

Redmond School District  
**School Board Meeting**  
**December 18, 2013**

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**In Attendance:** Chair AJ Losoya, Vice-Chair, Ron Munkres, and Directors- Rick Bailey, Bob Perry, Superintendent Mike McIntosh, RSD Staff: Linda Seeberg, Kathy Steinert, Trish Huspek, Kelly Richard, Nicole MacTavish, Martha Hinman, Lynn Evans, REA representative, Fred VonSeggern, Media – Leslie Pugmire-Hole (*Bend Bulletin*), Community members David Foote, and from the RPA Sandy Cloud, Megan Bryant, and Tayler Bremont.

AJ Losoya called the meeting to order with a quorum of four at 5:30 p.m.

### **PROCEDURAL ITEMS**

#### **Additions, Deletions and Corrections to the Regular Agenda**

None

#### **Citizen Participation for Non-Agenda Items**

Megan Bryant and Tayler Bremont from the RPA reported the following to the Board:

- The school year just wrapped up until January. When they return in January the students will have the opportunity to choose one class that they will attend exclusively for two weeks.
  - This has traditionally been the favorite time for students. Examples of the classes include; snowboarding, chemistry of cooking, creative writing class, science credits, and math credits. The students get to focus on one subject so that they can submerge themselves in what they are learning. Tayler will be taking a COCC college class. Megan is taking a Chemistry of Cooking class. Both students wished the Board and district staff a very happy holiday.

### **PRESENTATIONS**

#### **Superintendent Report**

Superintendent McIntosh stated that in light of the very full agenda, he was going to forego his superintendent report.

#### **Association Report**

*REA – Fred VonSeggern*

- Staff was initially concerned about the SWIFT program but after a presentation that staff received by representatives of the initiative; they now realize it is a strength based program.
- Thanked Superintendent McIntosh for his response at the last meeting. ‘We felt we were heard at the last meeting regarding new programs being implemented.’
- Felt it was a responsible decision to close school during the inclement weather.

Superintendent McIntosh stated that he has met with Jeff Bowman, Director of Labor Management for the REA. They have been talking about the number of things on teachers plates. ‘‘The list of things we are responsible for is long. To do it well requires collaboration time. There isn’t much on that list that we can’t do. It is time to get past admiring the list and accept it for what it is. In an effort to be responsible, we need to look at how we make it less burdensome. We need to identify where resources can be reallocated to provide professional development time.’’

## BOARD VACANCY INTERVIEWS

A vacancy on the Redmond School Board of Directors was created with the resignation of Lisa Klemp. The Board received three applications to fill that position. The applicants are; Shane Nelson, Jenny O’Keefe and Johnny Corbin.

The Board will conduct an individual interview with all three candidates to determine who will be appointed to the position effective January 8, 2014 to June 30, 2015.

The Board members asked each candidate the same pre-determined questions that pertain to the established criteria:

- Interest in Serving – Weight 15%
  - Skill Sets – Weight 30%
  - Level of Understanding – Weight 15%
  - Relevant Experience – Weight 20%
  - Level of Commitment – Weight 20%
- After the interviews are completed, the Board will report out their individual scores in each of the criteria areas. The individual scores will be collected by Kathy Steinert to calculate the collective scoring of the Board.
  - The Board will then have a discussion regarding the strengths of each candidate.
  - After that discussion a final ranking of the candidates will occur.

The Board proceeded with interviewing each candidate.

After all interviews were completed, AJ Losoya stated that he has been through this process a couple of times and it is never easy. “The public conversation part is awkward for everyone.”

Ron Munkres noted that it is difficult because each candidate had strengths in various areas so it makes it complicated to select just one candidate. He is concerned that the person who ends up with the highest score might not be the best fit for the board.

Individual Board member input on each candidate is as follows:

### **AJ Losoya**

Two candidates stood out to him; Shane Nelson and Jenny O’Keefe.

- Both candidates have energy and passion.
- They are willing to dedicate themselves to the position.
- Both are great advocates for the school district.
- Shane seemed very organized and poised. He has a lot of experiences from a leadership perspective and has a great deal of experience working with different personalities.
- With school safety being such a hot topic he would be a huge asset to us.
- AJ stated that he is appreciative of Mr. Corbin’s ongoing participation and passion. “We are lucky to have him in the district but for me, our leadership perspectives are very different.”

### **Ron Munkres**

Two candidates stood out to him; Shane Nelson and Jenny O’Keefe.

- Shane has a good deal of professionalism.
- He must make decisions that he sometimes has to defend to people.
- Has been in a public occupation that has to respond to the community very similar to what we have to do.
- He talked about listening to citizens.

- I agree with the process that he goes through in trying to understand an issue. Also appreciated his position about not making things harder than they already might be.
- Made it very clear that in the public sector you need to be able to listen and to try and hear but also have to follow-up with a person. If someone asks you a question, it is important to get back to them.
- Both Shane and Jenny made it very clear that they wanted to be the right fit for the board.
- The fact that she was going to be a student at the same time in an area that we are involved in is important.
- We had two people who had very similar answers.
- Jenny spoke about relevant experiences and it made him think that maybe the board and leadership team needs to go to camp for a week.
- Jenny's answers were the most teacher centered.
- Johnny Corbin's depth didn't match the other two candidates.

### **Rick Bailey**

Shane Nelson

- Very professional, good at communication.
- Familiar with being a good steward of public dollars.
- School safety expertise.
- Excellent ideas about leadership; he listens to all points of view before making a decision.
- Animated and cheerful.
- Impressed with his understanding of business operations.

Jenny O'Keefe

- Much more teacher oriented; would be able to support the teachers and their training to help them advance.
- She has a lot of unique viewpoints and experiences that she can draw upon.
- I support her position of learning how to think and not just know.
- Community partnerships.
- Cheerful and animated.

Johnny Corbin

- Must admire his persistence.
- He has some focused ideas that are old school in nature.
- Agrees vocational education is important.

### **Bob Perry**

Mr. Perry stated that he doesn't disagree with anything that has been said by the other Board members. There are two candidates that stood out to him; Shane Nelson and Jenny O'Keefe

Shane Nelson

- Poised
- A good communicator
- A good fit – polished

Jenny O'Keefe

- She has a passion that she would bring to the Board.
- She is the kind of person who could get more parental involvement.
- Having two educators in the room supporting her speaks volumes.
- She is very involved with the kids.
- The board could use a feminine perspective.

Johnny Corbin

- Doesn't understand the role of a school board. He doesn't understand that the board doesn't run the operations of the school district.

**Final Scores:**

Shane Nelson – 4.05

Jenny O'Keefe – 3.76

Johnny Corbin – 3.05

Board members discussed the fact that both Shane and Jenny would be a good fit for the Board. They encouraged Jenny to stay connected because she has a lot to offer the district.

**ACTION ITEMS**

**Board Member Appointment**

After completing the interview, scoring, and discussion on each of the candidates, it was determined that Shane Nelson would be appointed to the position vacated by the resignation of Lisa Klemp on the Redmond School District Board of Directors.

*Rick Bailey made a motion to appoint Shane Nelson to the Redmond School District Board of Directors for the term of January 8, 2014 to June 30, 2015. Bob Perry seconded the motion. Motion carried 4-0.*

The Oath of Office will be administered at a short regular meeting on January 8, 2014 prior to the work session beginning.

**Budget Committee Member Appointment**

Citizen Budget Committee members are appointed by the Board of Directors for three-year terms. To be eligible for appointment, a budget committee candidate must be a qualified voter to the District and may not be an officer or employee of the District. Members may be reappointed by the Board for successive terms.

At the October 30, 2013 board meeting, the Board reappointed David Imig and Sharon Rosen to the District's Budget Committee. The Board declared two openings on the Budget Committee which was created by Holly Side's term expiration and Rick Bailey's election to the Board.

The Board received two applications for the openings. The first was from Tom Kemper, Executive Director of Housing Works. The second was from Melissa McVay, Vice-President with Bank of the Cascades and a parent of three students at Terrebonne Community School.

Because of the strong qualifications of the applicants, administration recommends that the Board appoint Tom Kemper and Melissa McVay to the Budget Committee.

*Rick Bailey made a motion to appoint Tom Kemper and Melissa McVay to the Redmond School District Budget Committee for the term of July 1, 2013 to June 30, 2015. Ron Munkres seconded the motion. Motion carried 4-0.*

AJ Losoya stated that both of the candidates will be assets to the budget committee. Both have strong finance backgrounds.

**Budget Calendar Approval**

The Budget Committee is charged with holding one or more meetings to:

- 1) Receive the budget message and the budget document;

- 2) Provide members of the public an opportunity to ask questions about and comment upon the budget document; and
- 3) Approve the budget documentation as submitted by the budget officer or as revised and prepared by the Budget Committee.

Prior to Budget Committee meetings being held, a schedule listing the proposed meeting dates must be approved by the Board.

*Bob Perry moved to approve the 2014-2015 Budget Calendar as presented. Ron Munkres seconded the motion. Motion carried 4-0.*

### **Board Policy EBAB – Emergency Drills – 2<sup>nd</sup> Reading**

During the Work Session held on November 12, 2013 the Board reviewed Board Policy EBAB – Emergency Drills. The Board requested that Superintendent McIntosh do additional research on the best practices regarding, “drop, cover and hold on.” At the work session, Bob Perry had provided information regarding research that had been done indicating that during an earthquake, it might not be best practices to get under an object to protect your-self from injury.

Superintendent McIntosh reported that he requested JB Demaris, Director of Support Services research what the State of Oregon recommends. After completing that research it is the recommendation of staff to adopt the recommended language in the policy. Superintendent McIntosh stated, “There is more danger from someone getting hurt from things falling off of shelves as opposed to the roof actually collapsing. Students are more likely to get hurt from falling objects from shelves if they are beside their desks.”

Rick Bailey asked if it would be prudent to add a frequency of review of the emergency procedures by local units of government.

Superintendent McIntosh stated that the expectation would be to review the procedures annually.

*Rick Bailey moved to approve Board policy EBCB – Emergency Drills as presented. Bob Perry seconded the motion. Motion carried 4-0.*

### **Consent Agenda**

- Personnel Report
- Finance Report (Have been reviewed by the Finance Committee)
- Board Policies: BBB, BBFA, BBFB, BFD, BFG/BFGA, CBA, DD, EBBB, EBBC, EBBCC, EGACA, GBC, GBDA, GBEC, GBNA/JFCF, GCDA/GDDA, GCL, IA, IGBAJ, IK, IKFA, IL, JEA, JECBA, JGAB, JHCA/JHCB, JHCDA, KBA
- Gifts to the District
- Out of State Field Trip

Kathy Steinert reviewed several of the finance reports and the information that they provide to Board members.

*Rick Bailey moved and Ron Munkres seconded a motion to approve the consent agenda as presented. Motion carried 4-0*

### **Board Meeting Minutes from October 30, 2013**

*Ron Munkres moved to approve the minutes from October 30, 2013. Rick Bailey seconded the motion. Motion carried 3-0 with an abstention from Bob Perry.*

### **Board Special Meeting Minutes from November 12, 2013**

*Rick Bailey moved to approve the minutes from November 12, 2013. Ron Munkres seconded the motion. Motion carried 3-0 with an abstention from Bob Perry.*

### **Board Meeting Work Session Minutes from November 20, 2013**

*Ron Munkres moved to approve the work session minutes from November 20, 2013. Bob Perry seconded the motion. Motion carried 3-0 with an abstention from Rick Bailey.*

### **Board Meeting Minutes from November 20, 2013**

Rick Bailey noted a typographical error in the minutes.

*Rick Bailey moved to approve the regular meeting minutes from November 20, 2013 as amended. Bob Perry seconded the motion. Motion carried 3-0 with an abstention from AJ Losoya.*

## **DISCUSSION ITEMS**

### **Board Member Updates and Requests for Agenda Items**

#### **Bob Perry**

- A Bend Bulletin article on December 13, 2013 stated that according to new research by the Center on Law and Information Policy at Fordham Law School in New York, public schools around the country are adopting web based services to collect and analyze personal details without adequately safeguarding the information from potential misuse. Mr. Perry found the article interesting because he keeps reading these kinds of things in relation to Common Core. “I have been told we don’t need to worry about this and I have been told that this was part of the whole Race to the Top. I hope that the district isn’t doing what we shouldn’t be doing.”
- Read sample questions from a sophomore survey that was to be implemented in Maryland. “The parents got wind of this survey and the questions that were going to be asked and got the school to stop it. We just can’t let this happen in Redmond.”
- Reported on an article that was in the Weekly Standard on 12/11/13. The article speaks to the costs to districts in implementing the new requirement of the Affordable Care Act to provide health care to substitute teachers who work over an identified number of hours per month. “As we plan the budget we need to make sure we are covered and that we don’t get caught in a bad way.”

#### **Rick Bailey**

- Future agenda item – What will happen at RHS to replace the IB program?
- Attended the Christmas concert that OMS did. “Mr. Graves did an amazing job.”
- Mr. Bailey stated that he wanted to recognize Echo DeMasters, Desiree Margo, and Susie Foster for the after school programs they are overseeing at Lynch Elementary. “The variety of things the kids are doing is amazing.”

#### **Ron Munkres**

- Opportunity to spend time with one of the IB students who is graduating this year. She had a good grasp of the dilemma we are in. She was very thankful that she had the opportunity. She noted wondered if the process of dividing staff might have been the cause of the program not continuing. Her concern is that the current juniors should be able to finish the program. She was supportive of RHS supporting the AP classes.
- Reported that he would like to see how well last year’s students are doing in college. Would like to see the last two years data. “The Board needs to be looking at that data in relationship to where we are going as a district.”

- Mr. Munkres stated that the article about the bus driver was great. “Richard did a great job of reflecting about what his role is in the district.”

**AJ Losoya**

- Had the opportunity to visit both Sage Elementary and Obsidian Middle School to have lunch in the cafeteria with students and the building principal. The principals at both buildings are very appreciative for everything that has been done in regards to the safety changes that have been put into place.

Superintendent McIntosh stated that Kathy Steinert and her team have identified money in the deferred maintenance fund that will be used to finish some of the projects that were identified regarding student safety. “Before it is done, every school in the district will have had security improvement made to them.”

**ADJOURN**

*Rick Bailey moved and Ron Munkres seconded a motion to adjourn the regular meeting at 10:40 p.m. Motion carried 4-0.*

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AJ Losoya, Board Chair

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Trish Huspek, Executive Assistant