

**Bend-La Pine Schools
Bend, OR 97703
May 11, 2021**

Executive Session 4:00 pm

VIRTUAL MEETING NOTICE

To support Governor Brown's orders for social distancing, the Board of Directors for Bend-La Pine Schools will conduct the May 11, 2021, Executive School Board Meeting by video conference. Executive Session will be held pursuant ORS 192.660(2)(b) and (2)(f).

Bend-La Pine Schools
Bend, OR 97703
May 11, 2021

Budget Committee Meeting
5:00 pm

VIRTUAL MEETING NOTICE

To support Governor Brown's orders for social distancing, the Board of Directors for Bend-La Pine Schools will conduct the May 11, 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: 120 881 3842

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

- Join the Virtual Board Meeting: Please contact Janet Bojanowski, janet.bojanowski@bend.k12.or.us or 541-355-1017, by 12:00pm (noon) on May 11th to confirm your request and receive information on how to log-in to speak during the public comment portion of the meeting.
- 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

Budget Committee Meeting Agenda

Call to Order	Budget Chair McFarland
Approval of Minutes – April 13, 2021	Budget Chair McFarland
Public Comment	Budget Chair McFarland
Update – Budget Information	Brad Henry
Committee Questions, Discussion and Deliberation	Brady Henry & Leah Bibeau

Action Items

Budget Committee Approval	Budget Committee
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Adjourn Budget Committee Meeting

Regular Board Meeting will begin immediately following Budget Committee Meeting

**Bend-La Pine Schools
Budget Committee Meeting Minutes**

Meeting Date: April 13, 2021

Meeting Location

To support Governor Brown's executive orders for social distancing, the Board of Directors conducted the Budget Committee Meeting 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 *joined at 5:13*
Amy Tatom
Julie Craig
Stuart Young
Shimiko Montgomery

Budget Committee Members Present

Matt Hillman
Natasha McFarland
Sharon Bellusci
Shirley Olson
Tom Bahrman
Marcus LeGrand *joined at 5:29*

Budget Committee Members Absent

Rick Olegario

Call to Order

The meeting was called to order by Chair Douglass at 5:02 pm, roll call followed.

Public Comment

Chair Douglass reviewed the process for submitting requests for live public comment and noted that instructions for submitting requests are at the top of each meeting agenda. There were no public comments received.

Review of the Agenda

There were no changes to the agenda.

Election of Budget Committee Officers

Brad Henry took roll for the Budget Committee and then entertained nominations for Budget Committee Chair. **Tom Bahrman nominated Natasha McFarland for Budget Committee Chair. Carrie Douglass seconded the motion. Unanimous approval.**

Committee Chair McFarland entertained nominations for Budget Committee Vice Chair.

Matt Hillman nominated Tom Bahrman for Budget Committee Vice Chair. Julie Craig seconded the motion. Unanimous approval.

Budget Message

Committee Chair McFarland invited Superintendent Nordquist to share the budget message. Nordquist reviewed the message presented at the March 9, 2021, Regular Board Meeting.

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.

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
2. Create safer, healthier, more equitable school environments for students and families
3. Review and redesign curriculum to include anti-racist resources and diverse perspectives
4. Focus on core curricula, instruction, and assessment practices that elevate learning for all students
5. Diversify staff in all classifications

Nordquist 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. She noted that more than 100 positions have been added this past year to support learning in a pandemic.

Nordquist discussed how the district's strategic priorities are reflected in the general fund budget and reviewed the Student Investment Account (SIA) Purpose/Bend-La Pine Schools Priorities:

1. Students' Health and Safety
2. Reduced Class Sizes
3. Expanded Access to a Well-Rounded Education

Nordquist reviewed how the Elementary and Secondary School Emergency Relief (ESSER) and ESSER II federal support for COVID relief were used to focus on our outcomes and how the upcoming Spring 2021 ARP ESSER funds will be used.

Budget Document

Committee Chair McFarland called on Brad Henry to review the budget document. He reviewed the 2021-2022 Proposed Budget Document that is available on the district website.

https://www.bend.k12.or.us/application/files/5616/1800/8152/2021-22_Proposed_Budget-Final.pdf

The proposed 2021-22 budget totals \$375 million for all funds. The General Fund Operations budget totals approximately \$200 million and incorporates resources available to the district, including the following: \$9.3 billion State School Fund (SSF), Student Investment Account (SIA) investment of \$11.5 million; and federal support from the Elementary and Secondary School Emergency Relief (ESSER) funds.

Henry thanked Cindy Wallskog, who recently retired, and Leah Bibeau, who is new to the team, for their hard work, along with the rest of the team, in preparing this document.

Leah Bibeau will be sending an email to all Budget Committee members and Board members with her contact information and asked that they all review the budget and email her their questions prior to Monday, May 3rd. All questions will be answered and responses compiled and sent back out to the team by Friday, May 7th to review prior to the next budget committee meeting.

Carrie Douglass acknowledge Brad Henry for his diligence in presenting a balanced budget during the pandemic while maintaining the integrity of our programs.

Chair McFarland adjourned the budget committee meeting at 6:13pm and noted the next meeting is scheduled for

May 11, 2021, at 5:00pm.

Recorded by: Janet Bojanowski

Bend-La Pine Schools
Bend, OR 97703
May 11, 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 May 11, 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.

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

Join by Phone: 408-418-9388 / access code: 120 881 3842

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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

Reports

Bend International School Charter Renewal Update	Superintendent Nordquist Meera Dayal Rupp
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Public Hearing

Bend International School Charter Renewal	Superintendent Nordquist
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Consent Agenda

Approval of Minutes – April 13 & April 27, 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

Naming of New Building at Bend Senior High School	Chris Reese
Return to School Update	Superintendent Nordquist

Action Items

Meeting Schedule Changes	Chair Douglass
High Desert Education Service District (HDESD) Bend-La Pine Schools Board Position Election	Chair Douglass

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: April 13, 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
Melissa Barnes Dholakia
Caroline Skidmore *joined at 5:13*
Amy Tatom
Julie Craig
Stuart Young *left at 7:07*
Shimiko Montgomery

Call to Order

The meeting was called to order by Chair Douglass at 6:13 pm, roll call followed.

Review of the Agenda

National Board Certification Pinning will be moved to the first agenda item.

Public Comment

Chair Douglass reviewed the process for submitting requests for live public comment and noted that instructions for submitting requests are at the top of each meeting agenda. There were no public comments received.

National Board Certification Pinning

Michele Oakes and Heather Anderson presented on the mission and goals of National Board Certified Teachers (NBCT) as well as the process for certification. They recognized the following eight individuals for becoming newly certified: Marci Adams, W.E. Miller Elementary; Jenny Brown, Pacific Crest Middle School; Sarah Durfee, Pacific Crest Middle School; Sydney Murphy, Silver Rail Elementary; Savanna Sanders, Bend Senior High; Jane Shein, Pacific Crest Middle School; Vikki Staudinger, Bend Senior High; and Jane Ward, Pacific Crest Middle School. They also recognized three individuals for renewing their certification: Michele Oakes, Teaching & Learning Department; Marla Silberfein, Juniper Elementary; and Tom Wojtkowiak, Bend Senior High.

Oakes mentioned that the District's NBCT recruitment in the upcoming months will be focused on the BIPOC community as well as early career educators thanks to a new OSEA NBCT grant that helps offset the costs of certification for these individuals.

Consent Agenda

Julie Craig moved to approve the Consent Agenda. Caroline Skidmore seconded the motion. Unanimous approval.

Reports

❖ **Strategic Priority – Recruitment and Retention**

Deon Logan, Director of Recruitment and Retention, shared about the work that he is doing in his new position. He mentioned that the District has participated in many events recently at universities across the state as well as at the Oregon Professional Educator's Fair. He is working on implementing retention strategies as he gets to know the community. Trainings are being offered including an upcoming Bias Awareness training to add tools to hiring administrators. The training will help hiring administrators recruit and select candidates in alignment with our equity and excellence goals. Along with the training, he has also created a screening matrix that aligns with the equity and excellence goals. Brainstorming has begun around retention efforts for classified staff and Logan has started a strategic initiative to build relationships with minority serving institutions to communicate what Bend-La Pine Schools has to offer and how they can be impactful to our students and community.

❖ **Financial Update**

Leah Bibeau shared the 3rd quarter financial statements ending on March 31, 2021 (found on page 17 of the Board Packet). She stated that projections have stayed in alignment for the fiscal year.

❖ **Bend International School Charter Renewal Update**

Lora Nordquist reported that a request from Bend International School to renew their charter agreement has been received. A public hearing will be held at the next Board Meeting as well as a presentation from Meera Dayal Rupp, Director/Teacher at Bend International School, regarding the program.

A discussion ensued regarding the charter application process and equity around charters and magnet schools. The Board will add a session on Oregon Charter Law to a future Board Meeting.

Action Items

❖ **Resolution 1910: Teacher Appreciation Week**

Chair Douglass invited Melissa Barnes Dholakia to read the resolution aloud to declare May 3-7, 2021, Teacher Appreciation Week. Douglass thanked the teachers for all of their hard work.

❖ **Resolution 1911: Collective Impact Bend Charter (CIB)**

Chair Douglass invited Shimiko Montgomery to summarize the Collective Impact Bend Charter agreement. Montgomery shared the work they have been doing as a group, how they will be sharing their knowledge and resources, and how excited she was to see this get started for the community of Bend. Chair Douglass read the resolution aloud.

Stuart Young moved to approve the Resolution. Melissa Barnes Dholakia seconded the motion. Unanimous approval.

Board Comments

Julie Craig congratulated all nationally board certified teachers that were honored tonight. She looks forward to a school reopening update now that all students are all in as well as a discussion about state testing.

Amy Tatom reiterated the interest in discussing the District's plans for state testing and the validity of the data. She also expressed the need to heal rifts with our teachers in regards to many not feeling listened to; they are the backbone of our district. She gave a shoutout to the CDL program and mentioned how much all of our educators are valued.

Melissa Barnes Dholakia was thankful to have had the privilege of helping staff move classrooms at Highland to accommodate the distancing guidelines for our students to return to all in. She thanks all staff for their hard work. She also recognized the many staff that are retiring after 20+ years of service to the District. She also thanked the budget team for their thoroughness with the budget documents provided.

Shimiko Montgomery shared that she is excited to get into schools in the coming weeks to see how everyone is doing. She is also excited about the CIB Charter and to getting the work started. She is feeling hopeful now that students are all back in school.

Carrie Douglass echoed the comments regarding staff appreciation, the need to be aware of the continued staff concerns, and was also thankful to have had the opportunity to help at Highland to better understand what teachers are going through. She also mentioned that she has heard some concerns about our county moving into a higher risk level and reiterated that schools fall under different guidance due to our ability to have strict safety and mitigation measures in our schools. We continue to monitor everything closely and she looks forward to hearing another school reopening update at the next Board Meeting.

Meeting adjourned at 7:20 p.m.

Recorded by: Janet Bojanowski

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

Meeting Date: April 27, 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
Melissa Barnes Dholakia
Caroline Skidmore
Amy Tatom
Julie Craig
Stuart Young (*joined at 5:36 and left at 7:00*)
Shimiko Montgomery

Call to Order

The meeting was called to order by Chair Douglass at 5:32 pm, roll call followed.

Review of the Agenda

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

Work Session: School & District Culture/Instructional Programs

Superintendent Nordquist mentioned that the Board and District Leadership have worked for over a year to find a systematic way to gather voices of students, families, and staff. Dave VanLoo, Director of School Improvement, researched different options and recommended the YouthTruth Survey. Nordquist noted that in thinking about the district's strategic priorities in terms of empowering student and family voice in our decision making; creating healthier, safer, more equitable school environments; and thinking about core instructional practices, three strategic priorities were addressed in part by the YouthTruth Survey.

Dave VanLoo shared that the district's participation with YouthTruth survey is a continuation of the district's ongoing excellence in equity work. The data presented came from a January 2021 survey of students, staff and families. The core themes of the surveys were engagement and empowerment, culture and communication, and relationships. VanLoo shared that there are thousands of graphs and charts that can be pulled based off the data received and that the data is compared to all other schools participating in the survey which is approximately 1.7 million students and 280,000 staff and families.

VanLoo shared that the highest rated themes for staff were relationships with culture and professional development as the lowest overall rated theme; showing the most powerful role for administrators in this work is building a school culture where all staff understand that they can improve and to ensure staff have time and resources to engage in work to improve their practice. The highest rated theme for families was relationships with communication and feedback being the lowest rated theme. The questions regarding communication and feedback were focused directly on student learning. Across all levels the answers reflected that families, teachers, and students care about each other. Students rated relationships as the highest theme and academic challenge (middle school level) and college and career readiness (high school level) were the lowest rated themes. At the middle school level, students revealed that their classes didn't make them think about their answers. VanLoo shared that ensuring consistent and equitable access to work that is at or above grade level is high on the short list of things we can improve in the district to ensure equitable excellence. At the high school level, the student answers showed that

it's less about academic knowledge and more about process knowledge; the process around the steps necessary for applying for college or steps necessary for entering into a career of interest.

Kelle Hildebrandt, Elk Meadow Elementary Principal, joined the conversation to discuss how leadership from each school will work to close the feedback loop with students, families, and staff. Hildebrandt mentioned that she plans to write a "we hear you" letter to families to let them know the information they shared was heard. She also plans to provide data to her staff in small portions to allow them time to process each piece in regards to strengths and areas that require additional thinking and work. Hildebrandt looks forward to working with her leadership team to improve on family engagement as that was a low rated theme across the board at the elementary level.

Mike Franklin, Skyline High School Principal, joined the conversation to discuss how his school plans to dig into the data to guide improvement actions. He explained how Skyline High School processes data and uses a protocol to ensure the data is the main focus. After looking at the facts, they use their interpretations and wanderings to look at the implications for their school and then at next steps for improvable outcomes before prioritizing the items that will have the most positive impact.

Superintendent Nordquist noted that the district has done some initial thinking specifically regarding the low rated themes of middle schools lacking academic challenge and college and career readiness at the high school level and how those are related to K-12 across the board. Kate Legace discussed the data and how the district can start backwards mapping from high school to elementary to create graduate profiles for all students. Legace also discussed the need to create a comprehensive plan for tracking data after graduation and for creating a plan to ensure all graduates are ready for their post-secondary plans.

Dave VanLoo discussed that the next steps for our district is thinking about professional learning for all staff. He discussed the five key teaching strategies to promote professional learning in the classroom to support high quality classroom instruction.

Chair Douglass acknowledged the team and thanked them for the data that is much more valuable than previous sources and thanked them for their efforts in putting the data together before opening the meeting for discussion and questions.

Melissa Barnes Dholakia echoed Chair Douglass' appreciation to the team for their work with gathering the data. She discussed how gathering this type of data is deeply appreciated as it is in alignment with the Board goals. Barnes Dholakia thanked Mike Franklin and Kelle Hildebrandt for discussing how the data relates directly to their schools. She encouraged the district to find time during the school day for staff and students to complete future surveys to promote participation. She also noted that authentic, relevant curriculum for all students is key to preparing for the future.

Shimiko Montgomery asked how the district can ensure the questions and answers are true representations of different groups. Dave VanLoo discussed the importance of using many data sources when making decisions. Superintendent Nordquist mentioned the importance of focus groups, especially student focus groups, for deeper discussions. Montgomery inquired about district's next steps and VanLoo reiterated the importance of closing the feedback loop this school year before digging into the data deeper in regards to school design plans for next year. Montgomery also asked about equitable grading in regards to the five key teaching strategies. VanLoo and Katie Legace discussed the importance of grading in relation to learning and an action research project that teachers are participating in. The participating teachers will present their findings at the Innovation Conference in August for fellow teachers.

Stuart Young reflected on a comment made by high school students at a meeting a few months ago in which they stated how important it was to own their own learning and the importance of developing this at lower grade levels as Katie Legace discussed in the backwards mapping concept.

Chair Douglass inquired about the data available to schools and to specific teachers. Dave VanLoo shared that all schools have access to all data and that because the survey was anonymous it does not generate classroom specific data.

A discussion ensued about the importance of increasing rigor of all coursework at the middle school level as opposed to incorporating additional TAG or advanced placement classes.

School Reopening Update

Superintendent Nordquist reported that the district has had 58 COVID cases in the last 10 days and approximately 700 students, or 5%, in some level of quarantine. Despite lessons and classwork being available to students on Canvas, teachers are struggling with teaching lessons students when some are in and others are out of the classroom. Options continue to be considered as local case counts rise.

On a positive note, Nordquist noted that community partner organizations are offering volunteer vaccine clinics for students age 16 and older at local high schools.

Amy Tatom noted that the COVID-19 Dashboard on the district website does not appear to be real time data. Julianne Repman said she will work with the school nurses to ensure data is being entered promptly and that the spreadsheet is calculating properly. Repman explained the process for determining close contact and the quarantine process for schools. Currently there are no cases of known student-to-student spread in our schools. As a district we follow the best practice guidance of the CDC, OHA, and local public health officials.

Julie Craig inquired to what is being done at schools, specifically secondary level, to reduce the challenges that were recently exposed in regards to crowded hallways and lunch areas. Kate Legace mentioned that level leaders do frequent building checks and work with building safety teams to ensure monitoring is being done at each school and that she is available to help them make any necessary adjustments.

A discussion ensued regarding quarantine procedures and how we can best support all of our students in and out of the classroom.

Board Comments

Julie Craig thanked Julianne Repman for her hard work in partnering with local agencies to bring vaccine clinics to our high schools and looks forward to volunteering at the clinics. She reflected on how she was disappointed and frustrated with the public negativity towards the Board and District over the past year and encourages the community to reach out for positive conversations about difficult topics.

Amy Tatom echoed Julie's disappointment with recent public comment.

Caroline Skidmore thanked local partners and Julianne Repman for facilitating vaccine clinics, the nurses for their hard work, and the community for the positive emails that have been received in support of the vaccine clinics.

Melissa Barnes Dholakia thanked Dave VanLoo again for the data and thoughtful analysis of the data as it helps the Board do the work necessary. She thanked fellow board members for their comments and reiterated that the ultimate goal is to keep kids in school and is proud of the work Bend-La Pine Schools is doing.

Chair Douglass echoed the comments in appreciation to everyone that helped Bend-La Pine Schools reopen. She stated that our goal is for kids to be in school and learning at high levels; every decision made is centered around that goal.

Meeting adjourned at 8:07 p.m.

Recorded by: Janet Bojanowski



HUMAN RESOURCES

Education Center

520 N.W. Wall Street

Bend, Oregon 97703-2699

(541) 355-1100

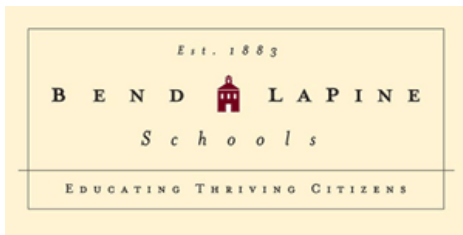
(541) 355-1109 FAX

DATE: May 5, 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 May 11, 2021. All Hires are subject to successful drug testing, background check, and Oregon licensure.

CERTIFIED HIRES

NAME	POSITION	LOCATION	STATUS	HIRE DATE
Bradshaw, Kristen	TOSA Student Success Coach	Special Programs	Regular Full Time 21/22	08/30/2021
Brown, Sally	Counselor PS108696	La Pine Elementary	Regular Full Time 21/22	08/30/2021
Dales, Danielle	SPED Teacher PS108717	Special Programs	Regular Full Time 21/22	08/30/2021
Dolce, Michelle	SPED Teacher PS108717	Special Programs	Temporary Full Time Regular Full Time 21/22	08/30/2021
Ervin Scott, Elizabeth	Dual Immersion Elem Teacher PS108783	RE Jewell Elementary	Regular Full Time 21/22	08/30/2021
Fleming, Caylie	SPED Teacher PS108717	Special Programs	Regular Full Time 21/22	08/30/2021
Hart, James	SPED Teacher PS108717	Special Programs	Regular Full Time 21/22	08/30/2021
Horton, Haley	SPED Teacher PS108747	Special Programs	Regular Full Time 21/22	08/30/2021
Larson, Jared	Counselor PS108696	La Pine Elementary	Regular Full Time 21/22	08/30/2021
Mack, Camille	SPED Teacher PS108717	Special Programs	Regular Full Time 21/22	08/30/2021
Martinez, Ashley	SPED Teacher PS108717	Special Programs	Regular Full Time 21/22	08/30/2021
McAllister, Lauren	SPED Teacher PS108717	Special Programs	Regular Full Time 21/22	08/30/2021
Morse, Delaney	SPED Teacher PS108717	Special Programs	Temporary Full Time to Regular Full Time 21/22	08/30/2021
Navez-Dircio, Luis	SPED Teacher PS108717	Special Programs	Regular Full Time 21/22	08/30/2021



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Partridge, Terah	SPED Teacher PS108717	Special Programs	Regular Full Time 21/22	08/30/2021
Salas, Mekenzie	Math Teacher PS108827TMP	High Desert MS	Temporary Full Time 20/21	04/19/2021
Schadwald-Smith, Krystal	SPED Teacher PS108717	Special Programs	Regular Full Time 21/22	08/30/2021
Scherer, Melissa	School Psychologist PS108743	Special Programs	Regular Full Time 21/22	08/30/2021
Walker, Mandi	Speech Pathologist PS108744	Special Programs	Regular Full Time 21/22	08/30/2021
Weiler, Kelly	SPED Teacher PS108717	Special Programs	Regular Part Time to Regular Full Time 21/22	08/30/2021
Wilson, Aubrey	SPED Teacher PS108717	Special Programs	Regular Full Time 21/22	08/30/2021

CERTIFIED RESIGNATIONS

NAME	POSITION	LOCATION	HIRE/RESIGNED DATES
Berry, Kelsi	Life Skills Teacher	Special Programs	09/02/2020 – 06/30/2021
Crider, Joseph	Intermediate Teacher	La Pine Elementary	10/02/2019 – 06/30/2021
Garrett, Deborah	Primary Teacher	Elk Meadow Elementary	02/24/2004 – 06/30/2021
Ferguson, Richard	Float Sub Teacher	Teaching and Learning	02/01/2021 – 05/01/2021
Kennedy, Christina	Primary Teacher	Lava Ridge Elementary	09/07/2011 – 06/30/2021
Lilley, Saskia	Spanish Teacher	Mountain View HS	08/31/2020 – 06/30/2021
Macomber, David	Language Arts/Social Studies Teacher	Pilot Butte MS	08/27/2018 – 06/30/2021
Markwardt, Sharlline	Intermediate Teacher	High Desert MS	09/28/1999 – 06/30/2021
Pearson, Joelle	Reading Interventionist Teacher <i>partial .40 of 1.0 FTE</i>	Lava Ridge Elementary	09/16/2010 – 06/30/2021
Pettis, Robert	Music Teacher	Highland Elementary	08/28/2017 – 06/30/2021
Rowe, Judith	Spanish Teacher	Cascade MS	02/04/2008 – 06/30/2021
Van Geem, Lorna	Behavior Coach	Special Programs	08/31/2015 – 06/30/2021
Wieber, Heather	ESL Teacher	ELL Department	02/21/2000 – 06/30/2021



HUMAN RESOURCES

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Bend, Oregon 97703-2699

(541) 355-1100

(541) 355-1109 FAX

ADMINISTRATIVE HIRES

NAME	POSITION	LOCATION	STATUS	HIRE DATE
Hauth, Jennifer	Director of Social Emotional and Wellness PS108630	Special Programs	Regular Full Time 21/22	07/01/2021
Rosado, Jeffrey	Assistant Principal PS108735	Caldera HS	Regular Full Time 21/22	07/01/2021
Stukel, Emily	Interim Assistant Principal <i>remainder of 20/21</i>	La Pine HS	Regular Full Time Certified to Temporary Full Time Admin 20/21	04/19/2021

ADMINISTRATIVE RESIGNATIONS

NAME	POSITION	LOCATION	HIRE/RESIGNED DATES
Baker, Stace	Interim Assistant Principal	La Pine HS	08/27/2007 – 04/10/2021
Boen, James	Executive Director of Secondary Programs	Teaching and Learning	07/01/2007 – 06/30/2021
Richards, JP	Principal	Bear Creek MS	07/01/2019 – 06/30/2021
Stancliff, Steven	Principal	Pilot Butte MS	07/01/2016 – 06/30/2021



HUMAN RESOURCES

Education Center

*520 N.W. Wall Street
Bend, Oregon 97703-2699
(541) 355-1100
Fax (541) 355-1109*

May 6, 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 May 11, 2021.

Classified Hiring

Name	Position/Posting No.	Location	Temp/Regular Position	Hire Date
Byrd, Cameron	Building Services Electrical Apprentice PS108740	Maintenance	Reg 8.0 hrs / day	04/16/21
Castaneda, Ortencia	EA – Inclusion PS108726	Bear Creek	Temp 6.45 hrs / day	04/19/21
Hanford, Matthew	Custodial Crew I PS108431	Caldera	Reg 8.0 hrs / day	04/12/21
Hartford, Addison	IT Engineer PS108689	Technology	Reg 8.0 hrs / day	04/12/21
Hicks, Jonathan	EA – Inclusion PS108726	Bear Creek	Temp 6.5 hrs / day	04/06/21
Holt, Julie	Consulting Registered Nurse PS108691	SPED	Reg 7.2 hrs / day	04/07/21
Hopkins, Christian	Custodial Crew I PS108431	Caldera	Reg 8.0 hrs / day	04/29/21
Karnes, Kenneth	Custodial Crew I PS108431	Pine Ridge	Reg 8.0 hrs / day	04/09/21
Kienzle, JoAnne	IT Analyst PS108653	Technology	Reg 8.0 hrs / day	04/09/21
Larkin, Cindy	Records Clerk PS108722	SPED	Reg 8.0 hrs / day	04/27/21
Lisle, Stephanie	EA – Student Instruction PS108785	Ponderosa	Reg 6.0 hrs / day	04/16/21
McGlone, Alanna	Consulting Registered Nurse PS108691	SPED	Reg 6.0 hrs / day	04/30/21
Mentzer, Darla	Nutrition Server I PS108425	Rosland	Reg 3.0 hrs / day	05/05/21



HUMAN RESOURCES

Education Center

*520 N.W. Wall Street
Bend, Oregon 97703-2699
(541) 355-1100
Fax (541) 355-1109*

Oliver, Gregory	EA – Student Success PS108790 – resigned 3.0 from his 6.0 a day Online Success Monitor position and accepted this additional EA position.	Skyline High	Temp 3.5 hrs / day	04/08/21
Poirier, Cassandra	FAN Advocate PS108710	Cascade/Summit	Reg 6.4 hrs / day	04/08/21
Simpson, Steven	EA – Student Instruction PS108768	North Star	Temp 3.75 hrs / day	04/06/21
Thompson, Shaughnessy	Nutrition Server I PS108425	Elk Meadow	Reg 3.0 hrs / day	04/29/21
Walsh, James	Custodial Crew I PS108431	Bend High	Reg 8.0 hrs / day	04/12/21
Wright, Rebecca	Media Manager – hired for the 21/22 school year	Ponderosa	Reg 7.0 hrs / day	04/29/21

Classified Resignations

Name	Position	Location	Resign Date
Altman, Cheryl	EA – Inclusion	Buckingham	10/24/13 – 06/17/21
Andrade, Drew	Nutrition Server I	La Pine Elementary	10/23/19 – 04/19/21
Barton, Jennifer	Nutrition Server I	Bend High	02/03/21 – 04/27/21
Brandt, Cynthia	Media Manager	Pine Ridge	08/21/06 – 04/19/21
Dales, Danielle	EA – Inclusion – Accepted a Certified position for the 21/22 school year.	North Star	01/06/20 – 06/17/21
Hansen, Matthew	Lead Technician	Transportation	07/27/15 – 05/05/21
Hart III, James	EA – Inclusion	Mountain View	08/26/14 – 06/17/21
Hicks, Jonathan	EA – Inclusion	Bear Creek	04/07/21 – 04/29/21
Hill, Michael	Bus Driver	Transportation	09/08/20 – 04/26/21
Horton, Haley	EA – Inclusion – Accepted a Certified position for the 21/22 school year.	SPED	12/20/17 – 06/17/21
Potter, Julie	Nutrition Server I	High Lakes	11/15/19 – 04/19/21
Prehoda, James	Bus Driver	Transportation	02/19/20 – 04/22/21
Salas, Mekenzie	EA – Inclusion – she has accepted a Certified position at High Desert.	High Desert	02/03/21 – 04/16/21

Classified Retirements

Name	Position	Location	Resign Date
Bach, Michael	Bus Driver	Transportation	11/14/11 – 06/17/21
Falley, Samuel	Bus Driver	Transportation	03/07/16 – 05/25/21
Hackney, Julie	EA – Inclusion	Mountain View	08/26/14 – 06/01/21
Pautz, Dail	Media Manager I	Rosland / La Pine Elementary	12/13/95 – 06/22/21
Strong, Joyce	Bus Monitor	Transportation	10/17/11 – 04/28/21



HUMAN RESOURCES

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Confidential Hiring

Name	Position/Posting No.	Location	Temp/Regular Position	Hire Date
Marty, Kelly	Confidential Specialist II PS108707	Human Resources	Reg 8.0 hrs / day	04/08/21

Confidential Resignations

Name	Position	Location	Resign Date
Mercer, Kimberly	Confidential Specialist II	Human Resources	10/07/13 – 05/07/21



ACTION ITEM: High Desert Education Service District (HDES) Bend-La Pine Schools Board Position Election

PRESENTED BY: Chair Douglass

EXECUTIVE SUMMARY:

The HDES Board of Directors is a nine member board, of which six seats are elected by a school district. Scott Reynolds has represented Bend-La Pine Schools on the HDES Board since October 2008 and chose not to run for re-election. Reynolds' current term runs through June 30, 2021.

The HDES advertised the elected board position in the local newspaper and on their website with a request for applications to be filed with the HDES by May 1, 2021. The HDES provided Bend-La Pine School Board Members applicant materials to review and ultimately cast their votes to elect their representative in a public meeting.

The newly elected HDES board member representing Bend-La Pine Schools will be sworn in on June 15, 2021.

RECOMMENDED MOTION:

I move to elect _____ to serve as Bend-La Pine Schools' District Representative on the High Desert Education Service Board of Directors.

To: Paul Andrews, Superintendent
Regarding: High Desert ESD Board Position
Date: April 21, 2021

Dear Paul,

This letter is to inform you of my interest to serve on the High Desert Education Service District Board of Directors. I would like to be considered for the Bend LaPine School District position.

The totality of my professional career, 40 years, has been in education — running the gamut from teacher, counselor, principal to district office. I have dedicated my life's work to supporting the growth of our school systems that shape the youngest members of our community.

I feel that my broad experience and skill set in education will be an asset to the High Desert Board. As a Deputy Superintendent it was necessary to work with diverse constituents, organizations, and city and county departments and personnel. In this role I utilized my ability to facilitate and navigate difficult discussions while always remaining solution-oriented and grounding the work in collaborative efforts that enriched student's lives. It is this ability to work effectively with varied groups that will provide for a smooth transition onto the board. As a board member I would:

- Serve all students and their families in the High Desert ESD service area.
- View all board functions through an "equity lens" to ensure students, regardless of their circumstances, have access to quality educational services.
- Work effectively with the board and Superintendent on duties as assigned.

An additional facet of my career in education has been my service on several county and organizational boards in Washington County and the State of Oregon. I know the value of collaboration through open and honest communication and how, when mission-driven, a board can produce effective results.

Presently, I am co-coordinating the New and Aspiring Administrator Leadership Program for the Oregon Association of Latino Administrators (OALA). It is a mentoring program for young Latino educators aspiring to be a school administrator. We are currently starting our seventh cohort of proteges where I will offer strategic career guidance. The goal of the program is to diversify the administrative workforce in the state of Oregon. Coordinating this program requires building and maintaining relationships with school districts and universities statewide.

I would be honored to serve as an ESD board member. I have nearly four decades of experience to contribute and am eager to make an impact in the Bend and greater La Pine community.

Thank you for your time and consideration,


Carlos Perez



High Desert Education Service District

Open Board Positions

Elected Positions Available – please select the position you are applying for

- Bend-La Pine School District – 1 position – Term 7/1/21-6/30/25
- Redmond School District – 1 position – Term 7/1/21-6/30/25

Please submit this application with a cover letter and current resume or curriculum vitae. Explain how you meet the qualifications, and how your experience will bring value to the High Desert ESD Board of Directors. **Deadline – April 30, 2021** The Declaration of Candidacy, Biographical Information, Cover Letter and Resume or Curriculum Vitae must arrive in the office of Paul Andrews, Superintendent of the High Desert ESD no later than 4:00 p.m. April 30, 2021.

Mail: High Desert ESD
Attention: Paul Andrews
2804 SW Sixth Street
Redmond, OR 97756

Email: paul.andrews@hdesd.org

DECLARATION AND AFFIDAVIT OF CANDIDACY

For membership on the High Desert Education Service District Board of Directors

Declaration

I, CARLOS D. PÉREZ, solemnly swear (or affirm): that I have resided for at least one year within the boundary of High Desert Education Service District and within the boundary of BEND-LAPINE School District that I am a registered voter of High Desert Education Service District; that I am not an employee of the High Desert Education Service District for which I am seeking election; that I understand if elected I will serve on the High Desert Education Service District Board of Directors beginning July 1, 2021; and, I hereby request my name be placed on the ballot of the High Desert Education Service District.

Carlos D. Pérez
Signature

4/27/21
Date

BIOGRAPHICAL INFORMATION
Required Information
(Prepared by candidate)

1. Occupation (please give present employment, and previous employment)

Employer	Title/Position	Years of Service (from - to)
Hillsboro School DIST. 1J Hillsboro, Oregon	Deputy Superintendent of Support Services	2000 - 2009 (Retired in 2009)
Hillsboro School DIST. 1J	Associate Superintendent of Support Services	1999 - 2000
Hillsboro School DIST. 1J	Executive Director of K-8 operations	1998 - 1999

2. Educational Background (list schools attended)

Name of School	Last Grade Completed	Diploma/Degree/Certificate (Diploma AA, BA, BS, MA, Ph.D., etc.)
Portland State University	Completed Superintendent's license	NA
Oregon State University	MASTERS in Counseling	MA
IDAH0 State University	BA in Elementary Education (TEACHER CORPS)	BA

By signing this document, I hereby state: That I shall qualify for said office if elected; that all information provided by me on this form is true to the best of my knowledge.

Chris D. Peery
 Candidate's Signature

4-27-21
 Date Signed

RESUME

Carlos David Pérez
Retired School Administrator
60272 Big Sky Trail Bend, Oregon 97702
503-701-5505 | perezcmx@gmail.com

Administrative Experience

- 2009 – 2014** **Interim Administrator in Various Schools**
Hillsboro School District 1J
- July 2000 –** **Deputy Superintendent of Support Services**
July 2009 *Hillsboro School District 1J*
- July 1999 –** **Associate Superintendent of Support Services**
June 2000 *Hillsboro School District 1J*
- July 1998 –** **Executive Director of K-8 Operations**
June 1999 *Hillsboro School District 1J*
- July 1996 –** **Director of Secondary Operations**
June 1998 *Hillsboro School District 1J*
- July 1992 –** **Principal, J. B. Thomas Junior High**
June 1996 *Hillsboro School District 1J*
- July 1990 –** **Principal, David Hill Elementary School**
June 1992 *Hillsboro Elementary School District 7*
- July 1984 –** **Assistant Principal, Poynter Junior High**
June 1990 *Hillsboro School District 1J*
- July 1982 –** **Assistant Principal, Evergreen Junior High**
June 1984 *Hillsboro School District 1J*
- August 1978 –** **Counselor, Evergreen and J. B. Thomas Junior High schools**
June 1982 *Hillsboro School District 1J*

Education

- 1974** Bachelor of Arts – Elementary Education, Idaho State University
- 1978** Masters of Education – Counseling and Guidance
Oregon State University
- 1984** Standard Administrative Certificate, Portland State University
- 1998** Continuing Superintendent License, Portland State University

Professional Licenses

Expires in Professional Administrator License
2024

Honors

- 1995** Recipient of the Milken Family Foundation National Education Award
- 1995** Recognized by the Hillsboro School District Board of Directors for excellence and dedication to the district
- 2005** Tenison Haley Outstanding Individual Contribution (Oregon Diversity Institute)
- 2007** Heart of the Community, Individual Volunteer Award, Citing efforts to improve human rights in the Hillsboro community
- 2007** Coalition of Oregon School Administrators (COSA) Bev Gladder Mentoring Award
- 2008** Hillsboro Chamber – Crystal Apple Award
- 2009** Distinguished Latino Educator Award
Oregon Association of Latino Administrators

Professional Memberships

- Founding member and past president of the Oregon Association of Latino Administrators (OALA)
- Coalition of Oregon School Administrators (COSA)

Previous Board Experience

- Human Rights Council of Washington County (Chair 2007-08)
- Vision Action Network (VAN) Board of Directors
- Coalition of Oregon School Administrators (COSA) Board of Directors
- Oregon Leadership Network Steering Committee
- Oregon Commission on Hispanic affairs (2011 - 2014)



ACTION ITEM: Change to 2020-2021 Board Meeting Calendar

PRESENTED BY: Chair Douglass

EXECUTIVE SUMMARY:

As noted in GP-6: Governance Process, the Board will establish an annual meeting schedule, and, with proper notice, the Board may change the meeting schedule.

Due to conflicting events that require Board attendance, the following changes are recommended:

- May 25, 2021, Work Session Meeting to be held on May 21, 2021 at 7:30 am
- June 8, 2021, Regular Meeting to be held on June 15, 2021 at 5:30 pm

RECOMMENDED MOTION:

I move to approve the recommended schedule updates as presented.