

Bend-La Pine Schools
Bend, OR 97703
February 9, 2016

Regular Meeting
6:00 p.m.

The Board of Directors of Bend-La Pine Schools will meet in a regular meeting at 6:00 p.m. on February 9, 2016 in room 314 of the Education Center, 520 NW Wall Street, Bend, OR.

Agenda

Call to Order	Chair Juba
Pledge of Allegiance	Cheri Helt
Review of Agenda	Chair Juba
<i>Public Input</i> This is the time provided for individuals to address the Board. Visitors who wish to speak must sign up prior to the beginning of the meeting on the sign-up sheet provided. Please state your name and topic when you address the Board.	Chair Juba
Superintendent's Report	Superintendent Mikalson

Consent Agenda

Approval of Minutes – January 26, 2016 <i>reference: ORS 192.650 and ORS 332.057</i>	Chair Juba
Approval of Personnel Recommendations <i>reference: ORS 332.505</i>	Jay Mathisen

Action Items

Governance Process 1 – Governance Commitment & Style	Vice Chair Kinkade
Appoint 2016 Budget Committee Members	Chair Juba
Updated 2016-17 Major Dates Calendar	Superintendent Mikalson

Report

High Desert Education Service District Local Service Plan	John Rexford, HDESD Superintendent
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Policy Governance

Governance Process 2 – Board Job Description	Vice Chair Kinkade
Governance Process 3 – Board Code of Conduct	Vice Chair Kinkade

Board Workshop

Legislative Priorities Discussion	Chair Juba
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Board Comments

Adjourn

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

The Board of Directors for Bend-La Pine Schools met in a regular session on January 26, 2016 in room 312 of the Education Center, 520 NW Wall Street, Bend, OR.

Board Members Present

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

Board Members Absent

Peggy Kinkade

Call to Order

The meeting was called to order at 6:05p by Chair Juba, the Pledge of Allegiance followed.

Review of Agenda

Ron Gallinat suggested moving Executive Limitation 12 – Legally Required Policies to an action item. All board members agreed to Gallinat’s recommendation. Chair Juba shared Peggy Kinkade was out of town and Gallinat would lead the conversations about Executive Limitations and policies listed on the agenda.

Superintendent’s Report

Superintendent Mikalson noted January is School Board appreciation month and shared his thanks and appreciation to all board members. He pointed out the artwork on display from various schools around the district and a gift at each board member’s seat as a token of thanks.

Mikalson shared Collin Brooks, a PE teacher at Jewell Elementary, was recently honored with the Maybel Lee award from Shape America. Brooks will attend the national conference in April where he will receive his honor and also be a guest speaker at the event. The Scholastic Art and Writing Awards were recently announced and beginning February 6, award winning art work will be on display at Pickney Gallery at COCC through February 24. Mikalson also shared a team from Sky View Middle School recently won the best in state award for an ap they created and are on their way to the national competition. The outdoor safety ap was created by a team of seventh and eighth grade students. Their winning ap earned the school \$5,000 and each student won a personal tablet. He encouraged all to vote for the ap in the national competition, as the fan favorite is determined by most number of votes.

Public Input

Shelly Phillips with Desert Sky Montessori, addressed the board sharing they have decided to withdraw their charter application. She thanked the board and all district staff members who invested their time in the review of their application. She shared her appreciation for the guidance and feedback and will use all that they have learned from this process as they put together a new application to be submitted in the future. Phillips noted the district and board’s devotion to excellence is evident and she appreciates the desire to want to provide a high quality Montessori school option for families which they hope to be able to do in the near future. Chair Juba thanked Phillips and those in attendance from Desert Sky Montessori. He thanked their team for listening to the district and board’s feedback and shared the board is supportive of options for students and looks forward to working together.

OSEA Executive Team members, Linda Bradetich, Mary Hofer, Sarah Stearns and thanked the board for their time and the work they do as part of serving on the school board to make the district a better place

for students and staff. Each board member was presented with a cupcake. Juba thanked the OSEA team and specifically noted his appreciation for Bradetich's tireless work to support OSEA employees and her attendance at nearly every board meeting he can remember.

Jennifer Sawyer, a local bee keeper and Jewell Elementary parent, shared her idea of turning a vacant field area on Jewell's campus into a wildflower patch that she would maintain to help provide a bee habitat. She shared information on the decline of bees and their habitats and the benefits of bees and positive impacts they make to our environment. Juba thanked Jen for her information and Cheri Helt suggested she share her ideas to the Parks and Recreation Board as well.

Consent Agenda

Julie Craig moved to approve the Consent Agenda. Stuart Young seconded the motion. Unanimous approval.

Action Items

Ron Gallinat reviewed Executive Limitation 9 – Technology and Executive Limitation 10 – Financial Planning & Administration, noting no changes were made from the previous versions. There were no questions or comments for either Executive Limitation. Gallinat reviewed the updates made to Executive Limitation 11 – Asset Protection based upon board discussion and feedback. There were no questions or comments for Executive Limitation 11 – Asset Protection.

Gallinat reviewed Executive Limitation 12 – Legally Required Policies, noting it is intentionally brief and would result in all the current Policies being renamed to Administrative Policies. Andy High suggested adding the word local to the list of state and federal law.

Chair Juba asked for a motion. Andy High moved to approve Executive Limitation 9 – Technology, Executive Limitation 10 – Financial Planning & Administration and Executive Limitation 11 – Asset Protection as presented in the board packet and approval of Executive Limitation 12 – Legally Required Policies with the addition of 'local.' Ron Gallinat seconded the motion. Unanimous approval.

Report

Financial Report

Zhai Logan thanked the board for their service and investment of time to the district, community and students and for the countless hours they spend advocating for education. Logan reviewed the financial summary included in the board packet and noted the increased ending fund balance, is up about \$500,000 from the last report. Logan shared the 2014-15 financial data and audit are complete. Andy High asked for clarification on figures with the revenue split and budget recommendation for the potential PERS funding issues. Chair Juba thanked Logan for the update.

Policy Governance

Ron Gallinat reviewed the first draft of Governance Process 1 – Governance Commitment & Style in the board packet and Chair Juba noted the next steps for board work is to look at the governance process around the roles and responsibilities of the board and what limitations they have as a board. This governance process would replace BDGOV B.1.

Andy High asked about number five and clarification of what 'commitments' means. Juba said he would follow up with Peggy Kinkade and added much of the roles and responsibilities of the board were defined when the board agreed to the Carver model at their board retreat in August. Gallinat suggested referencing or sighting Carver and the use of Carver's model as they work through governance policies. Juba said this governance policy will come back for approval at the next meeting and asked board members to share any suggestions or ideas to Gallinat to include in the next draft.

Board Comments

Cheri Helt shared her appreciation for the recent Legislative meeting held at the High Desert ESD offices. She was pleased that six Legislators were in attendance and thanked all the staff who helped prepare reports and information that was shared that evening. Helt said she feels like there is a long battle ahead with PERS and thanked Brad Henry and Zhai Logan for their efforts to provide accurate information so the true impact to the district can be understood. She shared her thanks for the board gifts and appreciated the artwork on display.

Andy High said he and Ron Gallinat will be a part of the Audit Committee for the district and will help with the review and selection of a firm from the RFP. High confirmed that Knute Bhueler will not continue as a Budget Committee member which makes for two open seats on the committee. The district is seeking letters of interest and applications which are due Friday, January 29. Gallinat volunteered to be a part of the review process for the Budget Committee applicants and added he would connect with Kinkade to see if she would help as well. Chair Juba noted there were no applications yet and reviewed the upcoming dates for budget meetings. High also noted the recent announcement from Governor Brown's office and they will soon be appointing a czar to help create a path to higher graduation rates. No name has been announced yet, and he is interested to see the process and steps moving forward.

Julie Craig said before Winter Break she and Pacific Crest Middle School Principal, Chris Boyd, met and discussed middle school start times and she is excited to continue this conversation. Craig also spent time at Marshall High School prior to the break and was excited to hear of the Saturday school option Principal Julie Linhares and staff members host for students who are falling behind. Linhares and some of her staff volunteer their time to help give students an opportunity to catch up on work. Craig shared her appreciation for Linhares and her staff for giving extra time and thanked them for the work they do in helping students succeed. Craig attended the Eco Fashion Show, which is an annual fundraiser for REALMS. She shared the event was awesome and approximately \$22,000 was raised for REALMS. She encouraged all to go next year. She and Chair Juba visited the STRIVE program with Sal Cassaro this morning and she encouraged all board members to make arrangements to visit, tour and talk with students and staff in STRIVE to learn about what the program offers. Craig also encouraged all to watch Paper Tigers if they have not done so, she is inspired by the work being done in Walla Walla, WA and featured in the documentary.

Stuart Young thanked everyone involved for coordinating the Community Partner Board Meeting at the Tower Theatre. He felt it was a terrific event and thought the length of the board meeting that night was perfect.

Ron Gallinat thanked all the Legislators who attended the recent event at the ESD. He too was able to visit STRIVE this morning for a short bit and was impressed with what he saw and how the program is supporting students. He recently attended an event, Lines for Life, with Julianne Repman and thanked her for coordinating.

Chair Juba shared plans for future board meetings:

- February 9: board workshop to discuss legislative policy and funding
- February 26: discussion and workshop on the updated Comprehensive Plan; Budget Committee members will be invited
- April: one of the meetings the board will hopefully be attending a school program or event as part of a board workshop
- May: one of the meetings the board will hopefully do a site visit with one of the district's Alternative Learning Options as part of a board workshop

Juba noted the upcoming Legislative session includes some education-related bills. The board will work to address funding and resources and are currently working to reach out to other school boards around the state to advocate and partner together on issues.

Chair Juba recessed the regular meeting at 6:55p and said the board would reconvene into executive session in five minutes.

Respectfully submitted,

Andrea Wilson
1.26.2016



HUMAN RESOURCES

Education Center

520 N.W. Wall Street

Bend, Oregon 97701-2699

(541) 355-1100

Fax: (541) 355-1109

February 4, 2016

TO: Shay Mikalson, Superintendent
Board of Directors for Bend – La Pine Schools

FROM: Jay Mathisen, Deputy Superintendent
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 February 9, 2016. All hires are subject to successful drug testing and background check.

Certified Hires

NAME	POSITION	LOCATION	STATUS	HIRE DATE
Clothier, Rachel	Biology/Chemistry 106064	Summit HS	Temporary	02/09/2016

Certified Resignations

NAME	POSITION	LOCATION	HIRE DATE/RESIGN DATE
Wetzler, Jon C.	Counselor	Mtn View HS	08/28/2006 – 02/05/2016

Administrative/Supervisor Hires

NAME	POSITION	LOCATION	STATUS	HIRE DATE
Condon, Michael	Construction Project Manager @ .50 FTE #106010	Construction	Temporary –	02/09/2016



HUMAN RESOURCES

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520 N.W. Wall Street

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February 4, 2016

TO: Shay Mikalson, 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 and resignations at the School Board meeting on February 9, 2016.

Classified Hiring

Name	Position/Posting No.	Location	Temp/Regular Position	Hire Date
Close, Kathi	105879 Consulting Registered Nurse	Special Programs	Temp 6 hrs/day	1/20/16
Drew, Kristen	105846 EA – Inclusion	Cascade	Temp 6.5 hrs / day	1/28/16
Drury, Rebecca	105846 EA – Inclusion	Elk Meadow	Temp 7 hrs / day	1/22/16
Hicks, Teresa	105846 EA – Inclusion	Pine Ridge	Temp 6.5 hrs / day	1/28/16
Shores, Julie	105842 Nutrition Server I	Pilot Butte	Reg 3 hrs/day	1/26/16
Pearson, Wendy	105846 EA – Inclusion	RE Jewell	Temp 7 hrs / day	1/15/16
Zamboni, Maria	105842 Nutrition Server I	Mountain View	Reg 3 hrs / day	1/22/16

Classified Resignations

Name	Position	Location	Resign Date
Fredrickson, Susan	Nutrition Server I	Mountain View	8/25/15 – 1/22/16
Maddox, Nancy	Nutrition Server I	Pilot Butte	1/31/11 – 2/12/16
Pierce, Susan	EA – Student Instruction	Buckingham	1/25/13 – 2/12/16

GOVERNANCE COMMITMENT & STYLE
DRAFT NEW BLS POLICY
GOVERNANCE PROCESS (GP #1)
replaces BDGOV B.1

Draft #2

Governance Commitment

The Board, supporting the work of staff, the welfare of students and the interests of the community, holds itself accountable to the citizens of the district by ensuring that all action taken is consistent with law and the Board's policies. The Board's work is guided by the principles of Policy Governance as outlined by John Carver ("Remaking Governance," *American School Board Journal*, March 2000, pp 26-30).

The Board's purpose is to assure that Bend-La Pine Schools achieves the results described in its *Ends* policies and operates within the parameters described in its *Executive Limitations* policies.

Governance Style

The Board will govern with emphasis on stated *Ends* policies, respect diversity in viewpoints, focus on strategic leadership rather than administrative detail, observe clear distinction between the Board and Superintendent roles, make collective rather than individual decisions, and govern proactively rather than reactively.

- 1) The Board will be responsible for excellence in governing. The Board will use the expertise of individual Board members to enhance the ability of the Board as a body, but will not substitute individual judgments for the Board's collective values. Accordingly, members will
 - a) respect decisions of the full board,
 - b) exercise honesty in all written and interpersonal interaction, never intentionally misleading or misinforming each other, and
 - c) make every reasonable effort to protect the integrity and promote the positive image of the district and one another.
- 2) The Board will exercise self-discipline as it applies to attendance, preparation for meetings, policymaking principles, respect of roles, and ensuring the continuity of governance capability.
- 3) The Board will lead and inspire the district through the careful establishment of policies reflecting the Board's values and perspectives. The Board's major policy focus will be on the intended long-term benefits for students, not on the administrative or programmatic means of attaining those benefits. Accordingly, members will not
 - a) assume responsibility for resolving operational problems or complaints or
 - b) give personal direction to any part of the operational organization.
- 4) Continuous Board development will include orientation of candidates and new members in the Board's governance process.
- 5) The Board will allow no officer, individual, or committee of the board to be an excuse for not fulfilling its commitments.
- 6) The Board will monitor its process and performance on an annual basis.
- 7) The Board, by majority vote, may revise or amend its policies at any time.

January 29, 2016

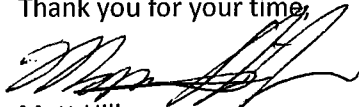
Brad Henry
Chief Operations and Financial Officer
Bend-LaPine Schools

Dear Mr. Henry:

I am excited to assist Bend-LaPine School district by becoming an active member of the budget committee. Currently, I have several ties with Bend-Lapine Schools: My wife has taught in the district for the past seven years, I have two children in the district and I currently serve on the Sites and Facilities committee for the district. I have held the role of treasurer for several non-profits and throughout my career I have actively assisted business owners and individuals with managing budgets of varying sizes.

As a committee member, I look forward to working with finance and the board to ensure the District continues providing quality education in a fiscally responsible manner.

Thank you for your time,



Matt Hillman

MATTHEW B. HILLMAN

Bend, OR 97702

[wyohillman@gmail.com](mailto:wyo hillman@gmail.com)

SUMMARY OF QUALIFICATIONS

Western Title & Escrow Co. – Chief Security Officer – Bend, OR (1/13 – Present)

- Oversight of compliance and security both physical and network related for 10 offices and 150+ employees
- Special projects relating to all areas of the company from finance, IT, Title and Customer Service
- Work closely with department heads to increase efficiency, ensure security, and improve workflow

Bank of the Cascades – Senior Vice President, Professional Banking Manager – Bend, OR (8/08 – 12/12)

- Management of the Central Oregon Region's Professional Banking team and cash management for 11 branches
- Cash Management oversight for eleven branches and directly responsible for \$300+ million in deposits
- Highly specialized background dealing with large municipalities, government entities, school districts, and property management firms
- Consistently recognized for building strong teams, exceeding goals, and driving corporate initiatives throughout the entire organization that resulted in strengthening customer relationships and increasing profitability

Bank of the Cascades – Vice President, Trust Manager – Bend, OR (7/06 – 7/08)

- Increased trust relationships by 150% within sixteen months through personal and team development
- Substantially increased Bank's fee income for investments and trust accounts while retaining and increasing customers
- Worked with other members of the management team on setting trust budget

Wells Fargo Bank Northwest, N.A. – Vice President, Senior Trust Officer – Boise, ID (6/01 – 6/06)

- Regional responsibility for Investment Management and Trust Services for Wells Fargo Private Bank
- Administered 109 accounts with \$57 million of assets under management – Increased portfolio assets by 80%

Wyoming Bank & Trust – Trust Manager – Cheyenne, WY (12/97 – 6/01)

- Administered 70+ accounts with \$60 million of assets under management
- Increased mutual fund offering by over 1000%
- Trustee for municipalities including State of Wyoming's \$265,000,000 Tax Revenue Anticipation Notes
- Cultivated a relationship with SmithBarney to provide individual money managers for clients at low cost
- Chairman of Trust Investment and Administration Committees

MassMutual Life Insurance Co. / Brewster, Miller & Associates – Cheyenne, WY (9/94 – 11/97)

- Formed the Group Benefits Department with two partners to deliver group health, life and disability insurance
- Director of sales and product development for group sales - 70% success rate for first time appointments
- Sold life, health and disability insurance, variable annuities, variable life and mutual funds

EDUCATION

- **University of Wyoming, Laramie, WY**
 - B.S. in Finance (1994), Emphasis on Real Estate
- **Cannon Schools, Charlotte, NC** - Trust Sales I (1998)
- **Certified Trust and Financial Advisor Designation (CTFA)** (not currently active)
- **NASD Licensing Exams** - Series 7 & 66 (not currently active)
- **Appraisal Institute** - Basic Appraisal Principals & Procedures

PROFESSIONAL MEMBERSHIPS / ORGANIZATIONS / COMMUNITY

- MountainStar Family Relief Nursery, Past Board Member
- Central Oregon Estate Planning Council, Board Member & Treasurer
- Bend FC Timbers - Coach 6 years/Board Member
- Sigma Alpha Epsilon Fraternity
- Eagle Scout / Boy Scouts of America
- Other Interests: Mountain Biking, Skiing, Rafting, Soccer, and Travel

From: Rick Olegario <ricoleg@gmail.com>

Date: Thursday, January 28, 2016 at 11:43 AM

To: Marsha Baro <marsha.baro@bend.k12.or.us>

Subject: Bend - La Pine School District Budget Committee Application

Dear Ms. Baro and members of the School Board,

I am emailing you to express my interest in participating in the Bend - La Pine School District Budget Committee. I recently moved to Bend from California in late 2014 with my wife Julie and three kids Brooklyn(10), Nash(7) and Nixon(5). We live in Northwest Crossing and all three kids currently attend High Lakes Elementary. We love our neighborhood here and the city of Bend, but one of the main reasons we moved here was because of the excellent educational system. I have great respect for what the district has been able to accomplish so far, and I applaud the most recent successes of hiring a great superintendent, funding and building Pacific Crest, and rolling out the technology plan. I would like to volunteer on the budget committee because I'm excited to make whatever contribution possible to help make our school system even better.

Attached please find my resume. Thank you for your consideration, and I look forward to hearing back from you.

Warmest regards,

Rick Olegario

email: ricoleg@gmail.com

Ricardo Olegario

1/26/2016

Bend, OR 97703
ricoleg@gmail.com
<https://www.linkedin.com/in/rick-olegario-74b26610>

OBJECTIVES

I am so ecstatic to have made the move to Bend with my wife and three little ones and I am eager to meet people and make whatever contributions I can to the community.

EDUCATION

Stanford Graduate School of Business

June 1997

Masters Degree in Business Administration

Massachusetts Institute of Technology

June 1990

Bachelor of Science Degree in Mechanical Engineering

EXPERIENCE

Managing Partner | Ironworks Capital Partners

2001 - present

Developed and executed long/short equity trading strategies that grew account over 6000% and beat the markets every year since inception through the end of 2015.

Board Member | Camp Fire Central Oregon

2015 - present

Member of board responsible for evaluating strategic vision, budget and programs for a non-profit focused on childhood development.

Board Member | High Lakes Elementary PTA

2015 - present

Member of board responsible for program and budget review. Directly responsible for PTA membership drive and community building programs.

Director Product Management | The Tomorrow Factory

1999 - 2001

Managed the team responsible for product planning, marketing and testing for an ecommerce startup's flagship product. Wrote business plan to secure \$7M first round funding.

Sr. Product Manager | Siebel Systems (now Oracle)

1998 - 1999

Developed market needs & competitive analysis as well as feature set for first email marketing software product developed by the company.

Product Manager | Quantum Corp. (now Fujitsu)

1997 - 1998

Managed product lifecycle for largest revenue product of company. Performed financial analysis and assisted in contract negotiations on a license agreement with a European computer storage company.

Senior Consultant | Andersen Consulting (now Accenture)

1990 - 1994

Part of multiple software development teams developing largescale business automation systems in both the government and utilities sectors.

SKILLS

- D Strategic planning
- D Investment management
- D Product management
- D Financial analysis
- D Forecasting
- D Business systems analysis
- D Start-ups

BOARD JOB DESCRIPTION
DRAFT NEW BLS POLICY
GOVERNANCE PROCESS (GP #2)
replaces BDGOV B.2

Notes: Proposed language is taken primarily from Salem-Keizer's policy but is consistent with the spirit of current BDGOV B.2. The specific roles of board leadership and board committees will be covered in a separate policy.

Draft #1

The job of the Board of Directors is to represent the citizens of Bend-La Pine Schools by providing visionary leadership through policy and practice that ensures the best possible education for students with respect to local, state, national and international standards of excellence.

The Board will operate within all legal requirements and is responsible for the hiring of the Superintendent, adoption of the annual budget, and ratification of collective bargaining agreements.

To distinguish the Board's work from that of the Superintendent and staff, the Board will concentrate its efforts on the following:

- 1) Advocating on behalf of the School District, students, and the constituency it serves.
- 2) Interacting with students, staff, parents, and citizens, both as individual members of the Board and as a whole Board, to gather feedback that may help guide decisions facing the Board.
- 3) Developing written governing policies that, at the broadest levels, address:
 - a) **Ends:** Organizational impacts, benefits, and results for specified recipients and their relative worth (what end result is desired for whom and at what cost);
 - b) **Executive Limitations:** Constraints on executive authority which establish the practical, ethical, and legal boundaries within which all staff activity and decision-making will take place and be monitored;
 - c) **Governance Process:** How the Board will conceive, carry out, and monitor its own work;
 - d) **Board-Staff Linkages:** How authority is delegated and its proper use monitored; the Superintendent's role, authority, and accountability.
- 4) Ensuring the Superintendent's performance through monitoring Ends and Executive Limitations policies.
- 5) Ensuring Board performance through monitoring Governance Process and Board-Staff Linkages policies.
- 6) Ensuring that the Ends are the focus of organizational performance.

BOARD CODE OF CONDUCT
DRAFT NEW BLS POLICY
GOVERNANCE PROCESS (GP #3)
replaces BDGOV B.5

Notes: Current language from B.5 was used as the foundation for this proposed policy.

Draft #1

The Board commits itself and its members to ethical, businesslike, and lawful conduct, including proper use of authority and appropriate decorum when acting as board members.

- 1) Board Members shall demonstrate loyalty to the District's stakeholders. This commitment shall supersede loyalties to staff, other organizations, and personal interests.
- 2) Members shall act in a manner consistent with the conflict of interest provisions in board policy GP 4 (*note: coming soon!*) and Oregon law.
- 3) Members shall at all times endeavor to act as a part of the Board as a whole, and avoid circumstances or actions that may be interpreted as an exercise of individual authority.
- 4) An individual member's interactions with public, press, or other entities should accurately represent board positions or decisions. Individual opinions should be clearly stated as such. The board chair is authorized to speak for the board.
- 5) Members will not publicly express individual judgments of staff performance.
- 6) Formal evaluation of superintendent performance will be a process of the total board.
- 7) Board members will abide by appropriate Oregon public meetings law and will conduct the public's business in open meetings. Expected conduct includes the following:
 - a) Board Members will be properly prepared for Board Meetings and will discharge the duties of the office as prescribed by statute;
 - b) Members will contribute to thoughtful governance discussions and decisions by being well informed, open minded and deliberative;
 - c) Members will protect the confidentiality appropriate to issues of a sensitive nature and other matters that may compromise the integrity or legal standing of the Board and District;
 - d) Board discussions appropriately conducted in executive session under Oregon public meetings law shall be kept confidential by members outside of executive session;
 - e) Members should respect the decision of the final vote of the board. It is the responsibility of individual members to express their opinion, including any dissent, during discussion of a topic.
 - f) Board members may choose to publicly express dissenting opinions after a vote and following the conclusion of a board meeting, but should be respectful of the majority decision and the desire of the board to move on to other matters.