proposal

Havel moved and Johnson seconded the motion to approve the Mini Bus Proposal as presented.

The motion passed unanimously.

Melsness presented a proposal submitted by Western Bus for the purchase of a new mini bus. The board reviewed the proposal and all agreed that a new mini bus is very much needed.

6. Resolution #4 - Classified Employee Appreciation Week - March 7-11, 2022

Havel moved and Bunten seconded the motion to approve the Resolution #4 – Classified Employee Appreciation Week – March 7-11, 2022 as presented. The motion passed unanimously.

Carter presented and verbally shared Resolution #4, which recognized LCSD7 Classified Staff in great appreciation for the 2021-22 school year.

10. **CONSENT AGENDA**

Bunten moved and Johnson seconded the motion to approve the Consent Agenda as presented.

The motion passed unanimously.

1. 2021-22 Certified Resignation
2. 2021-22 Volunteer Baseball Coach
3. 2021-22 DMS Track Coach
4. 2021-22 Temporary Certified Teacher
5. Administrative Employment Agreements
6. Superintendent Contract

11. **ANNOUNCEMENTS**

1. Thank you, Pardue Construction, for the donation of 90 yards of dirt to our Lakeview High School baseball fields, as well as, their time and efforts. We are very grateful and appreciate you.

12. **NEXT BOARD MEETING AGENDA ITEMS**

1. CTE Program - Proposed Changes
2. OSBA Policy Updates - 2nd Reading and Approval
3. 2022-23 Instructional Calendar
4. 2022-23 Student & Staff Handbooks
5. Schedule Work Session for May

13. **ADJOURNMENT**

Havel moved and Shullanberger seconded the motion to adjourn the meeting at 6:48 PM. The motion passed unanimously.



LCSD7 Board Chair



LCSD7 Superintendent