

**Bend-La Pine Schools  
Bend, OR 97703  
January 12, 2016**

The Board of Directors of Bend-La Pine Schools will meet at 5:00 p.m. on January 12, 2016 at the Tower Theatre, 835 NW Wall Street, Bend, OR.

<b>Community Reception</b> Elk Meadow and Buckingham Elementary student work Bend High School Culinary Program	5:00-5:30p
<b>La Pine High School Color Guard Presentation of Flags</b> <b>Singing of National Anthem by Three Rivers student Allie Harrison</b> <b>Welcome from Board Chair, Nori Juba</b> <b>School Board Member Introductions</b>	5:30-5:50
<b>Cascade Middle School Choir Performance</b>	5:55-6:10
<b>Salute to Champions</b>	6:10-6:30
<b>Sky View Middle School Jazz Band Performance</b>	6:30-6:45
<b>Teacher of the Year Heather Anderson Lesson Presentation</b>	6:45-7:10
<b>Tower Theatre Lesson Plan Presentation</b>	7:10-7:30
<b>Consent Agenda</b> <ul style="list-style-type: none"> <li>• Approval of Minutes – December 8, 2015 <i>Reference: ORS 192.650 and ORS 332.057</i></li> <li>• Approval of Personnel Recommendations <i>Reference: ORS 332.505</i></li> <li>• Approval of Division 22 Assurances</li> </ul>	7:30
<b>Adjourn</b>	7:35
<b>Closing Reception</b> Mt. View High School Culinary Program	7:35-8:00

\*note times are approximate

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

The Board of Directors for Bend-La Pine Schools met in a regular session on December 8, 2015  
in room 314 of the Education Center, 520 NW Wall Street, Bend, OR 97703.

**Board Members Present**

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

**Call to Order**

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

**Review of Agenda**

Chair Juba reviewed the agenda, there were no changes.

**Public Input**

There was no public input.

**Superintendent's Report**

Superintendent Mikalson said that Bend-La Pine Schools made history with an incredible showing in fall sports competitions this year. In water polo, Mountain View took home the boys state championship trophy and their girls team took second at the state competition. The Summit Storm won their first state football championship and with that win, Summit made history by becoming the first 5A school in Oregon history to take home five of six fall state championships: boys cross country, girls cross country, girls soccer, girls volleyball and football. He said that all-in-all, every Summit fall sports team made it to the state play-offs. Boys soccer went out in the quarterfinals and boys water polo took second place in state. Mikalson commended a large group of student athletes for their combined GPAs of 3.0 or higher and noted that three of our teams had the highest GPA in the state in their sport.

Mikalson shared his appreciation for students at the four schools in La Pine who are working hard to fill a school bus with canned food. This will be the first time the schools have attempted to fill an entire bus.

Mikalson extended a special thank you to bus drivers and maintenance team members who kept the district moving and open during last week's storm. He said that the maintenance team worked through the holiday break to keep sidewalks and parking lots passable. Thanks to their efforts, school started on time after the holiday break. They also worked quickly to identify the source of a waterline break, and fix it, at Kenwood School. Thanks to their quick work, students were only without water for a few hours last Monday.

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He thanked bus drivers who log more than 8,000 miles each day in good weather and bad. He commended them for taking 6,000 students to and from school each morning and night during this week's crazy weather without even a fender-bender. Mikalson recognized Transportation Director, Denice Blake, for her exceptional career with Bend-La Pine Schools and thanked her for all that she does for students and staff. Blake is retiring at the end of the school year.

### **Consent Agenda**

Chair Juba reviewed the Consent Agenda. **Peggy Kinkade moved to approve the Consent Agenda. Ron Gallinat seconded the motion. Unanimous approval.**

### **Action Items**

#### *Executive Limitation 4 – Treatment of Staff*

**Stuart Young moved to approve Executive Limitation 4 – Treatment of Staff. Julie Craig seconded the motion. Unanimous approval.**

#### *Executive Limitation 8 – Academic Programs*

**Stuart Young moved to approve Executive Limitation 8 – Academic Programs. Julie Craig seconded the motion. Unanimous approval.**

#### *OSBA Election*

**Ron Gallinat moved to nominate Cheri Helt to serve on the Oregon School Board Association's (OSBA) Board of Directors. Peggy Kinkade seconded. Unanimous approval.**

#### *Resolution 1831: Supplemental Transportation Plans*

Board members asked Transportation Director Denice Blake to talk about some of the specific "hazards" that have triggered supplemental transportation plans at some schools in the district. **Peggy Kinkade moved to approve Resolution 1831: Supplemental Transportation Plans. Ron Gallinat seconded the motion. Unanimous approval.**

### **Report**

Board members talked about the sessions they attended at the recent Oregon School Board Association conference. Board members were on two panels that presented to OSBA conference attendees. Board members were pleased to have been able to have had the chance to attend sessions and present to attendees.

Board members also noted that one of the highlights of the weekend professional development was hearing Oregon Teacher of the Year and Juniper Elementary School teacher, Heather Anderson, speak during the Saturday luncheon.

### **Discussion**

Andy High proposed that Board members engage in a review of a select few bond projects that have been completed during the first half of the 2013. He proposed that a third party be hired to look at how dollars were spent and how communication took place between contractors and staff.

Peggy Kinkade asked for clarity about the desired outcome of the review and any suggestions for design of the process. Cheri Helt asked for clarity about what High would like to have the third party audit specifically. High said this is not an audit.

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Chair Juba explained, this would be to review, in the most efficient manner, looking at if the district delivered on projects, did Board, staff, and contractors communicate with each other, etc. Looking at costs and how the district got there, and how did process work. Juba said that the Board should also ask staff in the new buildings if they think it is “the best building for the money we had.” He noted he did not think there was a plan to have Silver Rail Elementary be the new prototype. He said projects should be identified and noted some answers would come from district staff. Juba said that it would be hard to scope this project as presented and suggested staff may need to answer questions and then bring a third party if needed.

Superintendent Mikalson asked for clarity in what Board members were wanting to learn from the reviews.

Young, said he wanted the Board to think about, “what kind of report do we really want?” He said that High and the Construction Committee should come up with a report to show the Board. Juba suggested Mikalson put a report together for review and then have a third party review it to confirm the findings, noting that otherwise, the Board is just relying on staff’s perceptions.

High said that if the Board hired a third party they could look at things like change orders for cabinets, flooring and water fountains. He said that he would want to look at things like, should that change order have gone to the Board?

Kinkade said she thinks that a review of the dollars spent is a good idea, but is not advocating to hire someone from the outside to produce a report of that detail. Juba said he thinks someone should be hired to audit how people worked together, procedurally. He said a third party could look at things like the community members who have said that they felt they were not treated fairly.

Young suggested asking for samples from other districts that would better flush out High’s idea. Kinkade proposed that High identify three or four outside companies that could do the review and get examples, so that Board members could have a better idea of what he is proposing. High said he will do that and will ask other districts for examples of how they audit their bond work. High said he can bring back a sample scope of work as well.

Helt asked that this audit reflect the policy the Board has been working on. She also asked that it be made clear what processes of the bond would be reviewed and what numbers would be reviewed.

High asked if it would be prudent for him to lead an annual review of academic programs being delivered by the school. Kinkade said that would be overstepping their role and the Board needs to hold Mikalson responsible for program delivery. Kinkade said as Board Members they are not experts and the Board should reply upon the experts to report updates about programs.

Juba said that the Board does get a report, but he wants to know how Board Members are supposed to know if the report was good without a third party being hired to reviewing the staff work. Helt said that they already get “third party” reports, for example, ACT. Juba said he knows what the scores are, but he doesn’t know if they are good enough or if our results are

significant enough. He said he does not have an outside perspective that shows if our growth is good enough.

Young said that, through policy, Mikalson is required to give program reports. He said a report should be given first, by staff, whom he called, “a great administrative team.” If after reviewing reports with staff there is a need for more information, he would support looking for more information.

High said that he reads staff reports in his professional position and he believes that staff reports are biased. He said that a third party review of programs that are reported to the Board by staff on a cycle would be his preference. Craig said that the opinions shared by a third party about program review would likely included personal biases interjected, intentionally or unintentionally, by the third party.

Kinkade said Superintendent Mikalson is responsible for goals, how he and his staff get there is his work. She added, that to dig down into the details and to try to control the variables is a total violation of policy governance that the Board has just approved.

Helt said that she agreed that the Ends are Mikalson’s responsibility, as stated in their Board policy.

Young said that through thorough reports, the Board should be receiving what they need. If they are not receiving what they need they can ask for more information. Either from staff or others.

The Board agreed to hold off on a program audit at this time and will rely on staff reports to gather information. High will bring a scope of work suggestion for review of the current bond.

Chari Juba noted that Craig and High asked what role the Board should have in determining contracts and partnership agreements with community partners like Bend Park and Recreation. The Board asked Superintendent Mikalson for a report that look at the current Facilities Usage Policy.

Craig proposed a comprehensive report of Middle/High School start times.

## **Policy Governance**

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*Executive Limitation 9 – Technology*

*Executive Limitation 10 – Financial Planning & Administration*

*Executive Limitation 11 – Asset Protection*

The Board discussed Executive Limitations 9, 10 and 11 and asked questions about future technology needs, about how we capture real property ownership, how often the Budget Committee meets each year and more. All will be brought back to the next meeting for review.

## **Board Comments**

Andy High attended a City Council meeting about road improvements. He went to a Site Council meeting today at Pine Ridge Elementary where the school talked about “The Pine Ridge Story.” He said teachers are working on how to keep parents involved after they leave Pine Ridge and move into Cascade Middle School.

Julie Craig said she is excited about the next Board meeting at the Tower Theatre.

Stuart Young said he was at Three Rivers and was excited to see what is going on there, and at other schools. He feels like it has been a good first six months of the school year. He commended Superintendent Mikalson and his team for their work.

Peggy Kinkade thanked Cheri Helt for her participation on the City of Bend's Marijuana Task Advisory Committee (MTAC).

Cheri Helt thanked the Maybell Clark Macdonald Foundation for their \$25,000 donation to the 2016 Perseverance Awards. She is attending a meeting next week where she will advocate for PERS reform.

Chair Juba said he encourages, welcomes the community to share how they can, as a Board, support the work they do for kids. He too, is looking forward to the Board meeting at the Tower Theatre.

Meeting adjourned at 8:58p.

Respectfully submitted,  
Julianne Repman  
12.8.2015



**HUMAN RESOURCES**  
*Education Center*  
 520 N.W. Wall Street  
 Bend, Oregon 97701-2699  
 (541) 355-1100  
 Fax: (541) 355-1109

January 7, 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 January 12, 2016. All hires are subject to successful drug testing and background check.

**Certified Hires**

NAME	POSITION	LOCATION	STATUS	HIRE DATE
Crossley, Carrie	Primary Teacher 106023	La Pine ES	Temporary	01/12/2016

**Certified Resignations**

NAME	POSITION	LOCATION	HIRE DATE/RESIGN DATE
Cummings, Catherine	Social Studies	High Desert MS	09/19/1988 - 01/31/2016

**Certified Retire/Rehire**

NAME	POSITION	LOCATION	HIRE DATE/RESIGN DATE
Cummings, Catherine	Social Studies	High Desert MS	02/01/2016 - 06/30/2016

**Administrative Hires**

NAME	POSITION	LOCATION	STATUS	HIRE DATE
Dummitt, Daniel R	Maintenance Supervisor #106029	Maintenance	Classified to BLAST Supervisor	01/12/2016



**HUMAN RESOURCES**

*Education Center*

*520 N.W. Wall Street*

*Bend, Oregon 97703-2699*

*(541) 355-1100*

*Fax: (541) 355-1109*

January 7, 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 January 12, 2016.

**Classified Hiring**

Name	Position/Posting No.	Location	Temp/Regular Position	Hire Date
Daprano, Anthony	106026 EA – Student Supervision	WE Miller / Pacific Crest	Temp 1.75 hrs / day	12/3/15
French, Pamela	105842 Nutrition Server I	Three Rivers	Reg 3 hrs/ day	12/17/15
Galvin, Suzanne	106020 EA – Student Instruction	Lava Ridge	Temp 3.5 hrs / day	12/1/15
Gamblin, Suzette	105881 EA – Inclusion	Special Programs	Reg 7 hrs / day	12/18/15
Gilbert, Julie	106024 EA – Student Instruction	Ponderosa	Temp 3.95 hrs / day	12/2/15
Graham, Holly	105842 Nutrition Server I	Buckingham	Reg 3 hrs / day	12/7/15
Griffin, Amy	105842 Nutrition Server I	Pacific Crest	Reg 3 hrs / day	1/6/16
Guthrie, Amy	105842 Nutrition Server I	Pacific Crest	Reg 2.5 hrs / day	1/6/16
Lawton, Ariana	106033 Curriculum Secretary II	Bend High	Reg 8 hrs / day	12/7/15
Lisle, Stephanie	106024 EA – Student Instruction	Ponderosa	Temp 3.95 hrs /day	12/2/15
Rodgers, Jason	106044 EA – Campus Monitor	Bend High	Reg 7.75 hrs / day	1/4/16
Toledo, Sara	105881 EA – Inclusion / EA – Student Supervision	Bear Creek	Reg 7 hrs / day	12/16/15

**Classified Resignations**

Name	Position	Location	Resign Date
Chambers, Kandis	Nutrition Server I	Bear Creek	1/5/15 – 12/18/15
Connolly, Lisa	EA – Inclusion/Student Instruction	Westside Village	3/10/98 – 12/11/15
Lindemann, Laura	Nutrition Tech II	Marshall	8/26/11 – 12/18/15
Moody, Chanelle	Nutrition Server I	Elk Meadow	9/4/13 – 1/8/16
Randy, Kristin	EA – Inclusion	Elk Meadow	8/27/13 – 1/18/16
Samples, Shelly	Nutrition Server I	Mountain View	9/1/15 – 1/4/16
Welch, Robert	EA – Inclusion	Special Programs	9/12/96 – 11/30/15



## Executive Summary

Lora Nordquist, Assistant Superintendent  
Jay Mathisen, Deputy Superintendent

### Report on Division 22 Standards for Public Elementary and Secondary Schools January 12<sup>th</sup>, 2016

Oregon school districts are required to report annually by January 15<sup>th</sup> their districts' standing with respect to all Division 22 Standards for Public Elementary and Secondary Schools as set out in Chapter 581 of the Oregon Administrative Rules.

The 2016 Division 22 Assurance reporting requirements call for a review of the following five Division 22 rules:

- 0606-District Continuous Improvement Plan
- 0711-Policies on Reporting Child Abuse
- 1130-Diploma Requirements
- 1210-District Curriculum
- 1620-Required Instructional Time

By February 15<sup>th</sup>, 2016, as part of its assurance process, the district will provide responses to questions regarding these five standards. For any area not in compliance, the district will submit a correction plan.

In reviewing all required standards for this report, leadership team members have reviewed board policies and operating procedures; student, and program handbooks; operating agreements; school and district improvement plans; curriculum documents; and school schedules. The reference handbook published by the Oregon Department of Education was used as a guide for this review.

After gathering information and reviewing evidence and assurances, we have affirmed that Bend-La Pine Schools is in compliance with OAR 581-Division 22 Standards for Public Elementary and Secondary Schools.