

Bend-La Pine Schools
Bend, OR 97703
April 13, 2021

**Budget Committee Meeting
5:00 p.m.**

VIRTUAL MEETING NOTICE

To support Governor Brown's orders for social distancing, the Board of Directors for Bend-La Pine Schools will conduct the April 13, 2021 Budget Committee Meeting virtually. Members of the public are invited to watch or listen.

YouTube Live Streaming : <https://bit.ly/BLSboardmeeting>

Join by Phone: 408-418-9388 / access code: 120 969 5887

During the period when meetings are held virtually, the Board of Directors will accept public comment in the following ways:

- Join the Virtual Budget Committee Meeting : Please contact Janet Bojanowski by 12:00 noon on April 13 to confirm your request and receive information on how to log-in to speak during the public comment portion of the meeting / janet.bojanowski@bend.k12.or.us or 541-355-1017
- Email to : BLSbudget@bend.k12.or.us - please clearly label the subject line as "public comment" and include the topic
- Mail to : Bend-La Pine Schools Board of Directors, 520 NW Wall Street, Bend, OR 97703

Budget Committee Meeting Agenda

Call to Order	Chair Douglass
Review of Agenda	Chair Douglass
Election of Budget Committee Officers	Chair Douglass
Budget Message	Superintendent Nordquist
Review Budget Document	Leah Bibeau

Budget Committee Public Input

Review of Budget Committee public comments received	Chair Douglass
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Adjourn Budget Committee Meeting

Regular Board Meeting will begin immediately following Budget Committee Meeting

**Bend-La Pine Schools
Bend, OR 97703
April 13, 2021**

**Regular School Board Meeting
Immediately following the Budget Committee Meeting**

VIRTUAL MEETING NOTICE

To support Governor Brown's orders for social distancing, the Board of Directors for Bend-La Pine Schools will conduct the April 13, 2021 School Board Meeting virtually. The School Board Meeting will begin immediately after the Budget Committee Meeting. Members of the public are invited to watch or listen.

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- Email to : school-board@bend.k12.or.us - please clearly label the subject line as "public comment" and include the topic. All Board members will see the email and as time allows, the comment will be read aloud by a Board member during the meeting.
- Mail to : Bend-La Pine Schools Board of Directors, 520 NW Wall Street, Bend, OR 97703

Agenda

Call to Order	Chair Douglass
Review of Agenda	Chair Douglass
Review of Written Public Comments Received	Chair Douglass

Consent Agenda

Approval of Minutes – February 23 & March 9, 2021 <i>Reference: ORS 192.650 and ORS 332.057</i>	Chair Douglass
Approval of Personnel Recommendations <i>Reference: ORS 332.505</i>	Katie Legace, Deputy Superintendent

Reports

Strategic Priority – Recruitment & Retention National Board Certification Teacher Pinning	Deon Logan & Michele Oakes
Financial Update (3 of 4)	Brad Henry & Leah Bibeau
Bend International School Charter Renewal Update	Superintendent Nordquist

Action Items

Resolution 1910 : Teacher Appreciation Week	Chair Douglass
Resolution 1911 : Collective Impact Bend Charter	Superintendent Nordquist & Shimiko Montgomery

Board Comments

Adjourn

Bend-La Pine Schools meetings comply with open meeting laws and accessibility requirements. Please contact Bend-La Pine Schools at 541-355-1001 if you need accommodation to participate in the board meeting. Please call at least three days prior to the scheduled meeting date. Thank you.

**Bend-La Pine Schools
Board of Directors Meeting Minutes**

Meeting Date: February 23 2021

Meeting Location

To support Governor Brown's executive orders for social distancing, the Board of Directors conducted the Board Meeting Work Session virtually, through Cisco WebEx. The meeting was also live streamed to the BLS Schoolboard YouTube webpage.

Board Members Present

Carrie Douglass

Melissa Barnes Dholakia

Caroline Skidmore

Amy Tatom

Julie Craig *left meeting at 7:05 p.m.*

Stuart Young *left meeting at 6:42 p.m.*

Shimiko Montgomery

Call to Order

The meeting was called to order at 5:30 p.m. by Chair Douglass and roll call followed.

Review of the Agenda

There were no changes to the agenda. Douglass noted tonight is a work session where the Board will focus on key board work and initiatives.

Work Session : Instructional Programs

Superintendent Nordquist noted one of the district's strategic priorities is a focus on instructional improvement and tonight members of the Excellence in Equity Team are in attendance to discuss areas for growth, review of data and looking various ways a grading model can give students feedback that motivates and further engages them in their education.

Katie Legace said the focus for this evening will be equitable around grading practices with data review, overview of systems implemented at Cascade Middle School and Realms Middle and High Schools, and discussion around next steps and goals for the future. Dean Richards reviewed F data from the first semester of the 2020-21 school year and the recent implementation of a common grading for equity policy in November of 2020. He reviewed F data for subgroups, including current EL, students of color, special education and free and reduced lunch at the middle and high schools. Richards also commented on four year graduation rate data over the past five years noting trends for historically underserved and not historically underserved subgroups of students.

Cascade Middle School principal, Stephen DuVal, and science teacher, Katie Lyons, shared how the staff at Cascade Middle School determined a standards based grading model was the best option for their school. DuVal gave examples of what standards-based grading focuses on and how it allows for mastery of content / skills vs. getting a specific score on an assignment or test. He also shared about the rubrics students receive, which states the academic standards they will be graded on. Rubrics are consistent across all classrooms. DuVal reviewed the benefits of a standards rubric for teachers and the data this system provides for staff to evaluate effective teaching practices.

Katie Lyons shared what standards based grading looks like in her classroom, commenting on the values from a teacher's perspective. Lyons' shared an evaluation of values of "yesterday's student" vs "today's student" and how standards based grading shifts the focus to learning and understanding for not only students but teachers, as they prepare lessons and set expectations for achievement. She noted that many students are surprised at how hard it is

to earn a four (mastery) on a standards based grading model. Allowing students to have choice and how they work toward proficiency also supports equity and choice.

Roger White, principal at Realms High School and students, Sutter and Thea, shared about their experiences at Realms Middle and High Schools, specifically around standards based grading and student engaged assessment practices. White reviewed the interconnected system and practices that work together to help students become leaders of their own learning how they learn to use their own assessment data to drive their learning.

Sutter shared about his experiences at Realms Middle and High Schools and his appreciation for the systems used to score and evaluate work because it is less subjective and the standard and targets allow students to be more clear about what they are learning and why. The grading system doesn't make things easier, but more clear and more personalized for students.

White shared how Realms first implemented standards based grading and noted it is a continual work in progress. Her reviewed the principles and practices for grading that Realms staff members use and showed samples of the feedback students receive and learning targets students receive in their classes from teachers.

Thea shared about her experiences at Realms Middle and High Schools and noted her appreciation for the clarity the standards based system provides for students and how it allows her to see where she has achieved mastery and areas she can work to improve upon. She spoke about student-led conferences and reflections.

Stuart Young asked, in terms of character targets, how are those measured on reports cards; and how are those translated to colleges or post-secondary schools. He applauds the energy and efforts that go into a standards based system and noted the challenge of using the best of this type of work across the entire system. Young thanked all for their time and sharing information this evening.

Chair Douglass commented on age based cohorts and how standards based proficiency work together and asked what would these schools want to do next if there were no limits within the system. Julie Craig asked about focus on quality vs. quantity and how standards based practices could possibly help eliminate a heavy homework load that some students have expressed concern over. Melissa Barnes Dholakia shared her appreciation for the information and the visuals to help explain and understand standards based grading practices. She asked how schools ask students be in charge of their learning through student-led conferences. Shimiko Montgomery shared her concerns about students who have not had the supports in place to keep up with learning expectations during the pandemic and asked how students will continue to receive support services and work toward proficiency.

Discussion ensued and Board members expressed their thanks for the thoughtful and robust conversations about grading practices.

Legace introduced next steps on equitable grading work and noted the concerns and urgency the district has to move forward in establishing equitable grading practices. She said the district has entered into a partnership with Dr. Doug Reeves' organization, Creative Leadership Solutions, to help facilitate conversations and training on equitable grading practices. Legace said March 10 there will be an optional professional development overview for any certified and administrative staff members, and shared about the future professional development with opportunities available for staff members to earn graduate credits. In August, the district is planning to host the Innovation Conference plans to ask teachers to help lead training sessions and Dr. Reeves will also be a keynote speaker during these professional development days. Coaching, small groups, leadership training, etc. is also available with Creative Leadership Solutions.

Superintendent Nordquist acknowledged there have always been gaps in student assessment and grading, but have been exasperated by the pandemic. She noted the concerns expressed by many teachers in the change in grading practices and read an excerpt from a handout shared with board members.

Return to School Update

Superintendent Nordquist shared an update on COVID-19 metrics and data in Deschutes County which are trending in a positive direction. Julianne Repman gave an overview of the COVID-19 dashboard the district has created and posted on the website. She reviewed how to read and access data reports in district schools for students, staff, etc. Chair Douglass shared her concerns around transparency and asked if there was a way to share data specifically on spread within schools and how that could be clarified on the dashboard. Nordquist also answered questions related to cohort size, district CDL programs, and hybrid instruction.

Dave Williams shared an update on OSAA athletics and activities and the metrics they are tied to, which, he clarified are the county's metrics rather than the ones used to determine school risk level. He noted spectator limitations at athletic events and shared that there is a livestream service the district will be providing free of charge to families and community members who would like to watch events. The district has made a commitment to play locally, have suspended pay to play fees for middle and high schools, and have implemented other efforts to support safe student engagement. He is hopeful the numbers in the county continue to improve so that students can continue to participate in more and more extra-curricular opportunities as well as allow for more spectators to attend in person.

Board Comments

Melissa Barnes Dholakia shared her appreciation for the rich discussion with Realms and Cascade and all the behind the scenes work done to present and share data. She appreciates the Board having an opportunity to learn and have a deeper understanding of work being done on equitable grading practices. She also shared an appreciation book Mrs. Ertle's 4th grade class put together and sent to the Board. She thanked Nordquist and Williams for the return to school update and appreciates their efforts.

Caroline Skidmore shared her appreciation for the work of Tami Pike and Julianne Repman focusing on safe return to schools and contact tracing. She is looking forward to visiting schools and seeing students back in class.

Chair Douglass shared her excitement to schedule school visits and her appreciation for teachers and school based staff for all their incredible work to welcome students back into the building. She commented on the limitations of physical distancing as the reason why grades 4-12 are not back to full time like grades K-3. The next phase of critical work ahead is addressing of lost learning and mental health needs of students that have been caused by this pandemic.

Meeting adjourned at 7:46 p.m.

Recorded by: Andrea Wilson

**Bend-La Pine Schools
Board of Directors Meeting Minutes**

Meeting Date: March 9, 2021

Meeting Location

To support Governor Brown's executive orders for social distancing, the Board of Directors conducted the Board Meeting virtually, through Cisco WebEx. The meeting was also live streamed to the BLS Schoolboard YouTube webpage.

Board Members Present

Carrie Douglass *left the meeting at 8:15 p.m.*

Melissa Barnes Dholakia

Caroline Skidmore

Amy Tatom

Julie Craig

Stuart Young

Shimiko Montgomery

Call to Order

The meeting was called to order by Chair Douglass at 5:30 p.m., roll call followed.

Review of the Agenda

Superintendent Nordquist said Sean Reinhart will share a Strategic Priorities Update on Equitable School Environments immediately after the Budget Workshop.

Public Comment

Chair Douglass reviewed the process and time limitations for public comment and noted the Board received several public comments in written format, and comments from the following community members were read aloud: Greg Moore, Shelly Baker, Brain Sweeney, Beth Thomas, Tawnya McPhetridge, Angie Mills-Price and Marty Brill.

Chair Douglass asked Superintendent Nordquist to explain why grades 4-12 and not back to class like grades K-3. Nordquist explained, there are three primary barriers for all students returning to school full time: the current 6ft. physical distancing requirement, 35 sq. ft per person capacity for any given space, and cohort size at the secondary level (no more than 100 during the instructional day within a given week). She noted Governor Brown's recent hybrid instruction directive. Two areas for possible revisions that continue to be looked at are physical distancing and cohort size; with an anticipated announcement from the state on or about March 19.

Julie Craig asked Nordquist to share reasons why the district is choosing to not allow spectators at this time. Nordquist noted there is contradictory guidance at the state level making it very difficult for districts to navigate. Julianne Repman shared that starting on Friday, spectators will be allowed at some sporting events through a ticketing process and following contact tracing guidance. Repman added that the district continues to work with the Oregon Department of Education to allow for more spectators and is hopeful for expanded spectator opportunities in the near future.

Budget Workshop

Superintendent Nordquist asked thanked members of the Budget Committee for attending this evening and offered to help answer any questions in advance of the first budget committee meeting scheduled for April 13.

Nordquist shared the promise of Bend-La Pine Schools: Every student in Bend-La Pine Schools is known by name, strength and needs, and graduates ready for college, career and citizenship; as it is a foundation for the work of establishing priorities and investments. Nordquist reviewed the district and Board's desired outcomes which they measure and assess on a variety of levels. She noted the district's most important asset are the staff members of

Bend-La Pine Schools; which is currently 1,778 FTE, and represents approximately 83-85% of the district's budget being devoted to salaries and benefits for staff.

Nordquist reviewed the district's strategic priorities and shared about the work being done and goals for each priority:

1. Empower student, family, and community voice; strengthen sense of inclusion and belonging for all students and families
2. Create safer, healthier, more equitable school environments for students and families from underserved populations
3. Review and redesign curriculum to include anti-racist resources and diverse perspectives in all content areas
4. Focus on core curricula, instruction, and assessment practices that elevate learning for all students, but especially those from underserved populations
5. Diversify staff in all classifications to bring multiple perspectives to our work and to better reflect the student and family demographics of Bend-La Pine Schools

Brad Henry shared about the district's budget process and reviewed student enrollment over the past 10 years as it directly impacts funding and investment. Leah Bibeau reviewed state funding and the Governor's proposed budget for 2021-22, which is a decrease from the current year's funding. Henry reviewed the Student Investment Account (SIA) and Elementary and Secondary Emergency Relief Fund (ESSR) and the funds the district has received thus far from both funding sources. Henry said the district received a reduced SIA allocation for 2020-21 and implemented part of the district's board approved SIA plan. The SIA allocation for 2021-22 is projected to be \$11.5 million. To date, the district has received \$10.45 million from ESSR which the district has used to purchase iPads for grades K-2, PPE, hotspots, staffing and summer academic programming for 2021 and 2022. The district expects to hear what the third ESSR allocation will be within the next weeks.

Henry reviewed cost factors for the general fund including maintaining the same class size targets as budgeted for 2020-21, lower student enrollment will reduce staffing, staffing at Caldera High School, employee contracts through June 2021, PERS rate decreases, Caldera opening costs and liability / property insurance increases.

Melissa Barnes Dholakia shared her thanks for the presentation and alignment of the budget to strategic priorities and asked if there are any other examples of where the budget invests into the strategic priorities. Nordquist noted SIA dollars have been invested in staffing to support social emotional and behavioral health from a new director, to certified and classified staff in every building to help support students. Learner access to high quality instruction, increases in instructional coaching and high quality professional development have also been a priority for investment as well. Henry answered questions related to staffing allocations in the general fund as the district faces reduced enrollment and how SIA funds will be used to help hire staffing for identified priorities.

Chair Douglass shared her thanks for the budget update and looks forward to future budget committee meetings.

Social, Emotional and Mental Wellness

Sean Reinhart shared an update on the progress over the last months; and announced the district has hired a Director of Social, Emotional and Mental Wellness; Jennifer Hauth, who will begin July 1, 2021. Reinhart noted that district has also adopted a core SEL instructional framework and common integrated culture of care practices and shared about how both will funnel into schools across the district.

Reinhart reviewed the Restorative Practices trainings that have taken place and noted there are future trainings which will include more district staff members to help align with the Every Student Belongs initiative from ODE including Restorative Practices in the district's SEL framework.

Douglass thanked Reinhart for the update and said SEL has always been a priority for the Board, but is even more so now with all that the pandemic has brought. Barnes Dholakia asked if there are plans to help support coaching and capacity in Restorative Practices. Reinhart shared that Behavior Coaches and some staff will provide coaching

capacity for the district and there will continue to be trainings and support to expand coaching efforts. Shimiko Montgomery asked how the Board can help support and move the SEL work forward. Reinhart suggested identifying metrics and measures related to SEL work which will help the Board identify Ends that they would like to track and evaluate.

Consent Agenda

Chair Douglass noted the updated OSEA personnel report and the contract renewal for licensed staff members as listed on the consent agenda.

Julie Craig moved to approve the Consent Agenda. Amy Tatom seconded the motion. Unanimous approval.

Action Items

❖ Land Purchase for Future Elementary School

Mike Tiller reviewed the executive summary in the board packet. A site in the new subdivision, Petrosa, has been identified as a prime location for a future elementary school. Tiller noted the advantage of doing a land deal with a developer means the site is development ready with the purchase, which is a very cost effective method to purchase property for the district. This purchase price for 10 acres is \$2,885,000 for 10 acres. The land will be fully served by roads and utilities and is considered a “build ready” site.

Julie Craig moved to approve the agreement to allow the District to purchase 10 acres in the Petrosa Development for a future elementary school. Amy Tatom seconded the motion. Unanimous approval.

Chair Douglass thanked Tiller and Henry for their future thinking efforts to prepare for growth while being fiscally responsible with tax payer dollars.

Reports

❖ Bond Update – Review of 2017 Bond Projects

Mike Tiller shared an update on the projects completed and currently underway which are funded by the 2017 Bond. The \$268 million bond’s focus included two new schools, maintenance and preservation at existing buildings, classroom additions and modernization, and safety and technology improvements.

Tiller highlighted the following projects:

- North Star Elementary – completed and opened fall of 2019
- Caldera High School – on track to open fall of 2021 and will help to alleviate overcrowding in Bend-area high schools
- Pilot Butte Middle School – the three year renovation project is now complete, including a complete architectural renovation, new secure lobby, new roofs on several buildings and new lighting and energy efficient upgrades throughout
- Amity Creek, at Thompson Elementary – also underwent a complete architectural renovation which includes new flooring, windows, LED lighting and roof
- Bend Senior High – currently in the first phase of their master plan which includes four new classrooms and large multi-purpose instructional space. The next phases of the Bend High master plan will be funded by future bond dollars
- High Desert Middle School – a new, second gymnasium is now complete, and LED lighting throughout the building is complete
- Juniper Elementary – a new gymnasium is near completion and new master plan has been developed for the campus for future improvements
- La Pine Middle School – conversion of a regular classroom to a wet science classroom
- Future projects include renovation and improvements at Jewell Elementary, Bear Creek Elementary, Cascade Middle, Three Rivers and Ensworth Elementary

Chair Douglass thanked Tiller and his team for their incredible work and added that that Board hired an independent audit firm with 2017 Bond dollars to help review the district’s planning and facilities management and the results of that audit confirmed the excellent facility planning and management work and fiscally responsible practices the district follows. Douglass also thanked the community for their continued support of

bond measures. Julie Craig complimented Tiller and the coordination of all the project managers and contractors it takes to pull off large construction projects in the timeframe they do. Caroline Skidmore appreciates the upgrades specific to energy efficiency and noted her desire to possibly offer year round school or programs and how we might consider air conditioning in more schools. Barnes Dholakia shared her appreciation to Tiller and voters for the balanced approach to bonds as we focus on future planning efforts while maintaining our assets. Tiller noted past bond-funded projects that have made significant improvements to existing facilities and agreed, the support of the community has been critical in the district's ability to provide and improve upon our schools.

❖ **Executive Limitation 9 – Technology Policy Monitoring Report**

Superintendent Nordquist shared her appreciation to the Instructional Technology and Information Technology teams who made distance learning a possibility this past year. Skip Offenhauser echoed Nordquist's sentiments about the transition to remote, distance learning, adding the tremendous efforts by both teams was incredible. The foundations that were in place made the quick transition to distance learning possible. Offenhauser noted the issuing of iPads to all K-2 students, hotspot distribution, implementation of WebEx and instructional technology help desk support for staff, students and families was instrumental in making distance learning possible.

Amy Tarnow complimented Instructional Technology and Online team who have been incredible during this past year to support teachers as they made the transition to distance learning, literally overnight. Tarnow shared highlights of the work this past year including digital instruction for K-2 teachers and how to help those teachers use iPads, the implementation of Canvas as the district's learning management system across grades 6-12, Sora Digital Library expansion with an additional 3,500 titles to the district's offering, and support of over 60 digital curriculum and tools that have been purchased to help support teachers and classrooms.

Tarnow highlighted Bend-La Pine Online and the team that helped bring on new students, staff and systems up to help support the incredible growth of the program. Tarnow noted the enrollment growth, GED support, individual and full time class enrollments, and expansion of local support which all have made the accomplishments of this year truly incredible.

Juan Cuadros reviewed priorities for the 2021-22 school year and beyond which include increasing digital responsibility, awareness and instruction support for grades K-12, continue to be mindful of student screen time, increase the use of digital platforms and minimize the use of commercial services, continue to provide and expand online choices, continue to improve access to digital systems, increase bilingual digital resources, focus on professional learning and coordination of real-time access and support for teachers and the district's Information Technology team.

Caroline Skidmore asked if there is a way that the district can limit screen time. Offenhauser said there is not currently a district control to monitor time limits but emphasized the digital citizenship and educating students and families about best practices and proper use of digital devices. Nordquist noted the district does have plans to do a digital review process planned for fall of 2021, as part of Executive Limitation 9.

Amy Tarnow shared her appreciation for the online options the district has provided to families and students this year. Nordquist agreed and shared her thanks for the incredible effort to expand Bend-La Pine Online and the District CDL program.

Nordquist shared about the increased security measures the Informational Technology has implemented this year from staff required cyber security training, to implementing a multi-factor authentication, to taking some district systems off the public internet to provide further protection and looking more closely at the apps and digital services used by students to ensure student data is protected.

Barnes-Dohlakia shared her appreciations for the efforts made to support student connectivity and the implementation of Canvas for grades 6-12, amongst other highlights shared. She asked about technology and curriculum alignment and how the district considers technology in part of upcoming curriculum adoptions. She also asked about grading and how we might use IT for more mastery based assessment. Julie Craig asked about iPads and if there is any consideration for using alternate devices. Tarnow shared the district continually looks at the engineering and functionality of the product and how it integrates with our district systems.

Board Comments

Amy Tatom feels like the district is in a very good place. She will continue to push for the health and safety of staff and students and is hopeful for as much of a normal return to school as in possible in fall of 2021. She encouraged community members to stay vigilant in healthy best practices, to get vaccinated, and continue to be patient and calm so that students can return and stay in school. She thanked district leaders and board members for their efforts over the past year.

Julie Craig agreed with Tatom and shared her hopes for a normal start to the 2021-22 school year.

Caroline Skidmore shared about recent school visits and how impressed she was with students following the rules and appreciates how hard this year has been for students, staff and families. She thanked schools and the district for following protocols and being creative in efforts to return to in person instruction.

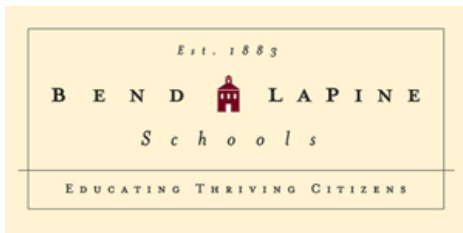
Shimiko Montgomery shared her thanks and appreciation for all who presented and is grateful for the meaningful work that continues in the midst of a pandemic year. The effort and teamwork are much appreciated.

Stuart Young added his appreciation from finances to technology, nutrition, transportation to school staff members. In this difficult year, the professionalism across the system has been outstanding and is appreciated.

Melissa Barnes Dholakia appreciated all the information and discussions this evening. She noted the Oregon House and Senate are looking to approve bills that require districts across the state to do many of the things Bend-La Pine is already working on – including technology efforts, returning students to in person instruction and equity. She shared her excitement that Bend-La Pine Schools is one of the few districts in the state that have the top two leaders who are women, noting International Women's Day and thanked Superintendent Nordquist and Katie Legace for their leadership.

Meeting adjourned at 8:56 p.m.

Recorded by: Andrea Wilson



HUMAN RESOURCES

Education Center

520 N.W. Wall Street

Bend, Oregon 97703-2699

(541) 355-1100

(541) 355-1109 FAX

DATE: April 8, 2021

TO: Lora Nordquist, Superintendent
Board of Directors for Bend-La Pine Schools

FROM: Jon Lindsay, Executive Director of Human Resources

RE: Administrative and Licensed Recommended Hires, Resignations, and Retirees

The Human Resource Department recommends approval of the following hires, resignations and retirees at the school board meeting on April 13, 2021. All Hires are subject to successful drug testing, background check, and Oregon licensure.

CERTIFIED HIRES

NAME	POSITION	LOCATION	STATUS	HIRE DATE
Campbell, Megan	Language Arts Teacher PS108742TMP	La Pine MS	Temporary Full Time	03/24/2021
Johnson, Shauna	Social Studies Teacher PS108711TMP	Mountain View HS	Regular Part Time to Temporary Full Time	03/24/2021
Viloria, Elese	SPED Teacher PS108717	Special Programs	Regular Full Time 21/22	08/30/2021
White, Lindsay	SPED Teacher PS108717	Special Programs	Regular Full Time 21/22	08/30/2021

CERTIFIED RESIGNATIONS

NAME	POSITION	LOCATION	HIRE/RESIGNED DATES
Ables, Shannon	Language Arts Teacher	Summit HS	08/31/2015 – 06/30/2021
Abrams, Victoria	Primary Teacher	Lava Ridge Elementary	08/26/1997 – 06/30/2021
Carrol, Leslie	Primary Teacher	Elk Meadow Elementary	08/30/2004 – 06/30/2021
Foisset, Carol	Primary Teacher	Three Rivers Elementary	09/21/1995 – 06/30/2021
Gibson, Emily	Social Emotional Teacher	Silver Rail Elementary	01/17/2018 – 06/30/2021
Henry, Nicole	Social Studies Teacher	Sky View MS	08/29/2005 – 06/30/2021
Holm, Karen	Study Skills/Media Teacher	Realms MS	08/31/2015 – 06/30/2021
Joyce, Sarah	SRC HS Teacher	Bend Senior HS/Special Programs	09/02/2008 – 06/30/2021
Killoran, Kristin	School Counselor <i>partial resignation .167 of 1.0 FTE for 21/22</i>	Cascade MS	08/27/2018 – 06/30/2021
Larsell, Ona	Intermediate Teacher	Silver Rail Elementary	08/27/2007 – 06/30/2021
Morgan, Andrea	Primary Teacher	Elk Meadow Elementary	08/29/2016 – 06/30/2021
Pierce, Wendy	Intermediate Teacher	Amity Creek Elementary	08/26/2013 – 06/30/2021
Poster, Morgan	School Psychologist	Special Programs	08/20/2018 – 06/30/2021
Schepergerdes, Gabriel	Advanced Math/CDL Teacher	Skyline HS/Bend-La Pine Online CDL	08/25/2014 – 06/30/2021



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Scott, Thomas	Intermediate Teacher	High Lakes Elementary	08/28/1990 – 06/30/2021
Shepard, Justin	Vocal Music Teacher	Cascade MS	08/31/2015 – 06/30/2021
Trendler, Paul	Social Studies Teacher	REALMS HS	02/19/2013 – 06/30/2021
Van Horn, Katie	Intermediate Teacher	Lava Ridge Elementary	08/31/2015 – 06/30/2021
Vincent, Michele	Kindergarten Teacher	High Lakes Elementary	08/27/2007 – 06/30/2021

ADMINISTRATIVE HIRES

NAME	POSITION	LOCATION	STATUS	HIRE DATE
McMahan, Brian	Print Shop Supervisor	Print Shop	Regular Full Time Classified to Regular Full Time Supervisor	02/01/2021

ADMINISTRATIVE RESIGNATIONS

NAME	POSITION	LOCATION	HIRE/RESIGNED DATES



HUMAN RESOURCES

Education Center

520 N.W. Wall Street

Bend, Oregon 97703-2699

(541) 355-1100

Fax (541) 355-1109

April 7, 2021

TO: Lora Nordquist, Superintendent
Bend-La Pine School Board of Directors

FROM: Jon Lindsay, Executive Director of Human Resources
Paul Dean, Director of Human Resources – Classified Staff
Deon Logan, Director of Human Resources – Recruitment

RE: Classified and Confidential Recommended Hires, Classified and Confidential Resignations, and
Classified Retirements.

The Human Resources Department recommends approval of the following hires, resignations, and retirements at the School Board meeting on April 13, 2021.

Classified Hiring

Name	Position/Posting No.	Location	Temp/Regular Position	Hire Date
Ahmuty, Michael	PS108341 EA – Inclusion	SPED	Temp 3.75 hrs / day	03/12/21
Alles, Molly	PS108738 EA – Student Success	Realms Middle	Temp 3.0 hrs / day	03/18/21
Berg, Brenda	PS108339 EA – Inclusion	Pilot Butte	Temp 7.0 hrs / day	03/04/21
Boeck, Chelsea	PS108636 School Office Secretary I	R.E. Jewell	Temp 2.0 hrs / day	03/05/21
Chambers, Aaron	PS108726 EA – Inclusion	SPED	Temp 7.0 hrs / day	03/18/21
Deane, Trista	PS108636 School Office Secretary I	Juniper	Temp 2.0 hrs / day	03/12/21
Gamble, Skyler	PS108431 Custodial Crew I	Bend High	Reg 8.0 hrs / day	03/04/21
Harris, Stephanie	PS108615 / PS108724 EA – Student Success / EA – Online Programs Student Success Monitor	Realms High	Temp 7.0 hrs / day	03/04/21
Heinrichs, Lisa	PS108726 EA – Inclusion	R.E. Jewell	Temp 6.5 hrs / day	03/30/21
Holm, Karen	PS108741 EA – Student Success	Realms Middle	Temp 2.0 hrs / day	03/30/21
Jones, Jacqueline	PS108714 Counseling Office Secretary II	Marshall	Temp 8.0 hrs / day	03/25/21
Kieran, Megan	PS108636 School Office Secretary I	W.E. Miller	Temp 2.0 hrs / day	03/30/21
Lyman, Christopher	PS108709 IT Technician	Information Technology	Temp 8.0 hrs / day	03/17/21
Navez Dircio, Luis	PS108726 EA – Inclusion	Sky View	Temp 6.5 hrs / day	03/09/21



HUMAN RESOURCES

Education Center

520 N.W. Wall Street

Bend, Oregon 97703-2699

(541) 355-1100

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Oliver, Gregory	PS108670 EA – Online Programs Student Success Monitor	Skyline High	Temp 6.0 hrs / day	03/03/21
Ross, Christine	PS108736 Office Manager II	Teaching and Learning	Reg 8.0 hrs / day	03/17/21
Stahley, Nathan	PS108615 EA – Student Success	Rosland	Temp 7.0 hrs / day	03/04/21
Vargas, Joel	PS108723 Translator/Interpreter	English as Second Language	Temp 1.0 hrs / day	03/19/21
Williams, Jerry	PS108437 Bus Driver	Transportation	Reg 4.0 hrs / day	04/01/21
Zalewski, Anna	PS108725 EA – Student Instruction	Lava Ridge	Temp 3.75 hrs / day	03/05/21

Classified Resignations

Name	Position	Location	Resign Date
Campbell, Megan	EA – Inclusion (Accepted a Certified position)	Pilot Butte	08/27/19 – 04/03/21
Dart, Amy	EA – Student Instruction	North Star	09/01/20 – 03/10/21
Desmarais, Jaime	School Secretary II	Ponderosa	08/27/13 – 03/17/21
Henninger, Paul	Bus Driver	Transportation	02/05/15 – 03/22/21
Link, Kevin	Nutrition Server I	Westside Village	09/20/19 – 03/30/21
Machell, Kristin	Nutrition Server I – resigned regular position and moved to the Nutrition Services substitute list.	Juniper	02/16/21 – 04/02/21
Newson, Christian	Repair Technician	Transportation	04/15/19 – 04/02/21
Porter, Sunshine	Nutrition Services I	Three Rivers	09/25/17 – 03/12/21
Poulin, Renae	Bus Driver	La Pine Transportation	08/30/16 – 09/24/21
Stafford, Amy	Office Secretary II	Teaching and Learning	08/17/20 – 04/06/21

Classified Retirements

Name	Position	Location	Resign Date
Dubay, Mary	EA – Inclusion	Bend High	08/27/13 – 06/17/21
Hackbarth, Marie	EA – Student Instruction	R.E. Jewell	08/30/04 – 06/17/21
McEvoy, Ann	EA – Student Instruction	La Pine Elementary	09/01/15 – 06/17/21
Quimby, Jerry	Custodial Crew I	La Pine High	08/28/19 – 03/12/21 – revised from the March 2021 report. He moved his last day.
Stelzenmueller, Kristen	EA – Inclusion	Bear Creek	09/01/15 – 03/31/21



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Confidential Hiring

Name	Position/Posting No.	Location	Temp/Regular Position	Hire Date
Bojanowski, Janet	PS108609 Board Clerk	Education Center	Reg 8.0 hrs / day	03/15/21
Broberg, Marta	PS108609 Executive Assistant to the Superintendent	Education Center	Reg 8.0 hrs / day	03/12/21
Cicerchi, Brian	PS108700 Payroll Specialist II	Business Office	Reg 8.0 hrs / day	03/19/21

Confidential Resignations

Name	Position	Location	Resign Date
Zadeh, Ashley	Administrative Secretary II	Human Resources	08/17/20 – 04/09/21



Business Office
520 NW Wall Street
Bend, OR 97703

April 13, 2021

To: Mrs. Lora Nordquist, Superintendent

From: Leah Bibeau, Finance Director

RE: Q3 Financial update for FY2020-21

Mrs. Nordquist,

This is the 3rd Quarter financial report on General Fund Operations for the FY2020-21. The financial information is based on actual data through March 31, 2021 with projections to June 30, 2021, the end of the fiscal year.

The FY2019-20 Comprehensive Annual Financial Report (CAFR) was finished in December and SGA's audit reports are dated November 25, 2020. The CAFR was submitted timely to the Secretary of State and ODE.

The beginning fund balance for FY2020-21 is \$14,586,899 about \$2.6 million more than the adopted budget amount of \$11,975,729.

For 2020-21 the projected total formula revenue appears on track for our projected level of \$183 million as reported in December 2020, this reflects the decrease in enrollment as well as a decrease due to other state-wide factors.

The projected expenditures in the 3rd quarter financial report is projected to be approximately \$5 million under adopted budget. This decrease is primarily due to the reduction in spending while the district was primarily in Comprehensive Distance Learning. The resulting ending fund balance for FY20-21 is projected to be \$13.6 million, this is approximately \$3 million above adopted budget. This ending fund balance is the beginning fund balance in the proposed budget for the 2021-22 school year.

The 2017 & 2019 Bonds – Investment of Proceeds report for March 31, 2021 is included. The District had about \$38.8 million invested in United States Treasuries.

If you have any questions or would like additional information please let me know.

Bend-La Pine Schools
Statement of Revenues and Expenditures
For the Period Ended March 31, 2021 with Year-End Projections
General Fund - Operations Sub-fund
FY 2020-21

	Adopted Budget	Mar 2021	Budget Variance
Resources:			
Beginning fund balance	11,975,729	14,586,899	2,611,170
Revenue			
Formula revenue:			
Tax revenue	88,772,000	88,711,558	(60,442)
State school fund	94,912,390	91,285,199	(3,627,191)
Common school fund	1,824,124	1,858,718	34,594
County school fund	390,000	390,000	-
Total formula revenue	185,898,514	182,245,475	(3,653,039)
Earnings on investments	450,000	391,927	(58,073)
Local sources - other	1,963,500	1,563,500	(400,000)
Intermediate sources	2,000,000	2,144,986	144,986
State non-formula resources	1,010,000	674,677	(335,323)
Federal non-formula resources	210,000	243,329	33,329
Total revenues	191,532,014	187,263,894	(4,268,120)
Total resources	203,507,743	201,850,793	(1,656,950)
Expenditures:			
Salaries, payroll costs and benefits:			
Certified	64,092,966	63,600,087	492,879
Classified	24,230,765	22,609,862	1,620,903
Administrators and supervisors	8,772,169	8,800,413	(28,244)
All other salaries	2,234,831	1,664,557	570,274
Total salaries	99,330,731	96,674,919	2,655,812
Payroll costs & benefits	57,661,378	57,036,545	624,833
Total salaries, payroll costs and benefits	156,992,109	153,711,464	3,280,645
Other operating costs			
Utilities & purchased services	20,891,247	19,280,835	1,610,412
Supplies, texts, tools	6,689,134	6,475,069	214,065
Equipment	1,577,440	1,592,114	(14,674)
Dues, fees and liability insurance	1,222,350	1,222,350	-
PERS UAL Lump Sum Pmt to PERS	1,000,000	1,000,000	-
Transfers	4,960,075	4,960,075	-
Total other operating costs	36,340,246	34,530,443	1,809,803
Total expenditures	193,332,355	188,241,907	5,090,448
Excess of revenues over expenditures	10,175,388	13,608,886	3,433,498
Fund balance, ending	10,175,388	13,608,886	3,433,498
As budgeted			
Contingency	500,000	-	-
Fund balance	9,675,388	13,608,886	-
Fund balance, ending	10,175,388	13,608,886	-
Fund Balance as a percent of resources			
Contingency	0.2%	0.0%	-
Fund Balance	4.8%	6.7%	-
Total reserve	5.0%	6.7%	-

2017 & 2019 Bonds - Investment of Proceeds

March 31, 2021

Distribution by Maturity

<u>Maturity</u>	<u>Number</u>	<u>Market Value</u>	<u>Percent of Holdings</u>	<u>Average Yield to Maturity</u>
under 1 month	1	8,557,610	22%	0.3%
1 month - 12 months	4	30,328,085	78%	0.1%
Total	5	38,885,695		

Distribution by S&P Rating

<u>S&P Rating</u>	<u>Number</u>	<u>Market Value</u>	<u>Average Yield to Maturity</u>
AA+	5	38,885,695	0.1%

Distribution by Moody's Rating

<u>Moody Rating</u>	<u>Number</u>	<u>Market Value</u>	<u>Average Yield to Maturity</u>
Aaa	5	38,885,695	0.1%

<u>Issuer</u>	<u>Market Value</u>	<u>% Assets</u>	<u>Yield</u>
United States Treasuries Notes	38,885,695	100.0%	1.6%



REPORT: Bend International School - Charter Contract Renewal Process

PRESENTED BY: Superintendent Nordquist

EXECUTIVE SUMMARY:

Bend International School's charter request was approved by the Board in 2014 and in the 2015-16 school year, Bend International School opened its doors. The initial charter contract was renewed in the spring of 2018 and will expire on June 30, 2021.

Bend International School has submitted a written request to renew their charter.

Oregon law has set the following timelines for the charter renewal process:

- A charter school must submit a written renewal request to the district at least 180 days prior to the extension of the charter.
- Within 45 days after receiving a renewal request, the district must hold a public hearing regarding the request for renewal.
- Within 30 days after the public hearing, the district must either approve the renewal or state in writing the reasons for denying the renewal.
- Should the district choose to renew the charter, the charter school and district must negotiate a new charter contract within 90 days after the date on which the district approved the renewal, unless both parties agree to an extension of time.

A public hearing will be held at the May 11, 2021 Board meeting where Bend International School will share a short presentation about their program. The contract renewal will also be an action item for the Board to consider.



April 6, 2021

Dear Bend-La Pine Schools Board members,

Bend International School respectfully requests to have our charter agreement renewed in June, 2021. We sincerely apologize for the delay in this official request – we have obviously been a little busy with the challenges associated just with day-to-day operations!

We are proud to be in our sixth year as the District's only K-8 public charter international school! We focus on building a strong inclusive community that promotes academic and social growth for all students. BIS serves approximately 215 students who come from diverse backgrounds, not only racially, but also sexual/gender identities, economic levels, and ability levels. We focus on creating welcoming and inclusive classrooms that teach and practice justice, and our small school often provides a safe learning community for many students who have been unsuccessful in larger more traditional settings.

As you know, BIS offers an integrated bilingual program, that is student-centered and project-based, with a goal of building global competence and global citizens. Even our location, right between the east and west sides of Bend, show BIS' commitment to uniting our community (and world) by bridging the divide and providing equitable learning options for ALL students.

While the past few years have been extremely challenging on so many levels, they have also united us and brought us all together, as local partners and global citizens, to work towards the greatest good for all beings. We look forward to the continued partnership with Bend-La Pine Schools in the years ahead. Together, we will greatly increase the success rates for all students, especially the students who have been traditionally underserved or under represented.

Bend International School looks forward to continuing to proudly serve the students of our region with a high quality international education.

Thank you for your consideration.

Sincerely,

Meera Dayal Rupp

Director/ Teacher

Bend International School

meera@bendinternationalschool.org

541-797-7038

Bend International School, 63020 OB Riley Road, Bend, OR 97703

541-797-7038

Administrative School District No. 1
Bend-La Pine Schools

RESOLUTION NO. 1910

Teacher Appreciation Week

WHEREAS, teachers mold future citizens through guidance and education; and

WHEREAS, teachers encounter students of widely differing backgrounds; and

WHEREAS, our country's future depends on providing quality education to all students; and

WHEREAS, teachers spend countless hours preparing lessons, evaluating progress, counseling and coaching students and performing community service; and

WHEREAS, our community recognizes and supports its teachers in educating the children of this community.

NOW, THEREFORE, BE IT RESOLVED that the Board of Directors for Bend-La Pine Schools proclaims **May 3-7, 2021**, to be **TEACHER APPRECIATION WEEK**; and

BE IT FURTHER RESOLVED that the Board of Directors for Bend-La Pine Schools strongly encourages all members of our community to join in expressing appreciation to our teachers for their dedication and devotion to their work

Adopted this ____ day of _____, 2021

Signed:

Chair

Attest:

Superintendent

Administrative School District No. 1
Bend-La Pine Schools

RESOLUTION NO. 1911

Bend-La Pine Schools Participation in Collective Impact Bend Charter

WHEREAS, Bend-La Pine Schools supports the alignment of public agencies in a collective impact model described in the Collective Impact Bend Charter; and

WHEREAS, Bend-La Pine Schools agrees to be an active member with Collective Impact Bend; and

WHEREAS, Bend-La Pine Schools agrees to the ground rules and expectations as outlined the Collective Impact Charter; and

NOW, THEREFORE, BE IT RESOLVED that Bend-La Pine Schools agrees to join the Collective Impact Charter and commits to having one member of the Board of Directors and one member of the district's leadership team participate as representatives. The Board appoints _____ as the Board representative and _____ as the leadership team representative.

Moved by: _____

Seconded by: _____

Yes votes: _____

No votes: _____

Dated this _____ day of _____, 2021

Signed:

Chair

Attest:

Board Secretary



Collective Impact Bend Charter

The Why

Local public agencies are being asked by the public, with increasing frequency, to address new kinds of issues affecting the community that fall outside any one agency's core services and direct sphere of influence. The alignment of public agencies in a collective impact model will allow for better partnerships on community goal setting, planning, and service delivery to address these emerging issues. By bringing together both elected officials and senior leadership of key public agencies, shared community-wide issues and initiatives can be coordinated and supported by the work of this team.

The Mission

"Uniting local government to leverage resources, share ideas, foster understanding among participants, and strategize solutions to support an inclusive, thriving and sustainable community."

The Values

Collective Impact Bend embraces the following values:

- Mutual trust and respect
- Clear and transparent communication
- Inclusivity of those we serve
- Accountability to our community and each other
- Collaborative approach in all we do
- Effective leveraging of resources to enhance synergy among partners
- Achievement of measurable outcomes that benefit the community

The How

Collective Impact Model: collective impact emphasizes the importance of bringing together a variety of stakeholders to tackle complex issues often so deeply-rooted in communities that no single policy, government entity, organization, or program can independently solve it.

Guided by the 5 Conditions of Collective Impact, Collective Impact Bend agrees to develop the following conditions:

1. All participants have a **common agenda** for change, including a shared understanding of the problem and a joint approach to solving it through agreed upon actions.
2. Collecting data and **measuring results** consistently across all the participants will ensure shared measurement for alignment and accountability.
3. Participants will develop a plan of action that outlines and coordinates **mutually reinforcing activities** for each participant.
4. Participants commit to open and **continuous communication** across the participants to build trust, assure mutual objectives, and create common excitement and motivation.

5. COIC serves as the **backbone organization** with staff to service the initiative and coordinate participating organizations and agencies, and will join as a participant when deemed appropriate by the group. COIC represents the region as a neutral partner, and has a long history of convening, facilitating and supporting agencies to achieve common goals.

Meeting Schedule:

Collective Impact Bend will meet on a monthly basis, every fourth Wednesday of the month, unless otherwise determined by the group. There will be occasion where work outside of the committee will replace a monthly meeting, holding in high regard the limited availability of participants.

Membership:

The membership of Collective Impact Bend is comprised of the City of Bend, The Deschutes Public Library, Bend Park & Recreation District and Bend La Pine Schools. The participants may invite others at such time that they deem appropriate.

Ground Rules and Expectations

- ❖ Decision-making. Collective Impact Bend will make every reasonable effort to make decisions by full consensus.
- ❖ Participation. Collective Impact Bend members will make every effort to regularly attend the meetings. If a meeting is missed, members will review meeting notes to catch up. Members are expected to regularly participate in meeting discussions and decisions. Members are also expected to keep their respective councils/commissions/boards informed of the activities of Collective Impact Bend, and to share this feedback and input with Collective Impact Bend.

Signatures

Convening Partner, COIC	_____	Date: _____
Convening Partner, COIC	_____	Date: _____
Bend La Pine School District	_____	Date: _____
Bend La Pine School District	_____	Date: _____
Bend Park & Recreation District	_____	Date: _____
Bend Park & Recreation District	_____	Date: _____
City of Bend	_____	Date: _____
City of Bend	_____	Date: _____
Deschutes Library District	_____	Date: _____
Deschutes Library District	_____	Date: _____