

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

The Board of Directors for Bend-La Pine Schools met in a regular session on September 12, 2017 in room 314 at the Education Center, 520 NW Wall Street, Bend, OR.

Board Members Present

Andy High
Julie Craig
Peggy Kinkade
Ron Gallinat
Stuart Young
Carrie Douglass
Cheri Helt

Call to Order

The meeting was called to order at 6:03 p.m. by Chair High. The Pledge of Allegiance followed.

Review of Agenda

Chair High reviewed the agenda, there were no changes.

Public Input

There was no public input.

Superintendent Spotlight

Superintendent Mikalson noted the successful start of the school year and introduced Mike Tiller to provide an update on construction projects. Tiller said four modular buildings were installed this summer, which is equal to eight classrooms. There are two at Bend Senior High, one at Ponderosa Elementary and one at Buckingham Elementary. These are in addition to the two modular buildings at Lava Ridge Elementary and one at High Lakes Elementary.

The last of the 2103 bond projects are wrapping up with the Transportation Building, which should be completed in November. For the 2017 bond, architects have been hired for five projects:

- New high school: BBT Architects with the contracts still being negotiated
- New elementary school: BLRB Architects
- Lava Ridge Elementary secure vestibule area: BBT Architects
- Sky View Middle School secure vestibule area: BBT Architects
- Pilot Butte Middle School renovation: BLRB Architects

Tiller complimented the construction and facilities team for their work and is excited to get started.

Consent Agenda

Chair High confirmed that all new teachers listed have actually started in their classrooms; Mathisen answered yes.

Ron Gallinat moved to approve the Consent Agenda. Julie Craig seconded the motion. Unanimous approval.

Action Items

Ratification of Agreements: BLAST, Confidential & OSEA

Jay Mathisen noted the summary of provisions for the OSEA (Classified employees), BLAST (Administrative and Supervisor employees) and Confidential contracts. Similar to the BEA contract that was approved in June, these contracts are being updated to reflect the new language. Superintendent Mikalson recognized Robin Raiter, the new OSEA Chapter President and expressed his appreciation for her time and leadership during negotiations and looks forward to working together. He offered to answer any questions on the proposed contract language and ratification.

Peggy Kinkade asked about the parental leave eligibility noted and Mathisen said that the new age limits are in compliance with updated law.

Ron Gallinat commented that this is the first time since he's been on the board to have a 4-year agreement on language. He added, the negotiations with OSEA led to great conversations that will ultimately benefit students. He appreciated being able to work with staff and leadership during the negotiation process. Chair High thanked Gallinat for his time representing the Board during negotiations. Superintendent Mikalson agreed and also thanked Gallinat.

Mathisen said the BLAST and Confidential summaries are very similar to one another and to what BEA and OSEA groups agreed to. He added conversations with representatives from both groups went very well. Cheri Helt thanked Mathisen for his leadership and ability to truly listen during negotiations.

Chair High asked for three separate motions.

Ron Gallinat moved to approve the proposed BLAST contract language and ratification of the contract.

Peggy Kinkade seconded the motion. Unanimous approval.

Cheri Helt moved to approve the proposed Confidential contract language and ratification of the contract.

Peggy Kinkade seconded the motion. Unanimous approval.

Carrie Douglass moved to approve the proposed OSEA contract language and ratification of the contract.

Peggy Kinkade seconded the motion. Unanimous approval.

Reports

EL 3 – Treatment of Students, Parents / Guardians & the Public

Superintendent Mikalson reviewed the monitoring report in the board packet and noted the highlights from work done the past school year. He offered to answer any questions.

- Section 1, #1: Chair High asked how the district serves the 30+ languages that are spoken by students and families. Mikalson said we do have translators available through the High Desert ESD and many of our buildings now have staff members who are fluent in Spanish. For the languages that are not as common, the district uses technology, along with accessing translators around the state when necessary. The district is also improving in offering printed materials in both English and Spanish.
- Section 1, #3: Cheri Helt asked how the district stays up to date on the latest technology security measures. Skip Offenhauer explained the district contracts with Educational Framework to review all app requests and apps currently being used to ensure security and privacy measures are in place. Each app has a rating, 1-5, and if there is a concern with the app, Educational Framework provides specific reasoning. All apps must be rated a 3 or higher to be approved and the district just completed an audit of all apps being and has provided a full list of available apps to staff members.
- Section 2, #3: Carrie Douglass asked how a graduation coach and school counselor differ from one another. Mathisen explained that grad coaches will specifically focus their work with 9th and 10th graders who are considered off-track from graduation. As the position evolves, grad coaches may also work with 8th graders who need support as they come into high school. Grad coaches will have case-loads and will be working directly with students and their families and teachers on academic and social supports and working through any disciplinary issues to hopefully build a strong and meaningful connection that leads to graduation and success beyond high school.
- Section 2, #5: Discussion around athletic fundraising ensued and Kinkade commented that she would like to know what the real costs (basic, essential needs) are to run a high school sports program to see if what is provided through the district budget is adequate. Mikalson agreed it would be valuable information and said

he is currently working to understand all the layers of fundraising across the district. Chair High suggested adding fundraising to the budget sub-committee work that Rexford will be leading. Julie Craig commented she would like to also discuss how PTO/PTA organizations communicate and go about their fundraising efforts.

Enrollment & Funding Update

Enrollment

Brad Henry reviewed the current enrollment in comparison to projections. Projected growth was 320 students, and as of today we are 49 over projection with a total of 369 new students. Henry noted the comparisons from last year to current, that we are over projections at the elementary and middle levels and slightly under at the high school level. Desert Sky Montessori Charter has 101 students enrolled and Bend International School is at 189.

Peggy Kinkade asked about any additional FTE. Henry said that some FTE was added in August and we have also shifted a few FTE based on need, for example, shifting unused FTE from Ponderosa to Miller Elementary. Cheri Helt asked about the projections we use from Portland State and how they compare with our actual growth, noting the large increase at Pacific Crest Middle School and it being near capacity faster than anticipated. Henry said the increase and being close to capacity has more to do with boundaries, and feels the information provided from Portland State has historically, been extremely useful and allowed for fairly accurate planning across the district.

Measure 98 Funding

Jay Mathisen reviewed how the district has invested with Measure 98 dollars: graduation coaching, mental health support, CTE program additions and equipment, staffing support for language learners, student intervention staffing and some start up high school costs.

Mathisen explained the two start-up high schools, that will open in Fall of 2018 are being led by Alice DeWittie and Roger White. The district is working on leasing a facility where both schools will be located. DeWittie's school will focus on personalization and provide students with unique opportunities to study content and White's school will be an extension of the expeditionary learning program that REALMS middle school currently offers. The timing of Measure 98 funds has been wonderful to help support these two schools and ultimately addressing graduation rates.

Carrie Douglass asked about projected enrollment for the smaller high school options and when will the district have an idea of enrollment numbers, and is there a point, if not enough students are interested, where the district plans to make a decision not to move forward. Mathisen said the district typically starts to see enrollment projections in early spring and Mikalson said both schools will open and the district is committed to each program. He is confident there will be interest in both schools.

Discussion

Board Ends

Chair High introduced John Rexford and asked him to share about the process he is leading with the Ends subcommittee; Carrie Douglass, Cheri Helt and Stuart Young, to work on updating the Board Ends Policy. Rexford reviewed the updated draft and said the committee's goal is to have a final draft prepared for approval at the September 26 board meeting. Helt commented on the areas of assessments and the value in measurement, but due to the frequent changes in assessments the committee updated wording to allow for some flexibility.

Douglass explained the reasoning for adding the word 'successful' in the Future Ready goals. It is a vague term that the committee will work to define. The committee also looked to increase the types of measures for Future Ready as they do not want to limit what post-secondary success means.

Young thanked Rexford for leading the committee and feels the draft does a great job capturing their discussions. Young would like to continue to dive in deeper and have these goals continue to help guide the future of the district.

High asked that any comments or suggestions be sent to Rexford by next Monday. Mikalson thanked the committee for their work and appreciates how these goals provide a direction for staff and the district.

Superintendent Evaluation

Peggy Kinkade reviewed the Recommended Superintendent Performance Pay Scoring Scale at each board members seat. She noted the frustrations with the current superintendent evaluation, specifically with the enormous amount of data the Board was trying to score. Discussions on how to score and what scores mean have led her to create this document as an effort to develop a more systematic evaluation process. Cheri Helt said she is supportive of the concept presented and suggested the Board continue to look at Ends 1 and 2 as the amount of data is still extremely large. She suggested the Board consider a few key indicators that have proven merit. Kinkade agreed and will follow up with Mikalson.

Kinkade shared her thoughts, in an effort to make Executive Limitation monitoring more meaningful, on the need for the Board to evaluate and/or respond to Executive Limitation reports. She shared an example of how the Board might score each report, a scoring scale, and suggested the Board consider having a discussion and time to score EL 3 at the September 26 meeting.

Another element to the revised evaluation includes a measurement of four personal qualities. With each area now clearly defined: data responding to the Board Ends, limitation monitoring reports and personal qualities she is hopeful the evaluation process will provide both subjective and objective measures for the Superintendent.

Superintendent Contract

Peggy Kinkade noted the most recent draft of the Superintendent contract at each board members seat. She highlighted the updates in salary, enhanced benefits and termination without cause payout language. Kinkade asked Board members to review and send her feedback. Her plan is to have a final draft prepared for the September 26 meeting.

Stuart Young asked if Superintendent Mikalson was part of recent contract conversations. Mikalson answered yes, and thanked Kinkade for her work and efforts to consolidate from the previous discussion and create a well-rounded evaluation. Cheri Helt suggested including the prior year's Executive Limitation report as part of the board packet to compare with the current report since they are going to be considered in the evaluation. Chair High said he would work with Mikalson to decide how best to present the information in future Executive Limitation reports.

Board Adopted Schools

Chair High opened the discussion of how the Board would like to move forward in regards to adopting schools noting a few different strategies over past years. Peggy Kinkade would like to define what it really means to adopt a school as part of this process. Cheri Helt said she would like to go back to the adopted schools aligning to each board member zone. Carrie Douglass agreed and questioned the need to double up at the secondary level, if it makes for too many schools to visit and be a part of. Julie Craig offered to re-divide the schools and will bring it to the September 26 meeting. She asked board members to let her know if there are specific schools they would like to adopt.

Board Comments

Stuart Young shared he has received unsolicited feedback about the district; the feedback is positive, people are enthusiastic and excited about schools in Bend-La Pine.

Peggy Kinkade said this is the first year since 1998 that she has not had a child in public schools. She recently visited Silver Rail Elementary and was impressed with a pilot program in the kindergarten classroom that involves more play time for students. She would like to spend more time in those classrooms to learn more about hear more about the program.

Cheri Helt shared her thoughts and sympathy with those who have been affected by recent hurricanes. Bend-La Pine Schools is an AVID district, and the AVID organization is working on ways to help districts and schools who have lost buildings, materials and time in the classroom. She would like to see how our district can provide any support. Helt has been to 12 schools since school started and growth has been the number one topic of conversation. She noted September is suicide awareness month and is hopeful that all students know that they matter and to seek support if they are struggling. She also noted a recent conversation with the Mt. View High School baseball coach who shared that he was ticketed \$200 by the US Forest Service for having 13 people, exceeding his permit by one person. This coach takes his players on hikes as a team building experience and she was appalled that a ranger would issue a ticket and she will make efforts to get this ticket overturned.

Ron Gallinat said he has been part of some of the architectural design committees and is enjoying the process and learning new things.

Carrie Douglass shared she has been a part of the new high school design committee and is looking forward to site visits and shadowing a high school student to learn more about their day.

Julie Craig shared she is part of the Marshall High programming and is also enjoying the process.

Andy High noted the amazing work La Pine Middle School has done with Tamarack students by creating a space within the school and integrating them into their school. This effort reduces the time spent on busses traveling to and from Bend each day by two hours. He has been to 23 schools and is hoping to get to all schools in the next couple of weeks. He also highlighted suicide and mental health awareness and shared the Board's support of the You Matter Campaign.

Chair High recessed the regular meeting at 8:37 p.m. for the Board to go into executive session. Chair High resumed and adjourned the regular meeting at 9:23 p.m.

Respectfully submitted,
Andrea Wilson
9.2.2017