

**Redmond School District
School Board Meeting
March 9, 2011**

In Attendance: Chair Jim Erickson, Vice-Chair Cathy Miller, Directors A. J. Losoya, Paul Rodby, Ric Little, Superintendent Shay Mikalson, RSD Staff-Mike McIntosh, Trish Huspek, Stephanie Curtis, Linda Seeberg, Val Grindstaff, Debi Dewey, Sandra Harris, Brian Lemos, Brandi Berlin, Cindy Murphy, media Leslie Pugmire-Hole (Spokesman), Patrick Cliff (Bend Bulletin), Devin Williams, Intern at the Bend Bulletin, REA Rep, Karen Gray, Community Members, Toni Duff, Mayor George Endicott, City Manager David Brandt, Heather Richards, Ron Munkers, Danny Proudfoot, City Councilman Ed Boero, Gary Whiteaker

Board Chair Jim Erickson called the Board meeting to order with a quorum of five at 5:30 p.m.

Citizen Participation for Non-Agenda Items

Cindy Murphy, a teacher at Obsidian Middle School, read a statement regarding the budget and her frustration to the current concessions being proposed to meet the budget deficit. She believes that teachers should be at the table to transform education. She wants all teachers to be a part of the solution not just union representation. She would suggest having a survey go out to her colleagues to obtain everyone's opinion. If school boards and superintendents go to Salem, in force, to let the legislators know that we cannot run a school district with the limited funds they might start paying attention. "We have to find a better way to fund education. Current funding will not promote the innovative programs we are trying to put in place."

Jim Erickson stated that as a district the issue we are confronting is that we must have a budget in place by June 30th. As much as we wish things were happening at the state level, they are not. "Our staff have come up with their best predictions to come up with a solution. We believe in the quality of education, transformational change, collaborative processes and we know we might need to learn to do better."

Cathy Miller stated that we are making a mistake to let the budget drive the education in the community. "We need to decide what we want for the education of our students and then take it to the community and figure out what it will cost to make that happen."

Superintendent Mikalson stated that it is a privilege to see Cindy teach and "The passion that she has shown here tonight is the same passion that she has in the classroom."

Ms. Murphy stated that she doesn't want to see the "Cuts on the backs of the teachers." She feels other options should be considered and she would volunteer to work on this issue.

Vickie Perryman was not able to attend the meeting this evening so she prepared a written statement for the Board. Ms. Murphy delivered that document to Board Chair, Jim Erickson.

Classified Appreciation Week

The week of March 7-11 was set-aside as Classified Appreciation Week. Cathy Miller wanted to express her appreciation for all classified staff. "Their dedication and service are truly making a difference in the district."

Jim Erickson stated that as a board they appreciate the work that all classified staff does in the district to help educate the students of Redmond School District.

ACTION ITEMS

Resolution 11:039 – Amendment to the Redmond Downtown Urban Renewal Plan

During the Board work session, City officials made a presentation regarding a proposed Twelfth Amendment to the Redmond Downtown Urban Renewal Plan. Board members were given a detailed overview of the proposed amendment and provided information on any financial impact to the District. Jim Erickson reviewed that there are 18 visions that would grow Redmond. The Board has been asked to take a vote to support the renewal plan. Mr. Erickson stated that “The vision is quite inspiring.” The amendment would not create any increases to taxpayers. It will create a system that hopefully will bring development to the downtown area.

Cathy Miller moved to approve Resolution 11:039 that concurs with the proposed 12th Amendment to the Redmond Downtown Urban Renewal Plan as provided for by Oregon Revised Statutes 457.470. AJ Losoya seconded the motion. Motion carried 5-0.

Roll Call Vote: Cathy Miller – Yes, AJ Losoya – Yes, Paul Rodby – Yes, Ric Little – Yes, Jim Erickson, Yes

PRESENTATIONS

Stars in the Sagebrush

Toni Duff, Education Foundation Director and Board member AJ Losoya presented savings bonds to the winner and finalists of the Stars in the Sagebrush Student Art Contest. The finalists in the competition were Cheyenne Doescher of Vern Patrick Elementary, Tirisa Tucker of Obsidian Middle School and Rahel Magula of Redmond High School. All finalists were awarded a \$50.00 savings bond. Rachel Magula of Redmond High School is the winner of the contest and received an additional \$100 savings bond donated by Home Federal Bank.

Toni Duff stated that the Redmond Education Foundation will honor several individuals with Stars in the Sagebrush awards on April 8th at Eagle Crest Resort for making outstanding contributions to the growth and success of students in the Redmond School District.

Exchange Day

Toni Duff reported on a community project that has been organized to allow girls that attend high school in Redmond to come to Redmond High School on Saturday, March 12th to select a special dress at no charge. This “Exchange Day” was created by Ka Nui Salon and friends. Dresses were donated by community members and are perfect for upcoming dances, church events, parties or just a special occasion. As of today 198 dresses have been donated. Toni reported that this September they will be collecting shoes, ties, slacks, dark socks and dress shirts for the young men in the district.

Brian Lemos expressed his appreciation to Toni Duff for helping to make this happen. It means a lot to the students at RHS.

CLASS – New Teacher Standards

Val Grindstaff, CLASS project Evaluation Team Leader, spoke to the Board regarding the Danielson’s Framework for Teaching Standards. She gave the board an overview of the design principles for employee performance and motivation, the reasons for creating a new system, a comparison of what the current performance indicators are in the Redmond School District compared to the Danielson standards, what the process will be and what they have accomplished to date. If adopted by the Board, the Charlotte Danielson’s Framework for Teaching Standards will become the foundation upon which a new and improved teacher evaluation system will be built.

Val Grindstaff stated that if School Improvement Wednesdays are approved by the Board, the timeline of September 2012 to have a new evaluation system in place can be met. “If we want this to be an effective tool and to help teachers be more effective and more successful with student achievement, we need to make it very clear this is what they are to be doing. The only way to do that is to provide collaboration time.”

Cindy Murphy stated that the Danielson model “Is a stellar way to go with evaluations and a good way to improve your teaching. It is precise on the way you get feedback.”

Debi Dewey is highly in favor of adopting this model. “It will inform professional development and allow us to improve.”

Ron Munkers wants to make sure the community understands that teachers are working to improve the way they teach students.

Brian Lemos stated that he has been evaluated by this system and believes it creates collaboration between the teacher and administrator.

Jim Erickson stated that he has reviewed the document and is pleased how they align with the proficiency movement. He wants the Board to know that if they want proficiency, we need to adopt these standards. “The sooner we get this in the hands of the professionals to review we will see change immediately. This provides clear direct steps in self-assessment.”

ACTION ITEM

CLASS – New Teacher Standards

Paul Rodby made a motion and to adopt the Framework for Teaching Standards. Cathy Miller seconded the motion. Motion carried 5-0.

PRESENTATIONS

Proficiency 101

Linda Seeberg addressed the board to update them on creating a common goal and foundation that will be used in creating the proficiency work. She thanked Jim Erickson for his assistance in getting people proficient in proficiency standards. The first presentations to staff were crafted to be interactive. The proficiency brochures will go home with report cards.

Paul Rodby asked if there is parent participation involved in the marketing of this work. Linda stated that the plan is to have community and parent representation. This is a cultural change that needs to be clearly communicated to the parents.

Cathy Miller reported that she attended a presentation at each level; elementary, middle and high school. She reviewed the various reactions of staff to the presentation. She stated that she feels it is important that counselors at the high school level feel connected and a part of the proficiency movement.

Linda Seeberg shared that Lynch Elementary was among the seven Oregon public schools selected for this year’s Champion School’s Award. She said that this is an exciting example of the collaborative process and working as a team to improve student achievement. This award was established in 2005 to recognize leadership with Oregon’s K-12 public school system. This award acknowledges significant progress in closing the achievement gap that separates low income and minority students from their peers.

Construction Update

Doug Snyder provided the Board with an update on the remodels/repairs of Tumalo Community School, Tuck Elementary, and Lynch Elementary. Estimates on the projects were also provided. Mr. Snyder also provided a project update on Ridgeview High School. The Redmond High School remodel was temporarily put on hold so the Board could determine the feasibility of returning bond savings dollars to the taxpayers in exchange for a local option being passed. Now that it has been determined that is not a viable option the project can move forward.

Mr. Snyder provided the Board with a change order for Ridgeview High School. The Board has approved \$650,000 for the concessions, storage and batting cages and \$950,000 for the bleachers and press box at Ridgeview High School. This scope of work has been combined into one bid package. Bids have been received

for this proposed work in the amount of \$1,406,653. To award a contract for this work, a change order to Skanska's contract is required.

AJ Losoya moved to approve change order #9 in the amount of \$1,406,653.00, establishing a new Guaranteed Maximum cost of \$63,671,018.00 to Skanska's contract. Ric Little seconded the motion. Motion carried 5-0.

ACTION ITEMS

Meal Pricing Proposal 2011-2012

Liane Kaiser, Nutrition Services Manager for Redmond School District spoke to the Board regarding the State mandated meal price increase. The Healthy, Hunger-Free Kids Act of 2010 signed and in effect July 1, 2011 requires school districts to charge paid students a meal price that is equivalent to the state and federal free student meal reimbursement or supplement the difference from the general fund. It has been four years since she has come before the Board to request a meal price increase. She is requesting a .25 increase to meet the State mandate. Ms. Kaiser stated that the district has far more free and reduced students participating in the meal program. Three of our schools qualify for a free breakfast program. Two of our schools have qualified for a free lunch. She is prepared to add an additional elementary school to the free lunch program. In the after school programs they are currently serving seven sites no charge snacks and suppers. We are taking advantage of every program available to get food to students in our districts. We will continue to apply for any programs that will assist us in expanding the program.

Paul Rodby made a motion to approve the proposed increase in student lunch meal prices for the 2011-12 school year. Cathy Miller seconded the motion. Motion carried 5-0.

Liane stated they received a grant for a fresh fruit and vegetables at Vern Patrick and are offering the students a variety of fruits and vegetables. The staff and students are having a great time. It grant allows for the offering of a snack in the afternoon. The dinner that was provided to the Board tonight is the same food that is offered in the schools. She invited Board members to go to a school and participate in a school lunch. After the lunch she asks the board members to fill out a rating sheet to provide their feedback.

Local Service Plan

At the February 23, 2011 School Board meeting Kathy Emerson, Deputy Superintendent for the High Desert Education Service District (HDES) presented the 2011-2012 Local Service Plan. The plan includes services required by state and federal law and services contracted to component school districts, non-component school districts and other public and private entities. Each year school boards must approve the plan. The HDES Local Service Plan includes the following core services; children with special needs, technology support, school improvement services, administrative and support services.

Cathy Miller moved to approve the 2011-2012 Local Service Plan. AJ Losoya seconded the motion. Motion carried 5-0.

Approval of Licensed Employee Contracts

Under ORS 342.805 to 342.937 the Board is required each year to take action on the contract status of licensed district employees. The notification of renewing probationary teachers and administrators and extending the contracts of contract status licensed teachers and administrators must be completed prior to March 15th as per the appropriate statute.

Board members were presented with a list of staff and their status for the 2011-2012 school year.

Letters will be sent to staff that will state the *intent* of the district is to rehire them for the 2011-2012 school year. However, in that same letter it will state that because of the RIF process employment is not guaranteed.

AJ Losoya moved to adopt the recommendations listed on the teacher and administrator status list provided for the 2011-2012 school year. Ric Little seconded the motion. Motion carried 5-0

Early Retirement Incentive

Mike McIntosh provided Board members with a proposal for an early retirement option for licensed staff. The purpose of the proposal is to provide an incentive for senior staff at the top of the salary schedule to retire thereby reducing personnel costs. This option is being presented to help balance the projected budget deficit, allow attrition to lessen the impact of the impending reduction in force and reduce overall personnel costs. The criteria for the early retirement incentive are:

- ✓ Eligible for Retirement by September, 2011
- ✓ Have been employed by RSD for 10 years
- ✓ Must be on step 12, 13, or 14 on salary schedule
- ✓ May be part or full time employee
- ✓ Incentive will be 30% of current salary without load
- ✓ Proceeds will be paid into a TSA of employees choice
- ✓ Need a minimum of 10 participating (in addition to three who have already announced)
- ✓ Maximum participants is 20 staff

It is important to note that the Redmond School District is self-funded in their unemployment insurance. If we need to lay off staff, there will be a large draw from that fund. We are liable for the first 27 months of unemployment.

Mike stated they don't believe there will be a necessary RIF (Reduction of Force) large enough for classified staff that would warrant offering this incentive to classified staff.

Paul Rodby stated he is concerned that if we don't offer the same thing next year, we could get complaints from staff who are upset that it isn't being offered. He also requested to see the cost vs. benefits numbers.

Mike McIntosh stated that the motivation behind offering this incentive is not a cost savings. It is motivated by wanting to save jobs. This is a one year opportunity due to a RIF scenario.

Paul Rodby moved to implement the early retirement licensed staff incentive as presented. Cathy Miller seconded the motion. Motion carried 4-1. Paul Rodby was the dissenting vote.

Paul Rodby stated that if the Board is being asked to vote on an issue, the financial implications should be provided to them to allow for an informed decision.

Consent Agenda

- Personnel Changes
- School Board Minutes from February 23, 2011
- School Board Work Session Minutes from February 23, 2011
- Gift to the District

Paul Rodby moved to approve the consent agenda as presented. Cathy Miller seconded the motion. Motion carried 5-0.

Instructional Program Report

Superintendent Mikalson provided a secondary program update. Over the past few months, they have worked with district and school staff to develop recommendations for secondary programs in anticipation of opening Ridgeview High School in the fall of 2012. These recommendations have been vetted through a series of focus groups with staff, parents, and community members. The sharing of information and collecting of feedback culminated on February 22 with a parent and community meeting attended by over 100 people at Redmond High School. Items covered in the report were information on Boundaries, Opening Enrollment, and Academic Programs. Core classes that are required for graduation will be offered at both schools.

Cathy Miller requested that the boundary wording be reworked to state we will have home based schools and that a transfer process will be implemented.

DISCUSSION ITEMS

Superintendent Report

- ✓ Budget 301 is now being presented to district staff
- ✓ RPA has voluntarily lowered their cap for next year to 325 students – lowered by 75 students. They have done this due to our currently budget constraints
- ✓ Consolidation studies with the ESD, Crook County and Sisters are back and on March 17th will meet to go through those and making final decisions. Superintendent Mikalson should have a report ready for the Board by March 30th
- ✓ Groups of teachers that are piloting Google Apps for Education – Superintendent Mikalson presented a clip of Google Apps that provided an overview of the program
 - The eRate funds that we receive are being put towards providing wireless in all district buildings

Association Reports

Karen Gray

- Read a statement to the Board regarding the position paper that was presented to the legislature by regional superintendents. She spoke to the fact that she feels that this lobbying effort indicates a shift away from the shared vision of transparency and collaboration that was agreed upon and that collective bargaining rights are being undermined by the recommendations in the document. She stated that “Our collective priority as educators needs to be sustainable funding for education, without which we can’t possibly provide what’s best for kids.” She also stated that “Continued reductions in teacher compensation devalue the entire educational system and will negatively impact students for generations to come. Through employee concessions we stand to win the battle, but I fear we are destined to lose the war.”

Paul Rodby stated that we need to think out of the box to solve the budget deficit and it isn’t just a local Redmond issue. We need to get a team together to start down the road of making changes as a community.

Karen stated that desperate times call for desperate measures. “We need to lobby the legislature to close all schools across the state for two weeks in April to let everyone know just how serious this situation is.”

Jim Erickson stated that “What we are hearing here tonight is frustration about the fact that teachers have bore the brunt of a national economic catastrophe. However, it isn’t just teachers who are bearing the brunt of this – it is everywhere. You take what you have in front of you and do the best you can with it. All I can focus on and have control over are the policies that we put in place and the expectations we put on the superintendent. Our best hope is to continue to embrace a good education for our students.”

Karen Gray stated “If we continue to do what we have been doing, we will never have a 1% sales tax. We need to put pressure on the legislature to stand up and take responsibility for the situation they have created. We need long term corrective action.”

Jim stated that until the people in Salem come up with a solution we have an obligation to work with what we have to arrive at a balanced budget.

Judy Newman stated that things are very difficult but would encourage us to not put things in place that will divide us. Encourages us to work on this very difficult situation as a team.

Judy stated that there has been a lot of effort made to provide information about where we stand. Also believes there is a philosophical point of view about maintaining as many school days as possible and staff taking pay cuts. We have a staff that are working on the budget from that point of view as well as having a group of people who have put forward some ideas to the legislature that has undermined the concept of collaboration. We have a difference in the philosophical position on what is best for the students. Those differences are infiltrating everyone’s take on this situation.

Cathy Miller stated that we, as a Board, directed the superintendent to preserve education for the students. That includes a standard school year, preserves the best and most programs that serve our students, preserves the largest number of jobs and has the least negative impact on individual salaries.

Jim Erickson stated “The transformations that are occurring in the district are an intrinsic reward to staff.”

Karen Gray wanted everyone to remember that we need to have reasonable expectations of the people who have been entrusted with the students.

Request for Agenda Items

- ✓ Rachel to speak to the Board regarding Google Apps

ADJOURN

Cathy Miller moved and Ric Little seconded a motion to adjourn at 9:40pm

Jim Erickson, School Board Chair

Trish Huspek, Executive Assistant