

Redmond School District  
**School Board Meeting and Board Work Session**  
**May 14, 2014**

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**In Attendance:** Chair AJ Losoya, Vice-Chair, Ron Munkres, Directors - Rick Bailey, Bob Perry, Shane Nelson, Superintendent Mike McIntosh, RSD Staff: Linda Seeberg, Trish Huspek, Kelly Richard, David Burke, Chris Morton, Nicole MacTavish, Elizabeth Platt, Kathy Steinert, Media: Leslie Pugmire-Hole (*Bend Bulletin*)

AJ Losoya called the meeting to order with a quorum of four at 5:37 p.m. Shane Nelson arrived at 5:39pm making the quorum five.

### **ACTION ITEMS**

#### **OSEA Contract Ratification**

Superintendent McIntosh stated that he is pleased to report that the classified bargaining unit (OSEA) has ratified the district's proposal. "What a pleasure and honor it is to work with that group. The bargaining team consisted of Jan Zimmerman, Wayne Hilgers, Sheri Solesbee, and OSEA representative Debbie Erlenbusch. They brought a really good team to the table and we sat in my office and had a great conversation. I asked if I could co-present this proposal to their employee group. I was given the opportunity to present to the group and to answer questions that were unrelated to bargaining. It was actually more of a conversation than a presentation. 59 members of the OSEA group voted on the proposal. The outcome was 55 "yes" votes and 4 "no" votes. There are over 300 team members in that group so the number of people who voted is a little disappointing."

The agreement includes:

- Effective July 1, 2014 employees in the classified bargaining unit will receive a 1.5% cost of living adjustment to their wage schedule.
- Effective October 1, 2014 employees in the classified bargaining unit will receive a .50% cost of living adjustment **IF** after open-enrollment for insurance concludes, 10 additional eligible classified employees decide to opt-out of the insurance program in order to accept the opt-out stipend. At the time of this agreement there are forty employees who have opted out. The opt-out stipends are pro-rated based upon the employees assigned FTE. In order to opt-out, an employee must be covered by another health insurance plan.
- Effective July 1, 2014 employees in the classified bargaining unit will be placed at the appropriate step level on the wage schedule. This placement ensures that any skipped or deferred steps are no longer relevant and employees are placed where they should be.
- The District calendar for licensed employees will be 188 days which results in one additional day of work for those employee's that follow the teacher work-calendar for their schedule. This component of the agreement impacts primarily educational assistants. This element of the agreement is contingent upon the District calendar concluding at 188 days pending the outcome of negotiations with the licensed collective bargaining unit.
- The RSD and OSEA agree that the collective bargaining agreement executed November 20, 2012 for the period of July 1, 2012 through June 30, 2015 term will extend to June 30, 2016. There will be an option to re-open the agreement to negotiate wages and insurance related issues to 2015.

Superintendent McIntosh stated, “We have 750 plus team members in this district. I am proud to say that we treat our employees fairly and as equitable as possible.”

*Rick Bailey moved to ratify OSEA Contract as presented. Shane Nelson seconded the motion. Motion carried 5-0.*

## **ADJOURN**

*A motion was made by Rick Bailey and seconded by Shane Nelson to adjourn the meeting at 5:54pm. Motion carried 5-0.*

## **WORK SESSION**

AJ Losoya called the Work Session to order at 6:00pm.

Ron Munkres provided meeting attendees with a document that he crafted entitled, “What the Moon May Look Like” as it relates to where the District is headed. Part of the inspiration in writing the document came when he was talking with David Burke about our goal for students to be successful. David had used the phrase “Success by Design.” Ron felt that captured the essence of what the District is about.

Mike McIntosh stated that he has added a few items to the agenda provide updates to the Board regarding several programs in the District.

### **Advanced Placement Courses**

Superintendent McIntosh stated that it wasn’t because of our lack of confidence in the IB program that the District decided to focus on AP classes.

Tony Pupo, Assistant Principal at Redmond High School provided the Board with background statistics of the IB program and the AP classes.

### **IB Program Sunset**

- Current course numbers
  - IB Visual Arts – 14
  - IB English 11 – 19
  - IB Math Studies – 21
  - English 2 – 40,38
  - Algebra 2 – 41
- Success of IB Program over 7 years
  - Only 43 students in 7 years have earned the IB Diploma
  - RHS has graduated over 2800 students in that same time period

### **Honors & Advanced Placement**

- 9th & 10<sup>th</sup> Grade Honors
  - English
  - Social Studies
- AP Language and Composition
- AP Literature and Composition
- AP Calculus
- AP Biology
- AP US History
- AP Spanish & Culture
- AP Studio Art

### **2014-2015 Forecasting**

- AP Bio, 24 (Chem, 65 Physics, 194)
- Calculus, 16 (Pre-Calc, 105)
- Studio Art, 25
- Spanish, 14 (Spanish 2, 117)
- US History, 110
- Language and Composition, 105
- Literature and Composition, 50

### **AP Stand-up Plan**

- Identified Teachers:
  - Dave Miller, Dustin Williams, Susan Shayegi, Krista Morical, Cindy Baumgartner, Rachel Sarrett, Denise Maria, Hilda Beltran
  - Trainings for teachers are planned
  - AP Approval Process
  - Adopt Curriculum
  - Order Supplies

### **Preliminary Results**

- 2013-14 IB Students – 143
- 2014-15 AP Students – 209
  - 46.1% Increase
- 2013-14 IB Seats – 258
- 2014-15 AP Seats – 348
  - 34.8% Increase

In November, 2013 Ridgeview had 257 students enrolled in AP courses.

Bob Perry stated that at one point he had heard that students are not required to take the AP test and those who do are unable to pass. “One of the reasons I understand that kids aren’t taking the test is because there is a cost for the test. Is there a way to pay for the test for those students who pass it?”

Kelly Richard reported that the legislature recently passed additional funding to cover the costs of the testing. Students who are on free/reduced meals will be able to take the test at no cost and those not qualifying for free/reduced meals would pay \$59.00, down from \$86.00.

Superintendent McIntosh reported that covering the expense of these tests by the district competes with the same priorities that have been talked about in the Budget Committee process for the last several months.

Ron Munkres stated, “It is my belief we should be doing something to encourage students to be in the college track.”

Superintendent McIntosh stated, “We are being intentional about the things we are putting in place to guarantee that students are being instructed at this level.”

AJ Losoya expressed kudos to Nicole MacTavish, Principal of Redmond High School for her participation at the REDI meeting today. “It was cool to see you involved on the REDI Board and to be able to showcase the CTE program today and to hear you talk about economic development and being able to connect it to RHS. No other school district is doing that and it is impressive to hear.”

AJ Losoya also expressed his congratulations to Tony Pupo on his appointment as planning principal at Hartman Elementary School. “You are a proven leader in the district and the fact that we are promoting from within is cool. We know you will do an amazing job at Hartman.”

### **Redmond K-12 Online Update**

Superintendent McIntosh introduced Elizabeth Platt to the Board. She oversees the advanced diploma program and also works with Redmond K-12 Online. He reviewed the following with the Board:

- One year ago, we had launched into an effort as Mike Nye and Chris Morton led the charge in getting the Redmond K-12 Online program;
  - Goal of 60 students – most likely full time, and in order to not diminish the budget picture, we went on a campaign to attract home school students.
    - Attracted 42 new students to our district – the difference in our program is Mike Nye and Elizabeth Platt
    - By the second trimester of this school year we had 97 students in the program.
    - 91 are full time and six part-time students who are taking foreign language classes to fulfill their IB coursework for their diploma.
  - Fiscally it has been an interesting juggle because of turnover. Mike and Elizabeth have done much to manage all of the students who have gone through the program this year.
  - The online system is rigorous, structured, and meaningful education.
  - We have a lab that is open for a half-day once a week.
- Enrolled so far for next year is projected to be approximately 110 students.
  - Only fear that remains about whether this was a great idea or not is its popularity. If we have students enroll mid-year from the bricks and mortar school, then it becomes a challenge fiscally.

Superintendent McIntosh stated that the State of Oregon has a law regarding Expanded Options. “We are in year eight in our university diploma and advanced diploma program. I don’t think the advanced diploma is the best choice for every senior. We want to be very cautious that a student and their family need to look at all of the factors involved and then choose a path for secondary education wisely. I have a 19 year old who graduated from RHS last year and has opted for the Advanced Diploma option. He was one of those kids who navigated through high school and wasn’t ready for Writing 101. This fifth year has allowed him to get prepared for his second year of college. My daughter chose a different path. For her this wasn’t an option. That was a family choice. I tell you that because RSD has a fairly exhaustive list of options for kids. The awarding \$750,000 in grants last night at RHS is a testimony about those options. I am a strong supporter of the program but you will never hear me say it is for every kid. If every district were to offer this option, the state school fund would take a serious hit. I spoke with Rob Saxton regarding the program and he encouraged me to continue offering it as an option for students.”

David Burke, Director of Secondary Education, provided the Board with an overview of Expanded Options, College Now, and Advanced Diploma.

- Expanded Options – Students take courses at COCC
- College Now – Students take college courses at RVHS and RHS taught by RSD teachers
- Advanced Diploma – Students attend full time at the community college

### **Advanced Diploma**

- 2011-2012 Fall Enrollment: 132 students
- 2011-2012 Number of Advanced Diplomas Earned: 49
  
- 2012-2013 Fall Enrollment: 108 students

- 2012-2013 Number of Advanced Diplomas Earned: 46
- 2013-2014 Fall Enrollment: 126 students
- 2013-2014 Number of Advanced Diplomas Earned: 99\*

\*2013-2014 data is incomplete as students are still working on completing courses through spring of 2014. Currently there are 99 students enrolled and working to earn an Advanced Diploma.

- 2012-2013 – 43% of students who earned the Advanced Diploma
- 2013-2014 – 78% of students on-track\* to earn the Advanced Diploma

\*On-track means students are currently enrolled and working to earn the Advanced Diploma. Final data on the number of students who earn the diploma will be available by early summer.

### **Number of Advanced Diploma Students Taking Remedial Courses**

- 2013-2014 *Fall Enrollment*: 126
- 2013-2014 Students Taking Remedial Writing: 34
- 2013-2014 Students Taking Remedial Math: 14

Note: Numbers do not include students who are enrolled in four-year universities

- 2013-2014 *Winter Enrollment*: 110
- 2013-2014 Students Taking Remedial Writing: 16
- 2013-2014 Students Taking Remedial Math: 12

On average, 1 in 3 Advanced Diploma students take a remedial math or remedial writing course.

### **Number of College Credits Earned by Advanced Diploma Students**

- Number of Completed Credits to Date: 1,657
- Average Earned Credits to Date: 19.26
- Number of Credits Being Taken in the Current Spring Term: 923
- Current Average Credits in Progress: 10.73

### **Average Number of Credits Earned Per Term – With Year End Estimate**

$$\begin{array}{ccccccc} \text{Fall Term} & & \text{Winter Term} & & \text{Spring Term} & & \text{Year End Estimate} \\ 10 & + & 9.26 & + & 10.73 & = & 30 \text{ Credits} \end{array}$$

### **Number of credits required by the Advanced Diploma**

$$\begin{array}{ccccccc} \text{Fall Term} & & \text{Winter Term} & & \text{Spring Term} & & \text{TOTAL} \\ 9 & + & 9 & + & 9 & = & 27 \text{ Credits} \end{array}$$

The projected average number of earned credits per student is 30, exceeding the 27 credits required by the Advanced Diploma.

### **Financial Snapshot of Expanded Options and Advanced Diploma Programs**

Superintendent McIntosh stated, “These programs are not intended to be a revenue generator. We don’t track this on revenue versus expenditure basis. We get paid on ADM. It isn’t a drain on the general fund. I am confident that we collect revenue on these students and with that we can pay tuition, fees and books based on a prescription plan. We pay for all of the credits that students are taking.”

|                    | 2011-12 Actual | 2012-13 Actual | 2013-14 Actual |
|--------------------|----------------|----------------|----------------|
| Total Revenue      | \$591,632      | \$595,539      | \$734,570      |
| Total Expenditures | \$397,981      | \$404,495      | \$555,300      |
| Cost per ADMr      | \$ 4,123       | \$ 4,283       | \$ 5,132       |

Bob Perry stated, “As a taxpayer I hate paying for the fifth year. But, I am encouraged that it isn’t costing the local district. We have done a lot for the low achieving students but this program addresses the kids who want to go further. I am encouraged by what I have heard tonight.”

Ron expressed a concern about the seniors who only attend school for a half-day. We need to prepare them to be successful when they get into college. How do you make an incentive to work harder? What that might look like could be a special certificate of completion or an extra rope that goes on their graduation gown, but we need to figure out something to encourage those students to go beyond what is minimally needed to graduate.”

Bob Perry recommended making the fifth year contingent upon taking the AP test and passing it.

Ron Munkres stated that he felt the same way until spending time with Nicole MacTavish. “I now understand that kids need an extra year to get their feet on the ground to be really ready for college.”

Rick Bailey stated he has done some research on the program and it seemed to him like an underhanded and sneaky way for kids to enter the college system.

Shane Nelson reported that sometimes there is a bigger picture where we are trying to put things in place to make productive citizens. “When you look at those things at face value and ask why we are spending tax dollars, we are investing a little more on the beginning end of this to give as many students as possible as good as a beginning as possible.”

Superintendent McIntosh stated, “I appreciate the Board’s interest on this subject. “This doesn’t require policy or Board action but I just wanted to provide you with an update on the program.”

Nicole MacTavish stated, “Investing this money is important because we are supporting students who will finish their degree and hopefully stay in Redmond to support the local economy.”

Elizabeth Platt stated, “This is all new to me this year and it has been a high learning curve in figuring out the college world and working with students. It is meaningful for me to guide the students, especially the incoming seniors. I have enjoyed working with them and getting them excited about their options. I am very excited for next year because of the intentionality that we have put into this year.”

*The work session was adjourned at 7:33pm.*

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AJ Losoya, Board Chair

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Trish Huspek, Executive Assistant