



TILLAMOOK BAY COMMUNITY COLLEGE  
SERVICE DISTRICT

6385 Tillamook Avenue, Bay City, Oregon 97107  
(503) 377-2765 · Fax (503) 377-2219

Jerry Hallberg, *President*

January 23, 1998

Headlight Herald  
PO Box 444  
Tillamook OR 97141

LEGAL NOTICE SECTION:

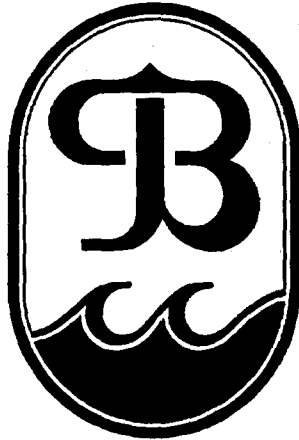
Please publish the following in the January 28, 1998 edition of the Headlight Herald:

NOTICE IS HEREBY GIVEN, that the regular meeting of the Tillamook Bay Community College Board of Education will be held Monday, February 2, 1998, at 7:30 p.m. at the Small Business Development Center, 401-B Main Street in Tillamook. The following items are on the agenda: Budget Report; Personnel Report, including the first reading of a revisions to personnel and instructional policies (personnel files and textbook selection); the Dean of Instruction and Director of Student Services Reports; and OCCA/OCCS/OSBA Correspondence. The public is invited to attend. TBCC will provide reasonable accommodations to individuals with disabilities, call 377-2765.

Artis van Rassel  
Board of Education Secretary

198-082  
PUBLIC MEETING  
NOTICE  
NOTICE IS HEREBY GIVEN, that the regular meeting of the Tillamook Bay Community College Board of Education will be held Monday, February 2, 1998 at 7:30 p.m. at the Small Business Development Center, 401-B Main Street in Tillamook. The following items are on the agenda: Budget Report; Personnel Report, including the first reading of a revisions to personnel and instructional policies (personnel files and textbook selection); the Dean of Instruction and Director of Student Services Reports; and OCCA/OCCS/OSBA Correspondence. The public is invited to attend. TBCC will provide reasonable accommodations to individuals with disabilities, call 377-2765.  
Artis van Rassel  
Board of Education Secretary  
1/28/98

**TILLAMOOK BAY COMMUNITY COLLEGE**



**Regular Board Meeting Packet**

**February 2, 1998**

**7:30 p.m.**

**Small Business Development Center  
Board Room  
401-B Main Street, Tillamook, Oregon**

**JERRY HALLBERG, PRESIDENT**

**Board of Education  
Wayne Jensen, Chair  
Kathrine Jensen  
Eva Noble  
Ann Swain  
Craig Wakefield  
Dale Walters  
Robert Weitman**

**TBCC BOARD OF EDUCATION REGULAR MEETING**

**February 2, 1998**

**7:30 p.m.**

**Small Business Development Center**

**401-B Main Street, Tillamook**

**AGENDA**

- I. ADOPTION OF AGENDA**
- II. APPROVAL OF MINUTES**  
January 5, 1998 Regular Meeting
- III. BUDGET REPORT**
  - A. Quarterly Report
  - B. Resolutions
  - C. Transfers
- IV. PERSONNEL REPORT**
  - A. February Report
  - B. Personnel Committee Meeting Update
  - C. Personnel and Instruction Policies
    - 1. Article 305 Personnel Files (Article 405 in Instruction Policies)
    - 2. Article 402.5 Textbook Selection
  - D. Salary Surveys Update
- V. DEAN OF INSTRUCTION REPORT**
- VI. DIRECTOR OF STUDENT SERVICES REPORT**
- VII. OCCA/OCCS/OSBA CORRESPONDENCE**
  - A. OSBA *Outlook & Review*, Measure 53
  - B. OSSHE Name Change to OUS
- VIII. ANNOUNCEMENTS**
  - A. Facilities Committee Meeting: February 2, 1998, 8:00 p.m., SBDC
  - B. Next Meeting: March 2, 1998, 7:30 p.m., SBDC
  - C. Personnel Committee Meeting: to be determined
- IX. ADJOURNMENT**

**BOARD OF EDUCATION REGULAR MEETING**

**February 2, 1998**

**7:30 p.m.**

**Small Business Development Center  
401-B Main Street, Tillamook, Oregon**

**A G E N D A**

**I. ADOPTION OF AGENDA**

Action needed:        Motion to adopt the agenda.

**II. APPROVAL OF MINUTES**

The January 5, 1998 regular meeting minutes are enclosed for review and approval.

Action needed:        Motion to approve the January 5, 1998 regular meeting minutes.

**III. BUDGET REPORT**

**A. Quarterly Report**

Mark Sybouts will distribute and review the second quarter budget report with the Board.

Action needed:        Informational

**B. Resolutions**

Mark Sybouts will review the enclosed resolutions with the Board.

Action needed:        Motion to adopt resolutions.

**C. Transfer**

Mark Sybouts will review the enclosed transfer with the Board.

Action needed:        Motion to approve transfer.

**IV. PERSONNEL REPORT**

**A. February Report**

Artis van Rassel will review the February personnel report. (enclosed)

Action needed:        Informational

B. Personnel Committee Meeting Update

Artis van Rassel will update the Board on the January 27, 1998 Personnel Committee meeting.

Action needed:        Informational

C. Personnel & Instruction Policies

The revisions of Article 305 Personnel Policies and Article 402.5 Textbook Selection are presented for a first reading. (enclosed)

Action needed:        First reading of Article 305 Personnel Files and Article 402.5 Textbook Selection

D. Salary Survey Update

Artis van Rassel will update the Board on the Faculty and Staff & Administrative Salary Surveys.

Action needed:        Informational

V. DEAN OF INSTRUCTION UPDATE

Helen Bonsall, Dean of Instruction, will report to the Board on instructional items of interest.

Action needed:        Informational

VI. DIRECTOR OF STUDENT SERVICES UPDATE

Terrie Minner, Acting Director of Student Services, will report to the Board on student services items of interest.

Action needed:        Informational

VII. OCCA/OCCS/OSBA CORRESPONDENCE

President Hallberg will review the following items:

- A. OSBA *Outlook & Review*, Measure 53
- B. OSSHE Name Change to OUS

Action needed:        Informational

VIII. ANNOUNCEMENTS

- A. Facilities Committee Meeting: February 2, 1998, 8:00 p.m., SBDC
- B. Next Meeting: March 2, 1998, 7:30 p.m., SBDC
- C. Personnel Committee Meeting: to be determined

IX. ADJOURNMENT

**TILLAMOOK BAY COMMUNITY COLLEGE BOARD OF EDUCATION  
MINUTES - REGULAR MEETING  
February 2, 1998  
401-B Main Street, Tillamook, Oregon**

**MEMBERS PRESENT** Wayne Jensen, Kathy Jensen, Ann Swain, Craig Wakefield, Dale Walters, Eva Noble and Robert Weitman

**STAFF PRESENT** Jerry Hallberg, Mark Sybouts, Helen Bonsall, Artis van Rassel and Betty Lester

**OTHERS PRESENT** Vicki Goodman

**CALL TO ORDER** Chairperson Jensen called the meeting to order at 7:30 pm.

**ADOPTION OF AGENDA** It was moved by Kathy Jensen, seconded by Craig Wakefield and the Board unanimously (7/0) adopted the February 2, 1998 Agenda.

**APPROVAL OF MINUTES** It was moved by Ann Swain, seconded by Robert Weitman and the Board unanimously (7/0) approved the January 5, 1998 Regular Meeting Minutes as presented.

**QUARTERLY REPORT** Mark Sybouts, Director, Administrative Services, distributed and reviewed the Second Quarter Budget Report. Mr. Sybouts responded to questions from the Board.

**RESOLUTIONS** Mr. Sybouts reviewed Resolutions 10-14 and responded to questions from the Board.

**MOTION** It was moved by Craig Wakefield, seconded by Ann Swain and the Board unanimously (7/0) adopted Resolutions 10-14 as presented.

**TRANSFER** Mr. Sybouts reviewed the Budget Transfer and responded to questions from the Board.

**MOTION** It was moved by Kathy Jensen, seconded by Dale Walters and the Board unanimously (7/0) approved the Budget Transfer as presented.

**PERSONNEL REPORT** Artis van Rassel, Director, Human Resources, presented the February Personnel Report. Ms. van Rassel reported that searches are currently in progress for: an Academic Advisor;

an Interpreter for Hearing Impaired Students; and Adjunct Faculty for Spanish and Drafting.

Ms. van Rassel also reported that Joe Stanfield has been hired as an On-Call Math Lab Assistant; and Jean Hefty has been hired as an On-Call Secretary.

**PERSONNEL COMMITTEE  
MEETING UPDATE**

Ms. van Rassel reported the Personnel Committee met in January and reviewed life and long term disability insurance rates. Leave Donation Plans will continue to be examined at the next meeting.

**PERSONNEL AND  
INSTRUCTION  
POLICIES**

Ms. van Rassel presented the first reading of the revised Articles 305 Personnel Files and Article 402.5 Textbook Selection.

**SALARY SURVEY  
UPDATE**

Ms. van Rassel presented an update on the salary surveys and said that a recommendation will be forwarded to the President and the Board later this Spring.

**DEAN OF  
INSTRUCTION  
REPORT**

Helen Bonsall, Dean of Instruction reported on the following items:

- \* FTE for Winter Term
- \* Art bus to Portland for students to attend an opera
- \* Pathways
- \* GIS Center
- \* Grant for Women's History class

**OCCA/OCCS/OSBA  
CORRESPONDENCE**

President Hallberg mentioned two items which were included in the Board's packet for their information:

- \* OSBA Board supports Measure 53
- \* New name for Oregon's seven public universities will be Oregon University System; also will have a new logo

**ANNOUNCEMENTS**

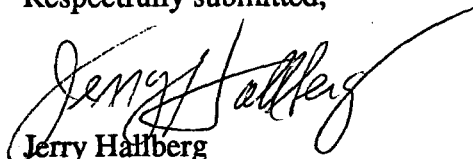
President Hallberg made the following announcements:

- \* Facilities Committee Meeting, February 2, 1998, 8:00 pm, SBDC
- \* Next Board Meeting: March 2, 1998, 7:30 pm, SBDC
- \* Personnel Committee Meeting: To be determined
- \* Countywide Joint Board Meeting: March 4, 1998, at Nestucca High School, Dinner at 6:00 pm. Please let Betty know by February 27, 1998 if you plan to attend.

**ADJOURNMENT**

There being no further business, it was moved by Robert Weitman, seconded by Dale Walters, and the Board unanimously (7/0) agreed to adjourn the meeting at 8:25 pm.

Respectfully submitted,

A handwritten signature in cursive script, appearing to read "Jerry Hallberg", written in black ink.

**Jerry Hallberg**  
Clerk



RESOLUTION 10

Tillamook Bay Community College Service District  
Board of Education  
February 2, 1998

SPECIAL FUND - Tillamook Bay National Estuary Project

The President RECOMMENDS adoption of the following resolution:


WHEREAS, the 1997-98 budget of Tillamook Bay Community College Service District (TBCC) did not predict an agreement with Tillamook Bay National Estuary Project for a grant to establish a GIS center ; and

WHEREAS, Oregon Local Budget Law, under ORS 294.326(2), provides that unanticipated funds which have been transferred to a municipal corporation in trust for a specific purpose may be lawfully expended after enactment of an appropriation resolution:

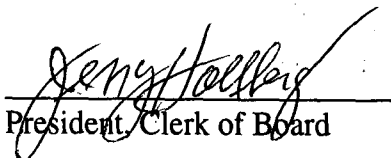
NOW, THEREFORE, BE IT RESOLVED, that the Board of Education of TBCC hereby adopts this resolution in the full amount of \$27,500.00 for the purpose shown below, hereby appropriated as follows:

SPECIAL FUND	
Instruction	\$24,580.00
Plant Operations and Maintenance	2,920.00
Total	\$27,500.00

RESOLVED this 2<sup>ND</sup> day of February 1998, by the Board of Education, Tillamook Bay Community College Service District.

  
Chairperson, Board of Education

Attest:

  
President, Clerk of Board

**SPECIAL FUND - Tillamook Bay National Estuary Project**

DESCRIPTION	ADOPTED 1997-98
Resources	
Federal Sources	\$27,500.00
Expenditures	
Instruction	
Materials and Services	
Non-Capital Equipment - Technology	\$18,580.00
Capital Outlay	
Equipment	6,000.00
Plant Operations and Maintenance	
Physical Plant	
Building improvements	2,920.00
<b>TOTAL</b>	<b>\$27,500.00</b>

RESOLUTION 11

Tillamook Bay Community College Service District  
Board of Education  
February 2, 1998

SPECIAL FUND - Corrections Grant

The President RECOMMENDS adoption of the following resolution:

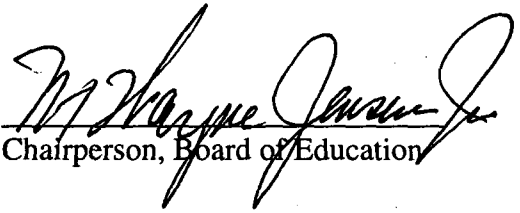
WHEREAS, the 1997-98 budget of Tillamook Bay Community College Service District (TBCC) did not predict an additional grant for "breaking barriers program" from the State Corrections Department; and

WHEREAS, Oregon Local Budget Law, under ORS 294.326(2), provides that unanticipated funds which have been transferred to a municipal corporation in trust for a specific purpose may be lawfully expended after enactment of an appropriation resolution:

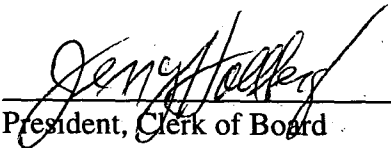
NOW, THEREFORE, BE IT RESOLVED, that the Board of Education of TBCC hereby adopts this resolution in the full amount of \$2,500.00 for the purpose shown below, hereby appropriated as follows:

SPECIAL FUND	
Instruction	\$2,500.00
Total	\$2,500.00

RESOLVED this 2<sup>ND</sup> day of February 1998, by the Board of Education, Tillamook Bay Community College Service District.

  
Chairperson, Board of Education

Attest:

  
President, Clerk of Board

**SPECIAL FUND - Corrections Grant**

DESCRIPTION	ADOPTED 1997-98	REVISED 1997-98
Resources		
State Sources	\$ 28,215.00	\$ 30,715.00
Beginning Working Capital	273.00	273.00
Total Resources	\$ 28,488.00	\$ 30,988.00
Expenditures		
Instruction		
Personal Services		
Instructional Personnel	\$ 7,515.00	\$ 7,515.00
Other Payroll Expenses	1,398.00	1,398.00
Materials & Services		
Supplies	4,395.00	4,395.00
Travel and Meeting Expense	7,580.00	7,580.00
Other Contracted Services	0.00	2,500.00
Materials for resale - GED testing	900.00	900.00
Instructional Support		
Personal Services		
Administrative	3,500.00	3,500.00
Other Payroll Expenses	1,273.00	1,273.00
College Support		
Personal Services		
Administrative	997.00	997.00
Support Staff	430.00	430.00
Other Payroll Expenses	500.00	500.00
<b>TOTAL</b>	\$ 28,488.00	\$ 30,988.00

RESOLUTION 12

Tillamook Bay Community College Service District  
Board of Education  
February 2, 1998

SPECIAL FUND - Teen Parent Program

The President RECOMMENDS adoption of the following resolution:

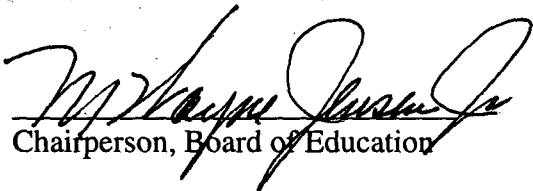
WHEREAS, the 1997-98 budget of Tillamook Bay Community College Service District (TBCC) did not predict an additional grant for teen parent assistance from the State Senior & Disabled Services Division; and

WHEREAS, Oregon Local Budget Law, under ORS 294.326(2), provides that unanticipated funds which have been transferred to a municipal corporation in trust for a specific purpose may be lawfully expended after enactment of an appropriation resolution:

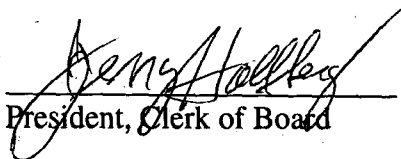
NOW, THEREFORE, BE IT RESOLVED, that the Board of Education of TBCC hereby adopts this resolution in the full amount of \$205.00 for the purpose shown below, hereby appropriated as follows:

SPECIAL FUND	
Instructional Support	\$205.00
Total	\$205.00

RESOLVED this 2<sup>ND</sup> day of February 1998, by the Board of Education, Tillamook Bay Community College Service District.

  
Chairperson, Board of Education

Attest:

  
President, Clerk of Board

**SPECIAL FUND - Teen Parent Program**

DESCRIPTION	ADOPTED 1997-98	REVISED 1997-98
Resources		
State Sources		\$ 205.00
Local Sources	\$66,000.00	66,000.00
Beginning Working Capital	48,000.00	48,000.00
Total Resources	\$114,000.00	\$114,205.00
Expenditures		
Instruction		
Personal Services		
Instructional Personnel	\$50,462.00	\$50,462.00
Other Payroll Expenses	20,496.00	20,496.00
Instructional Support		
Personal Services		
Administrative	11,082.00	11,082.00
Other Payroll Expenses	4,026.00	4,026.00
Materials & Services		
Supplies	1,462.00	1,667.00
Travel and Meeting Expense	1,738.00	1,738.00
Telephone	300.00	300.00
Student Services		
Materials & Services		
Student Support Services	6,500.00	6,500.00
Ending Fund Balance	17,934.00	17,934.00
<b>TOTAL</b>	\$114,000.00	\$114,205.00

RESOLUTION 13

Tillamook Bay Community College Service District  
Board of Directors  
February 2, 1998

Building Reserve Fund

The President RECOMMENDS adoption of the following resolution:

WHEREAS, the Building Reserve Fund was created on August 3, 1992 in accordance with ORS 280.040 to 280.140 for the renovation, construction and improvements to the Tillamook Campus of Tillamook Bay Community College; and

WHEREAS, The Oregon Legislature through HB 2752 made changes to the laws governing reserve funds; and

WHEREAS, the college has been reviewing its facilities needs through its strategic planning process.

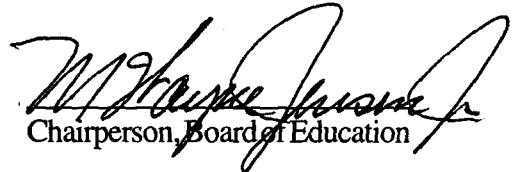
WHEREAS, Oregon Measures 5, and 50 have made changes in Oregon law limiting the use of bond proceeds;

WHEREAS, it is now appropriate to review the continuation of this reserve fund in accordance with ORS 294.525:

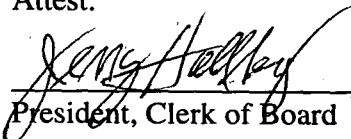
NOW, THEREFORE, BE IT RESOLVED, that the Board of Education of TBCC hereby approves the continuation of the Building Reserve Fund.

NOW, THEREFORE, BE IT FURTHER RESOLVED, that the Board of Education of TBCC hereby clarifies and modifies the purpose of the reserve fund to be for land acquisition, renovation, construction, improvements, furnishings and equipment for facilities of Tillamook Bay Community College. Moneys may be retained or expended only for this stated use and not to reduce general operating expenditures in the general fund budget.

RESOLVED this \_\_\_ day of February, 1998, by the Board of Education, Tillamook Bay Community College Service District.

  
Chairperson, Board of Education

Attest:

  
President, Clerk of Board

RESOLUTION 14

Tillamook Bay Community College Service District  
Board of Education  
February 2, 1998

SPECIAL FUND - Tillamook Education Consortium - Women's History Month Project

The President RECOMMENDS adoption of the following resolution:

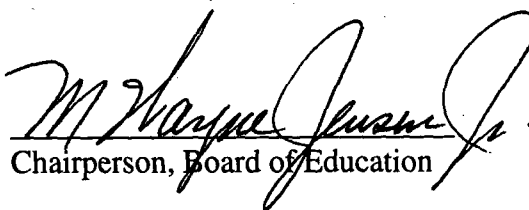
WHEREAS, the 1997-98 budget of Tillamook Bay Community College Service District (TBCC) did not predict a grant for a Women's History Month Project; and

WHEREAS, Oregon Local Budget Law, under ORS 294.326(2), provides that unanticipated funds which have been transferred to a municipal corporation in trust for a specific purpose may be lawfully expended after enactment of an appropriation resolution:

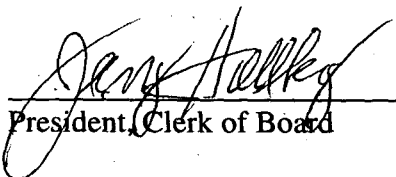
NOW, THEREFORE, BE IT RESOLVED, that the Board of Education of TBCC hereby adopts this resolution in the full amount of \$500.00 for the purpose shown below, hereby appropriated as follows:

SPECIAL FUND	
Instruction	\$500.00
Total	\$500.00

RESOLVED this 2<sup>ND</sup> day of February 1998, by the Board of Education, Tillamook Bay Community College Service District.

  
Chairperson, Board of Education

Attest:

  
President, Clerk of Board



**SPECIAL FUND - Tillamook Education Consortium - Women's History Month Project**

<b>DESCRIPTION</b>	<b>ADOPTED 1997-98</b>
Resources	
Local Sources	\$500.00
Expenditures	
Instruction	
Materials & Services	
Supplies	\$500.00
<b>TOTAL</b>	\$500.00

**1997-98**  
**BUDGET TRANSFERS**  
February 2, 1998

GENERAL FUND

	FROM	TO	AMOUNT	REASON
1	BOARD RESERVES - Board Operating Contingency	PLANT OPERATIONS & MAINT. - Classroom Rent - GIS Center	\$ 3,000	To provide inkind rent for GIS Center for Tillamook Bay National Estuary Project grant

## PERSONNEL REPORT

February 2, 1998

### Searches in Progress:

#### Academic Advisor

Effective: As soon as possible  
Salary: \$2,153 per month (Grade 8, Step 1)  
Status: Temporary through 12/31/98; full-time  
Application Deadline: February 6, 1998

#### Interpreter for Hearing Impaired Students

Effective: As soon as possible  
Salary: \$11.29 per hour (Grade 7, Step 1)  
Status: On-call (on an as-needed basis)  
Application Deadline: None

#### Adjunct Faculty:

Spanish - immediate need  
Drafting - Spring Term

### Positions Filled:

Jack Rundel, On-Call Math Lab Assistant

Joe Stanfield, On-Call Math Lab Assistant

Effective: Immediately  
Salary: \$7.71 per hour (Grade 3, Step 1)  
Status: On-call (on an as-needed basis)

Jean Hefty, On-Call Secretary

Effective: Immediately  
Salary: \$6.95 per hour (Hourly, Step 4)  
Status: On-call (on an as-needed basis)

**CURRENT POLICY**

**ARTICLE 305: PERSONNEL FILES**

- A. A classified employee may review any material in the employee's official personnel file folder. Except as provided in College regulations for the purpose of copying, nothing may be removed from said file. All requests are to be made to Administrative Services Department, which maintains the only official personnel files.
- B. The classified employee has the right to respond to or answer any document in the employee's personnel file folder, which response shall be placed therein.
- C. Administrative Services will maintain a personnel file folder log which will record the removal and return dates of any personnel file folder, the person removing the personnel file folder, and the purpose of the removal and use.
- D. Classified employees shall be notified when material is added to their files which has not already been signed or initialed by the classified employee. An employee may, and if required to shall, initial and date all such material. Initialing shall not necessarily imply agreement with the contents of the material.

Rev 5/83

**ARTICLE 305: PERSONNEL FILES**  
(ARTICLE 405 in Instructional Policies)

**DRAFT**

**A. Personnel File**

1. The College's Human Resources office shall maintain the employee's personnel file.
2. Access to personnel files shall be limited to persons designated by the College or authorized by the employee.
3. Employee files shall not be removed from the Human Resources office unless required by law, or upon subpoena by a court or by an administrative agency with competent jurisdiction.

**B. Contents of Personnel File**

1. The personnel file shall be the repository of all materials relevant to the employee's employment with the College. Examples include but are not limited to:
  - a. initial employment application materials
  - b. salary history
  - c. official transcripts
  - d. position descriptions
  - e. instructor approval forms
  - f. performance appraisals, classroom observations
  - g. Notice of Teaching Assignments
  - h. offer letters, employment agreements
  - i. other material deemed appropriate by the College
2. Materials that are obtained confidentially by the College during the employment application process and confidential medical and/or grievance documents shall not be made a part of the personnel file.

**C. Employee Review of Personnel File**

The employee, upon request, may review and/or copy any material in her/his personnel file in the Human Resources office.

**D. Employee Response to and Knowledge of Documents in Personnel File**

1. The employee has the right to respond to or answer any document in the personnel file. The response will be attached to the document to which it refers.
2. Documents pertaining to evaluation or discipline shall be signed by or initialed by the employee before placement in the employee's personnel file, as an indication that the material has been read by the employee. The employee's signature or initials do not necessarily imply agreement with the contents of the material.

**E. Removal of Personnel File Materials**

Materials may be expunged from the personnel file by mutual consent of the employee and the

College.

## ***CURRENT POLICY***

### **403.1 Texts Policy**

Any texts or materials for a course, not readily available in local stores or through the instructor, should be ordered through the Office of Instruction. Students may then purchase these materials through the College Bookstore.

## ***PROPOSED REVISION***

**DELETE 403.1; ADD 402.5**

### **402.5 TEXTBOOK SELECTION**

Tillamook Bay Community College's contractual agreement with Portland Community College provides recommended textbooks; instructors may select alternative textbooks with the approval of TBCC's Dean of Instruction.

THE WHITE HOUSE  
WASHINGTON

### Commendation from the President

Warm greetings to all those celebrating National School Board Recognition Month, sponsored by the National School Boards Association.

As we prepare to meet the challenges of the 21<sup>st</sup> century, we recognize that excellence in education is the key to our nation's future. At a time when we face difficult choices over budgetary priorities, our commitment to education and to children must stand absolutely firm. We have a sacred obligation to put our children's needs first and to make the essential investments that will help them succeed in our increasingly complex society.

America's school boards help to lead the way in this endeavor. By setting high expectations for student achievement, supporting successful teaching and learning, and linking schools with their communities, you are empowering students with the knowledge, skills, and guidance they need to become productive, responsible citizens.

I commend our nation's school boards for your commitment to public service and your outstanding contributions to local school systems across America. Your steadfast efforts will ensure a brighter future for us all. Best wishes for a memorable observance.

*Bill Clinton*

## A staff contract 'heads up' on spring retirement exodus

Will your district be part of Oregon's "brain drain" with early retirements in March? If so, you may have some contract issues to resolve.

Many public employees will retire on March 1 to take advantage of a 21 percent return on their PERS accounts. School employees, however, will likely finish out the school year.

Special contracts may be needed for employees who, because of early retirement, are no longer part of a bargaining unit, according to OSBA Staff Counsel David Turner. He advises boards to look at the recognition language in their employee contracts.

"It should be business as usual for the rest of the year if early retirees remain in bargaining units," he said. "If they're no longer in bargaining units, boards may need to set up temporary or other contracts covering March 1 to the end of their school year." Issues to address include insurance premiums and salaries.

PERS estimates 4,060 public employees will retire this year (1,660 are teachers). This is not a major increase

over 1997, according to PERS Communications Officer David Amick.

"The big shift occurs on March 1," he said, noting 30 employees retired that day in 1997, and 1,338 will retire this March 1.

Teachers can work up to 1,039 hours and still retain their retirement benefits. This enables them to finish out the school year without jeopardizing their retirement status with PERS.

For guidance, district staff should consult with their negotiators.

## Can you get there from here?

A new study on how to improve district governance comes highly recommended by the NSBA.

*Getting There from Here*, published by Educational Research Service, details a year-long study by the Kellogg Foundation on why some districts can raise student achievement while others get bogged down in conflict over personal issues or politics.

The study involved 10 districts in five states: Oregon, Kentucky, Massachusetts, Michigan and Texas. Interviews with 130 educators, parents and community leaders resulted in 41 recommendations on how to improve school governance. The report includes sample policy statements.

Recommendations fall into six major strategies:

- Building a foundation for teamwork;

## OSBA Board supports Measure 53

OSBA's Board of Directors has voted unanimously to support Measure 53 on the May primary election ballot.

Measure 53 is a proposed constitutional amendment that repeals the double majority approval requirement for local finance levies that was approved by voters with the passage of Measure 50.

The board's action came at its Jan. 9-10 meeting in Salem.

Measure 53's ballot title reads:

Amends Constitution: Eliminates Voter Turnout Requirements for Passing Certain Property Tax Measures.

Results of "Yes" Vote: "Yes" vote eliminates 50 percent voter participation requirements for passage of certain property tax measures.

Results of "No" Vote: "No" vote retains 50 percent voter participation requirements for certain property tax measures.

Summary: Amends constitution. Ballot Measure 50, passed in 1997, allows passage of certain local property tax measures only if:

- Fifty percent of registered voters cast ballots; or
- The measure is voted upon in a general election held in an even-numbered year.

This measure eliminates the requirement of 50 percent voter turnout. The measure permits a majority of the people who cast ballots to approve local property tax measures in elections held on or after May 19, 1998.

- Get the best and most capable players;

- Ensure that the team players know their roles and responsibilities;

- Get into team training;

- Adopt good team strategies;

- Convince others to support the team.

*Getting There from Here — School Board-Superintendent Collaboration: Creating a School Governance Team Capable of Raising Student Achievement.* Order from ERS, 2000 Clarendon Blvd, Arlington, VA 22201. Phone (800) 791-9308.

## Names in the news

Diane Harr, OSBA president from Parkrose, was elected vice president of the National School Boards Association Pacific Region.

## Where to stay in 'The Big Easy'

The OSBA hotel for the April 4-7 NSBA conference in New Orleans is the Monteleone. For more registration information see NSBA box, back page.



## Schools update name, logo

Oregon higher education officials were excited about their new name and logo, unveiled publicly Friday.

The new moniker for the entity encompassing the state's seven public universities henceforth will be Oregon University System.

The new logo has a single pillar, symbolizing stability, orbited by a dynamic and fluid "O."



Oregon  
University  
System

Chancellor Joe Cox pooch-pooched the old name, Oregon State System of Higher Education, as dated and "formal, static, rather ponderous." There was no previous logo.

The logo will be "reflex blue," a color chosen in part because blue is not a dominant color of any of the system's member schools.

The higher education system was created about 70 years ago as a way to end squabbling and encourage collaboration among state colleges.

A Eugene design firm, Funk and Associates, did research about and designed the logo at a cost of \$13,775. New stationery and other materials will be phased in.