

**Redmond School District
School Board Meeting
October 10, 2012**

In Attendance: Chair Cathy Miller, Vice-Chair AJ Losoya, Directors Jim Erickson, Ric Little, Bob Perry, Superintendent Mike McIntosh, RSD Staff; Linda Seeberg, Trish Huspek, Jerry Milstead, Brett Hudson, Association Representatives – Karen Gray, MaryAnne Agee, Media - Leslie Pugmire-Hole (*Spokesman*), Community Member – David Foote

Cathy Miller, Board Chair called the meeting to order at 5:30pm. A quorum of five was established.

PROCEDURAL ITEMS

Corrections, Additions, Deletions and Questions Regarding the Regular Agenda

A personnel consent agenda will be added to the agenda.

Citizen Participation for Non-Agenda Items

None

PRESENTATIONS

Achievement Compact Advisory Committee – Recommended Membership

Superintendent McIntosh provided the board with an overview of how the recommended team membership was identified.

By statute, the board is required to approve an Achievement Compact Advisory Committee. In collaboration with the local employee association president, the superintendent must recommend to the board employees who will serve as committee members. We have chosen a representative body by level. Their charge is to:

- Develop an achievement compact
- Ensure the implementation of the achievement compact
- Develop district plans for achieving the student outcomes
- Recommend outcomes, measures of progress, goals and targets to be contained in the district's achievement compact for the next fiscal year
- Present recommendations in a report to the district's Board of Education no later than February 1 of each year.

A recommendation will come to the board during the January 30, 2013 board meeting.

It is important to note that parents, community members and other interested employees should be encouraged to attend the advisory committee meetings.

Both association presidents will work with their associations to identify a member from each of their groups to serve on the committee. The names of the two association presidents were placed on this list as place holders. It is likely they will be replaced by a member of their association.

Recommended membership for the RSD Achievement Compact Advisory Committee:

- Michelle Malone, grade 5 teacher at Tom McCall Elementary
- Rayna Nordstrom, 6th grade teacher at Elton Gregory Middle School
- Tony Brown, 8th grade teacher, Terrebonne Community School
- Tim DeRoss, Science teacher, Ridgeview High School

- Karen Gray, REA President (or designee)
- MaryAnne Agee, OSEA President (or designee)
- Kristen Rooney-Gleeson, Principal, Vern Patrick Elementary
- Tracie Renwick, Principal, Elton Gregory Middle School
- Nicole MacTavish, Principal, Redmond High School
- Mike McIntosh, Superintendent
- Linda Seeberg, Executive Director of Academic Programs
- Chris Morton, Assistant Director of School Improvement

Superintendent McIntosh stated that the Achievement Compact should provide a picture of the rigor and relevance in respect to our goals and vision.

The board members were provided a document from the Springfield School District that gives a timeline and process for the Achievement Compact to roll out. This timeline is representative of what the state expects each district to do.

Jim Erickson invited board members to understand that the role of the advisory committee is to recommend funding. “Those recommendations might include realigning funding in order to accomplish the achievement compact. One of the key drivers behind this legislation is to ensure boards respond to what is needed for student achievement.”

Linda Seeberg reported that she is under the impression that this is a one year commitment and identifying team members would be an annual process for the board to engage in.

CMGC Final Report

Jerry Milstead and Mike McIntosh presented the findings of the CMGC project with Ridgeview High School. At the dedication the other night there was a concerted effort to make sure those in attendance knew how we feel about the partnership we have with all stakeholders in the community. There is not a better construction manager or construction team and one of the things that made it successful was the CMGC process. As part of that process there is a requirement by state statute that we come back to the board with the findings. Sharon Smith, district legal counsel, drafted these conditions.

Jerry Milstead reviewed with the board the final report. He reported that on December 17, 2008 the Redmond School District Board of Directors acting as the Local Contract Review Board held a hearing and adopted Resolution Number 08-012. This resolution adopted findings and exempted the construction of Ridgeview High School from competitive bidding. The CMGC process offers a unique opportunity for value engineering that is not possible through the design-bid-build process. “This was probably the best project I have ever been involved in.”

The five areas that were addressed in the report were:

1. The actual project cost as compared with original project estimates
2. The amount of any guaranteed maximum price (GMP)
3. The number of project change orders issued by the contracting agency
4. A narrative description of successes and failures during the design, engineering and construction of the project
5. An objective assessment of the use of the alternative contracting process as compared to the finds required by ORS 279C.335.

In response to a question from Cathy Miller regarding the longevity of the facility, Jerry Milstead reviewed the efficiencies in the energy system, boiler system, and metal roof that were used in the construction of the building. “While we were conscious of the money we didn’t short change the building. I am confident that by the end of the year the building will receive LEED Gold Certification. The committee must first come out and tour the building.”

AJ Losoya stated that, “This was a tremendous partnership with the city and major stakeholders.” He expressed his appreciation to everyone on the team who made it possible.

Cathy Miller shared that at the Ridgeview High School dedication it really hit her regarding Jerry’s personal attention to the details that are in the building. “It is important that we don’t minimize Jerry’s contribution to this project.”

Superintendent McIntosh reported that the ability to employ Central Oregon companies on this project was a great boost to our local economy. 70% of the construction costs went to Central Oregon sub-contractors and suppliers. “The day we passed the bond we went into an economic crisis. The Ridgeview High School project supported many people in the city. I am grateful that we could provide that to the community.”

Jerry Milstead expressed his appreciation to the board for their support. “You helped make the job a lot easier. That isn’t always the case.”

Bond Project Wrap-up

Superintendent McIntosh stated that as a result of the savings realized during the construction of both Sage Elementary and Ridgeview High School we had the opportunity to channel those additional funds to other capital projects in the district. Three major projects were; Lynch Elementary, Tumalo Community School and John Tuck Elementary. Each of those schools received a great deal more money for their projects than originally projected in the original bond. A PowerPoint presentation of the projects was reviewed with the board.

In addition, the remodel project that is currently underway at Redmond High School was reviewed.

“There are still additional projects that we would like to do at Redmond High School but we are excited about what is being accomplished. We were originally challenged with the task of making a difference in the buildings to benefit the students. I believe we have done that. We will have a serious rededication of Redmond High School one year from now. The work that will be done during winter break will be huge. I couldn’t be prouder of the work that has been done on each of these projects.”

Cathy Miller asked for clarification regarding asbestos abatement in the older buildings. Superintendent McIntosh stated that, “You either remove it or encapsulate it. For the areas that cannot be removed there is a spray on application that hardens and is bullet proof. Particulates of concern cannot escape it. The fluffy asbestos is still there but now has a smooth white hard surface that is impenetrable. In most of the schools we remodeled the asbestos was abated.”

David Foote reported that Nicole MacTavish made a presentation to the Kiwanis group today. “She did an excellent job of presenting what the strategies are for the school and the scope of the remodel project.”

Superintendent Report

- With John Hartford’s death Superintendent McIntosh has spent the last couple of weeks selecting a new principal for Elton Gregory Middle School. He has met with staff members to gain their input. From that information he has appointed Tracie Renwick as principal. At Ridgeview High School Steve Stancliff was moved from the dean of students to the vice-principal position. That is a temporary assignment and the permanent position will be posted in the spring. “It is our hope that Steve will apply.” Sharon Franklin will remain the vice-principal at EGMS
- Had a great time at the dedication of Ridgeview. He heard many positive comments about the school. “I am equally excited to participate in the dedication ceremony of Redmond High School one year from now.”
- There will be several fiscal items on the next agenda. There will be a balanced supplemental budget based on the agreements with the associations.

- Enrollment – The district has 50 students (net) over what was projected for this year. The budget was built on 7023 and we have 7073. “We won’t get the revenue “true up” until a year from May.”
- On weeks the board does not meet, Superintendent McIntosh will send the board a bulleted superintendent report providing an update on what is happening on the operations side of the district.

Bob Perry stated that he only had the opportunity to meet John Hartford once. He was so impressed at the Celebration of Life that was held for him that it left him with a desire for the district to memorialize him in some way. He would recommend some type of fundraiser and the proceeds would be used to provide a scholarship in Mr. Hartford’s name.

Superintendent McIntosh reported that district administrators had the opportunity to meet last week to memorialize John Hartford in their own way. “The notion of a scholarship came up several times. People have been talking for the last three weeks on how to memorialize the work and the legacy that he leaves behind. He had a sphere of influence that was huge.”

ACTION ITEMS

CMGC Final Report Acceptance

Earlier in the meeting the board was provided the final report on the CMGC process used at Ridgeview High School. After reviewing the information, the board is required to either accept the report as presented or reject it and request additional information.

AJ Losoya moved and Ric Little seconded a motion to accept the Ridgeview High School final report as presented. Motion carried 5-0.

Votes: Cathy Miller – Yes, Bob Perry – Yes, AJ Losoya – Yes, Ric Little – Yes, Jim Erickson - Yes

Achievement Compact Advisory Committee Membership

Under State law, each K-12 school district and ESD in the State are required to have an Achievement Compact Advisory Committee that is appointed by the board.

Jim Erickson moved and Bob Perry seconded a motion to adopt the Achievement Compact Advisory Committee as recommended. Motion carried 5-0.

Votes: Cathy Miller – Yes, Bob Perry – Yes, AJ Losoya – Yes, Ric Little – Yes, Jim Erickson - Yes

Consent Agenda

- Personnel Changes
- Work Session Minutes from September 12, 2012
- Board Meeting Minutes from October 3, 2012
- Gift to the District
- Out of State Field Trip

Cathy Miller asked for clarification as to why the personnel consent agendas seem so large lately. She asked for a synopsis as to the reasons why. Are things being done differently, is it due to turnover or redistributing of resources?

Superintendent McIntosh reported that at the beginning of the school year the personnel changes appear to be many. Generally speaking this is normal. Vacancies are due to resignations, retirements, reassignments and leave of absences. In addition, some could be positions that are funded by grants. “In spite of how it looks we are not adding staff. We are living within our budget.” The special education department does not fill positions until they determine if there is a need.

Bob Perry recommended that we should list on our website the gifts the district receives. “I think it is important that this type of community support is acknowledged.”

Jim Erickson moved and Bob Perry seconded a motion to approve the consent agenda as presented. Motion carried 5-0.

Votes: Jim Erickson-yes; Ric Little-yes; AJ Losoya – yes; Bob Perry – yes; Cathy Miller – yes

Discussion:

Cathy Miller requested to use the work session minutes to clarify and understand where we are regarding the vision and mission. Is there consensus on the vision and mission and are we moving forward or does that need further discussion at another board meeting?

Jim Erickson stated that in our prior meeting he had a statement that was a combination of language he had put together. “I am not sure if Superintendent McIntosh is done “wordsmithing” it. After that is complete, it is the board’s job to approve it.”

Superintendent McIntosh reported that this is a work in progress. “I think there is huge value in the board saying “this is what we do” that gives my staff license to make that happen. Tell me what you want and we will tell you how to get there.” He stated that he and his staff have significant time set aside next week to hammer out the details on the strategic plan.

Cathy Miller stated that she has a concern that work is being done on the “how” piece and building the structure to sustain that prior to making sure we are all on the same page regarding the same vision and mission. “We could end up with a disconnection between what the board believes and the plan.”

Superintendent McIntosh stated that he agrees but would add that if you are okay with relevance and rigor as the guiding principal, then I am good with that in draft form. “If it isn’t, now would be a good time to tell me that. Our job is to breed and expect success for every child.”

Jim Erickson stated, “The mission is what we commit to on a daily basis to move forward. Mike and his staff create the roadmap but it is the board’s job to provide the vision and the parameters.”

Cathy Miller requested that this conversation be placed on the October 24th agenda so that we make sure we have clarity before moving forward. In addition, she requested the Superintendent McIntosh provide a one page list of his priorities in recommended priority order. “We owe Mike clarity before he begins developing the roadmap. Our role is to clarify and make sure he is very clear before he asks his team to provide a roadmap.”

Jim Erickson stated that, “The power of vision statement is what unifies the district. Everyone has to picture what the future is. The mission becomes what we are doing on a daily basis to make that happen. From reading the survey information we don’t have a common commitment to a vision.”

Superintendent McIntosh stated that he still believes it is legitimate that the board can expect staff to bring a proposal. “At that point the board has the license to wordsmith it. What I don’t think is good use of your time is to sit at a meeting to create these things. The order is correct but what I am not hearing is anything foreign. Linda Seeberg and I are going to tackle the process of those vision and mission statements into what we do every day. In July when I began sitting in this seat, I was going to take a year to do that. My role was to establish that system for the next person who sat in this position. This is a complex process and I believe the board can wordsmith what the team presents.”

Linda Seeberg stated that the board should set the vision and mission and the district team would set a long range plan based on that. “We are moving ahead because we know we need to do that. I don’t believe we are going to be far off the mark in what we will present to you.”

Superintendent McIntosh stated that he would send the board the last vision and mission documents. From that the board is tasked with sending their input to Trish Huspek by October 15th. That input will help him bring something to the board that would align with the collective thoughts of everyone.

DISCUSSION ITEMS

Cathy Miller stated that in accordance with Board Policy BBC, "A resignation becomes affective when officially accepted by the Board at its next regular meeting. The Board will announce the resignation and declare the vacancy at that meeting." In order to move forward with a vacancy announcement the board needs to take official action on the resignation. Jim Erickson has submitted his resignation as of December 31, 2012. Jim Erickson stated that date can be adjusted if it makes the process for the board easier.

AJ Losoya stated that he has tremendous respect for Jim and that while he doesn't want to see him resign, he will respect and support his decision.

Bob Perry stated, "I have heard all of Jim's rationale and it upsets me greatly because we and the district will be at a loss. This is coming from a person who has had more "back and forth" with Jim. For this reason I will be voting no."

Ric Little also expressed his appreciation to Jim Erickson and that with reluctance, he will support Jim's decision.

Cathy Miller stated that she agrees with AJ and Ric to respect Jim's wishes but her vote will be in protest of the tremendous loss to the board and district. "You have been incredible."

AJ Losoya moved and Jim Erickson seconded a motion to accept the resignation of Jim Erickson as of December 31, 2012. Motion carried 3-2.

Votes: Cathy Miller – No, Bob Perry – No, AJ Losoya – Yes, Ric Little – Yes, Jim Erickson - Yes

Jim Erickson stated, "My commitment to the students of the Redmond School District is not diminished with this resignation. If there are people out there that would like to sit down and talk about rigor and relevance, then I am more than happy to do that. In that way I hope to continue to serve the kids."

Superintendent McIntosh stated, "The district absolutely wants to use your talents."

Board Member Vacancy Process/Timeline

Jim Erickson stated the criteria needs to be very specific.

Cathy Miller requested that a discussion to develop the criteria be added to the October 24th agenda. She reported that she had a conversation with district legal counsel regarding two issues:

1. Can the board weigh a candidate's response regarding their intention to run in the May, 2013 election? The attorney indicated the district can weigh that answer if they want to.
2. If applications are received but the candidate(s) don't meet the criteria, do we have the authority to repost the position so that we have a larger candidate pool? District legal counsel indicated the district could reopen the posting.

Jim Erickson stated it will be important to clearly establish what that criteria is. "That way you have a clear process as to why the candidate was selected."

Bob Perry stated that he does not believe the board should put weight on a candidates answer about the election in the spring. "It is difficult to know if you are interested in continuing in the position until you have had time to actually do the job."

AJ Losoya stated that he wants to make sure that in the screening process that, “We don’t lose the human piece of interviewing. We need to make sure we have the ability to have a conversation with some. That is an important piece.”

Jim Erickson stated that he is not worried about a public interview. He is just concerned about a public decision.

Parent Conversation Format

Cathy Miller stated that she had called a couple of PTO presidents and principals before the meeting tonight. She reported there seems to be a general agreement that it would be helpful to have a clear structure to the meetings. The goal is to engage people in meaningful dialogue and not get lost in operational issues that might come up. A structured format would be helpful. The goal is to have a board dialogue/outreach with parents keeping the focus on the hard issues the district is facing this year and goals for the next three years.

“The PTO is usually the schools problem solvers. They need to be engaged as part of the solution team so that when we schedule additional meetings people feel like it was value added. We need to make sure we deliver something that they will want to come back again to participate in.”

Linda Seeberg stated that the discussion can become very rich even on one topic. She would recommend keeping it simple and really engage them in dialogue regarding a couple of questions. We would need to also develop a way to address their operational concerns with having the meeting get derailed from the identified purpose. One suggestion would be to provide a box and slips of paper where they could write down their concerns. They would need to know that their concern would be forwarded to the appropriate person to respond to them.

Superintendent McIntosh stated that no matter how careful you are parents are going to slip into the operation issues of the district. He further asked the board what their expectation is on his attendance at those meetings. He expressed concern that if he or any of his staff are in attendance, it might make it easier for the topic to get swayed to the operational side of the district. On the other hand, he feels the need to be there to assist the board members if needed.

Bob Perry stated that the superintendent needs to be in attendance at those meetings. “This is a customer service exercise. If they leave the room without getting an answer or the assurance that the issue will be addressed, we are doing a disservice.”

Superintendent McIntosh stated that, “Either you have a board level discussion or you have a stand up meeting with the principal and superintendent to address those issues.”

Jim Erickson stated that these meetings should be informational. “Provide them a snapshot of the finances of the district. Then, in the face of all of that you shift to the vision and the mission. We need to make sure we communicate that fiscal restraints won’t deter us from that vision and mission. This is an opportunity for the board to communicate what matters to the board and how that is reflected in the policies that are created. What flows from that is how parents can engage themselves in rigor and relevance.”

Cathy Miller recommended beginning the meeting with a brief outline of the role of the board, communicate what matters to them and the challenges that the district is facing. At that point, the meeting would be turned over to Superintendent McIntosh to accentuate where the district is going academically. Engage in meaningful dialogue making sure the parents understand the board wants them to be a part of the solution. With the fiscal implications, the community needs to become engaged.”

AJ Losoya gave his support for a hybrid concept. “There are a lot of parents out there that don’t know what the boards function is. It would be beneficial to provide a small fiscal piece and then roll into the vision and mission.”

Jim Erickson reported that he believes we need to get stakeholder buy-in on rigor and relevance. “It is part of our beliefs and values. This is not something is going to get accomplished because staff believe in it. It also needs to involve the kids and stakeholder groups. We haven’t ever used these types of meetings in an orchestrated way to communicate the vision and mission of the district.”

Bob Perry would recommend having a student and teacher provide an example of what has changed in the way instruction is delivered. “This is the way we used to teach and this is how we are teaching now.”

Superintendent McIntosh stated, “Where you are headed is the better path. One must examine why we are doing this. I am sure you all have a reason. There is a little bit of a danger in Linda or I being there in place of the principal or teacher. I would recommend bringing in one of those teachers who exemplifies what they we talking about. Any operational issues that are brought up should actually begin with the teacher and principal. Our presence there could muddy that authority.”

Cathy Miller stated that we are building a communication link with the parents. “This is our community and we are going to do what is necessary to make sure the kids are successful.”

Jim Erickson stated that this is an opportunity to engage the PTO groups to communicate how, as parents; they can fuel the concepts of rigor and relevance.

Linda Seeberg recommended the following structure for the meeting:

- Board communicates the general mission and vision
- Focus on rigor and relevance
- Teacher talks about what it looks like in the classroom
- Ways parents can help at home are provided
- Have some key essential questions that will engage the parents in conversation
- Develop a way to capture their operational concerns so they know that will be followed up on

Cathy Miller requested the opportunity to meet with Linda Seeberg on a recommended format of these meetings. A report back to the board would be scheduled during the October 24th board meeting

Superintendent McIntosh stated, “It will be important to establish the objective and outcomes that the board wants to achieve during the meeting. Then you engage them in meaningful, proactive conversation.”

David Foote stated, “The discussion on resources will need to take a deep level dialogue. Serious thought needs to be given to the fact that you are changing a model and that changed model will require you to change the way you look at resources. The dialogue will need to start shifting to prepare the community for the realities that are coming. To avoid the blame game they need to understand we are shifting the system. The current system is inhibiting the kind of learning that you want. Shifting that system will require looking at the resources differently. The track you are on is very healthy but it won’t be a one-time shot.”

Requests for Agenda Items

- None

ADJOURN

Jim Erickson moved and Bob Perry seconded the motion to adjourn at 8:50 p.m. Motion carried 5-0.

Votes: Jim Erickson-Yes; Ric Little-Yes; AJ Losoya – Yes; Bob Perry – Yes; Cathy Miller - Yes

Cathy Miller, School Board Chair

Trish Huspek, Executive Assistant