

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

The Board of Directors for Bend-La Pine Schools met in a regular session on March 13, 2018 at the Education Center, 520 NW Wall Street, Bend, OR 97703.

**Board Members Present**

Andy High  
Peggy Kinkade  
Julie Craig  
Ron Gallinat  
Stuart Young  
Carrie Douglass  
Cheri Helt

**Call to Order**

The meeting was called to order at 5:36 p.m. by Chair High. The Pledge of Allegiance followed.

**Review of the Agenda**

Chair High noted the student performance and Superintendent Spotlight would take place prior to Public Input.

**Student Performance**

Superintendent Mikalson introduced Renee Sanchez, second grade teacher at Bear Creek Elementary, and leader of Ballet Folklórico de Bear Creek; an inclusive, traditional Aztec folkdance group. Sanchez introduced Mayra Stearns and shared how the dance group formed and how it has continued to grow over the past three years. Sanchez noted generous donations and volunteer time have allowed for the group to grow, and they are currently looking to expand into a larger performing arts space. Students performed three different dances and Chair High thanked the students, Sanchez and Stearns for a wonderful performance.

Mikalson noted the artwork on display around the board room. High Desert Middle School Advanced Art teacher, Marcy Monte, created an opportunity for students to meet with elders at an assisted living home, hear stories about their lives, take a picture and then draw the beautiful portraits that are on display. These portraits will be given to the elder and their families in the next weeks.

**Superintendent Spotlight**

Superintendent Mikalson introduced past Bend-La Pine Superintendent, Doug Nelson and Ensworth Elementary teacher, Sandy Phillips. Nelson shared that the Phillips family lost their daughter Carly seven years ago, and in her honor, started Carly's Kids. The mission of Carly's Kids is to raise money to help support students in attending outdoor school. Over recent years, \$143,000, has been donated to support Bend-La Pine Students in attending outdoor school. With the recent passage of Senate Bill 439, which now funds outdoor school, Carly's Kids will continue to support students and outdoor programs by way of offering financial support for supplies and donating to teachers directly to support their classroom outdoor learning efforts. Phillips presented a check to Chair High and thanked the Board for their continued support over the years. Mikalson thanked the Phillips family, noting the incredible impact their program, and outdoor school has had in changing students' lives.

**Public Input**

Chair High reviewed how the public input process works, clarifying it is a time for public to address the Board; he explained the Board appreciates hearing from the public, takes comments and feedback seriously, however does not engage in conversation during this time.

John Thurston, community member and retired FBI agent, shared about his career and line of work and stated that arming teachers in schools is a terrible idea. Schools are nurturing environments and should continue to be a place for learning and not weapons. He spoke about the role of a first responder in a chaotic situation and that their first task is to identify and stop the core of the chaos and having more people with weapons in the midst of chaos can lead to more unnecessary tragedy. Teachers should be allowed to focus on their goal to educate students.

Foster Fell, community member, urged the Board and district administrators to announce their intention to not penalize students who choose to participate in the scheduled walk outs. He said students should be encouraged and thanked for their civic involvement.

Krista Zweers, parent, spoke about gun violence prevention. She shared personal experiences that included gun violence and identified areas that may help reduce the risk of gun violence, threats in schools and increase safety. She would like to see campuses be more secure and urged Board members and district leaders to use their platform to advocate for more funding from the state on gun violence prevention, mental health resources, outreach programs and additional student resource officers.

Mary Stelzner, parent, shared about her recent experience when she went to pick up her student at Summit High School. She spoke with Summit High administration about her concerns and the need to make the building more secure and increase expectations that students, staff and visitors only use limited entrances and exits during the school day.

Beth Hoover and Taylor, retired teacher and Bend Senior High student, shared a letter with over 70 signatures, in support of the March 14 student walk out. Hoover read the letter aloud and asked the district and Board to support the walk out. She also expressed her thanks for the efforts being made to keep schools safe.

Angela Chisum, parent, thanked the Board for their time and service to the community. She asked that the Board make a better effort to follow up with community members who share public comments at meetings. She suggested finding ways for the Board to better include members of the La Pine community and asked when the district plans to share updated school security plans. Chisum also asked for the Board and district's continued support in upcoming walk out events.

Karrie Newman, parent, addressed the Board and shared concerns about the merging of Strive and Marshall High School for the 2018-19 school year. She would like to see students and staff be treated fairly, and the same at all schools across the district.

Superintendent Mikalson commented on the upcoming walkouts and said the district has communicated guidelines to building administrators. The district will not promote or discourage the walkout efforts and said students will not be punished for their participation as long as their actions are for the purposes of the walkout effort.

Lauren, senior at Bend Senior High, thanked Mikalson for his response to the recent tragedy. She would like to see more mental health support in schools and spoke of how the issues of safety and mental health correspond with one another. She urged the district and Board to keep safety as a top priority now and in the years to come.

Chair High thanked all who addressed the Board.

High recessed the regular session at 6:30 p.m.

High resumed the meeting at 6:33 p.m.

### **Budget Workshop**

Superintendent Mikalson introduced Budget Committee members present including recently appointed member, Amy Tatom. He thanked members for their time and said his hope for this evening is to share the district's vision, make the budget more clear, and show how it aligns with district priorities and the desired impacts of spending toward

those priorities. He explained the Board and Budget Committee will ultimately work and decide on an element of the budget that they would like to take a deeper dive into for more clarity. Mikalson shared the 2018-19 action steps identified by district leadership and suggested that these might be areas to consider for the deep dive.

Mikalson reviewed the continued movement in the district from Student A to Student B and the recent academic achievement results, hope and engagement measures and 4C's, in response to the Board's Eight Ends. In an effort to make the budget more user friendly, Mikalson shared graphics to review spending across the district noting 82% of the budget is spent on people (salaries, benefits, PERS, etc.) the remaining dollars go towards operations, utilities, transportation, charters, ALO's, athletics, instructional materials, instructional technology, school discretionary, etc. Mikalson reviewed staffing ratios and historical information around class size and explained ultimately, developing the budget is an effort to balance best practices against fiscal reality.

Mikalson spoke about the impact and ways to measure return on investment using John Hattie's research which shows teachers are the number one thing that impacts a student, followed by high impact leadership, innovation, safety and trust.

The 2018-19 budget planning effort will include salary schedule increases, anticipated growth of 250 more students, decreasing elementary enrollment, increasing middle and high school enrollment, and increased need for student behavior support, etc. Other factors to consider include the \$1.1 million the district will receive from FEMA for damages incurred in the 2017 winter storms, PERS increases that will equal about \$5.5 million / year, starting in 2019-20, and how to bring the ending fund balance back to 5%.

Chair High clarified, that last year, the Board deviated from policy and used funds from the ending fund balance, lowering it below 5%, to help offset the extreme costs associated to the winter storm. Brad Henry noted that the 2018-19 budget proposal will be prepared assuming a 5% ending fund balance. Class size ratios, staffing formulas, etc. will also be assumed at their current levels.

Discussion ensued on areas to consider for a deep dive, including: counseling and trauma informed practice funding, breakdown of dollars spent on school security vs. counseling (proactive vs. reactive approach to safety), restorative type of practices and efforts to support behavior issues, etc. Budget Committee member Bruce Reynolds shared his excitement for the direction the budget discussion is heading; specifically looking at enrichment and success of students coupled with safety.

The first Budget Committee meeting will be April 24. Chair High asked that Committee and Board members share feedback or any questions with himself or Mikalson. Mikalson thanked all for joining tonight and said he is looking forward to the process this spring.

## **Consent Agenda**

**Cheri Helt moved to approve the Consent Agenda. Ron Gallinat seconded the motion.**

Helt noted the Superintendent Mikalson's contract as part of the consent agenda and said she is very pleased with Mikalson's innovation and vision for the district. Peggy Kinkade agreed and said she feels excited to be connected to the district and appreciates the sincerity and integrity Mikalson leads with. She feels the district is headed in the right direction. Stuart Young agreed and noted the complexity of managing personnel, student learning, financing, safety, etc. and he too is pleased with Mikalson and complimented Mikalson and his leadership team. Chair High shared his appreciation for Mikalson's work and also thanked fellow Board members for their assistance in the superintendent evaluation process. **High noted the motion and second and called for a vote. Unanimous approval.**

## **Reports**

### *School Start Times Update*

Superintendent Mikalson reviewed the steps and process to date in an effort to evaluate school start time options. During the 2016-17 year a School Start Time Committee was formed and reviewed research about student health

and wellness as it relates to rest, explored various school start time models used in other school districts, and ultimately came up with three options:

- Continue with the current schedule,
- Slide start times back at all levels, and
- Flip start times for secondary and elementary levels.

In January 2018 the Board held a Community Linkage meeting to share and listen with community members about start times. Over 100 attendees discussed the benefits, challenges, and shared valuable feedback about the three options, which helped led District leadership come up with to two options for consideration:

1. Continue with the current schedule
  - Elementary 9:00 a.m. – 3:30 p.m.
  - Middle School 7:45 a.m. – 2:40 p.m.
  - High School 7:45 a.m. – 2:45 p.m.
2. A combination of the slide and flip models
  - Elementary 8:00 a.m. – 2:30 p.m.
  - Middle School 8:45 a.m. – 3:40 p.m.
  - High School 8:45 a.m. – 3:45 p.m.

Mikalson said between April 9 and May 31, the district will engage in a series of activities to gather feedback from parents, students, staff and community members. A decision will be made in the summer / fall of 2018, and if a change is to be made, would be effective the 2019-20 school year. The complexity of changing a school start times impacts the entire community, families, work schedules, daycares, afterschool programs, transportation efforts, etc. Mikalson said he will only support a change if the district is positive it will be a successful transition.

Lora Nordquist added that while the turnout at the Community Linkage meeting was great, the district must keep in mind there are 18,000+ students and as many families as possible deserve an opportunity to understand the potential changes. Julie Craig noted the importance of providing the opportunity for district staff members to prepare and plan for the impacts of a possible change.

#### *Executive Limitation 11 : Asset Protection Policy Monitoring Report*

Superintendent Mikalson introduced the executive limitation monitoring process and offered to answer any questions. Ron Gallinat appreciated the detail provided in the report. Peggy Kinkade said she would be in favor of looking at the district's property again as possible surplus and suggested the Board initiate that conversation in the near future. Mikalson suggested surplus property discussions could be a part of the Executive Limitation 7 : Facilities report coming in the next months.

#### **Board Comments**

Carrie Douglass visited Ensworth Elementary last week and was reminded how critical small class sizes are for students who may be in poverty or have experienced trauma. She encouraged the Budget Committee to consider and listen to the needs of teachers and students and utilize data to support their budget recommendations.

Cheri Helt thanked the Education Foundation for hosting the Trivia Bee last weekend; a fundraising event to help support innovative teacher grants. Helt noted the teacher grants awarded move programs forward and help provide opportunities for students that they might not otherwise have had. Helt was part of a team with fellow Board members, and while they didn't win, they did fare well and had a fun evening.

Chair High commented on school safety and shared personal experiences where his safety was at risk. He said he continues to think and work through all aspects of school safety, adding it is not a black and white issue for him, and appreciates the open dialogue with fellow Board members and district leaders. As the district moves forward to

increase safety measures High noted the importance of doing it well, even if it does not feel fast enough at times, doing it right the first time is critical. High said he feels safe sending his three children to school every day. He complimented school staff, principals and district leaders for their efforts to keep our schools safe.

Stuart Young expressed his thanks and said he is incredibly proud of the time and energy district leadership and local law enforcement have devoted to student safety.

Meeting Adjourned at 8:09 p.m.

Respectfully submitted,  
Andrea Wilson  
3.13.2018