

**Redmond School District  
School Board Meeting  
November 14, 2012**

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**In Attendance:** Chair Cathy Miller, Vice-Chair AJ Losoya, Directors Jim Erickson, Ric Little, Bob Perry, Superintendent Mike McIntosh, RSD Staff; Trish Huspek, Media - Leslie Pugmire-Hole (*Spokesman*), Community Member – Ilene Andrewson, Ron Munkres, Bob Shaffery, Pat Reck and Johnny Corbin

Cathy Miller, Board Chair called the meeting to order at 4:15pm. A quorum of five was established.

**PROCEDURAL ITEMS**

**Corrections, Additions, Deletions and Questions Regarding the Regular Agenda**

Addition of a time for Public Comment

**Comment Regarding Non-Agenda Item**

*Nick Aschenbrenner – RPA – Senior*

- Reported to the board that the RPA is launching a new campaign, “We are One” to be able to reach out into community.
- He expressed his appreciation to the board for giving the students an opportunity to have a different educational experience. “It is a great opportunity the board has provided to all of the students. I love being a part of setting traditions for this program.”
- They are currently running a canned food drive to collect nonperishable items for families that attend the RPA who don’t have funds to purchase a traditional Thanksgiving dinner.
- They have several students in the play. Their director purchased 100 tickets for tonight’s performance as well as tee shirts for the students to wear to the play to support the students.
- They recently hosted the local Coffee Clatter. This is the fourth year they have hosted this event. Students lead tours through their building so that community members could see the program.

**BOARD VACANCY INTERVIEWS**

Due to the resignation of Jim Erickson effective December 31, 2012 a vacancy on the Redmond School Board of Directors needs to be filled. The position was advertised and three community members applied; Johnny Corbin, Pat Reck and Rick Bailey.

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

- Interest in Serving – Weight 15%
- Skill Sets – Weight 30%
- Level of Understanding – Weight 15%
- Relevant Experience – Weight 20%
- Level of Commitment – Weight 20%
- After the interviews are complete, the board will report out their individual scores in each of the criteria areas. The individual scores will be collected by AJ Losoya to calculate the collective scoring of the board.
- The board will then have a discussion regarding the strengths of each candidate.
- After that discussion a final ranking of the candidates will occur.
- The board will then decide if they are ready to make a selection, continue to process the information and make a final selection on November 28, or re-post the position.

To allow Mark Reinecke, district legal counsel to address the board earlier in the agenda, the discussion regarding the candidate interviews was moved to later in the agenda. (See “Discussion Items” below)

## **ACTION ITEMS**

### **Elton Gregory Roof Settlement**

Mark Reinecke, district legal counsel was present to provide board members with a final report regarding the Elton Gregory roof settlement agreement. “I believe we have arrived at a good settlement.” The district will receive a \$940,000 settlement from the insurance companies involved. This amount does not include the \$40,000 that was received from DOWA as “good faith” compensation. The district will be getting a new roof with a 25 year warranty. That warranty is significantly better than the warranty on the current roof. ASE Profiles requested that a non-disparagement clause be included in the agreement. “All board members and anyone who knows anything about this case are subject to this clause.”

Superintendent McIntosh reported that, “During the process of getting a roof for the taxpayers it will cost us \$200,000. The settlement recaptures a great portion of that.” These expenses were paid for by the 2004 bond funds not general fund money. He further reported that the “crickets” on the roof are made out of stainless steel so it is possible that when they are replaced some additional revenue could be received from selling that material. “This has been a long time in the making and thanks to Mark and his team we have gotten to the best outcome.”

Cathy Miller stated, “On behalf of the board and taxpayers I would like to express my sincere appreciation to Mark for his persistence and extreme attention to detail. He wouldn’t let it go and fought for the district. You were superb.”

Mark Reinecke stated that it was a team effort. “The district brought a lot of intelligent people to the mediation and everyone saw that if this went to trial they would be in trouble.”

Superintendent McIntosh stated that due to this experience the district has hired a roofing consultant for all roofing projects. “They look out for our interests and hold the contractors to the highest standards. We will do the same with the replacement of the EGMS roof. We have learned much in how to protect our interests. Doug Snyder has been at the helm of this process and has played a key role in this settlement. There really isn’t an industry standard in installing metal roofs because they are relatively new. This has not only been a learning curve for RSD but for many others across the state.”

*Jim Erickson moved and Bob Perry seconded a motion to approve the settlement agreement and the form as presented. Motion carried 5-0.*

Discussion: AJ Losoya asked for confirmation that our in-house attorneys have reviewed the settlement. Superintendent McIntosh confirmed that Greg Colvin did review the document.

*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 24, 2012
- Out of State Field Trip

*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 ITEMS

### Next Steps Discussion – Board Vacancy

Cathy Miller reviewed the process the board will use during the discussion of the candidate interviews. She reported that during the interviews each board member assigned a rating in each of the criteria areas. “Each board member will report out their individual scores and AJ Losoya will document each. We will do an average to get a rating but that will not be the final result. One of the things you learn as a board member is that you might come in with an opinion on a subject but you when you take the time to listen to other board members you find that the collective brainpower is pretty strong and pretty impressive and can actually change how you were feeling. That is the strength of having five members on the board, we all bring a different prospective. The final column is the consensus rating. The individual average will not necessarily be how the ranking will end. We will come to a consensus about which criteria are the most critical. No one has an idea what that is because we have done this individually based on the interviews. We will be talking about all of the value added, positive strengths of each candidate. We will not be discussing anyone’s personality because each of the candidates brought a tremendous value with them.”

Cathy Miller expressed her appreciation to the three candidates who interviewed today. “You all bring tremendous value to the district.”

The individual board member scores were reported out and recorded by AJ Losoya. In addition the board members had the opportunity to discuss how they determined their composite scores.

Board members then engaged in a discussion regarding the strengths of each candidate.

Cathy Miller stated that one of the criteria that was so critical to her was the issue of the budget. “I appreciated Bob Perry’s comments at the last meeting about making sure the person appointed doesn’t come in and be blindsided regarding the budget.”

Jim Erickson reported that based on the individual scores it is evident that everyone has a strong point in a given area. He expressed his appreciation for all of those who applied for the appointment. He invited each board member to look at the already weighted scores and ask themselves what their philosophically priorities are.

“Student achievement is what we are all about, it is number one on our priorities. I found it interesting there was only one question regarding student achievement and only one person who spoke about it. Not that the others didn’t believe that was important. We also believe in a growth model that holds each person accountable and works to move that person to a higher level of accountable. Those two things are consistent with what our board believes. Only one person spoke to that and that was Rick Bailey. It isn’t that all of the other areas are not important but I think I would invite each of us to consider the strengths presented by all of the people and determine what the most important strengths are.”

Bob Perry stated, “I appreciate what Jim is saying. But if you take it from a standpoint from someone who hasn’t been to a lot of board meetings, I think you have to give a lot on that. I can’t believe any of the three would have a problem or issue with what our vision and mission is today. But we can’t take it for granted that they understand what that is.”

AJ Losoya stated, “In the areas of interest in serving and the level of commitment, Mr. Bailey stands out. Since the IB conversation he has been to almost every board meeting. That stands out in my mind and that is important to me. Regarding his long term commitment, he has young children and he is going to be committed to it for a long time. Everything continues to change and fiscal responsibility is very important. One of the skills sets that we want to promote is fiscal responsibility. His current role as CFO provides him a fiscal background. That is an important strength.”

Bob Perry stated, “If you look at the raw numbers regarding commitment Rick’s number was so much lower than everyone else’s. The commitment was important to me. That is the area where I struggled with.”

Jim Erickson concurred that the issue of Rick Bailey not being available for meetings during the day is an important consideration.

Cathy Miller stated that she gave a higher score in that area because she put into consideration that the board had requested that school tours be scheduled during the morning hours. “The structure we created in the morning isn’t a necessity. That is just what the board decided. In the past board members were assigned specific schools to adopt for a year. You build relationships with those schools. There are options based on schedules. I would hate to not select someone because they are working.”

Ric Little stated, “I agree with what everyone said so far. The only reason I didn’t give a higher score was because of Rick’s availability. I really liked what Pat Reck said. The fact that she is a retired educator is very valuable. This is not an easy decision and I am happy we have three really good candidates to choose from.”

Superintendent McIntosh stated, “Having this conversation in public makes it an interesting process. There is value in the conversation and value in a true process. The board, even up to this second, has worked diligently in a true process. I don’t know if there is a wrong choice here – it isn’t about picking the best one it is about choosing a person who is willing to commit 40 hours or more a month. The numbers represent fairly accurately a composite of how the board viewed the candidates. That is encouraging. When the numbers are crunched we need to remember it is one moment of time and one person’s opinion. I don’t have any issue with playing by the numbers. I worry about the board’s time a great deal to participate in all of the things we have you scheduled to participate in. Rick clearly has a conflict in that area. That is the difference between him and Pat.”

Cathy Miller reported that she scored Rick Bailey higher because of his attendance at previous board meetings.

AJ Losoya reported that he felt it was very close between Pat Reck and Rick Bailey. “Based on what I think the priorities are I would put Rick slightly ahead of Pat.”

Jim Erickson state, “Student achievement and growth models are my priorities but Bob makes a good point regarding candidates who haven’t been in attendance at other board meetings. Some of my scores on Pat are “feel” scores and not so much on what was said. High feel scores and an understanding that student achievement is important makes me feel she can become a critical board member. I am not excluding Johnny. His passion and level of commitment is clearly noted.

Ric Little stated that he agrees the board can’t go wrong with either Rick or Pat. “I appreciated Pat’s empathy but going into the budget crisis that we are going to be faced with, Rick brings more budget experience to the table. I agree with AJ in that they both bring such good things to the table you can’t go wrong.”

Jim Erickson wanted it to be clear that this is usually executive session type of work but by law the board must do this in public. “In any other discussion like this it would be executive session and closed.”

Cathy Miller stated, “Pat has the experience in the trenches and can articulate the impact.”

Ric Little expressed concern about how quickly Pat Reck could get up to speed on the financial side of the district.

Bob Perry reminded everyone about her speaking about her experience on the ESD board and reporting that she enjoyed the process.

AJ Losoya stated, “We are losing a very powerful board member when Jim leaves. I would hope that all of the candidates consider running in the spring. Right or wrong I am looking at this short term because there is no guarantee the person selected would be elected next year. For me, I need someone to step in on day one and with Rick we will be able to hit the ground running. A lot of our upcoming meetings will incorporate the budget.”

Bob Perry stated, “The biggest thing we are going to miss when Jim leaves is educational experience. As far as the budget we will still have both AJ and Rick to help cover that area.

Cathy Miller stated that given the three options regarding how to proceed she is hearing concurrence that the position does not need to be reposted. She asked for each board member to indicate if they were comfortable making the decision tonight or if they want to continue processing the information and then make a decision on November 28th. All board members concurred to make the decision tonight.

Cathy Miller then asked each board member to report out who they would put in their number one position.

- **Ric Little** – Pat Reck (Board diversity)
- **AJ Losoya** – Rick Bailey (Level of fiscal knowledge)
- **Bob Perry** – Pat Reck (Education background)
- **Jim Erickson** – Pat Reck (Education background)
- **Cathy Miller** - Pat Reck (Depth of being able to tell us the impact of some of our decision; communications public relations and experience in the trenches. “We have made a commitment to visit schools this year and because of that commitment I feel it would be important for five board members to participate in the next six months.)

After all interviews and the established processes were completed, the board appointed Patricia (Pat) Reck to fill the board vacancy. The official Oath of Office will take place at the January 9, 2013 meeting.

Johnny Corbin stated, “I already have my campaign manager in place. I will be elected to serve on the school board because of my background. With my vocational background I will add more to the board than what you have now because I have a different view of the academic world.”

Pat Reck stated, “I am humbled and grateful for the opportunity to serve.”

Jim Erickson stated, “This process really modeled how we can go into a discussion with one opinion and then after hearing everyone’s position and discussing a different decision is made.”

Cathy Miller again expressed the board’s sincere appreciation to each of the applicants and expressed how pleased they were to have such a strong candidate pool to choose from. It was further noted that this spring there will be four positions on the board available during the May 21, 2013 election.

### **School Based Health Clinic**

Martha Hinman, Executive Director of Student Services and Mike McIntosh reported to the board that the district has two community based health clinics at Lynch Elementary and Redmond High School. Those clinics have been funded by grants but that funding source has been eliminated. Mosaic Medical has stepped forward to help facilitate those clinics. In keeping with what expected regarding due diligence a RFP process was entered into to identify if there are other vendors who might fill the gap of Deschutes County Health. No other community partners were identified. Superintendent McIntosh reported that he was able to speak with Jim Diegle, CEO of St. Charles Medical and he stated that he would support Mosaic Medical as supporting this program. “If we want to maintain those services on two of our campus we would need to find someone to do that.”

Martha Hinman reported that the State of Oregon was the last state to support these clinics. “There are still federal grants and guidelines that need to be upheld. The only entity that can hold a contract is a county health department but they can hold the contract if a third party steps up to provide the services. Mosaic Medical meets the county’s requirements. They were the original partner in Crook County. We have met with our legal department two times to go through the contract. The language is tight and similar to the contract we had with the health department. They will not provide birth control or counseling. Those issues get referred to other entities. If someone does come in with a health related issue (i.e., STD) they must treat that.” They will continue to provide mental health services and continue to provide an onsite therapist. The district will continue to provide space for the clinic. The main changes are that they will now be able to serve adults at the clinic and the

hours of operation will be extended. Those coming to the clinic for services will enter through exterior entrances and not through the school. It is important to note the district does not provide personnel to manage the clinic.

Ric Little expressed his concern about students having priority over adults when being seen at the clinic. Martha Hinman stated that this won't be like a "walk-in clinic" they will be serving families. Students would have priority.

Jim Erickson stated that the loss of funds for this service has turned into value added. He expressed his appreciation to the people who pursued the partnership with Mosaic Medical.

Martha Hinman reported that Kate Moore from the Health Department did a great job in looking ahead and has pursued this source of funding to help keep this service available to our community.

### **Superintendent Update**

- Superintendent McIntosh provided the board an update on the research that is being done regarding possibly offering an online program in the Redmond School District to address the number of students who are interested in this type of education delivery. He has met with several online vendors. He further reported to the board that the Redmond Proficiency Academy is partnering with PLATO Learning to open a virtual school in January for out of district students. PLATO Learning has been a credit retrieval program for a long time. They have recently modified their program to be able to provide an online program. Because of the cap of in-district students who can attend the RPA program, no additional students from RSD will be enrolling in that online program. It is possible we could partner with the RPA to provide that program to students in the district. What could happen is that students from RSD could get on a waiting list at the RPA to attend that online program. The district will continue to plan for a Redmond virtual environment to be available most likely in the fall of 2013. "We want to compete with a high quality virtual school for those students who want that type of program. Those students would be a part of the RSD culture and could participate in sports without having difficulty with OSAA regulations. In the research that has been completed so far, the virtual schools can deliver up to seven credits for approximately \$3600.00. The program our district would implement would be a hybrid model that would expect a student to meet with an adult to check in on their progress. That will add mentor piece to our program that would cost between \$500-\$800. The Redmond School District would get the total ADM for that student and that would allow us to purchase the equipment and to pay for a mentor. Linda Seeberg's staff have been doing an incredible amount of research with other districts. I am convinced we must move forward on this but I want to do it correctly and with diligence and foresight."
- Dr. Bullock has requested to begin the process for their contract renewal. Superintendent McIntosh requested the board consider when they would like to begin that process. The current contract with the RPA expires June 30, 2014.

Bob Perry requested that as the district does the research that the "down side" of virtual education.

### **Requested Agenda Items**

None

## **ADJOURN**

*Ric Little moved and AJ Losoya seconded the motion to adjourn at 9:38 p.m. Motion carried 5-0.*

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

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Cathy Miller, School Board Chair

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Trish Huspek, Executive Assistant