

**Redmond School District
School Board Meeting
October 24, 2012**

In Attendance: Chair Cathy Miller, Vice-Chair AJ Losoya, Directors Jim Erickson, Ric Little, Bob Perry, Superintendent Mike McIntosh, RSD Staff; Linda Seeberg, Kathy Steinert, Martha Hinman, Chris Morton, David Burke, Lynn Evans, Trish Huspek, Association Representatives – Josh Davis, MaryAnne Agee, Media - Leslie Pugmire-Hole (*Spokesman*), Community Member – Paul Rodby, Bob Shaffery, Rick Bailey

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

Hadley Evans led the group in the flag salute.

PROCEDURAL ITEMS

Corrections, Additions, Deletions and Questions Regarding the Regular Agenda

None

Citizen Participation for Non-Agenda Items

Kaitlyn Monchamp, Redmond Proficiency Academy (RPA) Senior – Ms. Monchamp thanked the board for encouraging the RPA's existence in the district. She stated, "I have attended the RPA for my entire high school career and it has been an amazing experience. We have a great school that provides me the opportunity to pursue my interests rather than follow a schedule of things that I am not necessary interested in." She reported they are starting a school newspaper. They will be providing hard copies for students and a digital copy will be placed online so the community can see what is happening in the school. She invited board members to visit the school.

PRESENTATIONS

Superintendent Report

- Provided an update on the status of the strategic plan. Superintendent McIntosh stated, "Using the REV document and the work that was accomplished by Superintendent Mikalson in respect to how we capture where we are going based on our vision and mission, the leadership team has met twice so far to put substance to identifying what our goals are as a district. During those meetings it has become apparent this is "big work" that will take us into later in the school year. We will have a strategic plan before the year ends. We have begun to identify where we want to go now and in the years to come."
- Met with Craig Hawkins (COSA). When he went to the meeting he thought there would be other superintendents in the region in attendance but he was the only one. Also at the meeting was the Deputy Superintendent of Education for the State of Oregon, Rob Saxton. During the meeting Mr. Saxton reported that in Oregon we have a system of education that is designed to get the results that we are getting. A system that has not been keeping up with the demand and changes of the instructional necessity. Superintendent McIntosh reported that it was interesting to hear him speak about how we are going to revolutionize how we are going to do education in the state to meet the needs of relevance and rigor for our kids.
- Will attend the COSA - Off the Record meeting in Salem on Friday.
- Going to the OSBA conference in November. He believes his attendance will be value added for him as we endeavor to get momentum in respect to what we are doing in the state of Oregon.

There was a discussion regarding the timeline involved in the completion of the strategic plan. Superintendent McIntosh stated, "This is important work and I would request time and space to create a quality product. We have already had a great deal of conversation about what is the most important thing we want to accomplish. Student achievement always rises to the top."

Cathy Miller requested that after the February budget forecast from the state is received that Superintendent McIntosh provide the board with the most essential priorities so that they can budget to the plan instead of the plan fitting into the budget.

Superintendent McIntosh stated that all of this must come together in a systematic way. "We will make decisions about where we want to go and make additional decisions on how we can and cannot get there. The budget is education's governor at this point unless we are willing to give up something else. We must accept that some important things won't be able to happen."

Bob Perry stated that the sooner we can get the priorities agreed upon the better off we will be.

AJ Losoya reported that it is very important to get the strategic plan sooner than later so that everyone knows where we are going and how we are going to get there.

Superintendent McIntosh stated, "Shared leadership is something we have embraced. We have a draft of overriding principals but I am hesitant to present it until we can present it in a meaningful way."

Association Reports

MaryAnne Agee – *OSEA*

- They are looking forward to getting the contract ratified tonight
- A great deal of work and changes are happening at RHS and the custodians are working very hard to meet those changes

Josh Davis - *REA*

- The REA executive board is going around to each school to discuss the changes in their contract. Administrators have been asked to be at those presentations so that everyone has the same information. Those meetings are going well.
- He has heard from several people that so far this year there has been a lot of positive energy and excitement in the district. The staff at Ridgeview High School are excited to be there and teachers in other buildings feel that same way. "It is beginning to feel like it used to feel." He believes some of this can be credited to the stability of having Superintendent McIntosh here for the next three years.

Cathy Miller recessed the regular meeting to convene the public hearing at 5:50pm

PUBLIC HEARING

Supplemental Budget 2012-2013

Kathy Steinert reported that in order to comply with local budget law, the School Board must take action to increase the adopted budget to enable the district to spend revenue that was not anticipated or appropriated in the FY 2012-13 budget. The unanticipated revenue and expenditures arose in the Asset Replacement Fund, Nutrition Services, Fee Supported Programs, and the Capital Projects Fund. All of the listed changes occurred after the adoption of the District's budget on June 13, 2012.

Kathy Steinert reported that this supplemental budget will change the FY 2012-2013 budget for the Asset Replacement Fund by more than 10% and it will create a new appropriation category. Therefore, the board must hold a public hearing and take public comment before the adoption of the supplemental budget.

Board members were provided an opportunity to ask clarifying questions regarding the supplemental budget.

AJ Losoya stated the finance committee reviewed these resolutions extensively at their meeting last Friday.

The staff recommendation is to approve the supplemental budget for the 2012-2013.

Public Comments

None

Cathy Miller adjourned the public hearing and reconvened the regular meeting at 6:07pm.

ACTION ITEMS

Ratification of OSEA Contract

The bargaining teams of the district and OSEA Chapter 84 concluded bargaining in June 2012. Upon conclusion of bargaining, there was not time for OSEA to meet their by-law obligations to hold a ratification vote before school was out of session. OSEA held their ratification vote on September 18, 2012 and the bargaining teams' proposal was approved by a simple majority.

Superintendent McIntosh thanked MaryAnne Agee for her diligence and patience in working through the new contract. Lynn Evans, Director of Human Resources echoed Superintendent McIntosh's compliments and stated that, "The bargaining process is not always a fun task but it was made more pleasurable by MaryAnne's positive attitude." Lynn Evans reviewed with the board the main areas that were changed in the contract.

- For the 2012-2013 year, those eligible for a step-increase, will received an increase equal to a one-half step-increase paid out evenly over the annual paychecks. The entire step movement shown in the wage schedule for those eligible employees will be implemented on June 30, 2013.
- For the 2013-14 and 2014-15 contract years, the parties agree to a limited financial reopener to bargain wages, insurance cap and step advancement. In addition, the parties will review and discuss anticipated work days for each of those years.
- A sick leave bank was established. Prior to this agreement classified staff did not have a sick leave bank. It mirrors what the licensed staff has in place.
- There were changes to the longevity pay. The changes won't impact current employees but new employees are subject to the new provisions.
- The insurance opt out plan was increased to \$360.00. This plan allows employees who are already covered under another health insurance plan to opt out of the district's plan.
- The provisions of the new contract are retroactive to the beginning of the school year.

MaryAnne Agee stated that she is very excited about the sick leave bank. "This is a way to support each other in times of crisis. When any of our staff members have a moment of crisis, where they are going to be out for a long period of time, we want to support them."

Josh Davis stated that he is extremely excited to see these things being added to the classified contract. "We couldn't do this job without the classified staff."

Jim Erickson moved and Ric Little seconded a motion to ratify the successor collective bargaining agreement negotiated by the OSEA Chapter 84 and District bargaining teams. Motion carried 5-0.

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

Consent Agenda

- Personnel Report
- Board Meeting Minutes from October 10, 2012
- Resolution 12:062 – Supplemental Budget for Fiscal Year 2012-2013
- Resolution 12:063 – General Fund Appropriation Transfers

- Finance Reports - September
- Gift to the District

Superintendent McIntosh reviewed Resolution 12:063 – General Fund Appropriation Transfers. He reported this resolution was also reviewed by the Finance Committee.

Superintendent McIntosh stated, “It seems like every board meeting there is another gift to Tumalo Community School from their PTO. This is a very supportive PTC and this is a model we should try to replicate all over our district.”

AJ Losoya 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 ITEMS

Parent Conversation Format

Cathy Miller reported that the Parent Conversations last year were very important. She stated that this year the district is taking it to another level by actually going to the PTO/PTC members to build communication avenues.

Linda Seeberg, Executive Director of Academic Programs reported that principals, in combination with teachers, will be able to explain what they are working on at their school in respect to rigor and relevance, share what they are focusing on at their school and then give an example of what that might look like in the classroom. She further reviewed a document that was crafted by Jim Erickson that will help parents know how they can help their students build rigor and relevance in what they are learning at school.

The board reviewed a proposed format for this year’s Parent Conversations.

AJ Losoya expressed his appreciation to Jim for creating the document. “I would recommend using the Ridgeview High School production studio to produce a video that would demonstrate the concepts in this document. This message needs to be shared at more than just PTO meetings. It could be used at open houses and conferences.”

Jim Erickson again expressed his willingness to continue to be a support for the district.

MaryAnne Agee recommended a section on how to log onto the SIS to see student grades and attendance could be added to the video.

Jim Erickson stated, “The fact of the matter is, from my observations, as much as we try to clarify what the purpose of the learning is, we still haven’t gotten into the kids heads what the purpose of learning is – which is to learn. Kids are happy with their outcomes when they don’t know what they are doing. If we are going to radicalize the system, that is what needs to change. Every person in the system needs to understand what we are all about.”

AJ Losoya stated the proposed format for the Parent Conversations looks great and that the format can be adjusted as the meetings progress.

Jim Erickson stated that we must model the different ways to instruct. “To hand a parent the document and then read it to them and then to expect them to understand it at an application level is not realistic.”

Bob Perry recommended the first couple of meetings should be treated as pilot. He would also recommend setting aside 30 minutes afterward for the board to talk about positives and negatives about what happened in the meeting.

Criteria for Board Appointment

Cathy Miller reported that as of today the district has received three applications for the open board position. The board is scheduled to screen applications on Monday, October 29th. She recommended that if no more than five applications are received, the screening would not be necessary and that all applicants should be interviewed.

Board members concurred with the recommendation.

Cathy Miller reported that she had created a draft document that listed potential criteria for the board appointment. In creating the criteria she took the board application questions and consolidated them with core beliefs and values and then highlighted key characteristics. “It does give us a specific format and structure on qualities/experience that would benefit the board on a composite whole. The score can be weighted from one to five in the five different components; interest in serving, skill sets, level of understanding, relevant experience, and level of commitment. It would be wonderful if the people who apply for this vacancy would indicate they are interested in running for the position in the spring. But, as we know, we cannot mandate that of a candidate. There is the possibility that after serving for six months they will find it isn’t a good fit for them. In checking with district legal counsel it is legal and ethical to ask the questions regarding their commitment.

Agreements:

- Take the current interview questions and criteria and make recommendations for revisions.
- Input needs to be sent to Trish by October 29th.
- After the posting closes, Trish will send each board member a copy of the applications received and recommend a starting time for the interviews.
- If there are more than five applicants, board members will meet at 8:30am on October 29th to review the applications.

Jim Erickson asked the rest of the board members their position on the legitimacy of him sitting in on the interviews. Cathy Miller reported there is nothing that legally prevents him from participating and she would welcome his perspective. “You are one of five members of the board.” All other board members concurred with Cathy Miller’s position.

Bob Perry stated that one of the things that strikes him is that the board needs to be open and honest about the fiscal cliff the district faces. “We need to tell the candidates what we anticipate and what we are projecting for this time next year. I wouldn’t want to come into this situation blindly.”

Superintendent McIntosh stated, “If a candidate hasn’t regularly attended board meetings, I would question why they are interested now.”

Vision and Mission Statements

Mike – provided the board with a draft of the vision and mission statements based on the individual input from board members. There was an extended discussion regarding the draft mission and vision statements. Board members concurred that the following statements will be adopted by the district:

Vision – A relentless commitment to academic achievement and personal growth for every student
Redmond School District graduates are fully prepared for the demands and responsibilities of adult life. Each is solidly grounded in the knowledge and skills essential for success as a student, as an employee, and as a citizen in the 21st Century.

Mission – A commitment to rigorous and relevant instruction which leads to mastery and the development of productive citizens

Each team member within the Redmond School District is dedicated to the growth and full development of every Redmond student. As a team, we unrelentingly seek continuous improvement for self and for students. We value collaborative response and expect rigorous student performance that is solidly grounded in relevant, real world applications.

Superintendent Recommendation on Priorities and Sustainability

Superintendent McIntosh provided a document to board members that outlined his priorities for the district.

“What is important to me and to the board is helping students. My wheelhouse has an incredible strong attraction to improving the school district climate and culture. Not to diminish anything in the past, I believe there is room for improvement. If the culture and climate is healthy then we can have healthy students and families. Part of my job is to share the wonderful things the school district has to offer – what we are doing for kids, and who is doing it. The board asked for a list of things we would be spending the bulk of our time doing. We will be writing goals to fill in the blanks to flesh this out as a part of our strategic plan to make it come to life in a real fashion. In the strategic planning conversations we will develop a plan that will be adjusted depending on the audience. Student achievement will remain the number one priority of the school district.”

The five areas of priority identified by Superintendent McIntosh are:

1. Improve student achievement and success
2. Improve school district climate and culture
3. Communication with all stakeholder groups
4. Balance resources
5. Develop a long range strategic plan

Sustainability

Superintendent McIntosh stated that sustainability often involves comparison and compromise. “There are things that we will try to accomplish that will require us to prioritize and neglect something that used to have a higher priority. What we must do is get smarter on what we choose to use our time and resources on. What we are attempting to do is build a model in our district that provides sustainability given the amount of resources and time we have to spend. We then must somehow prevent getting resentful about the things we can no longer do.”

Fiscal sustainability – “We will need to stretch the budget to meet needs and determine how we create a sustainable workforce and continue to push the momentum that we have by way of academic excellence. There are multiple factors that influence our ability to create a structure and system that demands excellence and accountability, but is also sustainable over time. Those factors include:

1. Fiscal resources
2. Time
3. Human resources
4. Quantity and quality of work to be performed
5. Desired outcomes

If asked to capture all of the factors in a single sentence or phrase, I would say, “We must dedicate sufficient amounts of time, staff and dollars in order to produce the desired outcome of providing a quality educational experience for our students.”

Superintendent McIntosh spoke to the things that he believes are needed to get the district closer to a sustainable school model:

1. The agreements:
 - a. Student success is our #1 priority
 - b. Our human resources (staff) are the single most influential and necessary factor in the educational experience for students

- c. Declining resources over time have resulted in a shortage of the fiscal resources necessary to staff at a level that fully supports what we want to accomplish, the varied but vital tasks that make our district not merely good, but great
- d. There are many competing interest that must be prioritized as we implement a plan

2. The need:

- a. Days added back to all of the work calendars. The reduction of up to 15 days severely impacts students' educational opportunities and increases the volume of work that must be done (more work done in fewer days). Many staff, if not most continue to work into the evening and on cut days to accomplish the tasks that are necessary to remain in compliance with district goals, best practices as well as state and federal mandates.
- b. Staff that can be added to fill in the gaps that exist
 - i. Additional counselors would guarantee students are on track to graduate and prepared to succeed in post-high school educational opportunities and careers.
 - ii. Additional building level support for students and staff at both elementary and secondary levels who can assist in managing the evaluation process, students, parents, etc.
 - iii. Additional communications staff that can craft and manage the multiple outlets including the media, the web, face book. This person must be knowledgeable in the operations of the district, while granted the time necessary to connect and produce a consistent and accurate representation of the district.
 - iv. Additional fiscal office staff specifically for the work we must do in forecasting, budgeting, bargaining and initiating innovative systems that will produce efficiencies and cost savings.
 - v. Additional support in Human Resources. We are certainly one of largest employers in Redmond. Our district manages well over 700 employees, keeping track of payroll, personnel files, recruiting/hiring, licensure, evaluation and the vast amount of vital functions required to support the employees in our system.
 - vi. Additional support in the Curriculum and Instruction department. The single most important objective is for students to receive a relevant and rigorous education, and we are in need of assistance in compliance reporting, technical support, and in the development and delivery of professional development for staff and administrators.

3. The "Dilemma"

- a. There is not enough money to meet all of the needs.
- b. We need time and people to perform tasks that match the level of our expectation...otherwise we seriously compromise our sustainability (of people, systems and progress).
- c. We must continue to support students and staff all across our district at the highest possible level.

4. The "Proposal"

- a. Modify the expectations. Realign the responsibilities.
- b. Add an additional 3.0 FTE
 - i. Fiscal and business office support immediately for work in the budgeting process.
 - ii. Data and communications support.
 - iii. Curriculum and instruction support – Title program compliance and reporting (grant funds). This position would be funded using Title I money – not general fund.

5. The "Fiscal Liability"

- a. Approximate cost, \$200,000 (including the position funded by Title I funds)

Superintendent McIntosh, providing clarification on the above points, provided the following information:

- We need to add days to help current staff accomplish the work. We have implemented a rigorous evaluation system for all staff. We are expecting leaders to be in classrooms to be coaching staff. That takes away from the daily business of running a building.
- The district once had a communications person that was responsible for interacting with the media. We have systemically reduced staff to a point that we have over done that. We have a potential to do great things in the area of communications but we are struggling with gathering the information, creating the documents and then pushing them out to the public.
- At the district level there is an absolute truth that the work that is done to support schools is different work than the work that is done at the school building. When a day is cut from someone at the district level, the work still needs to get done but in less time. This is not a judgment on the value of what they do it is just acknowledging there is a difference.
- In the fiscal office we have done with little for a long time. Every time the auditors come they ask how many people are doing the work. It is there recommendation that in a district this size the fiscal office should have 8-9 staff members. Our district currently has 5 people working in the fiscal department. We have a limited band of people who have the ability to do what must be done in a short period of time during the budget season. The shared services model hasn't yielded a lot of support for our fiscal office.
- Our human resources staff is currently managing over 700 employees. Right now we have a very limited number of staff to do a large volume of work.
- The staff who work with Linda Seeberg are managing a great number of things; implementing the new SIS system, professional development, curriculum, federal mandates coming out of the title programs. "We are burying these people." There is a need to add a person who would manage the grants and reporting requirements.

Superintendent McIntosh stated, "Every single department in our district is hurting. That doesn't diminish the needs at the building level. There isn't enough money to do what I have projected for as a need. We need time and people. We need people to shoulder the load. We need to continue to support students and staff in this process. Sooner or later we have to put some money where our mouth is. I have quantified the need but haven't quantified how to get there. The angst in saying this is knowing that we have some tough times ahead. Economists are projecting the next biennium will be the best for quite some time. All of this is connected to the sustainable conversation. We run the risk of burning out our best and brightest employees. I don't want to cry wolf, the sky is not falling, but it is shaking pretty good. This plan, frankly, with the addition of three people only addresses what is needed in this building. It doesn't diminish the great need outside of this building. I am asking the board on how you want me to move forward with this idea knowing we have some incredibly difficult decisions to make regarding PERS, etc. We haven't moved on any of this. The board had asked me to talk with my staff to get their input on where we needed additional assistance. This is a result of those conversations."

Cathy Miller asked board members to provide feedback on the priorities and recommendations that Superintendent McIntosh provided. "I would agree that there is a need of support at the district level because those are the people who support the rest of the district." She reported that she believes that additional support should be given to curriculum/instructional and the fiscal office. "We need to focus on what is essential. I hesitate on the communications support at this time. The hard part is where Superintendent McIntosh will identify where the funding comes for these positions."

Superintendent McIntosh stated, "It has been my impression there is a clear expectation from the board regarding communications in the district. If the board is willing to modify those expectations, I will do the best I can with the assistance of Gina and Trish."

Bob Perry stated that by not having communications as a priority we are losing an opportunity. "In hard times you need to look for every opportunity you can find to promote your product. What role, if any, can David Foote play in that? What can we cut out to make these things happen?"

Superintendent McIntosh reported that we cannot cut people or programs that already exist. "What gets cut are the list of things that we would not fund at a current level. I don't have a good answer for where we find the cash."

Bob Perry stated, “If we don’t know where we are going to get the money this year, what about next year. We know it will be worse next year. We also know that we run the risk of burning out some very talented people. We can’t lose any more quality people.”

Jim Erickson stated that as he reviews the requests for three FTE at the district level he wonders how you balance spending \$200,000 in the district office versus adding back another day. “It is also a labor relations issue. You will need to be able to justify why a decision was made or you can do things that can nurture the people in the trenches.”

Superintendent McIntosh stated that adding more days doesn’t help the district office. Most are working those cuts days and more. “What we are asking for isn’t the solution for the whole district. We sat through a very interesting dance during the negotiation process. What the district agreed to was equal to \$1.3 million more than we expected to spend. At no time during the conversation did they bring up adding days back. I understand this proposal will create a level of angst in the district. Without this type of intervention we won’t be able to do what we need to do. We have cut, and cut and cut and done without for many years.”

Jim Erickson stated that during their school tour today they saw classrooms with 33 kids in them. “I am not being argumentative – we heard about the same type of burnout that is being described here we heard also heard about long time teachers ready to go.”

Cathy Miller stated that she is concerned that we are limiting our thinking by thinking this is totally our problem. “Where we have failed is that we have not yet had a call to action to the community saying, this is the reality of the situation and this is the potential impact. My concern is that we have an obligation to inform our community that we have pushed and pushed but we can’t do it anymore. We won’t have these great schools, these great teachers unless we bring in the mentors from the community. One of the things that would be helpful, as we identify the holes is to identify what we need externally from the community in regard to resources. We are missing an opportunity to communicate the severity of the situation. If the budget was to change, great but at least we are being honest with our community regarding the cuts we are looking at. We need to identify the elements where the district needs help in and how they can help. I don’t believe we can do it without a call to action from the community.”

Superintendent McIntosh stated, “I don’t know how to frame the complexity of the work that needs to be done in creating the story. It involves everyone from the night custodian, to the bus driver, to the classroom assistant and teacher. My hesitancy in going to the community is that the community is facing the same slump that we are experiencing. That doesn’t mean it isn’t important.”

AJ Losoya stated that initially he didn’t support additional FTE at the district office. “I still have questions about the positions at the district office and the need to have updated job descriptions. At this time I don’t think I can support the addition of a communications person. But, this is exactly the things that we asked Mike and his leadership team to come to the board with. We gave our word that we were going to make sure we put something together that would be sustainable. We committed to looking at the organizational structure to make sure that it will work. We must seriously consider this because it has an effect on that new structure.”

Ric Little stated, “I can see how the Title I position is self-funded, how you could possible make the communications person a viable expense and what the fiscal needs are. I would ask Mike to show us how it can be financed and how to sustain it.”

Superintendent McIntosh reminded everyone that when Shay left, he was not replaced. “We have one less person at the district office than we did a year ago. It is critical that we understand that. We still have the attitude that we can do anything for a year. I am giving you some pretty honest feedback saying that we can do anything for a year but after that it is touch and go. I don’t want to be an unwise steward with the funds that are given to us. I know that over the last several years we have cut four or five positions out of the district office that might have not been wise.”

Bob Perry stated, “The point you make regarding Shay not being here is extremely valid. That is a good justification for your requests because you are asking people to do their jobs and more. If we don’t approve the communications person we can’t hold Mike’s feet to the fire regarding communications.”

Bob Perry made a motion to approve the addition of three FTE at the district office. Jim Erickson seconded the motion.

Discussion:

Jim Erickson stated, “Whatever the message is, that is the job of the communications person. We have learned that if we don’t control the message we experience the message. For that reason, I support the communications person being included. Not that anyone is doing a poor job now. We are all doing the best we can, but if we do a better job around selling the positives and framing the message, that is going to get more people involved in the vision and mission.”

AJ Losoya stated that the communications person will play an important role over the next six months.

Linda Seeberg clarified that the third position is out of Title IA funds. The district is really talking about adding two positions. The Title position will happen regardless of what the board decides on the other two positions.”

Superintendent McIntosh stated, “I didn’t anticipate there would be a vote tonight. If there was, that would be fine. I am working hard on the expectations that have been provided to me. I was asked to provide an analysis on what is needed. I am prepared to fill the Title I position because it is high need and doesn’t affect the cuts that need to be made. I can come back and quantify the other two positions. I don’t think anyone is going to quit tomorrow if this isn’t approved tonight. The human resource is the most expensive but the most critical in the work.”

Jim Erickson stated, “I would invite at the same time this becomes a communicated announcement, you and your team, principals and teams of teachers need to look at the sustainability factors in every building. The staff at McCall today described their experience as teetering on the edge. A lot of the ideas that were kicked around that table today wouldn’t cost the district anything. This speaks to Cathy’s point about getting volunteers from the community. If there is a way that the people in the trenches can put their heads together to find a way to make things work for zero dollars, I would ask that of everyone. I recognize that everywhere in the district is strained. It just seems fair that there is an honest thing that happens in the schools to confront the same thing that is described in this building. The amount of time teachers are responding to emails and text messages is huge. I have to ask myself if that is the way we want our teachers using their time.”

Cathy Miller stated, “That is what Mike is starting to do. We gave him authority to prioritize what is essential and what isn’t. I would hope that he would continue to have that support from the board. He made a very concerted, thoughtful presentation. It is imperative to Mike and his team to know if they have a green light to move forward.”

Superintendent McIntosh stated, “The frank part of conversation is that if you are not going to be disappointed if the communication plan doesn’t go to a great depth, then that position doesn’t become a priority. What I don’t feel I can postpone is the fiscal help. We will be launching into a rather complex process to create a five year plan and an audit that is coming up soon. We would like to have that person well in advance of launching into the budget season. These recommendations are not designed to be the end of the solution. I understand why Shay left and why Vickie had trouble. When you look at the schedules we keep it is crazy. The demands of managing everything, is a crazy expectation. I don’t like to look at things as impossible – but you get there.”

AJ Losoya reminded everyone that after the beginning of the school year building needs were reviewed to address high class sizes. Some positions were added to address those issues.

Motion carried 5-0. Votes: Jim Erickson-yes; Ric Little-yes; AJ Losoya – yes; Bob Perry – yes; Cathy Miller – yes

Discussion of Agenda Items/Scheduled Meetings

Cathy Miller reviewed with the board a document that listed the meetings the board is scheduled to have for the balance of the year. In an effort to become more efficient it was suggested that it might be possible to combine the community schools into one parent conversation. The same thing could be done at the high school level. It was further stated there could be benefit from the “cross pollination” of those groups getting together.

Bob Perry stated that he believes that all schools should be scheduled, “If we start cutting back, I don’t know what kind of message that sends.”

AJ Losoya reported that he agrees with Bob’s position but that board members should not feel they need to commit to every meeting. He would recommend a rotation schedule but that would not preclude a board member from attending if they are available.

Cathy Miller stated that she will commit to attending all of the parent conversations and the rest of the board members could rotate as they are available.

The board will attend the parent conversations that are currently scheduled in November and December. At the December 12 board meeting the board will have a discussion regarding the pros/cons of the meetings and if they are value added.

Requested Agenda Items

None

ADJOURN

Bob Perry moved and Jim Erickson seconded the motion to adjourn at 9:37 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