

HARNEY COUNTY SCHOOL DISTRICT NO. 3  
BURNS, OREGON

**SPECIAL SCHOOL BOARD MEETING**  
**Approved Minutes**  
**TUESDAY, November 19th, 2019, 6:00 pm**  
**District Office (Lincoln Building)**  
**550 N. Court Ave.**  
**Burns, OR 97720**

<i>In Attendance</i>			
x	Lisa King, Chair	x	Rob Frank, Board Member
x	Nanci Norris, Vice Chair	x	Dan Winn, Board Member
x	Doug Gunderson, Board Member	x	Steven Quick, Superintendent
Absent	OPG Business Manager		

**CALL TO ORDER - 6:07 pm**

**ROLL CALL**

- Determined a Quorum was present

**\*Executive Session pursuant to ORS 192.660(2)(b) to consider the dismissal of an employee - Not held at the request of employee [Jeff Lillebo] to hold hearing in open session.**

Hearing with the board included the following:

- The board received the following items from the superintendent before the meeting. They were read and reviewed in their entirety. All board members acknowledged having read them:
  - Administrative leave letter from the superintendent dated 9-25-19
  - Letter from the Principal dated 9-26-19
  - Pre-termination letter from the superintendent 9-30-19
  - OYA investigation letter 10-11-19 - OYA temporarily denying Mr. Lillebo access to facility during an investigation
  - OYA notice to permanently ban Lillebo access to facility 11-8-19
  - Recommendation letter to the board from the superintendent to terminate employee 11-8-19
- The meeting was delayed due to Mr. Lillebo arriving late. He arrived at 6:15 pm and made a statement:
  - He gave some background information regarding his family, military service, and prior experience.
  - He claimed that the superintendent and HR promised him a position at the high school, but then he ended up at Monroe.
  - He felt his due process was violated.
  - He spoke ambiguously of the incident that occurred on August 22, 2019.
  - Regarding the second incident that occurred on September 23, 2019, he said it felt sexual in nature and he was threatened.
  - He praised his coworkers Mike and Aundrea, and said they worked well together.
  - He felt justified to protect himself and found it hard to diffuse the situation in both incidences. He also said he shouldn't have to defend himself.
  - He did not feel supported by administration or the GLC.
  - He believed it was a conflict of interest for OYA to conduct an investigation.

- The board chair asked the superintendent if he had anything else to share.
  - Superintendent Quick said due process was followed by both HCSD#3 and OYA.
  - He stands by his recommendation for the following reasons as quoted from his recommendation letter:
    - Use of inappropriate language and racially charged words with a student, escalating a situation rather than de-escalating it.
    - Physically restraining a student without a legitimate reason to do so.
    - Verbally threatening a student by saying to him, "I'm going to fix your teeth."
    - As a result of your actions, the OYA facility will no longer allow you into their facility to be able to complete your employment duties.
  - Stands firm in his recommendation to not keep Jeff Lillebo an employee in the district.
- Questions/Comments from the board:
  - Rob Frank asked if the board could call witnesses [Lisa stated that the OSBA attorney suggested not allowing witnesses, but the board agreed to allow comments per policy GCPD-AR]. He said it seemed straightforward following school policy. He asked if there were different OYA policies and the superintendent stated that there were not.
  - Nanci Norris asked the superintendent if Mr. Lillebo had the opportunity to decline the position before starting it. The superintendent informed her that he could've turned it down at any time and that he knew he was hired specifically for the Monroe facility. She also commented that the line should be drawn between student/convict vs. teacher.
  - Doug Gunderson said there is a difference with the bar example Mr. Lillebo used to defend himself using the "N" word. Doug disagreed with Mr. Lillebo and that when teaching students you should always de-escalate a situation, and he wouldn't react the same way in a bar vs. at school.
  - Dan Winn said he wouldn't have stooped to the student's level by repeating the word and escalating the situation.
  - Mrs. Norris asked if a student can be removed. Mr. Quick responded by telling her that a teacher can ask a GLC to remove a student or a GLC can also remove a student when a need is recognized.
  - Mr. Frank asked how it was reported. Superintendent Quick said the GLC reported the incident and that started an investigation.
  - Mr. Lillebo stated that he didn't believe that a student even complained about the incident, but Mr. Quick said the student did make a formal complaint against Mr. Lillebo shortly after the incident.
  - Mr. Frank favored the recommendation based on policy with probationary teachers [GCPD-AR].
  - Natalie Wassom-Paul asked if a caucus was possible and Mr. Quick said Mr. Lillebo does not have that right, but rather he can speak to the board.
  - Mr. Lillebo interrupted and said he had no access to witnesses. Lisa King reminded him that he already had his time to make any final remarks and he declined.
  - Mr. Winn supported the superintendent's recommendation.
  - All board members agreed to listen to BHEA president Natalie Wassom-Paul's statement.
- Natalie Wassom-Paul - BHEA Chapter President:
  - After the first meeting with the uniserv rep, she was under the impression the recommendation was not going to be to terminate Mr. Lillebo's employment, but then the decision was reversed. Mr. Quick stated that a final decision and recommendation was not made until after all investigations were complete, including the OYA investigation.
  - Her main concern is the complications with Monroe School staff serving two agencies: OYA and our district.
- Final remarks by the board:
  - Mrs. King thought Mrs. Wassom-Paul was moving away from the matter at hand.
  - Mr. Gunderson thought Mr. Lillebo was reactionary, not a calm man, and he wouldn't want him around students at the high school based on how he presented himself.

- The board felt all questions and deliberations were completed. The board chair entertained a motion regarding the recommendation to dismiss Mr. Lillebo from employment in the affirmative or to retain Mr. Lillebo as an employee.

#### **ACTION ITEMS**

- Board to vote on recommendation of the superintendent

**Rob Frank made a motion to approve the Superintendent's recommendation to dismiss Jeff Lillebo from employment with the district, Nanci Norris seconded; the motion passed unanimously.**

#### **ADJOURNMENT**

The meeting adjourned at 6:58 pm.

Respectfully submitted,



Brenda Graham  
Executive Assistant

**\*May be held in public at the request of employee or student.**