

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

The Board of Directors for Bend-La Pine Schools met in a regular session on March 8, 2016 in room 314 of the Education Center, 520 NW Wall Street, Bend, OR.

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 6:35p by Chair Juba, the Pledge of Allegiance followed. Juba welcomed all to the meeting and apologized for the delay in starting. Andy High asked Chair Juba for board comments to be moved to first on the agenda. Juba agreed to High's request.

Andy High expressed his disappointment in how the City Council treated the District last night, noting the request of a Council member to have the District apologize in public was inappropriate. High feels the District has used its assets to do what is best for students and does would rather have the District's dollars go toward students and schools rather than being tied up in unnecessary legal fees.

Chair Juba shared a recap of the current appeal for the sale of Troy Field and how the \$1.9 million earned from that sale could help the District. He felt the City Council was out of line and did not address land use, but focused on their own personal interest, adding, there was no mention of student's best interest from Council members. Juba said the District and Board value and appreciate green space, and the sale of Troy Field provides the District a way to earn \$1.9 million dollars and the city a way to earn about \$300,000 in tax revenue if it was turned into retail or hotel space. Juba said one of the most frustrating things is that so few people understand the financial challenges of the school district and the tight finances the District operates with. Oregon has the largest class sizes in the nation and ranks 39th in the nation for student and educational funding. The interest of students seemed to be irrelevant to elected Council members and the School Board is now considering where to go from this point. Juba said the Board is considering an appeal to the Council's decision and will make a statement at the appropriate time.

Julie Craig agreed with Juba and High and shared her frustration with the City Council, noting information has been inaccurate and felt their decision was emotional rather than about land use. Craig feels a change in the Troy Field property designation would actually benefit the community because dollars from the sale would go to support schools and taxes would be generated and would go to support the City.

Juba said the District currently maintains 255 acres of green space with fields and stadiums. Troy Field is just over .80 acres and the District generates very little revenue from the property,

it actually costs the District more to maintain the space than what is earned. The District offered the property to other partner agencies, the City's response and offer was \$1.1 million and the concept of Heritage Square, which the Council supports, includes plans showing Troy Field being developed into a parking lot.

Public Input

Bill Smith, long time educator and former School Board member spoke to the Board about the high school schedule and history of schedules used in the District. He said the current high school schedule is not in the best interest of teachers or students. He urged the Board and District to continue to seek out better high school schedule options. Smith also addressed the sale of Troy Field, stating he does not think the District should pursue this sale and wants the Board and District to work with the City Council for the benefit of our students, adding we are all community partners. Smith urged the Board not to appeal the Council's decision as he feels it is a waste of money and energy.

Gary Whitley, retired Bend Senior High counselor, and Rayne Cedergreen, current counselor at Bend Senior High, thanked the Board for their time and shared their concerns for the current student to counselor ratios in the District. Whitley recently sent a letter to Board members and urged them to consider a collaborative effort to create a comprehensive K-12 counseling program, reduce the large numbers and ratios of students to counselors at the secondary level, and return counselors to the elementary level for prevention and support efforts as a resource to families and students. Cedergreen shared her thanks for the opportunity to begin these discussions and is hopeful counseling can become a service that connects the pieces so students can access their education and reach their maximum potential. She too feels a K-12 model would best serve the District and students.

Kathy Biles with OSU Cascades, professor and program coordinator, shared the work counseling students, interns and practicum advisors do in schools across Central Oregon. Practicum for a counseling student is 20 hours/week in a school in addition to their coursework. Students rotate schools every 20 weeks to give them exposure to various levels and types of situations. She too is supportive of an increase in counselors at all levels to support students ever-growing needs. Cheri Helt thanked counselors for all their work and all the ways they offer support to students. She added the Board has interest in creating partnerships within the community to help support counseling efforts that have been depleted over the years due to reduced school funding. The Board is currently working with local agencies and ESD's and Helt is excited about the conversations and collaboration taking place. Cedergreen noted the importance of social and emotional support efforts, with high schools being at a critical level of need. The importance of systems being uniform across the district is also something Cedergreen feels should be given attention. Juba agreed social emotional learning is critical to learning and thanked Helt for her efforts and outreach to find ways to support mental health in our schools.

Cathy Smart, parent, spoke about school start times and has reached out to Board members about the negative effects of early start times on students. Smart shared research and her own personal experience with her 6th grade daughter being exhausted by the end of the week from such early mornings. The American Academy of Pediatrics has recently stated that middle and high schools should not start before 8:30a, citing the sleep cycles and a child's development at that age are impacted by waking earlier than necessary. Smart asked the Board and District to

consider school start times and think creatively on how to push the middle and high school times back. Juba thanked Smart.

Chair Juba responded to Bill Smith and expressed the current limited financial resources the District is working with is one of the most difficult challenges the Board is facing. He said the Board is committed to best practices and what is best and most impactful for students. He disagreed with Smith and said the finances and funding of schools is much worse than when Smith was on the Board. Juba noted aging buildings and increasing enrollments have created more immediate needs than bond dollars can help with.

Superintendent's Report

Superintendent Mikalson shared the funding struggles the District is facing and he appreciates the voices and information shared tonight as the Board and Budget Committee are beginning to prioritize dollars for the next school year. Mikalson said the District and Board continually look at how we can do things differently and leverage our resources. He invited anyone to attend future budget meetings to understand and hear how the Committee and Board will be considering several areas of need for the District.

Mikalson introduced Mark Molner, teacher at Bend Senior High and Ruby Hu, current Chinese Exchange teacher. Mikalson said Hu is a spotlight of success in the District and thanked her for being here. Hu thanked Mikalson and the Board for their time and welcoming her to Bend-La Pine Schools. She shared about the classes she teaches and successes of her students as they have made significant progress throughout the year. She said the students she works with have provided her with wonderful insight and feels she will go back to China and be a better English teacher. Mikalson noted there are two teachers from Bend-La Pine currently in China and off to a very good start. He thanked Hu for sharing and Molner for his passion in the Chinese Exchange program.

Mikalson noted Classified Employee Appreciation week and shared his appreciation for all the valuable work Classified Employees do daily. The impact they have with students is tremendous and Juba shared brownies he had baked for the OSEA members present at the meeting.

Board Workshop

High School Schedule Discussion

Chair Juba introduced the work being done around high school schedules. He said the Board and District continue to work together on ways to make the most impactful investments for students and staff. He complimented Superintendent Mikalson for listening to the needs and looking for ways to improve opportunities in our District, like high school schedules. Juba said Jay Mathisen has been doing extensive research and thanked him for preparing information and coordinating students and staff to share with the Board tonight.

Mathisen shared a historical summary of high school schedules used in the District, noting the timeline of changes and what is currently happening on a daily basis at our comprehensive high schools (Bend High, Mt. View High, and Summit High). Mathisen shared schedule options he has researched, the credits each of those schedules offer to students, how many teachers would be needed to teach with each scenario and the costs associated. Mathisen said after much research, he is most excited to share a schedule that is a nice hybrid of all other scheduling scenarios, calling it a 7 period ABC schedule. Mathisen shared a model of the 7 period ABC

schedule noting it provides an increase of 40 instructional hours per year, increased time for instructional support and guidance, increased time for staff collaboration, planning and feedback. Mathisen noted the recent law increasing the instructional hours requirement will impact schools in the upcoming years and this proposed schedule answers that request. He said Medford School District is currently using this model and has been, successfully, for the past six to seven years. Medford shared that this schedule has helped balance the pace and work flow for students and staff members and reduce class size.

Mathisen has worked with high school principals and scheduling leaders in each building on various options. Principals and teacher leaders have processed with staff members and are currently analyzing options. Bottom line, the District is looking for a way to move from the current schedule because we know it's now working for students or staff members. Ron Gallinat asked about the financial impacts and Peggy Kinkade asked for more clarity in how the ABC schedule would work in schools, specifically prep-time. Cheri Helt shared her concern for confusion amongst students, staff and parents.

Chair Juba thanked students and staff members in attendance and asked to hear their thoughts and perspective on the proposed 7 period ABC schedule. Several students spoke, and feedback included:

- Student athletes prefer the proposed schedule, especially when they are absent for a full day due to competition
- Students would value extra time with teachers in class; especially in classes with labs or CTE classes, and feel they would have more time for follow up questions and be able to connect and build a stronger classroom environment
- Students would value extra time for testing so they don't feel rushed
- Attendance and participation in extra curricular events after school would be more enjoyable since there wouldn't be as much homework
- If there was an extended absence, it would be easier for a student to catch up on missed work
- Students were relieved to learn that performing arts classes and rehearsals would not be negatively impacted with the proposed schedule
- Students expressed concern with after school job scheduling, the impact of not being in the same class every day, possible impacts in expanded options participation, and the possibility of teachers overloading homework because of not seeing students every day
- Students suggested helping teachers understand how to structure a 73-minute class period

Chair Juba asked students what their ideal start time would be. Students answered an hour later would be helpful. Juba thanked all the students for attending, being patient with the late start, sharing their feedback and perspective on the proposed schedule.

Mathisen asked any teachers in attendance if they would like to share thoughts with the Board. Adam Randall from Bend Senior High shared he taught on a similar schedule in previous districts. Recently, he has heard from students they feel like they are being herded around like cattle and teaching is a fire hydrant approach. At a previous high school, Randall said that a shift to a similar schedule significantly reduced office referrals and behavior issues simply because students were less stressed. Randall felt IB students would benefit from the proposed schedule as well, adding 70 minutes for instruction time is right in the sweet spot for teachers.

Randall said, for him personally, part of being a teacher is creating meaningful relationships and making an impact with students not just academically, but personally and helping them with real life learning. The proposed schedule would allow more time to connect with students and could allow for teachers to participate in coaching or extra curricular opportunities who don't currently have time.

Sharon Sieveking from Mt. View High School has been part of the schedule committee since the beginning and said teachers are now starting to see and understand the benefits of the proposal. Her current work load is about 200 students and she works about six days a week, the volume is causing burnout for staff and students. Mike Huff, also from Mt. View High, echoed Sieveking's thoughts and encouraged Board members to listen to what students shared tonight because what is most important is how students are impacted. He shared his appreciation for the District looking into alternatives in tight fiscal times and feels this will truly benefit students and staff. Matt Fox, from Mt. View High, said extra time would hugely benefit CTE programs and allow teachers to prepare more valuable lessons.

Don Stearns, BEA President, shared the K-12 perspective and said current stress levels for all teachers is a significant concern, noting he has had several conversations recently with teachers who are considering leaving the profession. He is hopeful this is a positive step forward that could alleviate and resolve some of the issues staff are facing. He thanked Nordquist for working with the elementary levels on work load and is hopeful that process will result in ways to help elementary and middle level teachers.

Chair Juba asked high school administrators in attendance their thoughts on the proposed schedule. Chris Reese, principal at Bend Senior High, shared teachers are still wrapping their heads around the schedule and what a school year would really look like. He complimented the process Mathisen has been working through. Michael McDonald, assistant principal at Summit High School, feels this is a step in the right direction. Julie Montoya, teacher at Summit High, said the overall impact on instruction and extra time is valuable. She piloted the idea with her classroom today and majority of the feedback from students and her department colleagues was positive.

Andy High asked how long do staff anticipate it will take teachers and students to get used to the new schedule and will this have an impact on motivation. Reese shared the current schedule is not sustainable and motivation is low. McDonald added, he really likes the proposal and urged the Board to use their voices at the state level so that schools and Districts are not so handcuffed by hour requirements and legislation that limits creativity and truly educating students. Mikalson agreed and noted the districts using similar schedules have weathered recessions with this schedule while meeting state requirements. He noted there are challenges, but feels this is a step in the right direction and thanked Mathisen for his work.

Chair Juba thanked everyone for their time and feedback and applauds the efforts to move towards improvement with a sustainable schedule. Juba asked if the 2016-17 class of seniors would be negatively impacted by this proposal. Mikalson answered it would actually provide seniors a bit more flexibility with the ABC rotating class. Mikalson said the District is currently gathering feedback and listening to staff and students and will continue to update the Board on

the process along with the budget requests that will be associated to a change. Peggy Kinkade thanked Mathisen and is pleased with the creative thinking.

Consent Agenda

Andy High moved to approve the Consent Agenda. Cheri Helt seconded the motion. Unanimous approval.

Action Items

Calendars

Superintendent Mikalson reviewed the updated draft calendars: 2016-17 Bend Area & South County Elementary Schools, 2016-17 La Pine Middle & La Pine High Schools, 2016-17 REALMS, and 2017-18 Major Dates at Board member seats. He said the goal of having students on similar scheduled days off while meeting contractual agreements is what these drafts have hopefully accomplished.

Andy High shared his distaste for the 11:45a early elementary release twice a year. From a student and parent standpoint he would rather see a full day off for students as it is difficult for working families to coordinate schedules and he would like to explore a different option in future years. Lora Nordquist said this time is beneficial for teachers to prepare for conferences and allows for professional development. High said he supports the calendars tonight, but would like to continue to discuss these two days. Cheri Helt thanked Mikalson for finding a way for days off to be more consistent across all levels and feels it will help families with planning and also save in nutrition and transportation costs to the District. ***Andy High moved to approve the calendars as presented. Ron Gallinat seconded the motion. Unanimous approval.***

Chair Juba proposed the Board put the remainder of agenda items: Policy Monitoring Report and Policy Governance Discussion onto the next agenda in April. He felt tonight was very productive and appreciates all the information shared, people's time and input. All agreed.

Board Comments

Andy High reminded all of the Education Foundation Trivia Bee on Saturday. High, Peggy Kinkade and Ron Gallinat will hopefully be bringing home the trophy.

Nori Juba commented that he believes all public agencies have a responsibility to manage finances responsibly and in the best interest of all community members.

Meeting adjourned at 9:25p.

Respectfully submitted,
Andrea Wilson
3.8.2016