

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

The Board of Directors for Bend-La Pine Schools met in a regular meeting on November 8, 2016 at the Education Center, 520 NW Wall Street, Bend, OR 97703.

**Board Members Present**

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

**Board Members Absent**

Stuart Young

**Call to Order**

The meeting was called to order at 5:16 p.m. by Chair Kinkade. The Pledge of Allegiance followed.

**Review of Agenda**

Chair Kinkade added discussion of the board meeting calendar to the agenda.

**Public Input**

Marilyn Burwell, community member, gave and read a statement to the Board with suggestions of how to spend funds should Measure 98 pass. Burwell highlighted AVID, Restorative Justice, ways to support the homeless population and supporting the work of FAN. Superintendent Mikalson thanked Burwell for her advocacy and information.

**Superintendents Spotlight of Success**

*IB Programme at Bend Senior High School*

Superintendent Mikalson introduced Andria Lindsey, IB Coordinator at Bend Senior High and Chris Reese, Principal at Bend Senior High, and expressed his appreciation for their time to highlight the success of the IB programme. Lindsey thanked Mikalson and introduced members of her parent advisory team, Rayne Cedergreen, Bend Senior High Counselor and IB student Daphne. Lindsey shared the core value and mission statement of the programme, noting IB is more about the experience and growth of students than just credits. Teachers and students at Bend Senior High are committed to IB and have been very successful, despite some gaps in resources and struggling to meet hour requirements. Lindsey thanked the Board and the district for their continued support of IB and offered to answer any questions.

Andy High asked about what resources could help support the programme. Lindsey said being able to support the emotional and academic needs of students would be her first area of focus. Reese applauded the efforts of Lindsey and other teachers to support all Bend High students. Ron Gallinat asked about testing fees and ideas on how to get the additional hours needed. Lindsey said each test is \$86 and there is a one-time registration fee of approximately \$186. She said some other districts have paid teachers for additional hours of instruction outside of the regular school day, to help meet hourly requirements, which she would like to be able to do the same.

Chair Kinkade asked Daphne to share about her IB experiences. Daphne said she transferred to Bend High specifically for IB and has been very happy. She is now applying to international schools to attend after she graduates with success. IB has pushed, challenged and given her motivation to reach her goals. She appreciates the close-knit atmosphere of the smaller classes and how accessible teachers are. Nori Juba asked what the main difference between IB and AP courses are. Daphne explained IB is more practical and applies to real life and also

allows students choice in what they choose to research, etc. Juba shared a friend of his is now attending honors college and has reported back that his IB classes were more difficult than his current college courses.

Kinkade asked what the parent advisory team does for the programme. Annita Moore, parent, shared she has been on the committee for three years and assists with clerical duties, outreach, programme evaluation, help set the vision and supports the schools in a variety of ways through volunteering. Lillian Quinn, parent, added the IB culture has drifted to students who are not the typical "A" students to which Reese agreed, IB has been a game changer in the culture at Bend Senior High. Kinkade thanked Lindsey and her team for all their work and wished Daphne best of luck after graduation. Mikalson also expressed his thanks and appreciates the leadership and work being done at Bend Senior High to keep the program moving forward.

### **Consent Agenda**

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

### **Action Items**

#### *Board Staff Linkage – Expectations of District Staff & Expectations of the Board*

Chair Kinkade shared a handout with Board members and reviewed the suggested changes. Cheri Helt thanked Kinkade for her work. Juba asked for clarification around the process for complaints that come directly to a Board member. Discussion ensued and all agreed that individual members would guide the person with concern to the appropriate level: staff to immediate supervisor, supervisor or principal to area level supervisor, area level supervisor to superintendent and ask individuals to contact them again if there is still concern after connecting with the appropriate person. Board members also discussed confidentiality and following Oregon Public Meetings Law. **Ron Gallinat moved to approve the Board Staff Linkage – Expectations of District Staff and Expectations of the Board as presented. Andy High seconded the motion. Unanimous approval.**

### **Reports**

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

Chair Kinkade referenced the report in the board packet and added that because this is the first round of policy monitoring there is not any comparison information, however this is good work to set a baseline. Superintendent Mikalson offered to answer any questions. Mikalson said the second round of reporting on EL 4 will highlight progress or continued areas for improvement.

Ron Gallinat asked about how the district is addressing small applicant pools for certain positions. Jay Mathisen said a job fair was held just last Saturday for those hard to fill classified positions: bus driver, custodians, etc. He felt it was a successful event and hopes some qualified applicants will come from those who visited. Mathisen shared networking efforts for dual immersion positions and the connection with OSU Cascades students in the teaching program has helped with finding great teachers. Mikalson noted as the district looks to recruit and retain teachers, the PASS system is another avenue he's proud of and feels will help with attracting qualified applicants during these challenging times. Mikalson also expressed his appreciation for the positive relationship between employee groups, district administration and board members.

#### *Executive Limitation 5 – Staff Compensation and Developments*

Chair Kinkade referenced the report in the board packet and asked if there were any areas for improvement to include. Superintendent Mikalson said much of this report is structured by contracts and negotiations. Kinkade suggested more detail in attracting and retaining staff. Cheri Helt suggested adding advocacy around revenue reform. Juba commented that other industries, like technology, are finding the cost of housing and living in Bend is making it increasingly difficult to attract and keep the best employees.

### **Discussion**

#### *2016-17 Board Work Plan*

Chair Kinkade reviewed the work done on numbers 3, 4, and 5 of the Board Work Plan through Board Leadership which have been added to the current draft.

Andy High suggested creating a more focused approach on how the Board connects with new administrators and adopted schools. Chair Kinkade suggested the Board members who are not chair or co-chair work to connect with the new administrators and then the chair and co-chair could focus on public agency outreach.

Discussion ensued about the prioritization of community relationships and partnership outreach efforts. Board members shared suggestions of groups to include like Looking Forward, the Education Foundation and Deschutes Public Library. Kinkade said she would bring an update to the Dec. 13 Board meeting and incorporate suggestions, timelines, and any other edits Board members communicate with her between now and then.

#### *OSBA 2017-18 Legislative Priorities and Policies*

Chair Kinkade explained a resolution will come to the Board in December on OSBA's Legislative Priorities and Policies, and this is an opportunity to discuss and then make a decision to take action or not at the next meeting. Kinkade reviewed packet information and shared which six priorities she strongly supports. Cheri Helt reviewed the work done by the Legislative Policy Committee in creating the priorities and policies in such a manner that all districts can connect and hopefully agree upon. She said there were 42 people working together to write the policies and priorities. Andy High shared his reservation with some of the broad statements and oversight during the lobbying process.

#### *Board Meeting Calendar*

Superintendent Mikalson said ODE is planning to host an event at the High Desert ESD the evening of January 24, 2017. There is a board meeting scheduled for that same evening and he suggested the Board consider cancelling their regular meeting and instead, attend the ODE event. All Board members agreed. **Ron Galliant moved to cancel the January 24, 2017 board meeting. Julie Craig seconded the motion. Unanimous approval.**

#### **Board Comments**

There were no Board comments.

Chair Kinkade recessed the regular meeting at 7:07 p.m. to enter into executive session. The regular board meeting resumed and was adjourned at 7:55 p.m.

Respectfully submitted,

Andrea Wilson  
11.8.2016