

**Bend-La Pine Schools
Bend, OR 97703
August 25, 2020**

Regular Meeting & Work Session at 5:30 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 August 25, 2020 School Board Meeting virtually. Members of the public may watch or listen to the board meeting via the following options:

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

Join by Phone: 408-418-9388 / access code: 120 951 6066

During the period when meetings are held virtually, the Board of Directors will only accept written public comment. Public comment may be submitted the following ways:

- Email to : school-board@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
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 – June 9, 2020 / July 31, 2020 / August 4, 2020 <i>Reference: ORS 192.650 and ORS 332.057</i>	Chair Douglass
Approval of Personnel Recommendations <i>Reference: ORS 332.505</i>	Katie Legace

Work Session

2020-21 Board Calendar Review	
Executive Limitations Review Process <ul style="list-style-type: none">• EL 7 – Facilities	
Superintendent Search Process Discussion	
Board Ends Discussion	

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: June 9, 2020

Meeting Location:

To support Governor Brown's executive orders for social distancing, the Board of Directors conducted the special session meeting virtually, through Cisco Webex.

Board Members Present

Julie Craig
Carrie Douglass
Shimiko Montgomery
Caroline Skidmore
Melissa Barnes Dholakia
Amy Tatom
Stuart Young *arrived at 6:10 p.m.*

Call to Order

The meeting was called to order at 5:37 p.m. by Co-Chair Craig, roll call followed.

Public Input

Co-Chair Craig noted the Board received public input in written format and read comments on the following:

- Support for School Resource Officer (SRO) Program:
 - Adam & Katy Bowles, Sara & Dan Hobin, Krstin Watson, Hilary Lahey, Neil Lahey, Odette Adair, and Don DeLisi
- Support of Black Lives Matter at School Curriculum:
 - Shelley Phillips, Jen Jennings
- Racial Justice in Schools: Janet Llerandi
- Community-based restorative justice and culturally-responsive curriculum to create inclusive environments at schools: Naomi Crummett

Co-Chair Craig thanked those who submitted written public comment and clarified there has been no discussion of dismantling the School Resource Officer program. Melissa Barnes Dholakia added, considering the current societal focus, she wishes more comments would have been written about equity in schools and our community. Shimiko Montgomery agreed and noted the central theme of safety in relationship to supporting our School Resource Officer program. The program is an area she will be seeking a better understanding of and how it benefits our schools, students and promotes safety.

Board Statement

❖ **Resolution 1901 : School Board Commitment to Equity**

Amy Tatom read Resolution 1901 and Co-Chair Craig entertained a motion.

Melissa Barnes Dholakia moved to approve Resolution 1901 : School Board Commitment to Equity. Carrie Douglass seconded the motion. Unanimous approval.

Co-Chair Craig thanked Barnes Dholakia for her efforts in authoring Resolution 1901 and appreciates all Board members were able to contribute. Board members shared thoughts on the importance of culturally responsive curriculum and how this resolution could further impact Executive Limitations, governance and Ends policies.

Discussion ensued on how to communicate the Resolution, on ways to hold the Board and district accountable and opportunities to partner with community agencies leading this work. Caroline Skidmore, Shimiko Montgomery and Co-Chair Craig agreed to support communication efforts alongside district staff.

Public Hearing

Co-Chair Craig recessed the regular board meeting and called the 2020-21 Budget Hearing to order at 5:50 p.m. There was no public testimony. Co-Chair Craig closed the hearing and called the regular meeting back to order at 5:51 p.m.

Consent Agenda

Amy Tatom moved to approve the Consent Agenda. Stuart Young seconded the motion. Unanimous approval.

Action Items

- ❖ **Resolution 1899 : 2020-21 Budget Appropriations**
- ❖ **Resolution 1900 : 2020-21 Impose Tax**

Brad Henry noted the summaries for both resolutions in the Board packet and said this is the final step in the budget approval process. He shared there is no additional information at this time about SIA funding and is expecting a legislative special session to be called to discuss and adopt funding.

Carrie Douglass moved to approve Resolution 1899 and 1900: the assessment of the permanent tax rate of \$4.7641 per \$1,000 of assessed value in support of the general fund, to approve a tax of \$36,821,292 in the Debt Service Fund for the purpose of payment of bonded debt owed by the school district, and to approve the budget in the aggregate amount of \$481,511,977. Caroline Skidmore seconded the motion. Unanimous approval.

Reports

- ❖ **City of Bend – Core Area Tax Increment Finance (TIF) Plan**

Brad Henry introduced Matt Stuart, Urban Renewal Manager for the City of Bend to share about the Core Area TIF Plan. Stuart thanked Board members for their time and interest and shared a presentation which reviewed:

- Background & Area: 637.15 acres with opportunity areas in east downtown, KorPine, Inner Highway 20 / Greenwood and Bend Central District
- TIF Plan & Report Components: \$195,000,000 with the total amount to be spent on projects, programs and administration over the estimated 30-year life of the Plan. Project category cost estimates, funding capacity over time, and impact to taxing districts were reviewed. The total impact, over 30 years, to Bend-La Pine Schools would be just over \$87 million
- URAB Recommendation: on April 14, 2020 the URAB recommended the TIF Plan & Report for BURA consideration and future Council adoption with three issues to consider during TIF implementation: “no net loss” housing policy, future advisory committee composition and compensation and prioritize affordable housing projects
- BURA Resolution: on May 20, 2020 BURA approved a resolution to move the TIF Plan & Report through the formal public review process
- Adoption Schedule: Stuart shared upcoming dates in the adoption process

Board members asked questions related to the length of the TIF Plan, earlier involvement in the planning process, affordable housing and safe routes to schools for students living in the TIF Plan area. Stuart helped answer questions and reminded all that July 23 is the deadline for taxing districts to provide written comment to the City. Co-Chair Craig thanked Stuart for his time and providing a thorough report to the Board.

❖ **4th Quarter Financial Report**

Leah Bibeau noted the executive summary and report in the board packet. She offered to answer any questions. There were no questions or discussion.

❖ **EL 7 – Facilities Policy Monitoring Report**

Lora Nordquist reviewed the executive summary in the Board packet and offered to answer any questions.

Caroline Skidmore thanked Nordquist for the report and shared her desire to form a small committee to review and update the district's sustainability plan and goals set in the plan. She would also like to include reference to the Climate Action Resolution passed by the Board as part of the sustainability plan.

Co-Chair Craig asked about surplus property and suggested the district review properties owned. Brad Henry said that is typically part of the Sites & Facilities Review process and the Board is welcome to include a surplus property review when they issue the Sites & Facilities charge. Craig also noted previous discussions about the reviewing the naming of facilities process.

Craig asked Board members how they would like to proceed with PlanB. Board members discussed and agreed that they would like a final report from PlanB which Craig said she will work to schedule as part of a future board meeting.

Board Comments

Amy Tatom noted that this is the last Board meeting of the year and is proud of the growth and learning she and her fellow new Board members have done over the past year. She is especially proud of Resolution 1901, passed this evening, and looks forward to continued work around equity. Tatom thanked Superintendent Mikalson and Jay Mathisen for their years of service and leadership and wished them well.

Caroline Skidmore also thanked Mikalson and Mathisen, adding she has greatly appreciated their time and learning from them over the past year. She is especially grateful for the Excellence and Equity review, noting the historic movements currently taking place against racism. Skidmore said she is also proud of Resolution 1901 and thanked Barnes Dholakia for drafting the document.

Stuart Young shared his enthusiasm to begin to work with Lora Nordquist and the district's leadership team and feels the Board and district are moving in the right direction, adding, that while the road ahead is complex, there are great people leading the work.

Shimiko Montgomery said she is excited to be part of the Board's Communication Committee and is looking forward to connecting with more community members. She thanked Mikalson and Mathisen for their service and leadership, adding, she will miss working with them.

Melissa Barnes Dholakia also thanked Mikalson and Mathisen for their leadership and for being accessible and always having an open door. She is excited to work with Nordquist and Legace this next year and appreciates their willingness to step in and lead during such uncertain times. She is also proud and excited about Resolution 1901 and the lens of equity the district is pursuing and how it will enhance the values and mission of the district.

Carrie Douglass said she too, is proud and excited about Resolution 1901, noting that the Board can impact families and students in powerful ways with this work. She is proud to be a part of the Board and appreciates her fellow Board member's passion and commitment to equity.

Julie Craig thanked Mikalson for his leadership over the past years and wished him the best in his new role at the High Desert ESD. She thanked Mathisen for his leadership and shared her appreciation for his thoughtfulness and ability to listen and wished him well in his new job. Craig said that Resolution 1901 and hiring Mikalson as a Superintendent are highlights of her years of service on the Board. She is excited to work with Nordquist and Legace and hope everyone enjoys their summer.

Meeting adjourned at 7:55 p.m.

Recorded by: Andrea Wilson

draft : pending board approval

Bend-La Pine Schools Board of Directors Special Session Meeting Minutes

Meeting Date: July 31, 2020

Meeting Location:

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

Board Members Present

Julie Craig
Carrie Douglass
Shimiko Montgomery
Caroline Skidmore
Melissa Barnes Dholakia
Amy Tatom
Stuart Young

Call to Order

The meeting was called to order at 3:00 p.m. by Co-Chair Craig, roll call followed.

Discussion

2020-21 School Year Reopening

Co-Chair Craig introduced Heather Kaisner, MS with Deschutes County Public Health to share a COVID-19 Public Health Update and how COVID-19 could impact our community regarding the start of the school year. Kaisner thanked the district for the continued partnership with County Health and shared a presentation on COVID-19 rates in Deschutes County.

Board members asked questions and discussed case statistics, contact tracing, exposure, case rates for people under the age of 18, OHA and ODE metric decision making points, etc. with Kaisner. Co-Chair Craig thanked Kaisner for her time and expertise and opened up the for discussion on reopening.

Superintendent Nordquist shared the work and preparation taking place over the past months and the three options that are being planned for: comprehensive distance learning, hybrid learning, and back to school. Nordquist explained the difference between comprehensive distance learning and the Bend-La Pine Online program and how the transition from comprehensive distance learning and Bend-La Pine Online might look for students and families. She noted partnerships in the community regarding child care and helping support families and staff members who need child care.

Co-Chair Douglass asked Board members if they were comfortable making a decision tonight about the start of the school year. Nordquist recommended the school year start on September 14 (instead of September 9) and use a six-week time frame for the district to review metrics and make decisions about the next six weeks. Discussion ensued and Board members agreed to make a decision in an effort to support the district, staff and families as they plan ahead. Co-Chair Craig entertained a motion to open all grade levels in comprehensive distance learning, starting on September 14, with decision points to be made every six weeks (or thereabouts).

Melissa Barnes Dholakia would like to see a schedule set for the metric evaluation published for the entire school year, if not tonight, have it established in the next couple of weeks. Co-Chair Douglass shared her concerns and thoughts about how to connect with students considering that the start of the year is pushed back one week. She also suggested the district send out a survey to families to better understand their intentions for the start of the school year. Caroline Skidmore suggested clear, concise communication be made available to families. Stuart Young shared his support and noted the return to regular school is a community-wide effort and complimented the district for their preparations for a robust comprehensive distance learning program.

Amy Tatom moved to start the 2020-21 School Year on September 14, 2020 for grades K-12 in Comprehensive Distance Learning and reevaluate every six weeks. Stuart Young seconded the motion. Unanimous approval.

Tatom suggested including medical professionals in the metric review. Nordquist will prepare metric evaluation and decision dates for the Board to review early next week.

Co-Chair Craig shared her thoughts on communication efforts and how to be more responsive to families who live in South County as their needs are often different from those who live in Bend. Julianne Repman shared some ideas on ways to connect with Sunriver and La Pine families.

Public Input

Co-Chair Craig noted the Board received public input in written format and read the following:

- Dyslexia identification and support for students: Sharon Bellusci
- Questions to be addressed before the start of school in light of COVID-19: Mike LaTorre

Action Items

❖ Election of Board Officers for the 2020-21 School Year

Amy Tatom thanked Craig and Douglass for their efforts as Co-Chairs and their leadership during a challenging and difficult time. She suggested the Board consider going back to a Chair and Vice Chair model for the 2020-21 school year. Tatom suggested Melissa Barnes Dholakia serve as Vice Chair in hopes that she would then become Chair in the upcoming years. She suggested Douglass continue in the role of Chair because this is Craig's last year on the Board, and if Craig is willing, she would like to see her lead the superintendent search process.

Craig agreed with Tatom and said she would be happy to lead the superintendent search efforts and asked if Douglass has interest in serving as Chair. Douglass thanked Tatom for the nomination and shared the importance of the Board in the community. She appreciates how strong and collaborative the Board is and is willing to serve as Chair alongside Barnes Dholakia. Barnes Dholakia shared her thoughts about the importance of continuity and establishing Board leadership helps provide stability for district leadership. She is happy to serve in the role of Vice Chair alongside of Douglass and thanked Tatom for the nomination.

Stuart Young moved to appoint Carrie Douglass as Board Chair, Melissa Barnes Dholakia as Vice Chair and Julie Craig to lead the Superintendent Search process. Amy Tatom seconded the motion. Unanimous approval.

Chair Douglass thanked all for the support and is excited to lead with fellow Board members who are deeply invested in what is best for all students.

- ##### **❖ Approval of Yearly Business & Board Operations for the 2020-21 School Year : Resolutions 1902 – 1907**
- Amy Tatom moved to approve Resolutions 1902-1907. Caroline Skidmore seconded the motion. Unanimous approval.**

Board Comments

Julie Craig shared her thanks to everyone during a difficult time. She appreciates the time and devotion of staff members to do what is best for students in an ever-changing landscape, and added, we will get through this together and asked for everyone to remember to give grace and have patience as we navigate this school year.

Stuart Young thanked all of those who attended the virtual meeting. He asked for community support to help reduce infection rates so students can return to school.

Caroline Skidmore shared a community call to action to help support our youth return to school by reducing the infection rates in our community, state and nation.

Amy Tatom reminded all to please cover your nose when you wear your mask.

Melissa Barnes Dholakia acknowledged the work the district is doing around equity and is excited to discuss equity as it relates to the district and Board's vision further at the August 4 board retreat.

Douglass thanked Superintendent Nordquist for her leadership during these challenging times and is also excited for the Board retreat.

Meeting adjourned at 5:22 p.m.

Recorded by: Andrea Wilson

Bend-La Pine Schools Board of Directors Meeting Minutes

Meeting Date: August 4, 2020

Meeting Location:

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

Board Members Present

Julie Craig
Carrie Douglass
Shimiko Montgomery
Melissa Barnes Dholakia
Amy Tatom
Caroline Skidmore *arrived at 9:10 a.m.*
Stuart Young *arrived at 9:15 a.m.*

Call to Order

The meeting was called to order at 9:05 a.m. by Chair Douglass, roll call followed. Douglass thanked all for attending, noting that despite the current crisis, it is important to take time to reflect and discuss the vision and goals for the Board and district.

Board Retreat

❖ **Workshop & Discussion**

Vice Chair Barnes Dholakia introduced and reviewed the objectives of the retreat and guiding questions that will be used to focus the Board's strategic work:

- Connect – with each other, district leaders and community
- Examine and deepen our work on excellence and equity through the following lens:
 - What does diversity, equity and inclusion look like in a pandemic and beyond?
 - What does meeting our promise look like in terms of outcomes and experiences for students? What actions by adults will support us in achieving this?
 - What is the role of community voice in key work and decision making?

The Board has decided to hold a second meeting each month to provide dedicated work time on what is discussed today.

Barnes Dholakia reviewed and led Board members through the retreat agenda:

- Grounding
 - Rebecca Easton, ELL teacher from Silver Rail Elementary, shared her experiences and thoughts on equity related to ELL community members in a pandemic. Easton shared a handout and emphasized she is not speaking on behalf of ELL families; this is her share out of the information she has gathered in working with ELL families.
 - Discussion ensued on Easton's comments and how the district can better serve and support families in need.

- Board Ends
 - Barnes Dholakia shared a proposed shift in focus from the Board Ends measuring outcomes only, to measuring: outcomes, experiences, and adult actions and reviewed how this shift might impact the Board Ends
 - Discussion ensued on the proposed shift and how to navigate what data has an existing and appropriate baseline moving forward and what data needs a new baseline in 2020-21, and how data might be impacted by the COVID-19 pandemic. Board members shared thoughts on how to communicate more broadly to the community about the executive limitation reports, proclamations, resolutions, goals and progress.
- Executive Limitation 13
 - Barnes Dholakia reviewed Executive Limitation 13 and her work with Board and community members who helped contribute to the document.
 - **Julie Craig moved to approve Executive Limitation 13 – Equity & Anti-Racism. Amy Tatom seconded the motion. Unanimous approval.**
- Excellence and Equity Strategic Priorities
 - Superintendent Nordquist and Deputy Superintendent Legace reviewed the district's Excellence and Equity Strategic Initiatives for 2020-21. Each strategic initiative was aligned with key actions and possible data sources to reflect progress. Many of the initiatives and actions are things the district is currently doing.
 - Legace noted this is ambitious work in the midst of a pandemic but it is worth the journey and she asked for all to adopt the mindset of patience, understanding and reminded all that when we take risks it can feel uncomfortable which probably means we are on the right track.
 - Discussion and sharing ensued about initiatives and actions who will be taking the lead in specific areas of work.
- Equity Coalition & Community Voice
 - Barnes Dholakia introduced Chris Boyd and Marcus LeGrand to help share about the work the district is doing and how we are partnering and sharing this work with other leaders in our community
 - Boyd shared the history of the district's Equity Cadre and their work to draft an equity policy, increase equity-based staff training and said that through this process it became evident that student and community voices were missing
 - Boyd shared about the work the Equity Coalition will be engaged in. The coalition will have a membership of about 20, including parents of current students in our district, community members as well as staff members with an outside facilitator leading the work for the first couple of years.
 - LeGrand shared his appreciation for the district's desire to engage in equity work and shared about the work of the Fathers Group he is a part of.
 - Discussion ensued on how to incorporate equity and diversity in governance

Shimiko Montgomery left the meeting at 11:50 a.m.

Barnes Dholakia thanked all for their time today and asked all to think of a commitment that each will hold to in the coming year to focus the work of diversity, equity and inclusion. Next steps include the revised Board Ends which will be adopted at the August 25, 2020 meeting to continue the conversation on how to incorporate more voice and develop a work schedule focused on the strategic priorities and initiatives.

Consent Agenda

Julie Craig moved to approve the Consent Agenda. Chair Douglass seconded the motion. Unanimous approval

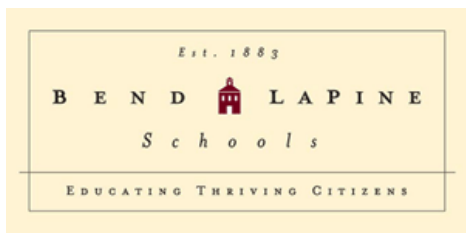
Barnes Dholakia shared her appreciation for all who participated today and is excited about the work ahead.

Nordquist shared her appreciation to Barnes Dholakia for her work to make this one of the most interesting and engaging board retreats she has been a part of.

Meeting adjourned at 12:04 p.m.

Recorded by: Andrea Wilson

draft : pending board approval



HUMAN RESOURCES

Education Center

520 N.W. Wall Street

Bend, Oregon 97703-2699

(541) 355-1100

(541) 355-1109 FAX

DATE: August 21, 2020

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

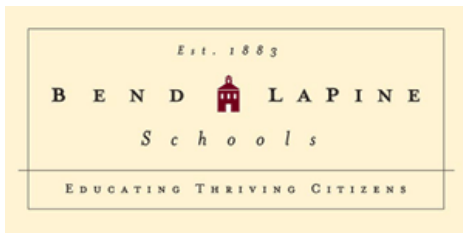
FROM: Debbie Watkins, Director of Human Resources – Classified
Jon Lindsay, Director of Human Resources – Certified

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 August 25, 2020. All Hires are subject to successful drug testing, background check, and Oregon licensure.

CERTIFIED HIRES

NAME	POSITION	LOCATION	STATUS	HIRE DATE
Adams, Ben	LA/SS Teacher PS108306TMP	Cascade MS	Temporary Part Time .50 FTE	08/31/2020
Anderson, James	ELA/AVID Teacher PS108423	La Pine HS	Regular Part Time .833 FTE	08/31/2020
Auker, Michelle	Intermediate Teacher PS108214	High Lakes Elementary	Regular Full Time	08/31/2020
Aylor, Becky	Dean of Students PS108443	Mountain View HS	Regular Part Time .875 FTE	08/31/2020
Bilan, Michael	Design Modeling Teacher PS108336	Cascade MS	Regular Full Time	08/31/2020
Brun, Patricia	Math Teacher PS108380	Pilot Butte MS	Regular Full Time	08/31/2020
Butler-Kruger, Tara	Math Teacher PS108305TMP	Cascade MS	Regular Part Time to Temporary Full Time	08/31/2020
Child, Alexandra	Math Lab/Study Skills Teacher PS108344	Sky View MS/TLC	Regular Part Time .833 FTE	08/31/2020
Crider, Joseph	Intermediate Teacher PS108218	La Pine Elementary	Regular Full Time	08/31/2020
Crowley, William	Science Teacher PS108299	Sky View MS	Regular Part Time .50 FTE	08/31/2020
Dale, Jessica	Art Teacher PS108399	Summit HS	Regular Part Time to Regular Full Time	08/31/2020
Estenson, Libbey	Spanish Teacher PS108333	High Desert MS	Regular Full Time	08/31/2020
Friesen, Daniel	Biology Teacher PS108328TMP	Bend Senior HS	Temporary Full Time	08/31/2020



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Garcia, John "Pat"	Welding/Automotive Teacher PS108322TMP	Bend Senior HS	Temporary Part Time .50 FTE	08/31/2020
Gillem, Katherine	SPED Teacher PS108199	Special Programs	Regular Full Time	08/31/2020
Hamilton, Renee	Spanish Teacher PS108367	Skyline HS	Regular Full Time	08/31/2020
Henry, Matthew	Intermediate Teacher PS108319TMP	Amity Creek Elementary	Temporary Full Time	08/31/2020
Johnson, Ryan	Grad Coach PS108418	Mountain View HS	Regular Part Time .875 FTE	08/31/2020
Kincaid, Meghan	K-2 Primary Teacher PS108215TMP	Buckingham Elementary	Temporary Full Time	08/31/2020
Koike, Emiko	Social Studies Teacher PS108332	Sky View MS	Regular Part Time .667	08/31/2020
Larwin, Kirsten	French Teacher PS108324	Bend Senior HS	Regular Part Time to Regular Full Time	08/31/2020
Lilley, Saskia	Spanish Teacher PS108326TMP and PS108379	Mountain View Bend Senior HS	Regular Part Time .50 FTE/Temporary Part Time .50 FTE	08/31/2020
Lyon, Lindsay	Language Arts Teacher PS108366	Skyline HS	Regular Full Time	08/31/2020
Mason, Debbi	Coding Teacher PS108388TMP	Sky View MS	Temporary Part Time .167 FTE	08/31/2020
Morris, Jami	Science/Math Teacher PS108342TMP	Cascade MS	Temporary Full Time	08/31/2020
Ochoa, Thomas	ELA/Computer Science Teacher PS108422	La Pine HS	Regular Full Time	08/31/2020
O'Connell, Michelle	Health Teacher PS108323TMP	Bend Senior HS	Temporary Full Time	08/31/2020
Padilla, Joseph	Science Teacher PS108421	La Pine HS	Regular Full Time	08/31/2020
Powell, Alisha	Advanced Math Teacher PS108420TMP	La Pine HS	Temporary Full Time	08/31/2020
Reeves, Stephen	Social Studies Teacher PS108365	Skyline HS	Regular Full Time	08/31/2020
Reyes, Lucas	Intermediate Teacher PS108218	La Pine Elementary	Regular Part Time .85 FTE	08/31/2020
Roberts, Jennifer	Language Arts PS108331/Computer Skills PS108369	Sky View MS	Regular Part Time .667 FTE	08/31/2020
Rodrigues, Marlene	French Teacher PS108390	Mountain View HS	Regular Part Time .833 FTE	08/31/2020
Rugani, Nancy	K-2 Primary Teacher PS108321	High Lakes Elementary	Temporary Part Time .50 FTE	08/31/2020
Seed, Stephanie	Orchestra Teacher PS108402TMP	Summit HS	Temporary Part Time .33 FTE	08/31/2020



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Segesta, Mark	Science Teacher PS108307TMP	Cascade MS	Regular Part Time to Temporary Full Time	08/31/2020
Seguin, Diane	Language Arts Teacher PS108300	Sky View MS	Regular Part time to Regular Full Time	08/31/2020
Shelton, Shannon	Math Teacher PS108363TMP	La Pine MS	Temporary Full Time	08/31/2020
Teson, Joy	Social Studies Teacher PS108373TMP	Mountain View HS	Temporary Part Time .67 FTE	08/31/2020
Tucker, Rebekah	CTE Coordinator PS108308TMP	Bend Senior HS	Temporary Part Time .833 FTE	08/31/2020
Wardle, Martin	PE Teacher PS108334	High Desert MS	Regular Part Time to Temporary Full Time	08/31/2020
Zavala, Lesley	Counselor PS108298	Bend Senior HS	Temporary Full Time	08/31/2020
Zumpano, Michelle	Advanced Math Teacher PS108397TMP PS108398TMP	Summit HS	Temporary Full Time	08/31/2020

CERTIFIED RESIGNATIONS

NAME	POSITION	LOCATION	HIRE/RESIGNED DATES
Lavoie, Sierra	SPED Teacher	Special Programs	08/31/2020 – 08/10/2020
McHenry, Patrick	Social Studies Teacher	Bend Senior HS	08/29/2005 – 08/30/2020
Michael, Jerod	Speech Therapist	Special Programs	11/05/2007 – 08/10/2020

ADMINISTRATIVE HIRES

NAME	POSITION	LOCATION	STATUS	HIRE DATE
Cuadros, Juan	Executive Director of TLC PS108387	Teaching and Learning	Regular Full Time	08/10/2020
Johnson, Robert	Assistant Field Custodial Supervisor PS108438	Maintenance Dept	Regular Full Time	08/17/2020
Mather, Chris	South County Transportation Supervisor	South County Transportation	Regular Full Time	09/01/2020



HUMAN RESOURCES

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520 N.W. Wall Street

Bend, Oregon 97703-2699

(541) 355-1100

Fax (541) 355-1109

August 21, 2020

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

FROM: Jon Lindsay, Director of Human Resources – Licensed Staff
Debbie Watkins, Director of Human Resources – Classified Staff

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

The Human Resources Department recommends approval of the following hires, resignations, and retirements at the School Board meeting on August 25, 2020.

Classified Hiring

Name	Position/Posting No.	Location	Temp/Regular Position	Hire Date
Bateman, Case	PS108337 EA – Inclusion	Mountain View	Reg 7.0 hrs / day	08/13/20
Brunner, Brett	PS108337 EA – Inclusion	Pilot Butte	Reg 7.0 hrs / day	08/03/20
Campbell, Caleb	PS108303 EA – Behavior Support	Realms Middle	Reg 5.0 hrs / day	08/14/20
Chamberlain, Tabitha	PS108410 Office Secretary I	La Pine High	Reg 6.0 hrs / day	07/31/20
Cook, Tanner	PS108370 Campus Safety and Security Monitor	Mountain View	Temp 6.75 hrs / day	08/05/20
Dales, Danielle	PS108337 EA – Inclusion	North Star	Reg 6.5 hrs / day	08/03/20
Diehl, April	PS108330 EA – Instruction	Elk Meadow	Reg 5.0 hrs / day	08/06/20
Grindstaff, Jessika	PS108337 EA – Inclusion	Skyview	Reg 7.0 hrs / day	08/03/20
Hardy, Christopher (Chris)	PS108427 Custodial Assistant II	Bend High	Reg 8.0 hrs / day	08/05/20
Hillier, Jessica	PS108429 Custodial Foreman	Pilot Butte	Reg 8.0 hrs / day	08/05/20
Hora, Letitia	PS108355 Consulting Registered Nurse	SPED	Reg 6.0 hrs / day	07/30/20
Huston, Cameron (Cammie)	PS108356 Office Secretary II	R E Jewell	Reg 8.0 hrs / day	07/27/20
Jaehn, Luz	PS108337 EA – Inclusion	Ensworth	Reg 6.5 hrs / day	08/04/20
Kalberg, Nicole	PS108341 EA – Inclusion	Highland	Temp 3.5 hrs / day	08/04/20
Lindstrom, Brittney	PS108337 EA - Inclusion	Tamarack/North Star	Reg 7.0 hrs / day	08/06/20



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520 N.W. Wall Street

Bend, Oregon 97703-2699

(541) 355-1100

Fax (541) 355-1109

Lohner, Crystal	PS108338 EA – Inclusion	La Pine High	Reg 7.0 hrs / day	08/04/20
Mandell, Jacob	PS108337 EA – Inclusion	High Desert	Reg 6.5 hrs / day	08/03/20
Meyer, Thomas	PS108431 Custodial Crew I	Maintenance	Reg 8.0 hrs / day	07/27/20
Mickelson, Kim	PS108337 EA – Inclusion	Skyview	Reg 7.0 hrs / day	08/03/20
Netsky, Brenna	PS108337 EA – Inclusion	Marshall	Reg 7.0 hrs / day	08/03/20
Olson, Susan	PS108337 EA – Inclusion	R E Jewell	Reg 6.5 hrs / day	08/04/20
Pedro, Jack	PS108428 Custodial Foreman	La Pine Middle	Reg 8.0 hrs / day	08/05/20
Sands, Christin	PS108359 School to Career Program Manager	Marshall	Temp 7.5 hrs / day	08/13/20
Schoettler, Donald	PS108437 Bus Driver	Transportation	Reg 4.0 hrs / day	07/31/20
Schmied, Amber	PS108337 EA – Inclusion	R.E. Jewell	Reg 6.5 hrs / day	08/06/20
Vetter, Daniel	PS108304 Building Services Controls Technician	Maintenance	Reg 8.0 hrs / day	07/29/20
Williams, Jenn	PS108368 School to Career Program Manager	Mountain View	Temp 6.0 hrs / day	08/05/20

Classified Resignations

Name	Position	Location	Resign Date
Anderson, Penny	Nutrition Server I	Ensworth	10/03/13 – 07/13/20
Bjork, Solange	Nutrition Server I	Skyline high	01/30/20 – 07/28/20
Cardone, Ronna	Nutrition Server I	Highlakes	09/06/16 – 07/13/20
Chamorro, Olivia	EA – Inclusion	High Desert	08/27/19 – 08/07/20
Chowning, Thomas	Custodian Foreman	Ponderosa	10/13/17 – 08/14/20
Dunning, Lisa	EA – Inclusion	North Star	08/29/17 – 08/18/20
Gaede, Kaisha	Office Secretary II	Tamarack	10/03/19 – 08/05/20
Heinrich, Janelle	Nutrition Technician II	Highlakes	01/31/20 – 07/18/20
Hill, Sandra	EA – Student Instruction	Buckingham	08/28/18 – 08/03/20
Johnson, Robert (Rob)	Building Services Journeyman Electrician (Accepted a Certified position)	Maintenance	01/07/13 – 08/14/20
Mather, Chris	Bus Driver Training Coordinator (Accepted a Certified position)	Transportation	08/29/11 – 08/31/20
McDonald, Holly	EA – Instruction	Silver Rail	11/04/19 – 08/17/20
Presley, Kyle	Custodial Crew I	Bend High	09/14/15 – 08/12/20
Prinster, Colleen	Counseling Secretary II	Pacific Crest	11/26/18 – 08/10/20
Schneider, Rachel	EA - Inclusion	North Star	08/30/16 – 08/05/20
Tanaka, Candace	EA – Inclusion	Lava Ridge	09/17/14 – 08/05/20



HUMAN RESOURCES

Education Center

520 N.W. Wall Street

Bend, Oregon 97703-2699

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Classified Retirements

Name	Position	Location	Resign Date
Rodriguez, Robin	Attendance Secretary II	Mountain View	12/10/97 – 08/31/20
Whitson, Lorie	Nutrition Server I	Bend High	09/04/91 – 07/29/20

Confidential Hiring

Name	Position/Posting No.	Location	Temp/Regular Position	Hire Date
Zadeh, Ashley	PS108416 Confidential Administrative Secretary II	Human Resources	Reg 8.0 hrs / day	08/04/20

FACILITIES

The superintendent shall not fail to assure that physical facilities support the accomplishment of Board policies.

Accordingly, the Superintendent shall not **fail to**:

1. ~~Fail to~~ Take reasonable steps to ensure that facilities are clean, safe and not subject to improper wear and tear or insufficient maintenance.
2. **Ensure a Sustainability Plan is developed, reviewed, and revised every 5 years or more. This sustainability plan shall not fail to:**
 - a. **Address facility development, improvement, operation, and maintenance**
 - b. **Identify objective short- and long-term measures for measuring efficacy and achievement of goals**
 - c. **Ensure data-collection to enable annual reporting on progress toward goals**
- ~~3. Fail to operate facilities efficiently to realize energy and cost savings.~~
4. ~~Fail to~~ Refresh the 20-year long-range Facilities Plan every 5 years ~~or more often~~ to address student capacity, site-specific instructional needs, operational and maintenance needs, **changing technology, and the Sustainability Plan**. The planning shall not fail to include the following:
 - a. Formation of a Sites & Facilities Committee to carry out the board-developed charge. This committee shall be well-rounded and diverse, with representation **reflective of the diversity of the student body and** from attendance areas throughout the district. There should be a balanced number of staff and non-staff members on the committee.
 - b. Compliance with local, state and federal requirements.
 - c. Consideration of optimal timing of proposed voter construction bond measures.
 - d. **Expertise on green building and capital funding and projects.**
4. Build new facilities without board approval. For new facilities programming, the superintendent shall not fail to ensure the programming and construction team:
 - a. Invites board member participation for any project which requires architectural services;
 - b. Frames its work using board and district goals;
 - c. Research and visit (in person or virtually) facilities which utilize best practices and innovation in education facility design **and green building**;
 - d. Establish an architect and builder RFP process that is approved by the board;
 - e. Notify the board when pre-construction drawings and value engineering recommendations are available, and provide a reasonable timeline for board members to review;
 - f. Get board approval for change orders which alter the scope and purpose of the planned project (e.g. add or subtract from planned square footage or are in excess of \$300,000). Superintendent shall inform board leadership of any change orders which exceed \$100,000 but are less than \$300,000);
 - g. Regularly update the board on construction progress;
 - h. Evaluate the quality, value and functionality of projects after completion.
5. Recommend (to the board for approval) land acquisition or sale of surplus real property **that includes consideration of** ~~without considering~~ growth patterns, comparative costs, market timing, current budget demands, construction and transportation factors, and community impact.

6. ~~Fail to~~ Develop a plan for public use of district buildings and grounds that includes:
 - a. Clear, consistent, and equitable ~~fair~~ levels of access for potential users;
 - b. An equitable ~~fair~~ and reasonable fee structure which at a minimum covers any costs of use (e.g. additional maintenance, custodial or repairs) incurred by the district;
 - c. Clear user expectations;
 - d. Consequences for public users who misuse or damage district facilities and property;
 - e. Protection of student safety, student function and academic program needs.
7. ~~Fail to~~ Develop and adhere to a formal Naming of School Facilities Process ~~school-naming process~~ which includes bringing all name recommendations to the school board for final approval. This includes naming of new schools or support services facilities, naming of part of a school campus or building (e.g., a library, athletic field, gymnasium, or auditorium), or for changing the name of an existing facility. It also includes naming sponsorships, which require board approval. The Superintendent shall not fail to:
 - ~~a. Establish criteria for naming with the following specifications:~~
 - ~~i. Names must reflect the values, vision and goals of the district;~~
 - ~~ii. If an individual's name is considered, that individual must embody exemplary qualities that serve as a model of excellence. He or she must also have made a significant contribution to Bend-La Pine Schools, the local community, state or nation or otherwise have a strong connection to the district.~~
 - ~~b. Include district staff and community members on an ad hoc naming committee;~~
 - ~~c. Differentiate between the naming of facilities and naming sponsorships. In such cases, the district and a sponsor may enter into an agreement to identify the sponsor with the name of a facility (e.g. "ABC Company Stadium") in return for financial consideration and for a negotiated period of time; naming sponsorships require board approval;~~
 - ~~d. Invite the school board to issue the charge to committees which will recommend names for n hool buildings. In such cases, the committee will provide a monthly progress report of its work to school board leadership for feedback.~~

Replaces: BD GOV A.6.1

Originally Adopted: 11/10/2015

Updated: 6/13/2017

Monitoring Method: report to the board

Monitoring Frequency: annually

PROMISE:

Every student in Bend-La Pine Schools is known by name, strengths, and needs, and graduates ready for college, career and citizenship.

GOALS:

1. Students develop a **strong academic foundation** as measured by the following, overall and for each historically underserved subgroup:
 - a. ELA proficiency, using SBAC and internal assessments
 - b. Math proficiency, using SBAC and internal assessments
 - c. 9th graders on track for graduation
2. Students have a **passion, purpose, and plan** for their future as measured by the following, overall and for each historically underserved subgroup:
 - a. Enrollment in CTE and/or AP/IB courses
 - b. Graduation rate
 - c. Post-secondary plans and achievement
3. Schools are **engaged** as measured by the following, overall and for each historically underserved subgroup:
 - a. Average daily membership (ADM) rate
 - b. Chronic absenteeism rate
 - c. Suspension rate
 - d. Participation in co-curricular activities
4. Students, families, and staff experience **inclusion and belonging**, as measured by:
 - a. Student, family, and staff survey question(s) on belonging
 - b. Student, family, and staff survey question(s) on voice
5. Staffing **reflects the diversity** of students and families, as measured by:
 - a. Annual audit of staffing across sectors by race/ethnicity
 - b. Annual audit of leadership positions by race/ethnicity and gender
6. The work of **Excellence and Equity** is centered and advanced, as measured by:
 - a. Annual development of a strategic priorities plan and ongoing reporting and monitoring of progress
 - b. Annual development of a budget that enables BLP Schools to realize these priorities

BEND-LA PINE SCHOOLS

Administrative School District No. 1

Deschutes County, Oregon

GOVERNANCE POLICY

Name: Purpose, Mission & Goals

Section: Governance Policies

Code: Ends/Results

PURPOSE STATEMENT

“Educating each student to be a thriving citizen”

MISSION STATEMENT

Bend-La Pine Schools, in partnership with our community, will prepare each student with the knowledge and skill, confidence and personal integrity to contribute as a thriving citizen in our ever-changing global society.

CORE VALUES

- **World Class:** Globally rigorous, relevant curriculum and instruction that inspire critical thinking, creativity, communication, and collaboration.
- **Students First:** Decisions based on what is best for students.
- **Culture of Excellence:** A pervasive expectation for excellence that drives opportunities for high achievement and growth for all.
- **Data Driven:** Decisions based on the best information and practices available.
- **Positive Relationships:** Interactions based on honesty, dignity, respect, and integrity.

BOARD GOALS

GOAL 1: All students receive an excellent education and are prepared for their future.

GOAL 2: All students demonstrate personal integrity and responsible citizenship.

GOAL 3: All schools provide safe, nurturing environments conducive to learning.

GOAL 4: The school district operates with the highest level of fiscal stewardship while maintaining effective and efficient practices to meet Board goals.

WORLD CLASS OUTCOMES

Consistent with the district Purpose, Mission, Values, and Goals all children of Bend-La Pine Schools will attain the highest level of academic achievement, develop the essential skills and attributes necessary for continued growth in learning, and graduate prepared to contribute as a thriving citizen in our ever-changing global society.

In that effort, the Bend-La Pine Schools accepts the responsibility, through the adoption of the following ends/results, to commit all resources to help give all students regardless of ethnicity, socio-economic status, English language proficiency or disabilities the knowledge, skills, and attributes necessary to succeed, grow, and ultimately graduate from Bend-La Pine Schools prepared to thrive in their future:

Academic Excellence

1. Bend-La Pine Schools students' academic achievement will show continuous improvement in English Language Arts (Reading & Writing), Mathematics and Science, as measured by the percent of 3rd - 8th and 12th graders annually meeting Oregon Assessment of Knowledge and Skills (OAKS) grade-level standards, or the percent of 3rd - 8th and 12th grade students annually meeting comparable standards on valid and reliable assessments, and the percent of 9th grade students on-track to graduate.
2. Bend-La Pine Schools annual progress in eliminating the achievement gap for all students will show continuous improvement in English Language Arts (Reading & Writing), Mathematics and Science, as measured by the percent of state or federally identified student populations in grades 3-8 and 12th graders annually meeting Oregon Assessment of Knowledge and Skills (OAKS) grade-level standards, or the percent of 3rd - 8th and 12th grade students annually meeting comparable standards on other valid and reliable assessments, and the percent of 9th grade students on-track to graduate.
3. Bend-La Pine Schools shall make continuous advancement toward on-time graduation, as measured by Bend-La Pine Schools' 4-year cohort graduation rate.

Thriving Citizen

4. Bend-La Pine Schools students' demonstration of the essential skills and attributes of hope and engagement, will show continuous improvement, as measured by the Gallup Student Poll of students in grades 5-12.
5. Bend-La Pine Schools students' participation in extra and co-curricular activities will increase annually, as measured by the percent of secondary students participating in school-based extra- or co-curricular activities that are recorded in the district's student information system.

Future Ready

6. Bend-La Pine Schools students' successful participation in advanced, career and technical, arts, world-language, and post-secondary courses shall increase annually, as measured by the average number of credits earned per secondary student, per year. This shall include high school credits in middle school, college credits in high school, technical and career ready coursework, Advanced Placement, International Baccalaureate, arts, world-language, and other advanced learning opportunities.
7. Bend-La Pine Schools students' use of the essential 21st Century skills of critical thinking, communication, creativity, and collaboration will show an increase, as measured by the BrightBytes Clarity Student Survey of students in grades 3-12.
8. Bend-La Pine Schools shall show continuous advancement in the number of students' entering post-secondary education, as measured by a variety of measures which may include the percent of graduates entering 2- or 4-year colleges within 16 months of graduation; college quarter credit hours earned; or Career Technical Education (CTE) completers.