

**Redmond School District
School Board Meeting and Work Session
January 9, 2013**

In Attendance: Chair Cathy Miller, Vice-Chair AJ Losoya, Directors Ric Little, Bob Perry, Patricia Reck, Superintendent Mike McIntosh, RSD Staff; Lynn Evans, Karen Gray, Chris Morton, Kathy Steinert, Linda Seeberg, Gina Blanchette, Media - KTVZ

Guests: State Senator Tim Knopp, Redmond Police Chief Dave Tarbet, HDESD Executive Assistant Shelley Knutz, Community Members: Bob Dent, Kathy Dent and Mandi Puckett

Chair Cathy Miller called the meeting to order with a quorum of four at 5:35 p.m.

PROCEDURAL ITEMS

Corrections, Additions, Deletions and Questions Regarding the Regular Agenda

Cathy Miller welcomed State Senator Tim Knopp. She invited him to address the Board during Citizen Participation for Non-Agenda Items. The community members requested to address the Board during the school safety discussion.

Citizen Participation for Non-Agenda Items

Senator Tim Knopp explained he was attending the board meeting to hear any concerns or thoughts from board members and Superintendent McIntosh. He is visiting every school in District 27. It will take some time but he feels it is important. Senator Knopp is hearing and learning from staff, parents and students. This helps him understand what is happening in education. He invited the board members to join him during the school visits. The legislature has the potential to impact education funding among other things. He is available and happy to be contacted on any issue.

Lynn Evans led the pledge of allegiance.

ACTION ITEM

Board Member Oath of Office

Chair Cathy Miller administered the Oath of Office to Patricia Reck. Patricia will fill Position 4 for the remaining term from 1-9-13 through 6-30-13. The board members expressed their appreciation for her willingness to serve on the Board.

ADJOURN

The regular board meeting adjourned at 5:41 p.m.

WORK SESSION

Superintendent McIntosh thanked Senator Tim Knopp for taking the time to hear the district's concerns for the upcoming legislative session. Superintendent McIntosh noted Redmond School District has reduced teacher contracts by 15 days. Very few districts have cut to this extreme. The three areas he would like Senator Knopp to focus on would be:

1. Provide stable funding for K-12.
2. Support the implementation of PERS Reform. In the next biennium the employment cost burden will rise to 28%. This has a huge impact on the district's ability to manage the general fund.
3. A change in structure for education service districts. The local service plan has been able to manage special education services. If the proposed changes go into effect, it will impact Redmond School District's general fund by \$600,000.

Bob Perry said the district really needs the PERS reform Senator Knopp campaigned on. The district is at a bare minimum of class hours. Bob noted the many dedicated teachers and staff as well as local union representatives that are good to work with. He believes Senator Knopp will truly appreciate the hard work being accomplished in the schools when he visits them. Bob encouraged the Senator be sure and visit Brown Education Center. He will be impressed by the services being delivered to the students with the highest needs in the district.

Pat Reck said when you see the passion and dedication of the staff, it reinforces they are passionate people working for the good of kids.

AJ Losoya said he would like Senator Knopp to focus on balancing the budget and PERS reform. He also mentioned how difficult it is to continue receiving additional mandates, such as full day kindergarten, without additional funding.

Cathy Miller noted one of her greatest frustrations is being required to create and submit a budget before the district is aware of what the funding level from the state. She cannot honestly answer parents or students about the future, without knowing if there will be sufficient funding. More mandates without additional funding is burdensome on staff members who are already overworked. Oregon Department of Education's new requirement of achievement compacts is in addition to all their other required reports. She would be grateful if Senator Knopp would encourage ODE to remove other required reports in order to even the workload.

Ric Little recommended that Senator Knopp talk with Kathy Steinert in the Finance Department. Kathy has created three graphs which are accurate and very descriptive to explain the district's financial situation. Kathy will email the graphs to Senator Knopp.

Linda Seeberg said she does echo the comments from the board members. She is excited about the Governor's 40-40-20 goal because he is actively taking steps to rework the system. She is glad to see the quality education model reappearing. The Redmond School District should be considering the realignment of current resources in order to return to the quality education model.

Kathy Steinert noted she was encouraged that the Governor has increased funding to K-12 in the budget, which is contingent on PERS reform. If the PERS reforms do not take place, 74% of the funding increase will go to cover the PERS increase. Kathy is serving on a task force that is looking at potential reforms in addition to what the Governor has addressed. She believes reform can be achieved without hurting the people who in the PERS system.

Chris Morton thanked Senator Knopp for attending the meeting and listening to the Board's concerns. His concerns have been covered by the group.

Lynn Evans noted the district has received several grants over the years. These grants have helped implement an evaluation system for administrators and staff. Every teacher is being evaluated every year under this new system. This creates a lot more work for the principals, who had a big job already. As the accountability measures increase, our administrators cannot continue to do what we are asking them to do without additional funds.

Karen Gray echoed that the increasing mandates and expectations along with decreasing compensation is a difficult. If you want to get the best out of someone, you need to put them in a position to be successful. It is difficult to do the work we are being required to do, with a lack of resources. All while being evaluated on a more consistent basis.

Senator Knopp appreciates everyone's passion for what they are doing to educate children. He has been appointed to serve on the Senate Education Committee. That appointment will provide him with the opportunity to work on all of the issues that have been mentioned here tonight. Freeing up time and resources is critical. We need to all work together.

Senator Knopp remains passionate about PERS reform and will work to come up with a plan that respects PERS members. He suggests that the board members think outside of education and encourage the legislature to get serious about jobs creation. If we do not increase jobs and increase revenue, PERS reform will not be enough to provide stable funding for K-12 education. In order to fully fund education, we must increase jobs and decrease PERS. He invited the board members to contact him if they have any questions or additional concerns. His email address is: sen.timknopp@state.or.us and his cell number is 541.408.5164.

Superintendent Update

- ✓ There has been some restructuring in the business office. Kathy Steinert has hired a new staff member. This should make the budget session much easier than in years past.
- ✓ His team has interviewed five candidates for the communications position. He has been very impressed with the depth of the candidate pool. He will have a decision to share with the Board at the next board meeting.
- ✓ A Title 1 Coordinator position will be filled for the 2013-2014 school year.
- ✓ Superintendent McIntosh does not believe we have enough information to discuss adding days or staff.
- ✓ Regional business managers have created a joint Request for Proposal (RFP) for banking services. The RFP will be due the end of January. The district has not had a banking RFP since 1998.
- ✓ Elton Gregory roof project is underway. The sections that have never had issues will not be replaced. The rest of the building will receive a new metal roof in some places and a single membrane roof in others. Cathy wanted to make sure the District is getting the most for their money on this ongoing project. Mike confirmed that it is all under warranty and he is pleased with the progress.
- ✓ The county has offered to deed water rights to the "agricultural lab", free of charge to the district. The FFA students will be able to raise crops on this property with water available.
- ✓ Currently working on a lease agreement for a portion of the land adjacent to Tumalo School.
- ✓ At the next meeting he would like to bring some drawings and ideas to discuss the signage at the Hugh Hartman campus.
- ✓ The work at Redmond High School should be completed in May. The district is spending valuable time and energy to make sure this building gets every benefit from the bond funds. His goal is to make RHS stand out as a great place to get an education.

Achievement Compact Update

Linda Seeberg reported the next meeting of the Achievement Compact Advisory Committee (ACAC) has been moved to January 15. The Oregon Education Investment Board (OEIB) was finalizing modifications to the Achievement Compacts. The ACAC decided it would be more beneficial to meet after the modifications had been made. Linda reviewed the modifications:

- ✓ In the progression category they: replaced the 3rd grade Math Proficiency with 5th Grade Math Proficiency. The 6th grade On-Track is now called 6th Grade Chronic Absence. They have added 8th grade math Proficiency and the 9th Grade On-Track has been split into two categories: 9th Grade Chronic absence and 9th Grade Credits Earned.
- ✓ They have removed the 5 year Cohort Graduation. This data will now be embedded in the 5 year Completion rates. They have expressed their frustration and will have an opportunity to include their opinions in the June report.

The January 15th meeting will focus on the modifications, reviewing the district's achievement data, identifying areas for improvement and recommending Achievement Compact targets for 2013-14. Linda will present a report to the Board at the January 30th board meeting.

AJ questioned why they are only asking for one reading proficiency in the 3rd grade? Linda is hopeful the compacts are a work in progress and we will see continuing changes. Superintendent McIntosh noted that the compacts require a lot of work and the district is fortunate to have a very talented group of individuals on the team. This same group will be working on the implementation of these goals and how they can be incorporated into the strategic plan.

School Safety Procedures

Superintendent McIntosh said school safety is not a new topic. The District has been working with the Safe Schools Alliance (SSA) for years. The SSA is a consortium of law enforcement, fire departments and other first responders. He referenced the note he sent out to parents and the community highlighting the District's school safety procedures. He believes it is vital to remain vigilant to keep our students safe, but it is important to move forward. He reported that his staff is currently conducting safety assessments of our buildings. Redmond, and schools across the nation, do all they can to make schools safe. Schools continue to be the safest place students can be. We are getting a lot of ideas and information on how to improve and are listening to the information and implementing what we can.

Redmond Police Chief Tarbet shared his thoughts on the Newtown, CT tragedy. There is a lot of talk regarding gun control but he is not convinced this is the answer to the issue. Armed guards in schools would need to be well trained. Chief Tarbet highlighted the extensive amount of training that is required. Putting a law enforcement officer in a building would cost approximately \$85,000 which is not an option in this economy. Having staff carry guns in schools is not the answer. He believes having a plan of action, training staff and students on how to respond in an emergency situation, may be the answer. Additional mental health training could help identify potential shooters. The Redmond Police Department has an average response time of 5.5 minutes and Chief Tarbet wants to decrease that time even more.

Superintendent McIntosh said that the District cannot identify every crisis they may face. The District will focus on what can be done to minimize the potential. He intends to continue to be vigilant and work with our partners who also have the best interest of our students in mind. He does not want to alarm students or create undue fear in the schools.

Bob Perry asked about the cost of a metal detector. Chief Tarbet said it would be approximately \$5,000 for the equipment but there would need to be someone staffing the detector.

Mandi Puckett is a concerned citizen and parent with 2 daughters in the district. She feels protective measures to keep our kids safe is the least we can do. Research shows to reduce violent crime we must be comprehensive in our approach and focus on three key areas: Prevention, Treatment and Enforcement. Mandi distributed a petition she has been circulating: Proposal for Safety Policies for Children and Staff in Schools. It is a balanced approach that is meant to deter people who want to use schools for violence. We need to have as many deterrents in place as we can. She knows money is a factor and isn't sure where the funding could come from, but the community and the school district cannot use that as an excuse to do nothing. She encouraged the school district to think outside the box. Consider using retirees, veterans and reserves to help protect our children. She believes we can find a balanced approach if we all work together.

Superintendent McIntosh thanked Mandi for her passion for student safety. He said the school district is interested in doing the right the thing and will do what we can to find that balance. Cathy Miller appreciated the thoughtful presentation. She asked Mandi about her plans for this proposal. Mandi is currently working with Representative Huffman to make this required legislation. We need student safety to be paramount. If every district responds to a crisis in the same manner, it will make it easier for first responders.

Bob Dent is a retired state trooper. He noted that the parents in Connecticut didn't think such a tragedy would happen in their school either. We should not sit back and wring our hands about the issue. We need to do something about it. Mr. Dent suggested asking staff that are retired from the military if they would be willing to carry a weapon. Teach the students to exit the classroom through an open window. We must be smarter than the adversary. If we accomplish something as simple as providing an escape window in every classroom, we will be making positive progress with school safety. We need to do something so save our children; they are our most precious resource. Mr. Dent believes there are grants available to help districts purchase guns and ammunition as well as install safety features like windows. He said it is up to the Board, they are in charge.

Chief Tarbet does believe the three legged proposal does have some valid points for the school district and the police department to consider and implement. Bob Perry asked if the police should be involved in the risk assessment. Superintendent McIntosh said he is confident in his staff's ability to assess each facility. The school district will be working on the physical limitations in our buildings as well as improving the training of all staff. He also mentioned Chief Tarbet has voluntarily offered his patrol staff to stop by schools as their schedule allows. This will help increase law enforcement presence in the buildings.

Parent Conversation Format Discussion

- The Board has attended three parent conversation discussions. Cathy Miller would like to make sure this is a value added process. If so, should it be continued through the rest of the year? She asked Superintendent McIntosh and Linda Seeberg for their observations.
- Linda's impression has been positive. The parents appreciated the Board's attention to their schools. At each school the parent's have been able to express their pride in their schools, their teachers and their students. She encouraged the board members to ask themselves if it is time well spent.
- Pat Reck said it is such a showcase opportunity for the school. She does believe that it helps humanize the school board members.
- Superintendent McIntosh agrees it does help humanize the board members. He noted that he and Linda are concerned about the time that it takes the school to put the presentations together in order to make the visits relevant. However, he does want to protect the Board from being overcommitted. If they are feeling this is an effective use of time, then they will help facilitate it. It will take two years to get the board members into all of the schools.
- AJ Losoya appreciates Superintendent McIntosh being concerned about their time and their schedules, but believes this Board should be known for going the extra mile.
- Gina Blanchette noted it might be helpful to consider a more informal relationship where board members are comfortable dropping by a school and visiting. It is less preparation for the schools and not as demanding upon the board members.
- Superintendent McIntosh suggested finishing the PTO meetings as scheduled. The expectations and themes have already been shared among the administrators. He does believe the two school tours per month are excessive and would suggest reducing them or assigning board members to a couple of schools.
- The consensus is to complete the remaining 4 PTO meetings. The board members would like to attend the scheduled RPA visit but cancel all additional school tours this year.
- Cathy Miller reminded the board member that Vern Patrick Elementary sent invitations to their Business Day on January 24. AJ Losoya said that it would be helpful for the schools to invite the board members to special events.
- Superintendent McIntosh will assign board members to two schools. Cathy Miller requested Redmond High School be one of her assigned schools.
- AJ Losoya suggested scheduling time for board members to report out at future board meetings about the time they spend in their assigned schools.

Agenda Items for January 30, 2013 Board Meeting

- ✓ Present Preliminary Achievement Compact Recommendation – Linda Seeberg
- ✓ Audit Presentation – Kathy Steinert
- ✓ Refunding of the 2008 Bond – Kathy Steinert
- ✓ Communications Director Position – Superintendent McIntosh
- ✓ School Assignments – Superintendent McIntosh
- ✓ Superintendent Contract – Cathy Miller
- ✓ Superintendent Evaluation Process – Cathy Miller

ADJOURN

The work session adjourned at 8:35 pm

Cathy Miller, Board Chair

Shelley Knutz, Executive Assistant Pro-Tem