

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

The Board of Directors for Bend-La Pine Schools met in a regular session on September 25, 2018 at  
520 NW Wall Street, Bend, OR.

**Board Members Present**

Andy High  
Stuart Young  
Cheri Helt  
Carrie Douglass  
Julie Craig  
Peggy Kinkade  
Ron Gallinat *via teleconference, left meeting at 7:40 p.m.*

**Call to Order**

The meeting was called to order at 5:30 p.m. by Chair High. The Pledge of Allegiance followed.

**Public Input**

Sharon Bellush, parent of a student with dyslexia, shared about her child's diagnosis and experience in school. She spoke about the recent updates to dyslexia screening set forth by ODE and added October is dyslexia awareness month. She would like to see the district continue to raise awareness and speak more openly about dyslexia. Chair High and Cheri Helt thanked Bellush for sharing her story and passion to support dyslexic students.

**Consent Agenda**

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

**Reports**

❖ **Construction Update**

Mike Tiller shared an update on the projects that were a focus of summer work: Kenwood gym, Buckingham exterior painting, Summit High School access drive and concrete work, Marshall High School's new gym and two new classrooms which have an approximate completion date of January 2019. Pilot Butte Middle School's phase one (of three) is about 90% complete and the G building roof repairs should be complete by the end of October. The new elementary school continues to be on schedule, and secure entries at eight different schools are up and functioning with small details currently being wrapped up.

Chair High asked about feedback on the secure entry projects. Lora Nordquist shared that she has visited many schools and the overall feeling is that schools are welcoming and Mikalson noted staff members and families have a good understanding of the reasons behind the change. Helt noted how impressed she was with the district's maintenance team who continue to work and wrap up projects now that school has started; there is literally no disruption to the educational flow. Helt attended a PTA meeting recently and the overwhelming feeling was that of support for the secure entries.

High asked what have been the biggest challenges this summer with construction projects. Tiller said materials like metal door frames, bleachers and hardwood flooring along with the overall labor shortages in the region. Mikalson thanked Tiller and the entire maintenance team for their efforts this summer and getting schools ready beyond expectation for the year to start.

#### ❖ **New High School Design Update**

Mike Tiller introduced new high school architects Renee Alexander and Mark Nordean to share an update on the new high school. He said the team is wrapping up the design development phase and things are looking fantastic. Alexander introduced members of the design team, shared a handout with maps of the new high school and Nordean reviewed the timeline of the entire project. The final completion date is summer 2021, with construction anticipated to begin spring of 2019. Nordean also reviewed the site and floor plans.

Cheri Helt commented on the focus group work and appreciated seeing the feedback of those groups reflected in the design plans. Nordean agreed and said the third round of focus group work has just begun. Carrie Douglass asked when the district could expect some cost information. Mikalson said figures are expected in mid to late October and Nordean added that he feels the full design intent of the project will be within budget.

Alexander shared a 3D 'fly through' of the exterior and interior of the new high school. Board members expressed their thanks and appreciation to the design team for their work and presentation. Mikalson thanked Alexander, Nordean and their team for the collaboration and is proud of the work done thus far, and excited to see the next steps of the project.

#### ❖ **New Elementary School Naming Update**

Kevin Gehrig reviewed the naming timeline in the board packet and shared the status of the naming committee which is made up of community members and district representation. The process will officially kick off on October 1 with people being able to submit their suggestions, a sample of the naming suggested form was also included in the packet. Gehrig said his committee plans to share names (not school colors or mascot suggestions) with the board at the December 11 meeting. Superintendent Mikalson thanked Gehrig for leading this process and his work and efforts in opening the new elementary school next fall.

#### ❖ **EL 4 – Treatment of Staff Policy Monitoring Report**

Superintendent Mikalson noted the report include in the board packet and the positive steps made over the past year in clarifying the role of visitors and volunteers in schools. Carrie Douglass asked about continued background inquires during an employee's career with the district. Jay Mathisen explained there is not currently a system in place, however, TSPC does have a self-report portion in the license renewal process. Douglass shared her thoughts on the importance of doing background checks beyond the initial hire date, and having a system of notification when offenses occur throughout a person's employment. Peggy Kinkade agreed and Julie Craig asked if the district would check into the legality and process involved in doing periodic background checks. Board members all agreed they would like to hear more about the possibility of developing a more systematic process.

Mikalson also noted the expanded recruitment efforts the district has made, including seeking out culturally diverse candidates, and the work the district is doing to support current staff members with professional growth. Craig asked about the EA Pilot program described in the report. Mathisen explained the district is currently paying a bilingual educational assistant at Bear Creek Elementary their educational assistant wages while they complete their required student teaching time as part of earning their teaching degree. Often times loss of wages during required student teaching times is a deterrent for people to complete or pursue a teaching degree. Once this staff member completes their degree and is hired into a teaching position, the district will work with the employee to recapture the dollars from the wages currently being earned. He said this is the district's first effort with this type of employment agreement and are excited to see how it could possibly grow.

Douglass asked if the district looks at the distribution of highly qualified status, years of service, or other areas that could indicate teacher quality. Mathisen said the district has followed this type of data in recent years and Mikalson noted that retention and recruitment is an issue statewide and a priority of the district.

Helt asked for further information about the Safe Schools Alliance and drills that take place throughout the year. Julianne Repman said there is an active shooter training scheduled after school hours in November and will be done in partnership with Bend Police, Bend Fire and other community partners. Douglass asked about the status of Stop the Bleed kits. Repman said the district chose not to buy the Stop the Bleed branded kits, but has provided first aid and bleeding first aid kits for all classrooms in the district.

Mikalson commented on the continuing areas of improvement and the district's commitment to equity and implementation of safety protocols. Helt suggested adding "most highly qualified, culturally diverse, and best suited candidate" to number two of EL 4. Douglass supported the suggested update. Chair High felt those areas are already being addressed and Mathisen noted the district does have an equity policy that speaks to those specific concerns. Board discussion ensued on where equity would fit into the current Executive Limitations. Douglass said she would bring back recommendations for EL 4 as part of the board sub-committee work she and Stuart Young are focusing on this year.

#### ❖ **EL 5 – Staff Compensation & Development Policy Monitoring Report**

Superintendent Mikalson reviewed the monitoring report in the board packet and noted the increased professional development opportunities across the district. He said that staff turnout has been impressive, and Lora Nordquist said many of the trainings that have taken place are staff lead which make them sustainable and available throughout the course of the year allowing for more training opportunities.

Craig asked what trainings are offered to classified staff members. Nordquist said the district is offering a conversational Spanish course to all district employees. The Taking It Up Training is also one that all staff members are invited to participate in and literacy training is provided for those working in roles that support reading instruction. The Transportation Department has also begun to offer trainings for drivers so they are better connected to the schools and students they transport. Discussion ensued on the roadblocks such as work schedule, that prevent classified staff from attending trainings.

Craig expressed her support for creating more training opportunities for classified staff members, noting this is one way to help employees know they are a valued member of the district. She encouraged the district to seek ways to help offset time, provide compensation, etc. to make trainings more attainable.

#### **Discussion Items**

##### ❖ **Plan B Next Steps Discussion**

Julie Craig reviewed the information from PlanB on the next possible project of reviewing the district's asset management plan, current contract terms and costs associated, approximately \$8,000. Douglass supports the asset management plan review and would advocate not to increase the PlanB budget. Helt shared her support of the asset plan review, however, does not want to scale back the scope of the new high school and Pilot Butte Middle School construction project reviews that PlanB is currently evaluating. Chair High shared his support of increasing the budget for PlanB to include an asset management plan review in the current contract. Board members agreed they would like to continue to discuss with district staff the potential value of an asset management plan review.

#### **Proposed Suggestions for EL 3**

Carrie Douglass reviewed the suggested language updates for Executive Limitation 3. Board members discussed the suggestions and their desire to continue to support the middle school level homework.

**Peggy Kinkade moved to approve the suggested language for Executive Limitation 3 as presented. Stuart Young seconded the motion. Unanimous approval.**

Andrea Wilson will make the approved changes to EL 3.

### **Community Linkage Meeting Topics Discussion**

As part of their board sub-committee work, Chair High and Peggy Kinkade shared linkage meeting topic ideas for Spring 2019:

- Enhancing Latino Night with a board member listening session;
- Mental Health Part 2 – a continuation of the Community Linkage meeting in Spring 2018 and possibly held in South County
- Business / School Connection – to promote the trades and engage with The Chamber
- Boundary Processes – with board members being an active part of community forums (October 22, December 4 and December 6)
- Testing

Board members discussed the suggestions and provided feedback. Stuart Young suggested an idea of a linkage meeting focusing on technology and student learning / stress / social emotional learning. Cheri Helt noted Rebecca Hicks, a pediatrician with Mosaic Medical, could be a great resource and to include as part of the mental health linkage meeting. Carrie Douglass suggested a linkage meeting with a focus on equity.

Mental Health and Business Connection linkage meetings were the top two ideas supported by board members. High asked Jim Boen his thoughts on a hosting a linkage meeting in South County or if there was a way for the board to connect with community members. Board members discussed a meet and greet time before the October 9 board meeting at Rosland Elementary as a way to connect with community members. High said he will bring back linkage meetings ideas for a final decision at the next board meeting.

### **Board Comments**

Stuart Young complimented Mike Tiller and his team for the work they accomplished over the summer. He thanked teachers, support staff and administrators for a great start to the school year. He also complimented the work being done on the new high school and thought the presentation tonight was fantastic.

Cheri Helt also thanked Tiller and his team for their work. She thanked Katie Condit from Better Together for her work to support and expand the Juntos Program and Bear Creek and Jewell Elementary. Helt also thought the idea of having recess before lunch that Dana Arntson, principal at Ensworth Elementary, implemented this year is great.

Julie Craig shared her appreciation for a great start to the school year.

Carrie Douglass agreed with her colleagues and shared the same thanks, including the Education Foundation and the many ways they support schools.

Chair High agreed and noted this year is the Education Foundation's 30<sup>th</sup> year anniversary and he too appreciates all their efforts to support students and schools.

Meeting adjourned at 7:51 p.m.

Recorded by: Andrea Wilson

*Minutes approved at 10.9.18 board meeting*