

**Bend-La Pine Schools
Bend, OR 97703**

The Board of Directors for Bend-La Pine Schools met in a regular session on November 11, 2015 in room 314 of the Education Center, 520 NW Wall Street, Bend, OR 97703.

Board Members Present

Nori Juba
Peggy Kinkade
Cheri Helt
Andy High
Julie Craig
Stuart Young
Ron Gallinat

Call to Order

The meeting was called to order at 6:06p by Chair Juba. The Pledge of Allegiance followed. Chair Juba recessed the regular meeting at 6:07p and called to order the Public Hearing for CMGC Process. There was no public input. Chair Juba closed the hearing at 6:08p and reconvened the regular session.

Review of Agenda

Superintendent Mikalson noted the updated agenda.

Public Input

Liz Lotochinski, District Manager with Junior Achievement of Central Oregon shared about the work Junior Achievement is doing and ways students can participate in their program, a hand out was given to all board members. She encouraged board members and staff to volunteer, noting they currently have about 50-60 volunteers. Junior Achievement is a non-profit organization and their funding comes from donations and fundraising efforts. Chair Juba thanked Lotochinski for sharing.

Superintendent's Report

Superintendent Mikalson reviewed recent successes of several fall athletic teams, and showed a video from a Summit High School football game which showed a couple of fans, who traveled from Redmond to the valley and cheered on the team through awful weather in their recent playoff game. Summit ended up winning the game and after the game was over the video showed all of the student athletes and coaches shaking hands and thanking these two fans. Mikalson shared his appreciation for the team and their outstanding sportsmanship and wished them luck as they advance in the playoffs.

Mikalson thanked Chair Juba for attending La Pine High's college evening and shared about the Oregon Promise grant which is designed to help students apply to college. Mikalson said November 19 is National Parent and Community Involvement Day and Cascade Middle School is working specifically, to build upon this day and recognize the important contributions volunteers make to schools. He appreciates the hours volunteers spend in all of the districts schools and knows the impact for students is significant.

Mikalson thanked the Instructional Technology team, noting every Tuesday is Tech Tuesday and staff are welcome to attend and receive training and assistance with a variety of technology issues. He complimented the Nutrition Services Department for their recent audit with Oregon Department of Education. The audit report was exceptional and Mikalson is proud that Bend-La Pine's nutrition program is recognized at the state and national level for excellence. Veteran's Day is tomorrow and he thanked Veterans in the community and encouraged all to say thank you for their service.

Consent Agenda

Chair Juba reviewed the Consent Agenda and noted the modification to Executive Limitation 7 – Facilities. **Ron Gallinat moved to approve the Consent Agenda. Peggy Kinkade seconded the motion. Unanimous approval.**

Action Items

Executive Limitation 3 – Treatment of Students, Families & Community

Peggy Kinkade reviewed the updated version of EL 3 in the board packet, noting changes were tracked and offered to answer any questions or feedback. Board members discussed changes, the phrase “undue burden,” removing number six since it is the district's current practice, and listing marijuana along with alcohol and tobacco as they are all not legal for children. All board members agreed to the suggested updates.

Julie Craig moved to approve Executive Limitation 3 – Treatment of Students, Families & Community with updates suggested. Ron Gallinat seconded the motion. Unanimous approval.

Any changes or feedback recommended after legal review will be shared with board members.

Resolution 1830 : Approval of CMGC Process

Brad Henry reviewed the executive summary and resolution in the board packet and explained the CMGC process. Henry noted the 2016 summer projects are mostly remodel type of work and past CMGC process have shown this process attracts more interest from contractors and should encourage competitive pricing. Andy High thanked Henry, Mike Tiller and their team for taking board input and developing the scoring process.

Peggy Kinkade moved to approve Resolution 1830 : Approval of CMGC Process. Cheri Helt seconded the motion. Unanimous approval.

Superintendent Evaluation Proposal

Chair Juba noted the handout at each board members seat and that it contains a slight modification from the last version. Juba explained the evaluation process and the areas and goals the board has defined for Superintendent Mikalson. Juba said data will continue to be a part of the evaluation, however, the board will now score and interpret data to determine what kind of improvement and growth it shows. The board will also look at policy monitoring and the newly established executive limitations as part of the evaluation. The board discussed a timeline for Mikalson's evaluation and decided a six-month evaluation will take place in late January or early February 2016 and the first formal evaluation will take place in January 2017.

Stuart Young said he is excited about the work already being done and encouraged Mikalson and his team to continue pushing forward. There was discussion about timelines and data averages being used as part of the evaluation. Chair Juba noted once the evaluation is approved by the board he will work with legal to ensure Mikalson's contract reflects the updates and also the

payment and performance compensation structure. Juba suggested the board take action to approve the proposed evaluation pending legal review.

Ron Gallinat moved to approve the proposed Superintendent Evaluation. Stuart Young seconded the motion. Unanimous approval.

Sites & Facilities Committee Charge

Chair Juba, Peggy Kinkade and Andy High worked together to draft a charge for the 2015 Sites and Facilities Committee, much of which came from the 2005 plan. The board discussed the draft presented and how Executive Limitation 7 – Facilities is a significant part of the charge.

Superintendent Mikalson asked about 7e; and if this is something the committee should be a part of. Brad Henry suggested the future use of the Education Center be more of a staff conversation with real estate consultants. Peggy Kinkade suggested eliminating 7a-e and possibly focusing more on the timeline and frequency of reports made to the board. Discussion ensued around timing and process and what has occurred in past sites and facilities processes.

Andy High would like to see the committee do their work without a dollar figure attached because it may limit their perspective. Mikalson clarified staff would work with a prioritized list and then develop a budget for board approval, agreeing that the dollar figures would be farther removed from the overall process than in past years. As an idea for cost savings, Cheri Helt suggested looking at the idea of adding classrooms or wings to existing buildings rather than building new facilities. Mikalson also suggested using the word ‘area’ versus ‘sites’ as sites are very specific.

Juba would like to keep school and classroom size as part of the charge and feels it is something board members need to consider. He suggested researching best practices while the committee starts their work. Juba asked if board members would like to proceed with the charge presented, noting the changes discussed.

Cheri Helt moved to approve the Sites and Facilities Charge as discussed. Julie Craig seconded the motion. Unanimous approval.

Brad Henry will share the charge with committee members and said the first meeting is November 19.

Letter to City Council on Recreational Marijuana

Peggy Kinkade reviewed the updated draft letter, noting the letter is now addressed to the City Council. Cheri Helt shared the planning commission has decided to approve the recommendations from the Marijuana Technical Advisory Committee (MTAC) without change, which does not meet any of the board’s interests. The letter is now addressed to City Council because of the quickly moving decision process. She asked for feedback and what the board would like to specifically include. Helt explained the next steps in the decision making process, and update of MTAC work and said December 2 is set as the next Council meeting date and public hearing.

The board discussed their position on zones, distance between dispensaries, distance of dispensaries from schools, density issues, and regulations they would like to see the city consider. Kinkade would like to see the largest distance possible as part of the letter and feels a statement needs to be made about about density. Julie Craig agreed with the density issues

and feels marijuana is going to be highly regulated by the state making her more concerned about growing marijuana in private homes. She would like to focus on educating children why they should not use marijuana. Chair Juba agreed with Kinkade and Craig and would like to focus the letter on realistic ask fors and emphasize the possible dangers and harms of marijuana as we educate students. Andy High is supportive of density as long as it includes medical dispensaries as well. He would also like to see a rigorous licensing process put in place for dispensaries. He feels the letter should represent the board's position, not just what the board thinks Council members will vote for.

Andy High moved to include a 1,000 ft. dispensary distance and licensing program similar to obtaining an Oregon Liquor License. Chair Juba seconded the motion. Kinkade said she would like to see stricter regulations and feels the board is better suited to focus their argument on a few key areas. She thanked Helt for her time spent on MTAC and her efforts to keep board members informed and educated. The board agreed to keep the letter focused on schools, agreeing that the parks would be best to advocate for regulations, etc. related to their properties. Kinkade said she will rewrite the letter based upon the board's discussion and send to all board members for review. She would like all board members to sign the letter individually and encouraged a presence at the next Council meeting. Chair Juba thanked Helt and Kinkade for their time and work. **Chair Juba called for a vote on High's motion. Unanimous approval.**

Report

Professional Advancement Support System Update

Superintendent Mikalson introduced the PASS team members: Lora Nordquist, Dan Jones, Michele Oakes, Carrie Baisch, teacher at La Pine Middle School and Cindy Perkins, teacher at Juniper Elementary.

Nordquist explained why the PASS vs. traditional compensation system. She highlighted the pace of advancement, inputs vs. outcomes which include methods of advancement, support for teachers at different career levels and recognition of teacher leadership roles. Nordquist noted the history of the Chalkboard and CLASS Project, collaboration with association, vetting process and current MOU in place all as part of PASS.

Michele Oakes shared the name of the compensation system has been updated since the last board report. PASS has three levels which include Early Career, Professional Level and Master Level educators and the varying ways teachers can advance at different points in their careers. Oakes explained new teachers to Bend-La Pine part of PASS and the ways for current teachers to opt into PASS, adding one of the charges for the committee this year is to communicate the benefits of PASS and develop an onramp that is fair and equitable for current teachers who choose to move to PASS. Dan Jones shared cost considerations and why it was an intentional decision to start with a small and focused group.

Carrie Baisch reviewed the five-year plan and details of each three levels and the elements the teachers work through: mentoring and induction, prescribed courses and activities and the elements needed for review and tasks that must be completed. Cindy Perkins reviewed the professional educator and master educator levels, highlighting the expectations for each level and how these educators advance in the PASS system. Perkins explained the process for becoming Nationally Board Certified and that she has finished one year of her personal NBCT and it has changed and shifted her thinking in how she teaches and develops her lessons. She is

excited about seeing how much she will grow and develop professionally in the next years as she completes her certification.

Superintendent Mikalson shared Chalkboard awarded the district \$30,000 just today and sees the work of Bend-La Pine as a model for the state. Nordquist said she, Jones and Oakes will be presenting about PASS at the upcoming OSBA Convention. Peggy Kinkade said she is impressed with the work and feels it will change education in our district. Julie Craig asked if they anticipate an increase in early career teachers pursuing their National Board Certification. Oakes said there is much interest, however a teacher needs to have at least three years experience before starting the certification process. She would recommend early career teachers wait to pursue certification and reviewed how PASS will help support their advancement.

Mikalson shared his appreciation for the PASS committee, Ron Wilkinson and BEA leadership over the years that has made this possible. PASS has attracted some great teachers to Bend-La Pine Schools and it is exciting to see teachers seek out this type of compensation program. Chair Juba asked about sustainability. Nordquist said the board packet includes information about finances and Zhai Logan has done cost modeling to consider the rates of advancement. Nordquist and the committee are working on a cost model that includes the cost of trainings, substitutes, mentoring, etc.

Stuart Young said when he first became a board member and heard about this new compensation structure he was impressed and he is excited to see how it will improve student learning. Chair Juba thanked the PASS committee for their work and presentation.

Discussion

Community Engagement Message

Julie Craig shared the January 12 board meeting will be held at the Tower Theater as a community event. Jay Mathisen is working to organize student groups and highlight staff and programs from a variety of schools. The meeting will be a 'kick off' to share the message about future ready students. Superintendent Mikalson will then deliver the future ready message to various groups around the community.

Chair Juba shared a draft agenda for January 12 and said the board is hoping to fill the Tower Theater and is excited to celebrate staff and students. Mikalson agreed and said the district is moving forward with the term 'future ready student' rather than 'Student B,' which has been used in the past. Board members liked 'future ready' and Chair Juba thanked Craig and High for their work. The board agreed the proposed agenda was the right direction for the meeting and would like to make sure students, parents, district staff and community partners are all invited to attend.

Policy Governance

Executive Limitation 4 – Treatment of Staff

Peggy Kinkade reviewed the draft of EL 4, noting it is fairly straightforward and asked for any feedback. Andy High suggested a reference to 'required by law' in number five as it helps to be more clear that the board is following the law. Cheri Helt asked about the term 'fail to praise' and would like to have an environment in the district where staff are praised for their good work; which Mikalson noted it could be interpreted in 6c. Kinkade will bring back EL 4 to the next meeting for review.

Executive Limitation 8 – Academic Programs

Peggy Kinkade reviewed the draft of EL 8, sharing she has taken notes since the board retreat in July on interests of board members and has tried to capture them in this limitation. The board discussed EL 8 and suggested keeping it broad, preparing future ready students whom are not necessarily headed to a college or university, the importance of sustainable programs, instructional materials, personalized learning, and how to address socio-emotional learning. Lora Nordquist offered to help draft language around SEL and will send it to Kinkade. Kinkade will bring back EL 8 to the next meeting for review.

Cheri Helt thanked Kinkade for her work and her thoughtfulness in taking the feedback of board members and being open to suggestions and discussion.

Board Comments

Andy High appreciated the efforts of Summit and Bend High to recognize Veterans in the community, noting he enjoyed the assemblies and seeing students interact with Veterans. Peggy Kinkade agreed and said her son, a Summit High student, will one day be able to share that he was part of an assembly celebrating World War II Veterans, which is very special.

Stuart Young shared his appreciation and efforts in the work around the PASS system. He is thankful for the work done on the superintendent evaluation system and excited for the district's future. Young thanked Helt for her time spent on the MTAC and feels the statement from the collective board will be impactful.

Julie Craig is also appreciative of the PASS work and would like to see other organizations model something similar to this form of compensation. She thanked Helt for her time on the MTAC and noted that even if their opinions differ from time to time, she is appreciative of the time and work Helt has invested in the process.

Cheri Helt attended a PERS session recently and their new executive director shared news on rates and it is not good. By 2021, she has no idea how districts will be able to staff schools with the projected PERS rates increases. She urged board members and staff to think outside the box for funding options, noting this is beyond the legislature. Helt thanked Summit and Bend High Schools for their Veterans Day celebrations.

Ron Gallinat thanked Helt for her time and work on the MTAC. He too enjoyed the Veterans Day assembly at Bend High and had an opportunity to meet a 75-year old Veteran who is currently substituting in the district.

Chair Juba thanked all for their time tonight and feels it has been a productive meeting.

Meeting adjourned at 9:45p.

Respectfully submitted,
Andrea Wilson
11.10.2015