

**Redmond School District
Special Board Meeting
December 8, 2010**

In Attendance: Chair Jim Erickson, Vice-Chair Cathy Miller, Director Paul Rodby, Superintendent Shay Mikalson, RSD Staff, Trish Huspek, Media, Patrick Cliff (*Bend Bulletin*)

Board Chair Jim Erickson called the meeting to order with a quorum of three at 12:06 p.m.

The purpose of today's meeting is to give the opportunity for the five community members who have applied for the open board position to speak to the Board of Directors regarding their qualifications to serve on the Redmond School Board of Directors. The position became available due to the resignation of Dr. Dan Murphy.

BOARD VACANCY - INTERVIEWS

Jared Larkin, Financial Advisor

- What stimulated your interest in seeking appointment to the school board?
 - His interest in being on the board is sparked from a passion for education. The passion comes from wanting to win. He wants his children to have diverse opportunities in educational choices.
 - Has small business in town and believes a strong school system supports successful businesses.

- What qualifies you for that position?
 - He has sat on several non profit boards, past president of Kiwanis. Still actively involved.
 - He has a unique perspective of working with volunteers.
 - He and a partner have a small business in town which provides him with finance experience
 - Connected in the business community.
 - His age would provide him with an opportunity to represent a significant portion of the community.

- What do you believe are the necessary attributes of a successful school district?
 - Top down approach, it should be run like a business
 - Trust; there is a lack of trust in the community at large
 - Parent involvement in the schools is another attribute that is necessary of a successful school district.

- How would you apply them (attributes) to guide your decisions?
 - Figuring out how to get parents involved,
 - Create new ways for parent/teacher interaction, both good and negative input.

- Please speak to the processes that would ensure this.
 - Fundraising to get people involved; less about raising money, it becomes a social activity.
 - Getting the community in general involved in the schools (TAPROOT)

- Other than finances, what do you see as the biggest challenges facing the RSD?
 - The most urgent is Proficiency Based Learning. He is getting a sense from the teachers that they don't understand it. Need to help them understand how it will work and that this isn't just a passing phase.

- Community Trust – Really comes down to finances. The community wants to know that the resources are being spent wisely
- Merit Based Pay – trend in education today. He supports some aspects in the plan. It will be important to get clear information out to the teachers. The teachers are the main line marketers in the district (parents and media) – getting them excited about some of the things that are coming will be key.
- Governance role of the board is often confused with the operational role of the superintendent. Discuss your philosophy of leadership and culture of teamwork.
 - The board sets policy that the superintendent carries out.
 - The board has many connections and experiences that others might not have. A team work approach should be implemented
 - Allow yourselves to be available to the community, volunteer, bring in additional resources.
 - If a policy isn't being followed then the board would need to intervene.
 - Leadership is done by example.
- Board members meet at least twice a month which may average 20-25 hours per month, including meetings and work sessions during the day. Do you have any concerns with the time commitment?
 - Has a flexible schedule that will allow him the time to serve on the board
- Is there anything else you would like to mention about yourself or do you have any questions for us regarding this position?
 - There are many things that you get grant money for, matching funds for. Are we going for every dollar available out there – with budget cuts, it is important to go after every dollar available.
 - Superintendent Mikalson stated that while there are resources that could be available, they need to align with the district's mission. However, during the budget process those funding opportunities will be discussed.
 - Charter Schools - RPA; Believes they should continue to be encouraged but believes they are receiving more money from the district than is required by law. Would advocate that charter schools receive less funding.
 - Shay Mikalson stated that at the high school level it is required that 95% of the funding be passed onto the charter. That is the amount currently being provided to the RPA.

Michael Baumgartner – Builder, Self Employed

- What stimulated your interest in seeking appointment to the school board? What qualifies you for that position?
 - Wife is teacher and she found out there was a vacant spot.
 - Always in the back of his mind to be on the board but the process of running was too time consuming.
 - Being in the community for 15 years so is familiar with the district.
 - Has the time to commit to being a board member
 - Not highly educated but having a business for over 20 years he has learned a great deal in dealing with people; what was a good decision and a not so good decision.
 - Has children that went through and is still currently in the RSD
 - Good at making business decisions
- What do you believe are necessary attributes of a successful school district?
 - Need to be a good listener, not make hasty decisions
 - Need to take be able to decide what the needs are in the district vs. the wants
 - Kids need the basics
- How would you apply them to guide your decision?
 - From experience and taking the facts; you need good facts to make good decisions. After that common sense comes into play.

- Please speak to the processes that would ensure this
 - Feedback from the parents, teachers and other departments in the district.
 - Keeping apprised on how those groups are doing, do they have what they need or do they have more than they need?
- Other than finances, what do you see as the biggest challenges facing the RSD?
 - Student achievement is the number one thing – are the kids learning?
 - Getting the resources pointed to the areas where they can make the most difference
 - Comes down to the teachers and how they are doing
- The governance role of the board is often confused with the operational role of the superintendent. Discuss your philosophy of leadership and culture of teamwork.
 - Superintendent is on the working end and the board is on the finance/appropriation side.
 - It would require a strong relationship between the superintendent and the board. Would need to have the same mind set.
 - There is nothing better than cooperation and mutual trust with those you work with.
- Board members meet at least twice a month which may average 20-25 hours per month, including meetings and work sessions during the day. Do you have any concerns with the time commitment?
 - Has thought about the time commitment – but given the opportunity he would like to do it. With the experiences that he has had, he believes he could help.
 - Good at looking for solutions that might be out of the ordinary. This is the only chance our kids have and we have to make sure we give them the best.
 - Believes the existing board has done a great job over the years and he would like to be a part of that.
- Is there anything else you would like to mention about yourself or do you have any questions for us regarding this position?
 - Likes to keep things simple
 - There are good examples in other communities that might help the district in opening another high school
 - Integrity – I do what I say I am going to do

Lance Brant – CPA

- What stimulated your interest in seeking appointment to the school board? What qualifies you for that position?
 - Been involved with several committees of the district, also involved in Tumalo.
 - Being around the other board members; impressed they are “regular people” and regular people should be on the board. Once I got to a point that I was available I decided to come forward
 - Graduated from RHS, known in the area.
 - Wife is a teacher and his children attend the school district
 - Has audited large school districts so he has a feeling of the financial obligations that school districts have to work with
 - Has financial backgrounds that would be a plus to the board
- What do you believe are the necessary attributes of a successful school district?
 - Creating students who will be our future leaders, teaching them civic responsibilities
 - The school district is a vital part of the community
- How would you apply them to guide your decisions?
 - Decisions will be tough in the future but will try to make the decision based on what is best for the students – they are the customer of the school district
 - Come to consensus with the parents, teachers and the whole community

- Won't ever be able to make everyone happy
 - Would always want the input of the superintendent on those issues
 - Should strive for consensus but won't always get it
- Please speak to the processes that would ensure this
 - To operate correctly he would need as much information as possible to make a decision
 - Likes to understand the issues, see all the options on the issues, and then makes a decision using a "matrix approach"
- Other than finances, what do you see as the biggest challenges facing the RSD?
 - Class size – hard to teacher 30-35 students well, need to deal with disruption in the classroom
 - Athletics, arts, music – We will see the ramifications of not having sports at the junior high level
 - Extra-curricular activities are important to kids – they are just as important as the core subjects. Believes that students that are involved in these activities are better students
- The governance role of the board is often confused with the operational role of the superintendent. Discuss your philosophy of leadership and culture of teamwork.
 - For the first six months he would be learning from the board. Talk less and listen more.
 - Shay is the quarterback – works for the board and the community and he has to implement the board's wishes.
- Board members meet at least twice a month which may average 20-25 hours per month, including meetings and work sessions during the day. Do you have any concerns with the time commitment?
 - Owns his own firm but it is challenging during January-March – but he can definitely fulfill the requirements of the position
 - It is a job that he will take seriously and would be open to coaching from other board members. It will be a learning experience for him.
 - He is very liner in his approaches in decision making.

A.J. Losova – Bank VP and Branch Manager

- What stimulated your interest in seeking appointment to the school board? What qualifies you for that position?
 - First generation high school and college graduate
 - Diversity can provide a unique perspective
 - Mentors in his life has created his strong desire to help students achieve
 - Extensive financial background; skills from the banking background working with complex budgets
 - Huge believer in innovation
 - His passion as leader is instilling following core values and beliefs
- What do you believe are necessary attributes of a successful school district?
 - We have to live by one district, one team
 - Transparency
 - Communication
- How would you apply them to guide your decision?
 - Strong believer in the Triangle – our educators and students are our strongest assets. We need to take care of them first and then the Redmond community holds up the base of that triangle
 - As the decisions are being made in the next few years we need to apply that triangle approach and make decisions that will have the least impact to those groups
- Please speak to the processes that would ensure this.
 - Lead by example – living by the core beliefs and values
 - Strengthening our district culture

- Collaboration – encouraging community involvement, collaboration with the teachers
- Other than finances, what do you see as the biggest challenges facing the Redmond School District?
 - Decreasing enrollments – We won't know what this will look like in the years to come
 - Opening the new high school – boundary issues, don't want to create the “haves and have not's”
- The governance role of the board is often confused with the operational role of the superintendent. Discuss your philosophy of leadership and culture of teamwork.
 - Two of the strongest traits that he brings – leadership creates a following
 - Lead by example, building a culture and sustaining it isn't done overnight – it is something that needs to be done on a daily basis
 - As a team you can accomplish a lot more – this is one of the things that is emphasized in banking, collaborating ideas and working in a team environment produces greater success
- Board members meet at least twice a month which may average 20-25 hours per month, including meetings and work sessions during the day. Do you have any concerns with the time commitment?
 - Civic duty – one of the great things of where I work is that they have a strong belief in education and children. They are supportive of him getting involved in the school district.
- Is there anything else you would like to mention about yourself or do you have any questions for us regarding this position?
 - Education opens doors for people
 - Wants to make a difference in the world
 - Each generation wants to have their children do better than they have done
 - Bring a strong skill set with a variety of different experiences and skills
 - Will have four children coming through the RSD and that is important to him
 - Need to come out of this financial situation as a stronger, better school district
 - Asked board members why they wanted to be on the board and what their expectations are of the new board member.
 - At risk students – helping them to be successful requires a great deal of innovation. Those students need a lot more dedication because they aren't getting that support at home. When they are in school they need a great deal of resources that can connect and inspire them. Bringing people into the schools that have lived that life before and are now successful will provide them great role models

Johnny Corbin – Part time employee - HDES

- What stimulated your interest in seeking appointment to the school board? What qualifies you for that position?
 - Has two grandchildren that are in the Redmond schools. Interest in education started when his kids were in school and got actively involved in the school system.
 - Active in youth programs since his son was in Little League
 - Currently taking secondary education classes online
 - Very active with the veterans community as the education liaison
 - Currently working with representative Gene Whisnant on a bill for second career educators
 - Was on the citizen advisory committee for the new high school – champion of natural light in the new high school
 - I care about the education of our young people
 - Would like to see all students take a living skills class – practical living skills to prepare them for the real world
- What do you believe are necessary attributes of a successful school district?
 - Organization – need to have a goal to strive for
 - What are the people able to contribute back to the community after they graduate is more important than test scores

- Drop-out rates – need to offer the students more vocational classes
- Please speak to the processes that would ensure this
 - Need to prioritize what you want to do
 - Determine what will be the best for the community
- Other than finances, what do you see as the biggest challenges facing the Redmond School District? And how would you prioritize these challenges?
 - Classes that are offered at the high schools need to be more vocational in direction
 - Reader program – He doesn't want any students falling through the cracks – need to find the funds to provide the Smart Reader program
- The governance role of the board is often confused with the operational role of the superintendent. Discuss your philosophy of leadership and culture of teamwork.
 - The board is the overseer of the district. The superintendent would be one to move the district forward
 - The superintendent needs the support of the board to achieve the direction of the district
- Board members meet at least twice a month which may average 20-25 hours per month, including meetings and work sessions during the day. Do you have any concerns with the time commitment?
 - Currently not employed full time so the time commitment wouldn't be a problem
- Is there anything else you would like to mention about yourself or do you have any questions for us regarding this position?
 - He has been working on education issues on the side and if he is selected for the board or not he will continue to work on the second career bill.
 - Feels strongly that we need to educate coaches and the community about Max's Law (concussions)
 - Positive type person but when there is a negative situation that needs to be addressed, it needs to be addressed in a positive manner
 - Active participant in the cold war – when invited, he does presentations at schools

DISCUSSION

Jim Erickson led a discussion regarding each of the candidates. A discussion of the top three applicant's qualifications commenced. After requesting the superintendent's input, a final discussion took place and A.J. Losoya was chosen as their top candidate. Board members cited his financial background, his emphasis on collaboration and communication, his diversity, his passion for student success, and his commitment to making sure students are provided the very best, as the qualities that make him the perfect candidate for the board position.

Paul Rodby made a motion to select A.J. Losoya, pending the completion of a background check, to fill the board position vacated by Dr. Dan Murphy. Cathy seconded the motion. Motion carried 3-0.

ADJOURN

Paul Miller moved and Cathy Miller seconded the motion to adjourn at 3:40p.m. Motion carried 3-0.

Jim Erickson, School Board Chair

Trish Huspek, Executive Assistant