

## **Bend-La Pine Schools Bend, OR 97701**

The Board of Directors for Bend-La Pine Schools met in a regular meeting on March 10, 2015 in room 314 of the Education Center, at 520 NW Wall Street, Bend, OR 97701.

### **Board Members Present**

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

### **Call to Order**

The meeting was called to order at 6:03p by Co-Chair Helt. The Pledge of Allegiance followed.

### **Public Input**

Julianne Repman, Communication Director for Bend-La Pine Schools, shared facts from 50 years ago and wished Co-Chair Juba a Happy 50<sup>th</sup> Birthday. Cupcakes were served and the group sang and wished Juba a happy birthday.

### **Superintendent's Report**

Superintendent Wilkinson shared recent high school boys basketball standings noting Mt. View High had won and will play in the semi-finals and Summit High is playing at 8:00p tonight. Summit High boys and girls Nordic Teams both won their State Championships. Bend High School girls won the State Swimming Championship and Mt. View girls took third. Summit boys won the State Swimming Championship and Bend High boys took second. Wilkinson also highlighted Battle of the Books and shared 23 schools had teams participating this past weekend with teams from Ponderosa and Summit High finishing first and will going onto compete at the state level.

### **Public Hearing: New Elementary School Naming Process**

Co-Chair Helt recessed the regular board meeting at 6:07p and called to order the Public Hearing for naming of the new elementary school. There was no public comment. Co-Chair Helt closed the hearing at 6:08p and reconvened the regular meeting.

### **Consent Agenda**

Andy High moved to approve the Consent Agenda. Peggy Kinkade seconded the motion. High and Kinkade withdrew their motions so the board could take action on each individual item of the Consent Agenda, noting multiple personnel items listed.

- a. Probationary teacher and administrator renewal – *Ron Gallinat moved to approve and Andy High seconded the motion. Unanimous approval.*
- b. Contract teacher and administrator extensions – *Peggy Kinkade moved to approve and Andy High seconded the motion. Unanimous approval.*
- c. Non-renewal of temporary teachers – *moved by Peggy Kinkade to approve and seconded by Julie Craig. Unanimous approval.*

### **Discussion**

Superintendent Wilkinson welcomed Budget Committee members in the audience and shared the history of state funding for education. He reviewed the focus of the 2014-15 school year budget was to create a sustainable model that would be less dependent on one-time revenue.

Wilkinson reviewed the major cost drivers for the 2015-16 school year:

- Sustaining the district's investments made in 2014-15
- Opening two new schools
- Implementation of universal full-day kindergarten
- Supporting Phase 3 of the Digital Conversion
- Sustaining best practices in place from the TIF Grant as grant funding ends this school year
- Support for instructional materials

Wilkinson shared cost considerations for 2015-16 and the dollars and details associated to each. He explained the costs of full-day kindergarten and the analysis done shows the shift to universal full-day kindergarten will actually generate more revenue because the district will receive full-day per diem for each student. Further discussion ensued about kindergarten and full-day options and funding.

Wilkinson next explained the states proposed K-12 funding, currently at \$7.235 billion. He said funding at this level would significantly reduce district-funding levels per student, an analysis that various statewide groups (COSA, OSBA, etc.) agree with. The state is no longer in a recession, yet schools continue to be underfunded and he shared a break down of per-student funding for 2014-15 vs. 2015-16, noting Bend-La Pine Schools will lose \$84 per ADMw in the proposed budget, about a \$1.7 million loss. For Portland Public Schools, they face a potential loss of \$124 per student, or \$7.1 million overall.

Wilkinson noted Senator Knopp is pushing for \$8 billion and it is a critical time in the legislature right now as hearings are being held this week on funding. He shared concern of the Co-Chairs' desire to move through the hearing process quickly in order to approve the current number. He believes the proposed funding level is inadequate and does not provide for the district to sustain current efforts into the next school year. Wilkinson is supportive of Knopp's bill, but would also be pleased with \$7.8 billion, as that figure would help sustain current initiatives. He said many advocacy groups are fighting for \$7.875, which would be great as it would allow the district to start working on strategic investments for the future. Wilkinson offered to answer any questions.

Andy High asked Henry about possible implications of the PERS decision and said he would like to see a budget scenario that prepares the district for some of those possible effects next year. Henry said he would follow up with more information on what it could potentially mean for the future. He noted any decision would impact the 2016-17 fiscal year. Gallinat asked if there was a timeline for the budget decision. Wilkinson answered it seems the Co-Chairs are looking to push it through quickly, which is concerning to him. He encouraged any other questions be sent to Henry.

## **Reports**

### *2015-16 School Calendars & 2016-17 Major Dates Calendar*

Superintendent Wilkinson noted the proposed 2015-16 school year calendars for Bend and South County schools along with the 2016-17 major dates calendar. He reviewed the changes made for the current school year and proposed changes for 2015-16, which impact elementary conference dates. A correction was noted to November 12, it should say no middle school; high school is in session that day. Also noted was a possible correction to the Bend and Summit High graduation dates on the draft.

South County elementary schools will follow the Bend calendar and La Pine Middle and High will continue to operate on a trimester schedule as presented in the South County calendar draft. Wilkinson suggested approval of the calendars if there were no further questions. Andy High commented about the two elementary early release days, with a noon dismissal time, noting he heard feedback about how difficult scheduling was for parents for these two dates in particular. Wilkinson explained those dates were an effort to meet teacher contract language and realign conferences at all levels. High understood but would like to hear more details before going forward. Nordquist shared this schedule was an actual gain of

instructional time, and understand his concerns, however, she did also receive unsolicited emails and feedback from teachers about how much they appreciated the time given to prepare for conferences.

**Peggy Kinkade moved to approve the 2015-16 Bend and South County Calendars and the 2016-17 Major Dates Calendar. Stuart Young seconded the motion.**

Co-Chair Helt advocated for a two-week spring break, noting she does so each year. She would like to see a better balance of time off in the fall and spring for families to spend time with their children. She said there are other districts that do this and she has heard good feedback. Wilkinson likes the one-week spring break schedule and wished the fall could reflect more time in classes like the spring. Kinkade suggested looking at an additional day off in May as an option in future years.

**Unanimous approval.**

#### *Kindergarten Survey*

Lora Nordquist shared an executive summary and full-day kindergarten survey results. Nordquist explained the survey came about from Kinkade's desire to understand better if families preferred full or half-day kindergarten for 2015-16. The data results show a strong interest with moving to universal full-day kindergarten across the district. Nordquist proposed an idea similar to Beaverton School District: moving to full-day kindergarten, with math and reading instruction happening in the morning of all kindergarten classes. Parents who are interested in half-day kindergarten could pick their child up after the morning and would not miss out on math or reading instruction. She noted it is not a perfect option, but wants the message to be clear the district is an advocate for full-day kindergarten and children staying the full school day.

Brad Henry explained the ADMw would be weighted for those students who only attended half-day. Kinkade asked what teachers think. Nordquist said most do already teach literacy and math in the mornings and feels the proposal would not be too restrictive. Kinkade said she likes the idea as long as it is not too disruptive for teachers, classrooms, planning, etc. Helt agreed it is a valid option and thanked Nordquist for her efforts to find options that will meet the needs of all students and families.

#### *New Teacher Compensation System*

Superintendent Wilkinson introduced the New Teacher Compensation System team, noting Dan Jones, as been the lead in this effort. Jones thanked all team members for their time and efforts and shared a summary packet with the board of the work to date. Michele Oakes and Carrie Turrell reviewed the early career educator levels and five-year advancement plan, noting the detailed information is in the packets. Turrell explained a third-year probationary teacher, like herself, would have the option of choosing to be a part of the new compensation system, she is excited about the work and opportunities ahead, and will choose to be a part of the new compensation system.

Mary Doyle spoke about the professional level educator, explaining the goal is not to create more work, but to encourage those in this category to be more effective in their career, noting the strands are aligned with National Board Certified Teacher strands: equity, curriculum, instruction and leadership. Heather Anderson and Cindy Perkins shared how master level teachers would support early level teachers, and noted the packet reviewed the five core propositions of NBCT standards.

Zhai Logan reviewed a cost analysis of the new compensation model, which shows to be cost neutral. It will continually be monitored and at this point it is difficult to show the return on investment, however she feels that will be best seen in staff retention and student achievement. Chris Kuka shared the next steps in defining of the program will involve writing; he considers the document to be a living document that is purposeful and attentive to needs as they evolve. He shared his excitement in the caliber of teachers he feels will be attracted to this compensation system. Jones shared the committee and BEA have worked together on this concept and the union is supportive of the efforts. It has been a collaborative effort he is proud to be a part of, adding they are currently in the midst of a five-year agreement (with four-years remaining). Oakes added the advancement system with the new compensation model does not require

teachers to become NBCT, but it does require them to continue professional development and demonstrate effective teaching practices along with becoming reflective professionals. Wilkinson reviewed the history and the efforts of starting the process and allowing for teachers to transition into the new system. He said the intent is not to force people, but to encourage professional development and allowing those who are current teachers to make the choice. Wilkinson thanked Jones and the entire committee for their excellent work.

Peggy Kinkade applauded the work of the committee and noted the importance of  $\frac{3}{4}$  of the committee members being teachers, as she believes it gives their efforts much more relevance. She was impressed by the work, the presentation and is excited about the program they have developed. She added the program speaks to how valuable teachers are and the value of teachers developing their craft. Stuart Young said the work is stunning, especially on a very difficult matter. He has some more questions on keeping it cost neutral but otherwise feels it is fabulous. Co-Chair Helt applauded the work and how great it is for the teaching profession, adding the private sector will be amazed with the efforts, as it is quite revolutionary and a true effort to move students ahead and keep teachers current and professional. She enjoyed hearing about the committee's work and is very proud to be associated to the idea.

Lora Nordquist shared she too, is proud, and the focus on student learning and the reflective practitioner are exciting. Ron Gallinat thanked the committee noting the phenomenal progression from an idea to reality. Gallinat said this compensation idea started with Wilkinson about nine years ago and gave Wilkinson credit for continuing to push the vision; adding Wilkinson's passion and vision for the teaching profession are admirable. Co-Chair Juba agreed and wished it hadn't taken nine years, but is thankful for all the excellent work.

Co-Chair Helt called for a short break at 7:32p.  
The meeting resumed at 7:42p.

### **Action Items**

#### *Bend International School Charter Application*

Co-Chair Helt welcomed Meera Rupp via conference call to the meeting to discuss the Bend International School Charter Application. Superintendent Wilkinson noted the final review of the application showed the charter met all standards set by the district with a couple of standards being partially met: facility confirmation being the main one, which is subject to the charter application being approved by the district. Wilkinson said the highest priority of the district is to guarantee and assure there are outstanding, high quality neighborhood schools for all students to access. He noted the balance of choice and assuring quality can be met and recommended moving forward with the application.

Stuart Young shared his support for Bend International School and added, as a board, they have to be very careful as they consider future potential applications and he would like to take an in depth look at curriculum and instruction which seemed a bit thin, noting in the development stage that is typical. He would also like to review student achievement and what BIS students are accomplishing in comparison to other district schools. He is very supportive of BIS and offered to make a motion, when appropriate, to approve the application.

Ron Gallinat thanked district staff members who were a part of the application review for their time and thanked Rupp for her work and efforts put into the application. Peggy Kinkade is supportive of charter schools and also believes the district is healthy and effective. She added, a charter needs to serve a need the district cannot reach and while she believes the district is doing a good job, she agrees BIS brings a different dimension and option for students. Kinkade noted her appreciation of district staff that worked to ensure the application met all district criteria and also thanked BIS organizers for their work to comply and meet standards.

Andy High asked how long would it be before a lease is confirmed for BIS. Wilkinson noted Bruce Churchill was in attendance and asked him to answer. Churchill explained Ken Spencer is planning to purchase the

property and develop the structure and then lease it to BIS. The financial model contains lease payments and he anticipated the property contract to be secured in less than a month. Helt expressed concern about the pending facility. Wilkinson noted if the board approves the application tonight, the next step is to draft a charter contract agreement between the district and BIS and at the time the board signs the contract a facility should be secured. Churchill noted there is an alternate location identified and a contingency plan in place if the current proposed purchase does not work out.

Co-Chair Helt said she feels all the goals of BIS are great and aligns with her vision of education, but shared her concern of the BIS model not being a proven model. She takes her seat on the board very seriously and the best care for all Bend-La Pine students is imperative. She said it is important BIS work with the district to make sure this happens. Rupp said she has been and will continue to collaborate with district staff members to ensure their program (instruction, curriculum, etc.) is in line with the district. Helt noted collaboration is imperative to the success of BIS, especially when they plan to take on 134 students and if the board endorses the application, she is happy to hear BIS is working closely with the district.

Co-Chair Juba said he is in favor of bringing something forward the district is currently not offering and is also in line with his personal vision of what education should look like. There are not many options for middle school aged students and recognized Wilkinson's recommendation to approve BIS as a K-8 charter school allows for more options for those students the district may not be serving. Julie Craig agreed with other board members and said she supports options in the district and commends Rupp for hearing the concerns of the district and modifying the charter application in response to the concerns shared. Craig said she looks forward to students having another great option.

**Stuart Young moved to approve Superintendent Wilkinson and the district's recommendation to establish Bend International School as a charter school. Ron Gallinat seconded the motion. Unanimous approval.**

Rupp thanked the board and district and said she looks forward to the future.

#### *New Elementary School Naming*

Tammy Doty noted the presentation at the last board meeting included three proposed names: Homestead Elementary, Amelia Earhart Elementary and Silver Rail Elementary and a new name: Horse Ridge Elementary. Peggy Kinkade asked Doty if the naming committee were to choose, which names do they support. Doty said Homestead or Silver Rail would be most strongly supported by the naming committee.

Ron Gallinat liked Homestead Elementary and Julie Craig liked Silver Rail Elementary, as did Co-Chair Juba. Andy High, Co-Chair Helt and Stuart Young all liked Horse Ridge Elementary.

**Julie Craig moved to name the new elementary school Silver Rail Elementary. Co-Chair Juba seconded the motion. 6 yay votes. 1 nay (Co-Chair Helt). Motion carried to name the new elementary Silver Rail Elementary.**

#### *Superintendent Search Update*

Co-Chair Juba said one of the most important jobs a school board undertakes is that of hiring a superintendent. Superintendent Wilkinson started in his position seven years ago and has been able to build upon the sound leadership of previous Superintendent Doug Nelson, noting Bend-La Pine Schools has had success in student growth and achievement during one of the worst recessions in history. He shared when he started on the board years ago; he felt the district was not up to par. Now, people move to Bend because of the schools and credited Wilkinson's efforts around instruction and attention to human capital, adding any of the three current Assistant Superintendents here could successfully lead any district in Oregon. Juba said Wilkinson has made it difficult to find someone to fill his shoes, noting his leadership is outstanding.

Juba reviewed the timeline of the superintendent search, with an aggressive campaign that started in November 2014. There were 45 applicants and MacPherson & Jacobson, the search consulting firm,

presented the board and interview team: Brad Henry, Gary Timms, Katie Legace, Linda Bradetich & Bob Markland with their top 12 candidates. The team interviewed seven semi-finalists of which four were identified as finalists who then went through an intensive full day interview process. Those four finalists included: Shay Mikalson from Bend-La Pine Schools, Rob Hess from Lebanon School District, Yvonne Curtis from Forest Grove School District and Sloan Presidio from Fairfax County School District. Juba shared the candidate pool was deep and broad with local and international candidates; several were high caliber and extremely well qualified. The board spent many hours in deliberation on March 7<sup>th</sup> and are ready to vote on a top candidate.

Juba entertained a motion to name a top candidate noting the appointment will be subject to contract negotiations, a successful site visit and completion of a background check.

**Andy High moved to name Shay Mikalson as the top candidate for Superintendent of Bend-La Pine Schools. Julie Craig seconded the motion.** Juba asked board members to share any comments or statements prior to voting.

Peggy Kinkade shared the applicant pool was impressive, adding Mikalson could have been considered an 'underdog,' however, the board recognized Mikalson knows the strengths of the district and has been a key part of the great work Superintendent Wilkinson has done. She was impressed and feels Mikalson will push the district farther and faster than any other candidate. Mikalson challenged board members in his interview to up their game and she was impressed with his drive and vision and shared her excitement in working with Mikalson and his team. Kinkade also complimented Mikalson's character, ethics and vision.

Julie Craig felt like each time the board spoke with Mikalson she was blown away more than the time before. His vision is exciting, and a bit intimidating for a board member; however, she is very excited for the future and is proud to have such great talent to lead the district. She shared the selection process was huge and not taken lightly by any. Craig also thanked Juba and Kinkade for their work coordinating the search process.

Ron Gallinat took to this process with an open mind and said each of the finalists would have brought strengths to the district and had great qualities. He is excited and looking forward to the vision and the work ahead and thanked all board members and interview team members for their time.

Andy High congratulated Mikalson and thanked all the candidates for putting their names out there and being willing to go through such a tough process. He said the vision of his children going through our schools and continuing to draw more families here because of our quality schools weighed heavily in his decision-making. High said many feel like they are experts in education because they went through it themselves, but he noted, Mikalson is clearly the top expert. He thanked fellow board members and wished the best to Mikalson and his family and thanked him for being a part of this process.

Stuart Young congratulated Mikalson, adding he has an awesome, exciting and challenging future ahead of him, along with major responsibility which Young is confident he can manage. Young shared the board was looking for someone with integrity; he feels they have succeeded, adding Wilkinson has lived it and Mikalson has it. He is excited about the future and thanked Juba for understanding the process and leading a great search effort, adding he has been on both sides of the process and was so pleased with the collaboration and efforts to sort through the exceptional pool of applicants. Young feels Mikalson has overwhelming talent to take the district to the next level.

Co-Chair Helt shared she wanted to do a national search because she feels the district, staff and students deserve the very best superintendent. There were incredible candidates and it was a long process with each of the finalists having incredible strengths to offer. Mikalson's vision ultimately matched what the board was searching for and she feels he will be able to move the district faster than any other and appreciates his clear and articulate vision. She added, Mikalson has very qualified people to work with here in the district and she looks forward to the team he will develop. She complimented the staff and students

of the district and noted the very unique opportunity to continue the growth and visionary work of Wilkinson. She feels the board has made the right decision.

Co-Chair Juba noted his earlier comment about building human capital and it's a great responsibility of a leader, adding Wilkinson has recruited, nurtured and developed exceptional talent within the district. He shared his appreciation of Mikalson's clear vision and how the district can serve all children and liked the way Mikalson plans to execute his vision and build relationships to empower others to do great work. Mikalson clearly came out as the top candidate and Juba feels the journey ahead and continued efforts to move forward will be exciting for everyone in the district.

**Unanimous approval of motion to name Shay Mikalson as the top candidate for new superintendent.**

Mikalson shared his excitement and said he is humbled by the opportunity, adding it will be impossible to fill Wilkinson's shoes. He said Wilkinson leads with his heart, is a man of integrity and a great mentor. Mikalson is committed to lead and move the district to the next level, build upon the legacy and not change, but reimagine district priorities and increase the ability to meet the needs of all students. He is incredibly excited about the future to lead from his heart and work tirelessly so that all students are thriving toward their future.

**Board Comments**

Peggy Kinkade thanked Co-Chair Juba for taking the lead in the superintendent search process. She is impressed and thankful for the great foundation Superintendent Wilkinson has built. She also thanked the teacher compensation team members for their work and shared how proud she is to be a part of the district.

Stuart Young thanked Co-Chair Juba for his leadership in the search and complimented the great process.

Co-Chair Juba shared a story of the board taking a break during the day of final deliberations for the new superintendent to go watch Andy High's third grade son's basketball game. The opportunity to watch students made him appreciate the board needs to think about every student and gave great perspective to the importance of the process and selecting a superintendent that will have the most immediate, positive impact for students. Mikalson is that person. Juba reflected on Wilkinson's time as superintendent noting his keen interest in pushing the district from good to great and move toward world class schools, the idea of preparing students for their future, not the past. The approval of Bend International School is a good example that one size does not fit all and the district is committed to all students. Mikalson understands the importance of professional development and brings a clear vision of what has to be done and understands the needs of staff and students.

Juba added, it has been a great birthday for him: an alternative middle school option has been approved, a new compensation system has been presented and a new leader has been announced who he is confident will serve the district well. He said it has been a pleasure working with the board and Wilkinson and the past 10 years have been enjoyable and exciting.

Co-Chair Helt thanked the interview team and board for their time spent on the superintendent search and staying passionate and focused on finding the best. The dedication and the extra work will benefit staff and students. She thanked Juba for leading the search efforts and Wilkinson for the foundation he has laid. She also thanked Mikalson for his vision and desire to take the district to the next level. She noted she will be attending a meeting in Salem and plans to advocate for more funding.

Meeting adjourned at 8:39p

Respectfully submitted,  
Andrea Wilson