

## **Bend-La Pine Schools Bend, OR 97701**

The Board of Directors for Bend-La Pine Schools met in a regular meeting on June 9, 2015 in room 314 of the Education Center at 520 NW Wall Street, Bend, OR 97701.

### **Board Members Present**

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

### **Call to Order**

The meeting was called to order at 6:09p by Co-Chair Helt. The Pledge of Allegiance followed.

### **Public Input**

Tom Wilson, former Bend-La Pine Schools board member, shared some thoughts about PERS retirees who are rehired and then thanked Superintendent Wilkinson, noting he enjoyed working with both he and Doug Nelson and wished Wilkinson the best in his retirement.

Wells Ashby, former Bend-La Pine Schools board member and current Circuit Court Judge; thanked the district for use of Troy Field this spring for lacrosse teams he is involved with. He thanked Superintendent Wilkinson for his service and noted his appreciation for the long hours district administrators work. Ashby thanked board members for their time and service and wished Wilkinson well in his retirement.

John Rexford, High Desert Education Service District Superintendent, thanked Superintendent Wilkinson for his work and shared how much he enjoyed working with Wilkinson for 14 years in the district and their continued work as colleagues in recent years. He will miss Wilkinson.

### **Superintendent's Report**

Superintendent Wilkinson shared the graduation ceremonies were beautiful, noting the phenomenal success and accomplishments of students. He said 25% of graduates earned their honors diploma and he congratulated all graduates for their work.

Wilkinson shared a presentation highlighting his proudest moments while leading Bend-La Pine Schools. Co-Chair Helt shared that a group of parents from Lava Ridge Elementary have established the Wilkinson Scholarship Fund as a way to honor Gail and Ron Wilkinson's dedication to education. The scholarship fund will be used to provide scholarships to Bend-La Pine School graduates who plan to pursue a career in education. Helt said the fund was established because 'there needs to be more Wilkinson's in this world.'

Helt recessed the meeting to celebrate Wilkinson's final board meeting with milkshakes and cake at 6:30p.

The meeting resumed order at 6:45p.

Peggy Kinkade read something she wrote for Superintendent Wilkinson in honor of his retirement. She highlighted his successes and thanked him for being a great man, a passionate leader and for leaving the district a better place.

## **Consent Agenda**

Peggy Kinkade corrected the May 26 minutes, noting she did not abstain from the vote of board vice chair for the 2015-16 school year.

**Andy High moved to approve the Consent Agenda with the correction noted. Ron Gallinat seconded the motion. Unanimous approval.**

## **Reports**

### *Alternative Learning Options Evaluation Report*

Dave Holmberg, with the HDESD, thanked board members for their time and shared about the work he does for the HDESD throughout the Central Oregon region. Holmberg introduced staff members from COIC, J Bar J and Sisters Academy, OYCP and REALMS and reviewed the site visit process he does as part of his evaluation work. Holmberg said his evaluation includes an executive summary, which states all ALO programs are performing to the expectations of the district and meeting their contractual requirements. He recommended the board approve the report as written and continue agreements with each ALO program.

Co-Chair Helt asked about the recommendation for REALMS' ALO contract to be renewed.

Superintendent Wilkinson explained that the report Holmberg is sharing is reflective of the work done for the 2014-15 school year and although REALMS is moving to a magnet school program with the district for the 2015-16 school year, it is appropriate that Holmberg reports and makes his recommendation as written.

Peggy Kinkade asked for clarification of the number of credits earned at OYCP, there are two figures listed in the report. Dan Radibaugh, with OYCP, confirmed there were 2,367 credits earned in 2014-15. Kinkade asked about the number of students served at REALMS who qualify with disabilities, as their results are impressive. Roger White said it is a smaller group than other district middle schools, but significant for the REALMS population and is proud of the staff and students producing these results. Kinkade complimented White and would like to hear more about strategies they use to meet the needs of these students, and looking at ways of possibly integrating their ideas and work into district practices.

Co-Chair Juba asked what the average length of stay is for a student at COIC. Laura Clark said about 52 days for the typical student and said time in the program can vary greatly for a credit recovery student versus one who is in a more general education program. She noted the report from Holmberg shows a breakdown of students, where they come from and their academic level. Discussion ensued about changes in GED requirements and how those changes have impacted each program, especially COIC.

Co-Chair Helt thanked Holmberg for his report and thanked each of the ALO programs for their work to help accommodate students with different learning styles and understands the extra time and effort put in by staff members to help their students succeed.

## **Action**

### *A. Approval of 2015-16 Alternative Learning Option Contracts*

**Stuart Young moved to approve the 2015-16 Alternative Learning Contracts as presented. Julie Craig seconded the motion. Unanimous approval.**

### *B. Resolution 1815: 2015-16 Budget Appropriations*

Brad Henry reviewed Resolution 1815 and said the only change is the addition of personnel costs that were originally cut in the budget the Budget Committee recently approved. Per the Budget Committees recommendation, the additional dollars have been placed into the general fund.

### *C. Resolution 1816: 2015-16 Impose Tax*

Brad Henry reviewed Resolution 1816 and said there are no changes from what was originally approved.

*D. Resolution 1817: 2014-15 Supplemental Budget*

Brad Henry reviewed Resolution 1817 and noted this is for the current school year as there is additional revenue based upon higher enrollment than projected. He noted staff was been added based upon increased enrollment and this resolution serves to amend the districts current spending for the 2014-15 fiscal year.

Andy High asked for clarification on the addition of personnel funds in Resolution 1815. Henry said the dollars are approved for the 2015-16 budget and accounts for the contract agreements coming later in the agenda. High asked about the order of adding funds back as made by the Budget Committee. Henry reviewed the recommendations of the Budget Committee, and explained about strategies of putting money into a PERS reserve fund, noting the district would like to remain cautious, as the legislature has not yet said how they will allocate resources. He said there are no requirements tied to how the dollars are spent; it is a funding formula, not an expenditure formula coming from the legislature.

Peggy Kinkade asked if board members would like to approve all resolutions together or take action separately. Andy High said he would vote in favor and support the three resolutions, even though he voted against the budget. He shared his disapproval with the budgeting process and timeline. High also shared his thanks to Henry and district staff members for their work around the budget.

**Peggy Kinkade moved to approve Resolution 1815, 1816 and 1817. Ron Gallinat seconded the motion. Unanimous approval.**

*E. Summer Meeting Schedule*

Co-Chair Juba clarified a small business meeting and board governance policy workshop would be held on June 17 from 2:00-4:00p. There is no July meeting. The board retreat will be held on August 4 at The Bridges conference room. He noted board leadership meetings might take place during the summer months only as needed. No action was taken.

*F. Ratification of Contracts: BEA, BLAST, Confidential & Assistant Superintendents*

Jay Mathisen noted handouts at each board member seat summarizing the key points of contract negotiations and salary schedules for the BEA, BLAST, Confidential and Assistant Superintendents.

Mathisen shared the BEA, teacher group, is currently voting on a tentative agreement and he is hopeful the group will ratify the contract agreement. He highlighted at day will be added back, restoring that group to 190 days, their pre-recession contract length. This day will be a choice professional learning day to allow teachers some choice, pending approval from their administrator, on what they would like to invest their time in learning. He feels this is an exciting and respectful element to their contract. The additional day, 8 hours, can be accomplished on a schedule that works for the teacher over the course of the school year.

Co-Chair Juba asked about the Cascade Bargaining Council. Mathisen explained they are a regional group and the BEA is looking to move away from including them in their negotiations. Bob Markland, BEA President, added the Council has not been as effective in recent years and supports the BEA bargaining on their own.

Peggy Kinkade asked for clarification regarding sub-deduct pay. Mathisen explained the proposed contract language limits sub-deduct pay for absences related to FMLA and OFLA only. It is a pro-rated amount of pay a teacher receives while on leave after they have used all of their other available leave options.

Andy High asked for clarification on sick leave rollover. Mathisen said the days accrued will never exceed three days. Julie Craig asked if he knew how many teachers would be eligible to rollover

leave. Mathisen was not sure, as years past many have used all of their leave because it was a use it or lose it model. He is hopeful the ability to rollover a day will help alleviate the heavy personal leave usage in the springtime by teachers. Another leave update is with sick leave. Mathisen explained that up to two days of sick leave would now be allowed for 'wellness visits' in an effort to honor the welfare and health of our employees. This change is also a part of all other contracts presented tonight.

High asked when voting results would be known. Markland said by 5:00p on June 10. Mathisen shared his thanks to Superintendent Wilkinson for his masterful bargaining skills and all that he has taught others about bargaining. He said Wilkinson's approach to bargaining has always been for both sides to feel as though they have won, while maintaining fiscally sound with a focus on district resources. Mathisen also noted Markland will be retiring this school year and shared his appreciation for the work Markland has done over the years and how he truly cares for the employees he represents. Markland said it has been an exceptional year and he and Wilkinson can both retire feeling really good about this most recent bargaining experience. Helt agreed and noted the level of trust and respect amongst bargaining and district members is evident. She is proud of the work and thanked all for the extra hours and effort put into bargaining. She is hopeful the Classified group will reach a good agreement as well.

Mathisen reviewed the BLAST and Confidential groups contract summary notes. Superintendent Wilkinson reviewed the Assistant Superintendent contracts and said he and Shay Mikalson had worked on this one together based upon Mikalson's vision and reorganization he would like to establish once superintendent. Each member of this group has an individual contract and those should be complete with legal council very soon.

**Ron Gallinat moved to approve the BEA, BLAST, Confidential and Assistant Superintendents Contracts as presented. Peggy Kinkade seconded the motion. Unanimous approval.**

### **Policy Monitoring**

#### *BD GOV A.8 – Communication & Support to the Board*

Superintendent Wilkinson said he feels the district is compliant with this policy.

#### *BD GOV C.2 – Monitoring Superintendent Performance*

Co-Chair Juba said the board reviewed Superintendent Wilkinson's annual evaluation in executive session prior to this meeting. He reviewed the Key Performance Indicators the board evaluates on, noting there are six and a bonus structure is in place based upon how many KPI's met. A struggle this year was the timing of data available in measuring KPI results, however, after reviewing all data and results, the board has agreed Wilkinson met four out of six measures. Juba noted four of six is good and the district continues to be trending in the right direction. Key competencies are also part of Wilkinson's evaluation and his average score entitles him to a performance bonus as well. Juba shared Wilkinson's evaluation and the use of data to measure performance is unlike anything any other district does in Oregon. He said Wilkinson has done an exceptional job and his bonus is a result of his excellent work.

Peggy Kinkade said she really loves the board is rewarding excellence and feels Wilkinson has been an excellent superintendent. Juba thanked Wilkinson for his willingness to be evaluated like this and allowing this to be a work in progress, as it sounded simple in concept, but it has proven to be tricky to evaluate certain measures, noting the constant change in education with data and evaluation tools being used. Juba thanked Dave VanLoo as well for his work in providing and tracking data. Juba thanked Wilkinson again for his excellent performance and wished him well-deserved relaxation in his retirement.

### **Board Comments**

Andy High thanked Juba and Helt for sharing the chairperson position and their efforts, time and commitment given to the board and district this year. He shared his appreciation for Superintendent Wilkinson and Gail Wilkinson for all their years in education.

Ron Gallinat thanked Juba and Helt and wished Juba and Kinkade good luck leading the board next year. He thanked Kinkade for her words earlier about Wilkinson and thanked Wilkinson for his service to the district. He said the four graduations he attended were wonderful and is excited to attend the Transition CoOp graduation tomorrow for the first time.

Stuart Young thanked board members for welcoming him, adding this is one of the last places he ever thought he would be. He shared about his time as a superintendent and the key in his career was having his spouse, an educator as well, as a partner to share the journey with. He congratulated both Wilkinson's and wished them well in retirement.

Julie Craig shared she attended three graduations and enjoyed them all, adding her special thanks to the Mt. View administration who allowed her to hand a family friend his diploma. The Marshall High School graduation is always special to Craig and always leaves feeling proud for how well we strive to serve all students. She congratulated the Wilkinson's and thanked them for their years of service and appreciates the work of a classroom teacher and superintendent is not easy. She is excited for the future of the district.

Co-Chair Juba shared his thanks to Bob Markland for all his work and contributions over the years and he has enjoyed working with him. Juba shared a "truths and troubles" over the past years of working with Wilkinson and said Wilkinson has been a joy to work with and thanked him for a fantastic journey and wished him the best of luck.

Co-Chair Helt thanked the community, teachers and staff for supporting the students who were honored at the Perseverance Award event recently, adding it was a very special day and she is excited to hand out two more awards. She too, will miss the Wilkinson's.

Meeting adjourned at 7:57p

Respectfully submitted,

Andrea Wilson  
6.9.2015