



Bend-La Pine Schools School Board Regular Meeting Agenda

June 20, 2023, 5:30 PM

Location:

Education Center, Board Room #314
520 NW Wall Street
Bend, OR 97703

1.	<u>Call to Order</u>	
	Speaker(s): Chair Barnes Dholakia	
2.	<u>Pledge of Allegiance</u>	
	Speaker(s): Chair Barnes Dholakia	
3.	<u>Review of Agenda</u>	
	Speaker(s): Chair Barnes Dholakia	
	Description: Any changes to the Agenda after posting on June 16, 2023, are shown below.	
4.	<u>New Board Member Oath of Office</u>	5
	Speaker(s): Chair Barnes Dholakia	
	Attachments:	
	Executive Summary: Oath of Office	5
	Oath of Office	6
5.	<u>Recognitions</u>	
	A. District Recognitions	
	1. Champion for Students Award	
	Speaker(s): Superintendent Cook	
	B. Board Recognitions	
	1. Acknowledgement of Service	
	Speaker(s): Chair Barnes Dholakia	
6.	<u>Public Hearing</u>	
	Speaker(s): Chair Barnes Dholakia	
	Description: The regular meeting will be adjourned to allow for a Public Hearing on the Product Specification Exemptions.	
	Public Comment is accepted via Google Form until 5:00 p.m. on June 19, 2023.	
7.	<u>Public Comment</u>	7
	Speaker(s): Chair Barnes Dholakia	
	Description: This is the time provided for individuals to address the Board. Public Comment is accepted via Google Form until 5:00 p.m. on Monday, June 19, 2023.	
	Attachments:	
	6.20.23 Public Comment	
8.	<u>Board Chair Report</u>	
	Speaker(s): Chair Barnes Dholakia	

Attachments:	
Chair Report - June 20, 2023	10
9. Superintendent's Report	
Speaker(s): Superintendent Cook	
10. Consent for Action	
Speaker(s): Chair Barnes Dholakia	
Description: Items that are routine in nature are placed on the Consent Agenda. Any item placed on the Consent for Action may be removed at the request of any Board member prior to the time a vote is taken. All remaining items of the Consent for Action are then disposed of in a single motion.	
A. Approval of Minutes	35
Description: May 9, 2023, Budget Committee Meeting; May 9, 2023, Regular Board Meeting; May 23, 2023, Work Session	
<i>Reference: ORS 192.650 and ORS 332.057</i>	
Attachments:	
5.9.23 Budget Committee Meeting Minutes - DRAFT	35
5.9.23 Regular Meeting Minutes - DRAFT	37
5.23.23 Work Session Minutes - DRAFT	41
B. Approval of Personnel Recommendations	43
Description: Administrative, Licensed, Classified, and Confidential Staff Recommended Hires, Resignations, and Retirements	
<i>Reference: ORS 332.505</i>	
Attachments:	
Certified Board Report 6.20.23	43
Classified Board Report 6.20.23	47
C. Approval of Superintendent Cook Evaluation and Contract	50
Attachments:	
2022-23 Superintendent Cook Summary Evaluation	50
2023-26 Superintendent Cook Contract	54
D. Approval of Board Policies	63
Attachments:	
Executive Summary: Revised Executive Limitations	63
EL 1.1 - Instructional Program -final 6.20.23	64
EL 2.1 - Student Success Planning - final 6.20.23	65
EL 3.1 - Treatment of Students, Parents/Guardians, Families & the Public - final 6.20.23	66
EL 4.1 - Legally Required Policies - final 6.20.23	67
EL 4.2 - Compensation, Development, Evaluation, & Treatment of Employees - final 6.20.23	68
EL 4.3 - Financial Planning & Administration - final 6.20.23	70
EL 4.4 - Facilities - final 6.20.23	72
EL 4.5 - Student Transportation - final 6.20.23	73
EL 4.6 - Nutrition Services - final 6.20.23	74
EL 4.7 - Technology - final 6.20.23	75
EL 4.8 - Communications- final 6.20.23	76
EL 4.9 - Safety - final 6.20.23	77
11. Reports	
A. Finance Report	78
Speaker(s): Leah Bibeau, Finance Director	
Description: 4th Quarter Report	
Attachments:	
Financial Statements June 2023	78
B. Secondary Math and Language Arts Update	
Speaker(s): Dean Richards, Director of Secondary Curriculum, Instruction and Systems	

Description: Update on Secondary Curriculum Adoption	
Attachments:	
Executive Summary: Secondary Mathematics and Language Arts Update	81
Presentation: Math and Language Arts Update	83
Presentación: Actualización de Matemáticas y Artes del Lenguaje	99
12. Action Items	
A. Product Specification Exemptions	115
Speaker(s): Sharon Smith, Land Use Attorney	
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Speaker(s): Deputy Superintendent Nordquist	
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Desert Sky Montessori Charter Renewal 2023-2028 - FINAL	123
C. Lawsuit	125
Speaker(s): Superintendent Cook	
Attachments:	
Executive Summary: Bend-La Pine School District Engagement Agreement Social Media	125
Bend-La Pine School District Engagement Agreement Social Media	126
D. Resolution 1948: 2023-24 Resolution Making Appropriations and Resolution 1949: 2023-24 Impose a Tax	131
Speaker(s): Leah Bibeau, Finance Director	
Attachments:	
Executive Summary: Impose Tax and Approve Appropriations Resolutions FY23-24	131
Resolution 1948: 2023-24 Budget Appropriations	132
Resolution 1949: 2023-24 Impose Tax	133
E. Annual Business Resolutions	
Speaker(s): Chair Barnes Dholakia	
Description: Approval of yearly Business and Board operations for 2023-24 school year.	
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6. Resolution 1955: Public Contracting Rules and Procedures Including Class Special Procurements and Exemptions	

Attachments:

Resolution 1955: Public Contracting Rules and Procedures Including Class Special Procurements and Exemptions 140

13. **Board Comments**

Description: An opportunity for board members to provide comments or reflections.

14. **Acknowledgement of Service**

Speaker(s): Superintendent Cook

15. **Adjourn**

Description: Meeting will be adjourned with next Regular School Board Meeting scheduled for July 11, 2023.



ACTION ITEM: New Board Member Oath of Office

PRESENTED BY: Chair Melissa Barnes Dholakia

EXECUTIVE SUMMARY:

At the May 16, 2023, Deschutes County Special Election, four members were elected to the Bend-La Pine Schools Board of Directors. They will be sworn into office today and their terms will run July 1, 2023, through June 30, 2027; with the exception of Zone 7 which will run through June 30, 2025.

- Zone 3: Cameron Fischer
 - Precincts: 2, 4, 6, 9, 25, and 32
 - Schools: Amity Creek Magnet at Thompson Elementary, Bear Creek Elementary, Juniper Elementary, Pine Ridge Elementary, R.E. Jewell Elementary, Silver Rail Elementary, Pilot Butte Middle, Bend Senior High, and Bend Tech Academy at Marshall High
- Zone 5: Amy Tatom
 - Precincts: 21, 33, 34, 42, 43, and 44
 - Schools: Buckingham Elementary, High Desert Middle, and Caldera High
- Zone 6: Melissa Barnes Dholakia
 - At Large Position
- Zone 7: Kina Chadwick
 - At Large Position



Bend-La Pine Schools Board Member Oath of Office

New members must qualify by taking an oath of office before assuming the duties of the office.

"I, (state your name), do solemnly swear (or affirm) that I will support the Constitution of the United States, the constitution and the laws of the state of Oregon, and the policies of Bend-La Pine School District. During my term, I will faithfully and impartially discharge the responsibilities of the office to the best of my ability."

Legal reference: ORS 332.005



PUBLIC COMMENT

June 20, 2023

Agenda Item 10.C. Consent Agenda – Approval of Superintendent Cook Evaluation and Contract

1. Dean Prud'homme

- Questioning the Evaluation of Dr. Cook, specifically whether or not “Communication and Community” is a strength of his.

Non-Agendized Item

1. Xanthos Fairham

- In our district, we need to make the switch to exclusively All Gender Restrooms instead of the traditional two gendered restrooms and single stall. From data in the district, it's made clear that single stall options are not working. Students in Design Justice class who have been working on this topic for the last couple years recently met with Admin who also shared frustration with the current single restroom design that is in place at many schools. The new Bend High School restrooms should be an opportunity to redefine the district standard for what a school restroom looks like. A school-wide survey from the 2022 school year at Bend High found that a majority of students were supportive of this change, nearly 70% from a large and representative sample were in favor of the switch to All Gender Restrooms. Implementing restrooms with the intent of incorporating all students would prove to be: Cheaper than traditional restrooms. Safer, for various groups of students as a result of higher volumes of surveillance Taking design standards from other facilities into consideration, places like Grant High School in Portland and The University of Oregon make it clear that restrooms with larger stalls containing doors that reach the ceiling and floor, while having a large, open view into the restroom would reach a level of security and safety our schools have been needing, yet lacking. This design concept isn't groundbreaking or controversial, in talking with the architects working on the Bend High redesign they are very familiar and shared their enthusiasm for the design. The data and research included via the QR code provided to you will show you that this isn't just possible, but is the most logical, safe, and inclusive design option. As a community, we deserve accessible restrooms for all, and while there is work to do for our older schools to think about what we do with existing infrastructure, it is clear that Bend High can and should be the model for inclusive restroom design backed by research, data, and student voice.

2. Alan Vellutini

- The recent staffing changes at Highland Elementary have left an undeniable stain on the community of students, parents, and teachers who have made Highland their home in many cases. As a former teacher of 11 years and a Highland parent, I fully understand the complexities of teaching and energy required to make a substantial impact on the lives of our youth. I have subbed this year through HDESD and have found Highland Elementary to be an exemplary school where I subbed nearly 50 days and found a community of teachers who would and will do anything for their parents and students. Nearly 20 of those days were in either Cami Green's or Alicia Vickery's classes, both of

whom I hold in the highest regards and would often sub at a moments notice. I have also had numerous interactions with Becky Eriksson as a sub for her 1st grade colleagues and have found her dedication - over 20 years - to be an immense resource to the Highland Community. Losing these 3 experienced teachers, all of whom have an extensive background in teaching storyline, is such a major blow to our Highland family and many people are puzzled at the proposed placement for each of these teachers next year.

I'm telling you all of this because what I experienced on Friday in Cami's class, where my daughter was a graduating 4th grader, was devastating. I have never observed a group of students and parents in such turmoil over a decision like this that is a direct result of the choices the Bend-LaPine district administration has made. What should have been a day of celebration at the end of an incredible year turned into sorrow and trauma at the hands of an ill-advised and poorly-timed announcement. This was also the case in Alicia's and Becky's classes. In all honesty, it all seemed very thoughtless, deliberate and vindictive. My main concern moving forward is how you intend to fill these admittedly irreplaceable positions for the 2023-24 school year. These are highly seasoned and respected teachers who have given a fair part of their lives to this school district, and subsequently to the parents and students they have served.

3. Christina Bright

- I would like to make a statement of support for Mrs. Cami Green and Mrs. Becky Eriksson as a parent of students in both of their classes. I would like the school board to be aware of the unprofessional way in which their school transfers were handled and the impact it had on the students and community at Highland.

4. Wendolyn Wirtz

- The treatment of the Highland teachers that caused severe destabilization to the students, teachers, staff and parents. The punitive action and lack of communication are not the level leadership we want or expect from the district. There has been a breach of trust between the community and the district.

5. Denise Hewes

- On the last day of school (June 16, 2023), I sent an email to the School Board Listening Post. Dramatic staffing changes were announced on the last day of school. I am appalled at how these staffing changes were made with no regard for their impact on our students and feel that the teachers have been treated unfairly. I respectfully request that you, the superintendent and school board, conduct an independent review of these staffing changes to determine if they are appropriate and if not, remediate the situation.

6. Heather Tweedie

- I will be speaking about my experience as a parent in Becky Erikssons classroom on the last day of school.

7. Carina McCarthy

- I will prepare something to discuss the events at Highland elementary the final 2 days of school.

The following comments were submitted to the Board for record only; the speaker has chosen not to join live to read their comments.

1. Lauren Zacha – Non-Agendized Item

- Hi there. I'm a parent of two children that attend Highland elementary. I'm sure you're well aware of the events that occurred on Friday August 16. Three teachers were notified they were being transferred Thursday evening and arrived to their classrooms Friday to find packing boxes staged outside their classrooms. One of my children's teachers seemingly didn't see the email until Friday and was unable to keep herself composed- not surprising as she has taught at that school for 20 years. I have no idea the reasoning behind these transfers but I do know this was handled in such an ugly, unprofessional and tasteless way. Kids were traumatized. Parents had to step in and run classrooms. Everyone was walking around with tears in their eyes- totally stunned by what had transpired. Students spent the entire day in tears. Why was there zero support staff on campus? Why was this done in such an obviously contrived fashion? Why could the announcement not be made at the end of the school day? On a day when you would typically hear "Schools Out For Summer" blasting in the courtyard at dismissal, all you could hear was the wailing of children. It was so tragic. I'm so very disappointed in our district/school board for this gross oversight. Why are our students being used as pawns in what seems like a very ugly dispute between teachers/administration?

Board Chair Report

— June 20, 2023 —

Board Governance

Goal - Provide clarity on roles and responsibilities for members of governing bodies and the public.

- **GP-1 and BSL-1** - Ensure clarity on the governance model, linkage of Board and Superintendent. Consider adding or revising to be an Operating Agreement.
- **GP-2 and GP-5** - Ensure clarity on the roles and responsibilities of Board Members, the Chair, and the Vice Chair

Governance vis a vis Bargaining

Current Practice

- Chair serves on BLS team with BEA
- Vice Chair serves on BLS team with OSEA

Governance Processes

- Currently silent on members and roles
- Many districts include
- Recommend addressing in policy

Board Roles in Bargaining

The Board ultimately ratifies the Collective Bargaining Agreement. A Board Member serves on each team as a liaison supporting this for the following purposes:

- Provide governance oversight, laws and lanes
- Practice fiduciary responsibility, crux and costs
- Ensure that financial commitments align to Board & District Goals

Board Members sit on the district team, but are not bargaining against either association or the district

Bargaining Update

BEA

- 2 sessions devoted to initial proposals, 2 sessions of bargaining
- Opened all 24 articles for bargaining of language and terms
- Thoughtful process to review and discuss, 119 pages
- Tentative and conceptual agreements
- Still awaiting budget, necessary for terms
- Will resume in Fall by mutual agreement

OSEA

- 1 session to present OSEA proposal, 1 more next week to present BLS
- Typically follow behind BEA

Oregon School Funding

- One of few states that equalizes funding
- Taxes go to state, are sent back on per pupil basis that is “weighted”
- Addresses inequities in school funding for historically marginalized
- Does not address varying cost of living across state
- In Bend-La Pine, cost of living is going up and ADMw is going down

Cost of Living Index

10 largest

4 local

Weighted
Average for
Multi-town
Districts

	Compared to US	Compared to Oregon
United States	0	-14.30%
Oregon	14.30%	0
Sisters	36.70%	22.40%
North Clackamas	33.70%	19.40%
Portland	32.40%	18.10%
Tigard-Tualatin	31.35%	17.05%
Bend-La Pine Schools	30.71%	16.41%
Beaverton	24.70%	10.40%
Hillsboro	21.10%	6.80%
Gresham-Barlow	14.21%	-0.09%
Redmond	12.80%	-1.50%
Eugene 4J	7.30%	-7.00%
Salem-Keizer	5.79%	-8.51%
Medford	2.30%	-12.00%
Crook County	-7.10%	-21.40%
Jefferson County	-14.90%	-29.20%

Local
Similar Size
Bend-La Pine Schools

Cost of Living Index

10 largest

4 local

Weighted
Average for
Multi-town
Districts

	Compared to US	Compared to Oregon
United States	0	-14.30%
Oregon	14.30%	0
Sisters	36.70%	22.40%
North Clackamas	33.70%	19.40%
Portland	32.40%	18.10%
Tigard-Tualatin	31.35%	17.05%
Bend-La Pine Schools	30.71%	16.41%
Beaverton	24.70%	10.40%
Hillsboro	21.10%	6.80%
Gresham-Barlow	14.21%	-0.09%
Redmond	12.80%	-1.50%
Eugene 4J	7.30%	-7.00%
Salem-Keizer	5.79%	-8.51%
Medford	2.30%	-12.00%
Crook County	-7.10%	-21.40%
Jefferson County	-14.90%	-29.20%

Local
Similar Size
Bend-La Pine Schools

Bend-La Pine Staffing

Percent of Overall
Salaries &
Benefits

Growth Over
Time

	Licensed	Classified	Other	Admin
2023-24	62.3%	26.7%	2.6%	8.5%
2022-23	63.1%	26.4%	2.4%	8.1%
2021-22	65.1%	25.2%	1.8%	8.0%
2020-21	66.0%	25.0%	1.4%	7.7%
2019-20	66.2%	25.0%	1.2%	7.5%
2018-19	66.6%	24.7%	1.2%	7.5%
2017-18	66.3%	25.0%	1.2%	7.5%
2016-17	66.1%	25.1%	1.3%	7.5%

Staffing Comparison FTE

9 of largest

1 of local

No Data Available
for Others

	Licensed	Classified	Managerial	Admin
Beaverton	62.2%	33.2%	0.9%	3.6%
Tigard-Tualatin	59.8%	35.3%	1.2%	3.8%
Portland	59.4%	27.8%	5.0%	7.8%
Gresham-Barlow	56.4%	37.2%	0.0%	5.7%
Bend-La Pine	54.3%	39.7%	1.5%	4.5%
Hillsboro	54.2%	40.5%	3.6%	1.5%
North Clackamas	51.7%	43.0%	0.0%	5.3%
Redmond	51.0%	42.5%	2.3%	4.2%
Eugene 4J	49.1%	43.6%	0.0%	7.4%
Salem-Keizer	49.0%	46.3%	1.8%	3.0%
AVERAGE	54.7%	38.9%	1.6%	4.7%

Local
Similar Size
Bend-La Pine Schools

Staffing Comparison FTE

9 of largest

1 of local

No Data Available for Others

	Licensed	Classified	Managerial	Admin
Beaverton	62.2%	33.2%	0.9%	3.6%
Tigard-Tualatin	59.8%	35.3%	1.2%	3.8%
Portland	59.4%	27.8%	5.0%	7.8%
Gresham-Barlow	56.4%	37.2%	0.0%	5.7%
Bend-La Pine	54.3%	39.7%	1.5%	4.5%
Hillsboro	54.2%	40.5%	3.6%	1.5%
North Clackamas	51.7%	43.0%	0.0%	5.3%
Redmond	51.0%	42.5%	2.3%	4.2%
Eugene 4J	49.1%	43.6%	0.0%	7.4%
Salem-Keizer	49.0%	46.3%	1.8%	3.0%
AVERAGE	54.7%	38.9%	1.6%	4.7%

Local
Similar Size
Bend-La Pine Schools

Staffing Comparison Budget

Percent of Total
Salaries &
Benefits

	Licensed	Classified	Managerial	Admin
Portland	64%	17%	11%	9%
Beaverton	63%	19%	1%	6%
Bend-La Pine	61%	26%	2%	8%
Hillsboro	60%	23%	2%	8%
Medford	56%	26%	10%	8%
Redmond	55%	25%	7%	8%
Salem-Keizer	54%	32%	8%	6%
AVERAGE	60%	24%	6%	8%

Local
Similar Size
Bend-La Pine Schools

Staffing Comparison Budget

Percent of Total
Salaries &
Benefits

	Licensed	Classified	Managerial	Admin
Portland	64%	17%	11%	9%
Beaverton	63%	19%	1%	6%
Bend-La Pine	61%	26%	2%	8%
Hillsboro	60%	23%	2%	8%
Medford	56%	26%	10%	8%
Redmond	55%	25%	7%	8%
Salem-Keizer	54%	32%	8%	6%
AVERAGE	60%	24%	6%	8%

Local
Similar Size
Bend-La Pine Schools

Bend-La Pine Staffing

Percent of Overall
Salaries &
Benefits
Growth Over
Time

	Licensed	Classified	Other	Admin
2023-24	62.3%	26.7%	2.6%	8.5%
2022-23	63.1%	26.4%	2.4%	8.1%
2021-22	65.1%	25.2%	1.8%	8.0%
2020-21	66.0%	25.0%	1.4%	7.7%
2019-20	66.2%	25.0%	1.2%	7.5%
2018-19	66.6%	24.7%	1.2%	7.5%
2017-18	66.3%	25.0%	1.2%	7.5%
2016-17	66.1%	25.1%	1.3%	7.5%
Comparative Average	60%	24%	6%	8%

Cost of Living Index

10 largest

4 local

Weighted Average for Multi-town Districts

	Compared to US	Compared to Oregon
United States	0	-14.30%
Oregon	14.30%	0
Sisters	36.70%	22.40%
North Clackamas	33.70%	19.40%
Portland	32.40%	18.10%
Tigard-Tualatin	31.35%	17.05%
Bend-La Pine Schools	30.71%	16.41%
Beaverton	24.70%	10.40%
Hillsboro	21.10%	6.80%
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Eugene 4J	7.30%	-7.00%
Salem-Keizer	5.79%	-8.51%
Medford	2.30%	-12.00%
Crook County	-7.10%	-21.40%
Jefferson County	-14.90%	-29.20%

Local
Similar Size
Bend-La Pine Schools

Salary Comparison

10 largest

4 local

MA+30 14 years

Salary per day

(Range 190-193)

District	MA+30 14yr / Day not adjusted	Delta
Hillsboro	\$495	120.89%
Gresham-Barlow	\$484	118.31%
Portland	\$469	114.57%
North Clackamas	\$458	111.81%
Beaverton	\$446	108.88%
Tigard-Tualatin	\$442	107.97%
Redmond	\$423	103.36%
Salem-Keizer	\$419	102.35%
Bend-La Pine	\$409	100.00%
Medford	\$406	99.23%
Eugene 4J	\$397	96.86%
Crook County	\$388	94.68%
Sisters	\$387	94.51%
Jefferson County	\$384	93.74%

Local
Similar Size
Bend-La Pine Schools

Salary Comparison

10 largest

4 local

MA+30 14 years

Salary per day

(Range 190-193)

District	MA+30 14yr / Day not adjusted	Delta
Hillsboro	\$495	120.89%
Gresham-Barlow	\$484	118.31%
Portland	\$469	114.57%
North Clackamas	\$458	111.81%
Beaverton	\$446	108.88%
Tigard-Tualatin	\$442	107.97%
Redmond	\$423	103.36%
Salem-Keizer	\$419	102.35%
Bend-La Pine	\$409	100.00%
Medford	\$406	99.23%
Eugene 4J	\$397	96.86%
Crook County	\$388	94.68%
Sisters	\$387	94.51%
Jefferson County	\$384	93.74%

Local
Similar Size
Bend-La Pine Schools

Salary Comparison

10 largest

4 local

MA+30 14 years

Salary per day

Salary at 94% if
no PERS pickup

District	MA+30 14yr / Day - PERS	Delta
Gresham-Barlow	\$484	118.31%
Hillsboro	\$465	113.64%
Tigard-Tualatin	\$442	107.97%
Portland	\$441	107.70%
North Clackamas	\$430	105.11%
Salem-Keizer	\$419	102.35%
Beaverton	\$419	102.35%
Bend-La Pine	\$409	100.00%
Medford	\$406	99.23%
Redmond	\$398	97.16%
Eugene 4J	\$397	96.86%
Crook County	\$388	94.68%
Jefferson County	\$384	93.74%
Sisters	\$364	88.84%

Local
Similar Size
Bend-La Pine Schools

Salary Comparison

10 largest

4 local

MA+30 14 years

Salary per day

Salary at 94% if
no PERS pickup

District	MA+30 14yr / Day - PERS	Delta
Gresham-Barlow	\$484	118.31%
Hillsboro	\$465	113.64%
Tigard-Tualatin	\$442	107.97%
Portland	\$441	107.70%
North Clackamas	\$430	105.11%
Salem-Keizer	\$419	102.35%
Beaverton	\$419	102.35%
Bend-La Pine	\$409	100.00%
Medford	\$406	99.23%
Redmond	\$398	97.16%
Eugene 4J	\$397	96.86%
Crook County	\$388	94.68%
Jefferson County	\$384	93.74%
Sisters	\$364	88.84%

Local
Similar Size
Bend-La Pine Schools

Salary Comparison

10 largest

4 local

MA+30 14 years

Salary per day

Salary at 94% if
no PERS pickup

No Local Option

District	MA+30 14yr / Day - PERS - LO	Delta	Local Option
Gresham-Barlow	\$484	118.31%	N
Hillsboro	\$465	113.64%	N
Salem-Keizer	\$419	102.35%	N
Bend-La Pine	\$409	100.00%	N
Tigard-Tualatin	\$407	99.31%	Y
Medford	\$406	99.23%	N
Redmond	\$398	94.68%	N
Crook County	\$388	91.33%	N
Beaverton	\$384	90.94%	Y
Jefferson County	\$384	88.17%	N
North Clackamas	\$382	87.81%	Y
Portland	\$373	85.66%	Y
Eugene 4J	\$345	84.35%	Y
Sisters	\$316	72.46%	Y

Local
Similar Size
Bend-La Pine Schools

Salary Comparison

10 largest

4 local

MA+30 14 years

Salary per day

Salary at 94% if
no PERS pickup

No Local Option

District	MA+30 14yr / Day - PERS - LO	Delta	Local Option
Gresham-Barlow	\$484	118.31%	N
Hillsboro	\$465	113.64%	N
Salem-Keizer	\$419	102.35%	N
Bend-La Pine	\$409	100.00%	N
Tigard-Tualatin	\$407	99.31%	Y
Medford	\$406	99.23%	N
Redmond	\$398	94.68%	N
Crook County	\$388	91.33%	N
Beaverton	\$384	90.94%	Y
Jefferson County	\$384	88.17%	N
North Clackamas	\$382	87.81%	Y
Portland	\$373	85.66%	Y
Eugene 4J	\$345	84.35%	Y
Sisters	\$316	72.46%	Y

Local
Similar Size
Bend-La Pine Schools

Local Option Comparison

As percent of
General Fund

As percent of
Salaries & Benefits

	2023-24 Revenue	% of General Fund	% of Salaries & Benefits
North Clackamas	\$23,171,329	24%	32%
Portland	\$114,676,000	14%	15%
Sisters	\$1,897,000	10%	13%
Beaverton	\$40,500,000	6%	8%
Tigard-Tualatin	\$11,700,000	4%	6%
Eugene 4J	\$27,088,901	4%	5%
AVERAGE		11%	14%

Local
Similar Size

Cost of Living Comparison

	Local Option	Compared to US	Compared to Oregon
United States		0	-14.30%
Oregon		14.30%	0
Sisters	Yes	36.70%	22.40%
North Clackamas	Yes	33.70%	19.40%
Portland	Yes	32.40%	18.10%
Tigard-Tualatin	Yes	31.35%	17.05%
Bend-La Pine Schools	No	30.71%	16.41%
Beaverton	Yes	24.70%	10.40%
Hillsboro	No	21.10%	6.80%
Gresham-Barlow	No	14.21%	-0.09%
Redmond	No	12.80%	-1.50%
Eugene 4J	Yes	7.30%	-7.00%
Salem-Keizer	No	5.79%	-8.51%
Medford	No	2.30%	-12.00%
Crook County	No	-7.10%	-21.40%
Jefferson County	No	-14.90%	-29.20%

Above Oregon Average

Cost of Living Comparison

	Local Option	Compared to US	Compared to Oregon
United States		0	-14.30%
Oregon		14.30%	0
Sisters	Yes	36.70%	22.40%
North Clackamas	Yes	33.70%	19.40%
Portland	Yes	32.40%	18.10%
Tigard-Tualatin	Yes	31.35%	17.05%
Bend-La Pine Schools	No	30.71%	16.41%
Beaverton	Yes	24.70%	10.40%
Hillsboro	No	21.10%	6.80%
Gresham-Barlow	No	14.21%	-0.09%
Redmond	No	12.80%	-1.50%
Eugene 4J	Yes	7.30%	-7.00%
Salem-Keizer	No	5.79%	-8.51%
Medford	No	2.30%	-12.00%
Crook County	No	-7.10%	-21.40%
Jefferson County	No	-14.90%	-29.20%

Above Oregon Average

What To Do Next

The answers aren't simple, but we can do this together.

Community

- Advocate with your Representative and Senator for the 2023-24 Budget to be passed at current service level of \$10.3 billion

Board & District

- Advocate for review of school funding formula vis a vis cost of living index
- Actively investigate the possibility of a local school option levy
- Continue RFP process for workforce housing



Bend-La Pine Schools School Board Budget Committee Meeting Minutes

Meeting Location:

Education Center, Board Room #314
520 NW Wall Street
Bend, OR 97703

Meeting Date: May 9, 2023

Board Members

Melissa Barnes Dholakia:	Present
Kina Chadwick:	Present
Marcus LeGrand:	Present
Carrie McPherson Douglass:	Absent
Shimiko Montgomery:	Present
Shirley Olson:	Present
Amy Tatom:	Present

Shimiko Montgomery attended the meeting virtually. Marcus LeGrand joined the meeting at 4:05 p.m.

Budget Committee Members:

Tom Bahrman
Sharon Bellusci
Ned Lutz
Cara Marsh-Rhodes
Natasha McFarland
Seth Isenberg
Robert Penson - Absent

1. Call to Order

Speaker(s): Budget Committee Chair McFarland

Discussion: The meeting was called to order by Budget Committee Chair McFarland at 4:01 p.m.

2. Review of Agenda

Speaker(s): Budget Committee Chair McFarland

Description: Any changes to the Agenda after posting on May 5, 2023, are shown below.

Discussion: There were no changes to the agenda.

3. Public Comment

Speaker(s): Budget Committee Chair

Description: This is the time provided for individuals to address the Budget Committee. Public Comment is accepted via Google Form until 5:00 p.m. on May 8, 2023.

Discussion: There were no requests to provide public comment.

4. Consent for Action

Speaker(s): Budget Committee Chair McFarland

Description: Items that are routine in nature are placed on the Consent Agenda. Any item placed on the Consent for Action may be removed at the request of any Board member prior to the time a vote is taken. All remaining items of the Consent for Action are then disposed of in a single motion.

Discussion: Tom Bahrman moved to approve the Consent Agenda as presented. Seth Isenberg seconded the motion. Unanimous approval.

A. Approval of Minutes

Description: April 11, 2023 Budget Committee Meeting; *Reference: ORS 192.650 and ORS 332.057*

Attachments: 4.11.23 Minutes - DRAFT

5. Reports

A. Budget Information Update

Speaker(s): Brad Henry, Chief Operations and Financial Officer

Discussion: Brad Henry, Chief Operations and Financial Officer, noted that six questions had been submitted by the budget committee to the Finance Office. The questions were addressed and answers have been provided on a hard copy document provided to the committee. He shared that there is no additional information from the state at this time regarding the budget and that the June revenue forecast is expected to be released on May 17th. Discussion ensued about the use of reserve funds this year and going forward, as well as the use of funds for literacy for all grades.

6. Discussion

A. Committee Questions and Discussion

Speaker(s): Budget Committee Chair McFarland

Attachments: FY2023-24 Proposed Budget Questions and Responses

Discussion: There were no additional questions.

7. Action Items

A. Budget Committee Approval

Speaker(s): Budget Committee Chair McFarland

Discussion: Tom Bahrman moved to approve the assessment of the permanent tax rate of \$4.7641 per \$1,000 of assessed value in support of the general fund, to approve a tax levy of \$40,819,514 in the Debt Service Fund for the purpose of the payment of bonded debt owed by the school district, and to approve the budget in the aggregate amount of \$474,869,051. Seth Isenberg seconded the motion. Unanimous approval.

8. Adjourn

Speaker(s): Budget Committee Chair McFarland

Discussion: Budget Committee Chair McFarland adjourned the meeting at 4:16 p.m.

Recorded by: Janet Bojanowski, Board Clerk



Bend-La Pine Schools School Board Regular Meeting Minutes

Meeting Location:

Education Center, Board Room #314
520 NW Wall Street
Bend, OR 97703

Meeting Date: May 9, 2023

Board Members

Melissa Barnes Dholakia: Present
Kina Chadwick: Present
Marcus LeGrand: Present
Carrie McPherson Douglass: Absent
Shimiko Montgomery: Present
Shirley Olson: Present
Amy Tatom: Present

Shimiko Montgomery joined the meeting virtually.

1. Call to Order

Speaker(s): Chair Barnes Dholakia

Discussion: The meeting was called to order by Chair Barnes Dholakia at 5:34 p.m. ASL interpreters were Erin Trimble and Kayla Celedon. It was noted that a live Spanish interpretation of the meeting was being provided on the BLS SchoolBoard YouTube page.

2. Pledge of Allegiance

Speaker(s): Chair Barnes Dholakia

Discussion: The Pledge of Allegiance was led by Chair Barnes Dholakia.

3. Review of Agenda

Speaker(s): Chair Barnes Dholakia

Description: Any changes to the Agenda after posting on May 5, 2023, are shown below.

Attachments: 5.9.23 - Agenda - BORRADOR

Discussion: There were no changes to the agenda.

4. District Recognitions

A. Champion for Students Award

Speaker(s): Superintendent Cook

Discussion: Superintendent Cook presented the Champion for Students Award to Amanda Johnston, Educational Assistant at Rosland Elementary, for the care and attention she provides students at Rosland Elementary School every day. He thanked her for the way she models respect and responsibility, and for enhancing the environment in which kids grow and thrive.

5. Public Comment

Speaker(s): Chair Barnes Dholakia

Description: This is the time provided for individuals to address the Board. Public Comment is accepted via Google Form until 5:00 p.m. on Monday, May 8, 2023.

Attachments: 5.9.23 Public Comment

Discussion: Kristina Ebner, teacher at La Pine Elementary, shared information regarding ACEs (Adverse Childhood Experiences).

Jared Larson, La Pine Elementary School Counselor, discussed the data received from the ACEs survey at La Pine Elementary.

6. Board Chair Report

Speaker(s): Chair Barnes Dholakia

Discussion: Chair Barnes Dholakia shared that the primary work the Board has been doing over the last few weeks has centered on the Superintendent evaluation. She shared the Board's appreciation for the work Dr. Cook has been doing and continues to do. She also encouraged everyone to vote in the election on May 16th.

7. Superintendent's Report

Speaker(s): Superintendent Cook

Discussion: Superintendent Cook shared that the District continues to work with law enforcement agencies and district staff to improve the processes in regards to crisis response and crisis management. He noted that the Climate and Culture Taskforce has met, is comprised of 35 individuals, and shared that there is a lot of work ahead for the group. Cook also noted that he recently met with the Site Council at Bend Tech Academy and shared their desire to reclassify the school as a Choice School, to remove Marshall from the name of the school, and to socialize the opportunities available for all students at the school.

8. Consent for Action

Speaker(s): Chair Barnes Dholakia

Description: Items that are routine in nature are placed on the Consent Agenda. Any item placed on the Consent for Action may be removed at the request of any Board member prior to the time a vote is taken. All remaining items of the Consent for Action are then disposed of in a single motion.

Action(s): I move to approve the Consent for Action as presented. This motion, made by Amy Tatom and seconded by Marcus LeGrand, Carried.

Voting Detail: Melissa Barnes Dholakia: Yea, Kina Chadwick: Yea, Marcus LeGrand: Yea, Carrie McPherson Douglass: Absent, Shimiko Montgomery: Yea, Shirley Olson: Yea, Amy Tatom: Yea

Voting Summary: Yea: 6, Nay: 0, Absent: 1

A. Approval of Minutes

Description: April 11, 2023, Regular Board Meeting; and April 25, 2023, Board Work Session

Reference: ORS 192.650 and ORS 332.057

Attachments: 4.11.23 Minutes – DRAFT and 4.25.23 Minutes – DRAFT

B. Approval of Personnel Recommendations

Description: Administrative, Licensed, Classified, and Confidential Staff Recommended Hires, Resignations, and Retirements; *Reference: ORS 332.505*

Attachments: Certified Board Report 5.9.23 and Classified Board Report 5.9.23

9. Reports

Discussion: Chair Barnes Dholakia shared that as not all members of the Student Voice Council had arrived for their presentation, the agenda would move forward and the Board would return to that agenda item later in the meeting.

A. Supplemental Health Curricula

Speaker(s): Jennifer Hauth, Director of Mental Health and Well-being; Dean Richards, Director of Secondary Curriculum, Instruction and Systems; and Dr. Aimee Snyder, Deschutes County Health Services Supervisor

Attachments: Executive Summary: Supplemental Health Curricula

Discussion: Dean Richards, Director of Secondary Curriculum, Instruction, and Systems, shared that supplemental health curricula is needed to fill gaps in the district's adopted health textbooks to address

emerging student and public health issues, and to assure Bend-La Pine Schools' health instruction complies with Oregon laws and rules. He highlighted the proposed supplemental health curricula the district is considering and noted that the materials would be made available to the public tomorrow, both on the district website and in hard copy available at the Education Center. Feedback will be accepted for several weeks and brought forth at the June meeting.

10. Discussion

A. Executive Limitations (ELs)

Speaker(s): Superintendent Cook

Attachments: Executive Summary: Executive Limitations, April 2023 DRAFT ELs, EL 1.1: Instructional Program - draft 5.2023, EL 2.1: Student Success Planning - draft 5.2023, EL 3.1: Treatments of Students, Parents/Guardians, Families & the Public- draft 5.2023, EL 4.1: Legally Required Policies - draft 5.2023, EL 4.2: Compensation, Development, Evaluation, & Treatment of Employees - draft 5.2023, EL 4.3: Financial Planning and Administration - draft 5.2023, EL 4.4: Facilities - draft 5.2023, EL 4.5: Student Transportation - draft 5.2023, EL 4.6: Nutrition Services - draft 5.2023, EL 4.7: Technology - draft 5.2023, EL 4.8: Communications - draft 5.2023, and EL 4.9: Safety - draft 5.2023

Discussion: Superintendent Cook provided the Board with copies of the draft Executive Limitations that incorporated the feedback submitted by board members to the district after the initial drafts were presented at the April 11th meeting. He shared that everything in blue font was accepted as they were grammatical recommendations, items in green font were accepted as it is language that supports Board governance and better defines the intent of the Executive Limitation, items in red font are proposed deletions, items in purple font is language that was rejected because the proposed language crosses out of Board governance and into operational practices and procedures of the district, and items that are highlighted in yellow text are proposed language district staff could not make a determination on and are seeking board member clarification and/or opinion.

Chair Barnes Dholakia asked the Board to review the documents one-by-one and discuss any edits that they came across. Requested edits were noted and Dr. Cook shared that after the edits were made to the documents, they would be made available on the district website for public feedback.

11. Student Voice Council

Speaker(s): Jackie Wilson, Student Voice Council Advisor

Description: Council Update

Attachments: Presentation: Student Voice Council Update and Presentación: Actualización del Consejo de Voces Estudiantiles

Discussion: Jackie Wilson, Student Voice Council (SVC) Advisor, shared that the students involved in the Council have met a few times since February and look forward to digging into the work next year. Four students from the SVC leadership team joined to discuss their work and their mission; how they've worked to build the foundation; their excitement in bridging gaps between students, district leadership, and the Board; their excitement in making effective change in the community; and their goals in planning for the next school year. The students that joined were Honey Walk, Wesley McGovern, Stevie Irvine, and Esi Voelz.

12. Board Comments

Description: An opportunity for board members to provide comments or reflections.

Discussion: Director Shirley Olson shared that the Education Foundation Trivia Night was an incredible experience last week and looks forward to sharing a total of the amount raised. She also noted that she recently attended a theater performance at Mountain View High School and was in awe of the sets and the performance altogether.

Director Kina Chadwick thanked the public commenters and SVC team for presenting. They noted that they attended the monthly Alliance meeting last week and is excited about the work being done with the prom and a new logo.

Director Amy Tatom thanked the public commenters and shared her appreciation for Nurse's Week.

Vice Chair Marcus LeGrand congratulated the students in his program as they prepare for finals and shared some of the themes of their presentations.

Board Chair Melissa Barnes Dholakia noted that she recently visited the COIC Bend campus, was interviewed by middle school students about preparing policies for change, and has talked with numerous voters to gather their feedback. She encouraged the community to attend and comment at the board meetings, if so inclined, and thanked the Education Foundation for hosting trivia night and Dr. Cook for writing her a letter of recommendation for a doctoral program to which she was recently accepted. She appreciated teachers as this is teacher appreciation week, the budget committee for guiding the Board through another successful budget process, and the SVC students for presenting.

13. Adjourn

Description: Meeting will be adjourned with next Regular School Board Meeting scheduled for June 20, 2023.

Discussion: Chair Barnes Dholakia adjourned the meeting at 7:05 p.m.

Recorded by: Janet Bojanowski, Board Clerk

DRAFT: Pending Board Approval



Bend-La Pine Schools School Board Work Session Meeting Minutes

Meeting Location:

Education Center, Board Room #314
520 NW Wall Street
Bend, OR 97703

Meeting Date: May 23, 2023

Board Members

Melissa Barnes Dholakia:	Present
Kina Chadwick:	Present
Marcus LeGrand:	Absent
Carrie McPherson Douglass:	Present
Shimiko Montgomery:	Present
Shirley Olson:	Present
Amy Tatom:	Absent

1. Call to Order

Speaker(s): Chair Barnes Dholakia

Discussion: The meeting was called to order by Chair Barnes Dholakia at 5:35 p.m. ASL interpreters were Erin Trimble and Kayla Celedon. It was noted that a live Spanish interpretation was being provided on the BLS School Board YouTube page.

2. Pledge of Allegiance

Speaker(s): Chair Barnes Dholakia

Discussion: The Pledge of Allegiance was led by Chair Barnes Dholakia.

3. Review of Agenda

Speaker(s): Chair Barnes Dholakia

Description: Any changes to the Agenda after posting on May 19, 2023, are shown below.

Attachments: 5.23.23 - Agenda - BORRADOR

Discussion: There were no changes to the agenda.

4. District Recognitions

A. Oregon Natural Resources Education Fund Grant

Speaker(s): Wylda Cafferata

Description: Grant Award

Discussion: Wylda and Steve Cafferata from the Oregon Natural Resources Education Fund (ONREF) provided an overview of the program. They presented a grant award to Scott Olszewski, La Pine High School Principal, based on a request submitted by Cameron Salvitelli, La Pine High School teacher. Olszewski shared about the logging program at La Pine High School and how the grant will positively impact not only the program at the school but also the La Pine community.

5. Public Hearing

Speaker(s): Chair Barnes Dholakia

Description: The regular meeting will be adjourned to allow for a Public Hearing on the Annual Budget. Public Comment is accepted via Google Form until 5:00 p.m. on May 22, 2023.

Discussion: Chair Barnes Dholakia recessed the work session at 5:47 p.m. for the budget public hearing. There were no requests to provide public testimony. Barnes Dholakia noted that the state had released updated budget information last night and opened the floor for Board questions. Discussion ensued regarding staffing and the budget in light of the new information from the state, current bargaining negotiations, and the work of the Culture and Climate Taskforce. It was noted that the board would take action on the 2023-24 Budget at the June 20, 2023, meeting. The work session was reconvened at 6:04 p.m.

6. Work Session

Description: The Board will focus on key Board work and initiatives.

Attachments: 3-2-1 Note Taking Protocol and Pre-Reading: Creating the Schools Our Children Need Ch 12-13 2018 Wiliam

A. Staff Youth Truth Survey Results

Speaker(s): Dave VanLoo, Director of School Improvement

Attachments: Executive Summary Progress Report Board End 3, Presentation: Youth Truth Staff Survey, and Presentación: Encuesta del Personal de la Verdad Juvenil

Discussion: Dave VanLoo, Director of School Improvement, noted that the work session would be a continuation of the April work session report on Board End 3. VanLoo also noted that the data from the Oregon State Educator survey would not be available until late June. He shared the themes of the staff survey and the demographics of the staff respondents and then provided a summary of themes from the past two years. The Board requested access to the 1,000+ individual comments that had been submitted; VanLoo noted that he would follow up on that request. VanLoo reminded the Board that the pre-reading document was centered on professional development. He asked the Board to compare their findings from the text with the sampling of the staff comments provided to them. After five minutes of individual work, board members shared their takeaways with the group. VanLoo noted that additional information on professional development is linked in the slide deck in the board packet.

7. Board Comments

Description: An opportunity for board members to provide comments or reflections.

Discussion: Director Shimiko Montgomery congratulated the winners of the May 16th election.

Director Kina Chadwick thanked Dave for his presentation and shared that they recently attended the student art show at Lava Ridge Elementary.

Chair Barnes Dholakia thanked the public for re-electing the three incumbent board members in the recent election and for adding Cameron Fischer to the Board. She noted that she is participating in BEA bargaining with the District and the work will continue for months to come. She appreciated those that participated in the Rubbish Renewed Eco Fashion Show and congratulated the 2023 Sources of Strength award winners.

8. Adjourn

Description: Meeting will be adjourned with next Regular School Board Business Meeting scheduled for June 20, 2023.

Discussion: Chair Barnes Dholakia adjourned the meeting at 7:18 p.m.



HUMAN RESOURCES

Education Center

*520 N.W. Wall Street
Bend, Oregon 97703-2699
(541) 355-1100
Fax: (541) 355-1109*

DATE: June 14, 2023
TO: Dr. Steven Cook, Superintendent
Board of Directors for Bend-La Pine Schools

FROM: Steve Herron, Chief Human Resources Officer

RE: Administrative and Licensed Recommended Hires, Resignations, and Retirees

The Human Resource Department recommends approval of the following hires, resignations and retirees at the school board meeting on June 20, 2023. All Hires are subject to successful drug testing, background check, and Oregon licensure.

CERTIFIED HIRES

NAME	POSITION	LOCATION	STATUS	HIRE DATE
Angell, Frazier	Student Success Clinician Job #486946267	Teaching and Learning	Regular Full Time	08/28/2023
Berry, Brooke	Education Learning Specialist Job #470213804	Special Education	Regular Full Time	08/28/2023
Calbreath, Justin	School Counselor Job #486946272	Caldera HS	Regular Full Time	08/28/2023
Iverson, Benjamin	Construction CTE Teacher Job #486956427	Caldera HS	Regular Full Time	08/28/2023
Lowe, Chad	Social Studies Teacher	Caldera HS	Regular Full Time	07/01/2023
Lucas, Christina	Education Learning Specialist Job #470213804	Special Education	Regular Full Time	08/28/2023
McDonald, Lauren	Education Learning Specialist Job #470215073	Special Education	Regular Full Time	08/28/2023
McLaughlin, Ryan	Language Arts Teacher – Job #486966101	Pacific Crest MS	Regular Full Time	08/28/2023
Miller, Bruce	Education learning Specialist Job #470213804	Special Education	Regular Full Time	08/28/2023
O'Neill, Emilie	Language Arts Teacher Job #486957623	Caldera HS	Regular Full Time	08/28/2023
Owen, Sarah	Instructional Music/Bend Teacher Job #486956696	High Desert MS	Regular Full Time	08/28/2023
Paradis, Lilly	Elementary School Counselor Job #486946250	Teaching and Learning	Regular Full Time	08/28/2023
Reynolds, Holly	Student Services Coach Job #486973837	Special Education	Temporary Full Time	08/28/2023



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Seelig, Aaron	Physics & AP Physics Teacher Job #486956699	Caldera HS	Regular Full Time	08/28/2023
Stenzel, Kendra	Spanish and Graduation Coach Job # 486959381 &486959379	La Pine HS	Regular Full Time	08/28/2023
Vanden Bos, Erika	Elementary School Counselor Job #486946250	Teaching and Learning	Regular Full Time	08/28/2023

CERTIFIED RESIGNATIONS

NAME	POSITION	LOCATION	HIRE/RESIGNED DATES
Bird, Aimee	Primary Teacher	Bend La Pine Online	11/01/1994 – 06/02/2023
Brunner, Amy	Orchestra Teacher	Pilot Butte MS/Bend Senior	08/25/2014 – 06/30/2023
Brunner, Brett	SPED Teacher	Bend Senior High	02/18/2020 – 06/30/2023
Burdsall, Timothy	Student Services	North Star Elementary	08/27/2007 – 06/30/2023
Crowley, William	Science Teacher	Sky View MS	08/31/2020 – 06/30/2023
Dresser, Emily	Intermediate Teacher	Rosland Elementary	08/29/2022 – 06/30/2023
Fowler, Stephanie	Kindergarten Teacher	Elk Meadow Elementary	08/27/2018 – 06/30/2023
Goldstein, Andrew	Lang Arts Teacher	Caldera HS	08/29/2022 – 06/30/2023
Groshong, Mackenzie	Dean of Students	Bend Senior High	08/30/2010 – 06/30/2023
Gylling, Amanda	Student Services	Bear Creek Elementary	08/29/2022 – 06/30/2023
Hanson, Shannon	Primary Teacher	Elk Meadow Elementary	09/30/1996 – 06/30/2023
Hjeresen, Carl	Student Services	Rosland Elementary	08/30/2021 – 06/30/2023
Hunter, Anne	Art Teacher	Caldera HS	08/30/2021 – 06/30/2023
Hutter, Paul	Science Teacher/IB	Bend Senior High	08/28/2006 – 06/30/2023
Jensen, Yasemin Sophia	Counselor	Bend Senior High	08/30/2021 – 06/30/2023
Lemos, Kaitlyn	LSC Teacher	La Pine Elementary	09/01/2021 – 06/30/2023
Lindsey, Andria	Math Teacher	Bend Senior HS	08/29/2005 – 06/30/2023
Moseley, Anne	Student Success Coordinator	Silver Rail Elementary	08/28/2017 – 06/30/2023
Oglesby, Sarah	SRC Teacher	Pacific Crest MS	08/29/2022 – 06/30/2023
Rocco, Alex	Intermediate Teacher	WE Miller Elementary	09/01/2009 – 06/30/2023
Sproba, Kelly	SEL Teacher	Buckingham Elementary	09/05/2013 – 06/30/2023
Templin, Rachelle	ELL Language Specialist	ELL District Wide	11/01/2018 – 06/30/2023
Thompson, Bradley	Language Arts Teacher	High Desert MS	08/28/2006 – 06/30/2023
Truelson, Megan	Psych Services	Teaching and Learning	08/25/2014 – 06/30/2023
Welch, Patrick	Language Arts/Drama Teacher	Bend Senior HS	08/28/1985 – 06/30/2023
Wilson, Jacqueline	Language Arts Teacher	Sky View MS	11/09/2022 – 05/12/2023
Zajac, Kate	ERC Teacher	La Pine Elementary	07/01/2021 – 06/30/2023



HUMAN RESOURCES

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Bend, Oregon 97703-2699

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CERTIFIED RETIRE/REHIRE

NAME	POSITION	LOCATION	REHIRED/END DATES

ADMINISTRATIVE HIRES

NAME	POSITION	LOCATION	STATUS	HIRE DATE
Beaudry, Kelly	Assistant Principal	Bend Senior HS	Full Time Regular	07/01/2023
Birk, Lisa	Executive Director of Elementary Programs	District Office	Full Time Regular	07/01/2023
Brocker, Erich	Assistant Principal	RE Jewell	Full Time Regular	07/01/2023
Buduan, Deborah	Principal	Rosland Elementary	Full Time Regular	07/01/2023
Burda, Rebecca	Assistant Director of Communications	District Office	Full Time Regular	05/11/2023
Burdsall, Timothy	Assistant Principal	North Star Elementary	Full Time Regular	07/01/2023
Clark, Lakisha	Principal	BTA at Marshall High School	Full Time Regular	07/01/2023
Edmondson, Daniel Scott	Principal	Highland Elementary	Full Time Regular	07/01/2023
Fisher, Laci	Assistant Principal	Lava Ridge Elementary	Full Time Regular	07/01/2023
Gambee, Jessica	Principal	Pilot Butte MS Interim Asst Principal	Full Time Regular	07/01/2023
Groshong, Mackenzie	Assistant Principal	High Desert MS	Full Time Regular	07/01/2023
Gylling, Amanda	Assistant Principal	Elk Meadow Elementary	Full Time Regular	07/01/2023
Hawkins, Lybe	Principal	Silver Rail Elementary	Full Time Regular	07/01/2023
Hjeresen, Carl	Assistant Principal	La Pine Elementary School	Full Time Regular	07/01/2023
Hutter, Paul	Assistant Principal	Bend Senior High School	Full Time Regular	07/01/2023
Jensen, Stephanie	Assistant Principal	Buckingham Elementary	Full Time Regular	07/01/2023
Johnston, Benjamin	Assistant Principal	Elk Meadow Interim Principal	Full Time Regular	07/01/2023
Koike, Mary	Interim Principal	Pilot Butte MS	Full Time Regular	07/01/2023
Ostrom, Jennifer	Business Office Manager	Business Office Operations Manager	Full Time Regular	05/08/2023
Raber, Brian	Assistant Principal	Silver Rail Elementary	Full Time Regular	07/01/2023



HUMAN RESOURCES

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Rasmussen, Jesse	Interim Principal	Jewell Elementary	Full Time Regular	07/01/2023
Reiland, Nichole	Principal	Pine Ridge Elementary	Full Time Regular	07/01/2023
Reilly, Jessica	Principal	High Desert MS	Full Time Regular	07/01/2023
Silvey, Megan	Principal	La Pine Elementary	Full Time Regular	07/01/2023
Wilson, Michelle	Principal	Buckingham Elementary	Full Time Regular	07/01/2023
Zollinger, Marc	Principal	Bear Creek Elementary	Full Time Regular	07/01/2023

ADMINISTRATIVE RESIGNATIONS

NAME	POSITION	LOCATION	HIRE/RESIGNED DATES
Gehrig, Kevin	Principal	North Star Elementary	08/28/1995 – 06/30/2023
Lowe, Chad	Principal	Pilot Butte MS	07/01/2021 – 06/30/2023

ADMINISTRATIVE RETIRE/REHIRES

NAME	POSITION	LOCATION	REHIRED/END DATES
McDonald, Michael	Principal	Summit HS	07/01/2023 – 06/30/2024
Nordquist, Lora	Deputy Superintendent	District Office	07/01/2023 – 06/30/2024



HUMAN RESOURCES

Education Center

*520 N.W. Wall Street
Bend, Oregon 97703-2699
(541) 355-1100
Fax (541) 355-1109*

June 13, 2023

TO: Steve Cook, Superintendent
Bend-La Pine School Board of Directors

FROM: Steve Herron, Chief Human Resources Officer
Paul Dean, Director of Human Resources – Classified Staff

RE: Classified Recommended Hires, Classified & Confidential Resignations, and Classified Retirements

The Human Resources Department recommends approval of the following hires, resignations, and retirements at the School Board meeting on June 20, 2023.

Classified Hiring

Name	Position/Posting No.	Location	Temp/Regular Position	Hire Date
Bustamante, Silio	Custodial Crew I 470214730	Sky View	Reg 8.0 hrs / day	05/23/23
Cameron, Lisa	Office Manager II 486946252	Buckingham	Reg 8.0 hrs / day	05/22/23
Castro, Kristin	EA – Inclusion 486959391	Juniper	ST Temp 3.0 hrs / day	05/02/23
Croteau, Lauren	Consulting Registered Nurse 486959763	Special Programs	Reg 8.0 hrs / day	05/30/23
Elliott, Sarah	EA – Inclusion 470214419	Lava Ridge	Reg 6.5 hrs / day	04/27/23
Goslin, Nathan	Head Custodian III 470215074	Summit	Reg 8.0 hrs / day	05/12/23
Hassell, Forrest	EA -Instruction 486959387	Lava Ridge	ST Temp 6.5 hrs / day	05/05/23
Ketsdever, Julie	Office Secretary II 486956429	Pacific Crest	Reg 8.0 hrs /day	05/03/23
Miller, Connie	EA – Student Success 486966107	La Pine Elementary	ST Temp 7.0 hrs / day	05/25/23
Miller, Victor	Bus Driver 470214666	La Pine Transportation	Reg 4.0 hrs / day	05/22/23
Rife, Susan	Consulting Registered Nurse 486960324	Special Programs	Reg 5.5 hrs / day	06/12/23
Rigney, Mark	EA – Inclusion 470214419	Summit	Reg 7.0 hrs / day	05/09/23
Schwatka, Charles	Custodial Crew I 470214730	Caldera/Transition Co-Op	Reg 8.0 hrs / day	05/16/23
Wood, Larry	Custodial Crew I 470214730	Custodial	Reg 8.0 hrs / day	05/25/23



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Classified Resignations

Name	Position	Location	Resign Date
Adrien, Connie	EA – Alt. Ed	Bend High	09/01/15 – 06/16/23
Brinkley-Widmer, Patti	School Secretary II	North Star	01/08/20 – 06/24/23
Campbell, Martha	EA - Student Success	Realms Middle	09/14/21 – 06/16/23
Cornett, Heather	Office Manager	BTA / Marshall	08/04/14 – 05/18/23
Dammer, Hanh	Staff Accountant	Business Office	07/18/22 – 06/05/23
Dubois, Anja	EA – Student Success	Pacific Crest	02/03/21 – 06/10/23
Elliott, Sarah	EA – Inclusion	Lava Ridge	04/27/23 – 05/02/23
Gamble, Grant	Media Manager I	La Pine Elementary	08/30/21 – 06/03/23
Gregory, Kellie	Office Manager	R.E. Jewell	10/05/15 – 06/30/23
Hardin, Grace	EA – Inclusion	Bend High	08/31/21 – 06/16/23
Hernandez, Anna	Custodial Crew I	High Desert	06/11/18 – 06/16/23
Hoener, Renna	EA – Inclusion	Elk Meadow	01/14/22 – 06/16/23
Karpstein, Eilean	Fan Advocate	Juniper & Highland	09/17/14 – 06/20/23
Kennedy, Christina	EA – Student Success	Sky View	09/20/22 – 05/15/23
Ketsdever, Julie	Office Secretary II	Pacific Crest	05/03/23 – 06/10/23
Kienzle, Lisa	Online Student Success Monitor	Caldera	11/19/19 – 06/16/23
Klone, Elizabeth	Nutrition Server I	Buckingham	08/22/22 – 06/16/23
Lee, Eric	IT Architect	IT	01/08/18 – 06/08/23
Mascarenas, Shelby	Nutrition Server	High Desert	09/04/18 – 06/09/23
Morduch-Toubman	EA – Student Success	Realms HS	10/11/21 – 06/16/23
Pelroy, Christopher	Custodial Crew I	Ensworth	12/16/22 – 05/11/23
Pokorney, Taylor	EA – Inclusion	Silver Rail	08/29/22 – 06/16/23
Prosser, Diane	Bus Driver	Transportation	02/22/21 – 06/16/23
Prosser, Steven	Bus Driver	Transportation	04/24/19 – 06/16/23
Ruzicka, Michael	Bus Driver	Transportation	06/28/22 – 05/08/23
Seifert, Titus	Custodial Crew I	Summit	11/21/19 – 06/29/23
Shapiro, Christin	School to Work Manager	BTA / Marshall	08/31/20 – 06/21/23
Sundseth, Tasha	EA - Instruction	North Star	09/27/21 – 06/16/23
Tanner, Kathie	Nutrition Server I	Pacific Crest	03/20/23 – 05/03/23
Thelen, Deena	EA – Instruction	High Lakes	08/28/12 – 06/16/23
Wittwer, Susan	EA – Inclusion	Sky View	08/30/21 – 06/16/23

Classified Retirements

Name	Position	Location	Retire Date
Lopez, Tana	Records Clerk	Special Programs	09/29/93 – 06/21/23
Rhodes, Judy	Nutrition Server I	La Pine Middle	08/15/07 – 06/16/23

Classified Retire-Rehires

Name	Position	Location	Rehire Date
Holmer, Doug	Bus Driver	Transportation	07/01/23 – 06/30/24



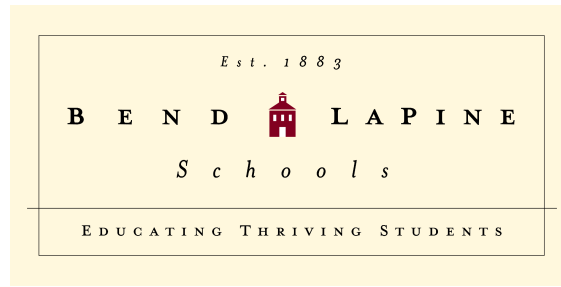
HUMAN RESOURCES

Education Center

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Bend, Oregon 97703-2699
(541) 355-1100
Fax (541) 355-1109*

Confidential Resignation

Name	Position	Location	Resign Date
Ostrom, Jennifer	Payroll Process Manager	Business Office	11/02/22 – 05/07/23 Accepted BLAST position



Introduction

Superintendent Dr. Steven Cook is in his second year with Bend-La Pine Schools. In this role, he continues to demonstrate an accomplished level of proficiency commensurate with being a successful leader of the district. His work meets the expectations to successfully move work forward across both goal and functional areas, exceeding them in many.

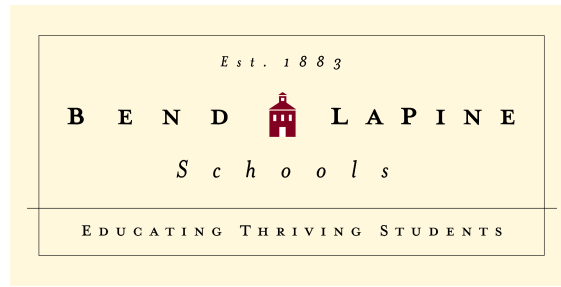
Performance Levels

Superintendent Cook meets and often exceeds in his work as Superintendent. Performance levels Overall, in each Goal area, and in each Executive Limitation are as follows.

Overall Performance			
Just Beginning	Approaching	Meeting	Exceeding

Board & District Goals	
Goal 1 - Students Develop a Strong Academic Foundation	Meeting
Goal 2 - Students Have a Passion, Purpose, and Plan for their Future	Meeting
Goal 3 - Students, Families, and Staff Experience Wellness, Inclusion and Belonging	Meeting
Goal 4 - Operational systems align and support an academically effective and sustainable organization.	Exceeding

Executive Limitations	
<u>Executive Limitation 1 - Global Executive Restraint</u>	Exceeding
<u>Executive Limitation 2 - Emergency Superintendent Succession</u>	Exceeding
<u>Executive Limitation 3 - Treatment of Students, Parents / Guardians & The Public</u>	Meeting
<u>Executive Limitation 4 - Treatment of Staff</u>	Meeting
<u>Executive Limitation 5 - Staff Compensation & Development</u>	Meeting



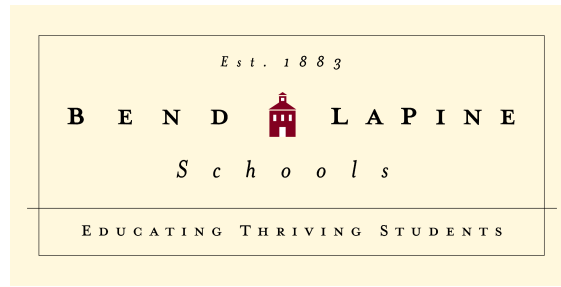
<u>Executive Limitation 6 - Staff Evaluation</u>	Meeting
<u>Executive Limitation 7 - Facilities</u>	Exceeding
<u>Executive Limitation 8 - Instructional Program</u>	Meeting
<u>Executive Limitation 9 - Technology</u>	Meeting
<u>Executive Limitation 10 - Financial Planning & Administration</u>	Exceeding
<u>Executive Limitation 11 - Asset Protection</u>	Exceeding
<u>Executive Limitation 12 - Legally Required Policies</u>	Exceeding
<u>Executive Limitation 13 - Equity and Anti-racism</u>	Meeting

Superintendent Cook continues to be a strong leader for Bend-La Pine Schools, working in a strategic manner to establish the conditions for success. The following stand out as core strengths and core areas for future growth or future work.

Strengths

Three core strengths of Superintendent Cook are as follows:

1. **Systems** – Superintendent Cook is a systems thinker and has worked steadfastly to refine existing systems and build the new ones necessary to support our district’s growth and truly move the needle on goals. He has restructured leadership to align talent with core initiatives, allocated resources to support core work, and is establishing systems to ensure data can inform decision-making. This has included launching a new Human Resources Information System (HRIS), contracting for a third-party equity audit, and implementing both the Youth Truth survey for a second year and the Oregon State Teacher’s survey. He has consistently worked through policy revisions with full transparency, ensuring an equity lens has been used in their review. Most recently, this has included revision of the Executive Limitations to align with district goals creating a unified system of goal and action setting and reporting with shared measures for accountability. Finally, he has successfully shepherded the district through the sites and facilities process to ensure long term needs are met, including successful completion of the 2022 school bond campaign.
2. **Communication & Community** – Superintendent Cook is an amazing communicator, which he has leveraged to engage with both stakeholders and the community at large. He presents himself as both smart and steadfast, as well as humble and holding a growth mindset. As a



result, he holds the trust of his constituents. When district crises, missteps, and mistakes have occurred that test this trust, Superintendent Cook has led a thoughtful and thorough process for addressing these. This has included High Desert Middle School incident response, DEI leadership staffing, and Bend High crisis response. By treating these as learning events, he not only pushes his own thinking but that of those he leads, his partners, and the Board.

3. **Equity** – Work to increase diversity, equity, and inclusion has been steadfast despite competing needs. Developmentally appropriate lessons on bias were implemented across K-12 classrooms and schools, administrators were trained in DEI and restorative practices, and an external equity audit was conducted to identify future needs to support the work. Additional family liaisons were added to focus on the Asian Pacific Islander and African American communities, with additional translation services provided as well. An Executive Director position was established, with four half-time TOSAs budgeted for in 2023-24 to support this work. Finally, racial and ethnic diversity in staffing has increased from 5% to 6% and women in leadership has increased by double digits.

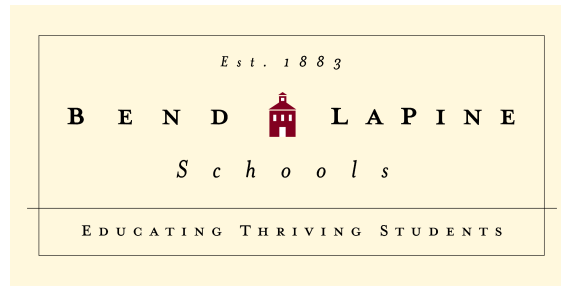
Areas for Growth

Three core areas for future growth or future work for Superintendent Cook are as follows:

1. **Academic Achievement** – Academic achievement levels, both in terms of standardized assessment and graduation rates, are at or above the state average. ELA and Math are Level 3 out of 5 in ELA for both K-5 and 6-8, and Level 3 for K-5 and Level 2 for 6-8 in Math. Graduation rates are at about the state average, with 9th grade on track percentages increasing. Within both sets of data, an achievement gap exists between White and Asian students and their peers. Additionally, Youth Truth data indicates that many students do not feel engaged or challenged. Regular attender rates are at Level 2 of 5 for both K-5 and 6-8.

While official targets for the district have not been set, Level 4 should be a presumed goal for ELA and Math alongside the state's goal of 90% for four-year graduation. The district did an excellent job mitigating learning loss during the pandemic, with one of the lowest levels in the state. The focus now needs to turn to increasing rates overall. In addition, the district kept the achievement gap from widening for several vulnerable populations and realized some movement in closing the gap for some subgroups. Significant gaps still exist, however, and a continued focus is warranted to further address the achievement gaps for underserved subgroups as well as for students within the schools in La Pine.

Robust professional development that engages staff will be necessary, which can be challenging given the current environment. Likewise, consistent expectations and implementation of strategic initiatives across school sites is paramount to district success. These should include:



- Effective implementation of the foundational literacy curriculum to increase students at grade level by 1st grade on internal measures and 3rd grade on the state assessment.
 - An emphasis on secondary math, to increase middle school achievement levels and prepare for the shift to the new Oregon math framework
 - A focus on life and career readiness that starts with increasing high school graduation rates as a foundation
 - Increased levels of student engagement in learning and academic rigor, as reported by students on survey
 - Continued distribution of resources in alignment with student needs across the district
2. **Inclusion & Belonging** – Superintendent Cook has demonstrated a commitment to addressing the gaps in student experience within our system. Given Youth Truth data on inclusion and belonging, continued and ongoing work is necessary to truly make our schools a place for all experience belonging. This is especially true for our students who are LGBTQ+ and/or BIPOC. At a time when there is a push to slow things down, keeping equity work at the forefront will take deliberate focus and strong messaging. These should include:
- A focus on LGBTQ+ and BIPOC youth and their experience in our schools, as well as students with special needs
 - Education of the white majority on bias, how to recognize it, its impact, and how to be an upstander
 - Continued work to develop diversity in staffing that is reflective of the student population
 - Development and implementation of affinity spaces for students, families, and staff
3. **Wellness** – While in keeping with state and national trends, the mental health needs of both students and teachers are at a high. Balancing the inclusion of our students with behavioral needs, while providing ample support systems to ensure classroom safety will be increasingly difficult in a time of diminishing resources. Similarly, supporting teachers’ own mental health and wellness while continuing the work to advance initiatives will be a fine balance. Likewise, and finally, continuing to tap into ways to support mental health through partnerships will be paramount.
- Effective implementation of the BRYT program
 - Development of K-12 social and emotional curriculum that supports a strong and supportive school climate and culture
 - Championing the Healthy Schools Partnership with Deschutes County and seeking funding opportunities to expand



SUPERINTENDENT EMPLOYMENT CONTRACT

between

Dr. Steven Cook

and

The Bend-La Pine Schools Board of Directors

Deschutes County, Oregon

Introduction

It is hereby agreed by and between the Board of Directors of Bend-La Pine Schools, located in Bend, Oregon (hereinafter called the District or Board), and Dr. Steven Cook (hereinafter called the Superintendent) that the District in accordance with its action as found in the minutes of the meeting held on the 9th day of May 2023 has and does hereby employ Dr. Steven Cook as Superintendent for the term of this Contract.

The Superintendent hereby accepts employment with the District upon the terms and conditions of this nine (9) page Employment Contract as follows:

1. Term

This Agreement shall be for a period of three (3) years commencing on July 1, 2023, and ending on June 30, 2026.

If the Board or the Superintendent do not intend to enter into a new contract, they shall notify the other by November 15, 2026. Written notice of non-renewal will be provided to the Superintendent as of January 15, 2026, to the extent required by ORS 342.513.

Nothing in this Agreement shall prevent, limit or otherwise interfere with the right of the District or Superintendent to terminate this Agreement at any time subject only to the provisions herein relating to termination.

2. Duties

The Superintendent shall be the Chief Executive Officer of the District. As such, the Superintendent shall have the responsibility for formulation, adoption, and execution of District policy in compliance with the Executive Limitations, existing District Policy, Education Code, and State and Federal Law, and to further work toward Board Ends. The Superintendent agrees to diligently and faithfully perform the duties of the position pursuant to, and in compliance with, the laws of the State of Oregon and in conformance with the rules and policies of the District and the directions of the Board.

The Superintendent shall be responsible for all personnel matters, including the recommendation for hire, assignment, direction, evaluation, transfer, discipline, and recommendation for dismissal, of all staff subject to applicable Collective Bargaining Agreements, Board policies, and Oregon law, and shall organize, reorganize, and arrange the administrative and supervisory staff as best serves the District. The Superintendent shall employ all personnel subject to the approval of the Board.

The Superintendent shall attend each meeting of the Board, except when excused by the Board Chair. Additionally, the Superintendent shall implement policies, regulation, rules, and procedures deemed necessary for the efficient and effective functioning of the District and in general shall perform all duties incident to the office of Superintendent and other such duties as may be specified and/or delegated by the Board.

The Superintendent hereby agrees to devote his full time, skill, labor and attention to District employment during the term of this Contract, however, the Superintendent may undertake a reasonable amount of consultative work, speaking engagements, writing, lecturing or other similar professional duties and obligations with the approval of the Board Chair.

On behalf of the Board the Superintendent is authorized to accept the resignation of classified employees and any licensed employees, and waive the sixty (60) day notice provision, pursuant to ORS 342.553, required of licensed employees.

3. Compensation

A. Salary

Annual salary for the term of this contract will be as follows:

- For the 2023/2024 school year, \$250,950.00
- For the 2024/2025 school year, \$250,950.00 together with fifty percent (50%) of the performance incentive, if any, earned in the 2023/2024 school year.
- For the 2025/2026 school year, \$250,950.00 together with fifty percent (50%) of the performance incentive, if any, earned in the 2024/2025 school year.

The salary shall be paid in twelve (12) monthly installments in accordance with Board policies governing administrative staff. The Superintendent may elect to take a portion of salary in deferred compensation in conformance with any such plan in which the District is participating.

B. Merit Pay

In addition to the base salary, the Superintendent can earn up to a ten (10) percent bonus of the Superintendent's base salary. No later than September 1, 2021, the Superintendent and Board will establish mutually agreed upon metrics to be used to measure the Superintendent's performance towards attainment of the merit pay.

C. In-State Expense Stipend

The Superintendent shall receive a \$1,200 per month stipend as part of his compensation for the purpose of paying for all in-state expenses incurred as a result of his employment with the District. Such expenses include in-state mileage, meals, technology that includes cell phone, tablet, data plan and apps expenses. The stipend does not compensate for in-state lodging which will be reimbursed in accordance with District policy and procedure.

D. Expense Reimbursement

The District shall reimburse the Superintendent for reasonable out-of-state expenses incurred by the Superintendent in the performance of his duties under this Contract.

4. Benefits

A. PERS Pick-up

The District shall pay the 6% employee contribution on behalf of the Superintendent to the Public Employee Retirement System.

B. Health Insurance

The District shall pay a monthly amount toward the Superintendent's health insurance premium that is the same as the cap paid toward the health insurance premium for all District administrators as set forth in the Employment Memorandum between the Board and Administrators and Supervisors. The health insurance package provided shall be the same as that currently in effect for all District administrators.

C. Tax Sheltered Annuity

The District shall contribute 8% of the Superintendent's salary for 2023-24, 9% for 2024-25, and 10% for 2024-25, as set forth in the Compensation section above, per year on behalf of the Superintendent into a tax-sheltered annuity (403(b)) plan or similar plan offered by the District.

5. Professional Growth

The District encourages the continuing professional growth of the Superintendent through participation, by the Superintendent, in:

- the operations, programs, and other activities conducted or sponsored by local, state, and national school administrator and school associations;
- seminars and coursework offered by public or private educational institutions; and
- informational meetings with other persons whose particular skills or backgrounds would serve to improve the capacity of the Superintendent to perform his professional responsibilities for the District.

The District shall permit a reasonable amount of release time, as approved by the Board, for the Superintendent to attend to such matters, shall pay necessary and reasonable costs for registration and meeting expenses, tuition, travel and subsistence expenses within the Superintendent's budget category limitations.

The Board shall pay the Superintendent's COSA dues which include membership in OASE (Oregon Association of School Executives) and AASA (American Association of School Administrators) dues.

The Board may pay for additional dues as may be requested by the Superintendent and approved by the Board.

The superintendent agrees to a professional mentoring program in areas identified by the Board to be paid for directly by the District.

Upon board approval, the District shall pay reasonable expenses beyond what is covered by the monthly stipend (as articulated in Benefits) for conferences, meetings, workshops and courses that will enhance the Superintendent's abilities to work towards Board established goals.

6. Evaluation

Annually, and not later than September 1, the Board shall, in consultation with the Superintendent, establish goals and strategic initiatives for the school year. The goals and strategic initiatives shall be established in writing and be among the criteria for evaluation of the Superintendent.

To support Board oversight and the District's continuous improvement, reports on the Board Ends, progress toward these ends through strategic initiatives, data on progress from identified measures, and compliance with aligned Executive Limitations shall be presented to and discussed by the Board on an ongoing basis in public session.

To support the Superintendent's continuous improvement, the Board Chair will meet with the Superintendent on a quarterly basis to provide observations, feedback, and recommendations on the work shared in these reports. The Board as a whole will meet with the Superintendent at least twice per fiscal year in Executive Session, at mid-year and end-of-year, for the purpose of evaluation of the Superintendent and for observations, feedback, and recommendations for performance improvement in alignment with the articulated goals and strategic initiatives. The Board reserves the right in its discretion to conduct informal reviews every eight (8) weeks to assess progress if needed.

The written evaluation of the Superintendent will become a permanent part of the Superintendent's personnel file. The date and time of the evaluation meeting shall be

agreed to by the Board and the Superintendent sufficiently in advance of the meeting to permit adequate preparation.

7. Maintenance of License

The Superintendent shall furnish throughout the life of this Contract a valid and appropriate license as defined in ORS 342.140 to act as Superintendent in the State of Oregon. Should the Superintendent fail to maintain a license in good standing, the Board may unilaterally terminate this Contract.

8. Work Year

The Superintendent shall schedule 261 contract days per year. This includes 228 workdays, twenty-three (23) paid days of vacation, and ten (10) paid holidays (New Year's Eve Day, Memorial Day, Juneteenth, Independence Day, Labor Day, Veteran's Day, Thanksgiving Day, Martin Luther King Day, Christmas Eve Day, Christmas Day).

A. Vacation Time

Vacation is accrued at eight (8) hours a day. All vacation will be allocated on July 1, or each contract year. If the Superintendent fails to complete his contract for the year, vacation will be pro-rated. Annually, the Superintendent shall take at least fifteen (15) days of vacation leave and the remaining unused vacation leave may accumulate from year to year up to a total of thirty (30) days of vacation leave. In the alternative, should the Superintendent not be able to use all vacations days allowed, the Superintendent may be paid annually an additional amount at a per diem rate for a maximum of five (5) unused vacation days. For purposes of this contract, the rate of pay when calculated on a per diem basis shall be 1/238th of the annual salary set forth above.

B. Sick Leave and Sick Time

The Superintendent shall accrue sick leave in accordance with ORS 332.507 and sick time in accordance with ORS 653.601-653.661 and district policy to the extent the District is required to grant employees sick time while employed by the District.

C. Other Leaves

The Superintendent shall be allowed other leave in accordance with District's Employment Memorandum with Bend-La Pine Administrators and Supervisors and as provided for by state and federal law.

9. Termination Of Employment Contract

Termination by Mutual Agreement

The Employment Contract may be terminated at any time and under any provisions mutually agreed upon by both parties. The Superintendent and the District understand that it is the expressed desire of both, if at all possible, to do so no later than September 1 of the year to be the final year of employment.

Termination at the Request of the Superintendent

In the event the Superintendent intends to act to terminate this Employment Contract prior to its termination date, he or she shall give the District at least ninety (90) days written notice of such intention.

Termination without Specific Cause

The Board may terminate the Superintendent's employment at any time without cause, and without the Superintendent's concurrence. However, if the Superintendent is terminated without cause during the term of this Contract, the District shall pay to the Superintendent an amount equal to what the Superintendent would have earned as salary and benefits under this employment contract (as identified in Compensation and Benefits above) during the twelve (12) month period following termination.

In the event the Board exercises this option, the Superintendent agrees to and shall provide services to the District, as requested by the District, in the role of consultant to facilitate the transition to a new Superintendent. At the discretion of, and as directed by, the Board, such services shall include, but not be limited to, providing information and advice regarding ongoing projects, processes and obligations. In the event the Board choose to terminate without cause, the payment of the twelve (12) month salary and benefits amount indicated above shall be the only obligation to the Superintendent.

Termination for Cause

The District may terminate this Contract upon the occurrence of either of the following events:

- Superintendent's material breach of this Employment Contract or failure to perform employment obligations in accordance with the terms and conditions of this Contract, or
- Superintendent's commission of a felony, misdemeanor or any other act, which a reasonable person would consider materially damaging to the reputation of the District.

Prior to such termination for cause, the Superintendent shall receive written notice of the reason(s) for the proposed action and will be allowed an opportunity for a Board executive session hearing to respond to the reasons either orally or in writing.

Notice of the District's consideration of discharge for cause shall be given in writing. Such notice shall include a statement of the reasons constituting cause and shall be given not less than ten (10) days prior to the date that the Superintendent shall be entitled to appear before the Board as hereinafter provided. The Superintendent shall be entitled to a hearing before the Board to discuss such causes. The Superintendent may choose to be accompanied by legal counsel at such a meeting at the Superintendent's sole cost and expense. Such a meeting may be conducted in executive session as provided by Oregon law.

Superintendent shall be provided a written decision describing the results of the meeting.

10. Criticism and Complaints

In conformance with District policy, the Board, individually and collectively, will refer to the Superintendent for study and recommendation all significant criticism, complaints, and suggestions called to its attention concerning District operations. For 2023-24, the Board and Superintendent will develop together provisions for a Board-Superintendent Operating Protocol. At least annually thereafter, they will review and as needed agree upon revision(s) that the Board and Superintendent feel will contribute to further improvements in their communications and relationships.

11. Severability

If this Contract or any portion thereof, is held by the courts to be illegal or in conflict with any law or regulation of the State of Oregon, the validity of the remaining portions shall not be affected and the rights and obligations of the parties shall be construed and enforced as if the Contract did not contain the particular illegal term or provision.

12. Indemnification

To the extent required by ORS 30.285, the District shall defend, hold harmless, and indemnify the Superintendent from all demands, claims, suits, actions and legal proceedings brought against the Superintendent in his individual capacity or his official capacity as agent and employee of District, provided the incident arose while the Superintendent was acting within the scope of his employment and does not involve criminal matters. In no case will individual Board members be personally responsible to indemnify the Superintendent against such demands, claims, suits, actions and legal proceedings.

13. Entire Agreement

This Contract contains the entire agreement of the parties. Except as fully set forth herein, there are no other enforceable representations, agreements, or understandings, oral or written, between the parties relating to the subject of this Employment Contract.

The District, pursuant to the authority of its Board of Directors, by its action of May 10, 2023, has caused two originals of this Employment Contract to be signed in the name of the District by the Chair of the School Board, and the Superintendent has signed on his behalf.

DISTRICT:

SUPERINTENDENT:

Melissa Barnes Dholakia

Board Chair, Bend-La Pine Schools

Dr. Steven Cook

Superintendent, Bend-La Pine Schools



REPORT: Revised Executive Limitations for Adoption (6/20/2023)

PRESENTED BY: Steve Cook, Superintendent & Melissa Barnes Dholakia, Board Chair

EXECUTIVE SUMMARY:

Bend-La Pine Schools has a two-part, policy and regulation review process. Part one consists of the district sharing policies and regulations that are currently in review at a regularly scheduled school board meeting. Following the meeting, the district allows time for, and considers public feedback related to the proposed changes.

At the April 11, 2023, school board meeting, a revised set of Executive Limitations were presented to the Board of Directors. The newly revised Executive Limitations consolidated and aligned the existing Executive Limitations with the Board Ends/Goals.

Board members had an opportunity to review and provide feedback on the revised Executive Limitations at the May 9, 2023, meeting. Following this meeting, the revised Executive Limitations were available for public feedback for three weeks. No public feedback was received for any of the revised Executive Limitations.

All revised Executive Limitations follow this executive summary.

RECOMMENDED MOTION:

I move to approve the following Executive Limitations as presented:

- EL 1.1 – Instructional Program
- EL 2.1 – Student Success Planning
- EL 3.1 – Treatment of Students, Parents / Guardians, Families & the Public
- EL 4.1 – Legally Required Policies
- EL 4.2 – Compensation, Development, Evaluation & Treatment of Employees
- EL 4.3 – Financial Planning & Administration
- EL 4.4 – Facilities
- EL 4.5 – Student Transportation
- EL 4.6 – Nutrition Services
- EL 4.7 – Technology
- EL 4.8 – Communications
- EL 4.9 – Safety



The Superintendent shall not fail to ensure that the district implements a program of academic, social, and emotional instruction that includes clearly defined standards, a comprehensive and cohesive curriculum to help students achieve the standards, and the use of assessments to determine student progress toward achieving or exceeding standards and Board Ends.

Accordingly, the Superintendent shall not fail to:

1. Anchor curriculum and instruction in the Oregon State Standards.
2. Communicate an unwavering belief that all students can and will reach high levels of academic achievement and social-emotional well-being.
3. Align the instructional program to research and best practices of high-performing schools, districts, and educational systems.
4. Promote school and classroom practices that comprehensively prepare students for success, including the following:
 - a. Rigorous academic content.
 - b. Learning activities that emphasize creativity, collaboration, critical thinking, and communication.
 - c. Engaging, authentic, and culturally relevant curriculum that develops student agency.
 - d. Purposeful attention to and development of social and emotional learning skills.
 - e. Instructional practices that address individual learning styles, culturally responsive practices, and diverse student needs, viewpoints, and interests.
 - f. Differentiated programming to address inequities in access, experiences, and/or outcomes for student subgroups.
5. Maintain cohesive, aligned, research-based curriculum and instructional practices across all grade levels K-12 that builds vertically and is consistent, horizontally.
6. Encourage and support viable innovative practices and programs.
7. Establish and support the implementation of standards of practice for instructional technology for staff.
8. Ensure that all instructional programs, including both curricular and instructional practice, are regularly measured, evaluated, and modified as necessary to assure their continuing effectiveness for students overall and in each disaggregated subgroup.
9. Inform the Board of Directors about significant modifications to the instructional program.
10. Establish a transparent, inclusive procedure for the review, selection, and recommendation of instructional materials to the Board of Directors for approval.

END OF EXECUTIVE LIMITATION

BOARD END / GOAL: 1

ORIGINAL ADOPTION DATE:

UPDATED:

MONITORING METHOD: Report to Board

MONITORING FREQUENCY: Annually

*2023 REVISION CONSOLIDATES PREVIOUS EL'S: 8 – Instructional Programs & 13 – Equity & Anti-Racism

POLICY / REGULATION CROSS REFERENCE

[Policy / Regulation Section I: Instruction](#)

[LBE-AP: Public Charter Schools](#)

[LBE-AR: Public Charter Schools Application](#)

LEGAL REFERENCE

OAR 581-022-1350

ORS 336.615 – 338.665

ORS 338.095



The Superintendent shall not fail to ensure that the district’s instructional program includes a K-12 focus on students’ life and career readiness. As part of this program, students will develop self-awareness and self-advocacy skills, understanding of their own strengths and areas for growth, knowledge of post-high school education/training opportunities, and strong foundational knowledge and skills to ensure their access to multiple pathways.

Accordingly, the Superintendent shall not fail to:

1. Anchor the academic program in the Oregon State graduation requirements.
2. Promote school and classroom practices that comprehensively prepare students for life and career through:
 - a. Safe, inclusive, and equitable learning environments.
 - b. Development of positive self-identity and healthy relationships.
 - c. Reparation of harm and transformation of conflict.
 - d. A K-12 continuum that exposes students to a wide variety of careers and fields of study.
3. Align the K-12 instructional program to post-secondary education requirements, training, and work opportunities to prepare graduates for their future.
4. Ensure that district high schools prepare all students for post-secondary success through their achievement of one or more college/career ready indicators.
5. Offer a variety of diplomas as identified by the State Board of Education.
6. Ensure that programs are regularly measured, evaluated, and modified as necessary to assure their continuing effectiveness for students overall and in each disaggregated subgroup.

END OF EXECUTIVE LIMITATION

BOARD END / GOAL: 2

ORIGINAL ADOPTION DATE:

UPDATED:

MONITORING METHOD: Report to Board

MONITORING FREQUENCY: Annually

*2023 REVISION CONSOLIDATES PREVIOUS EL’S: 3 – Treatment of Students, Parents/Guardians & The Public & 13 – Equity & Anti-Racism

POLICY / REGULATION CROSS REFERENCE

[Policy / Regulation Section I: Instruction](#)

[Policy / Regulation Section J: Students](#)

LEGAL REFERENCE



TITLE: TREATMENT OF STUDENTS, PARENTS/GUARDIANS, FAMILIES & THE PUBLIC

The Superintendent shall not fail to act in ways that demonstrate that the district values each and every student, family, staff member, and the public, and is committed to creating an equitable and anti-racist system that honors and elevates all.

Further, the Superintendent shall not cause or allow conditions, procedures, actions, or decisions which are unlawful, unethical, unsafe, imprudent, discriminatory, or in violation of commonly accepted business and professional ethic and practices and Board Policies.

Accordingly, the Superintendent shall not fail to:

1. Communicate a vision that includes the following:
 - a. An unwavering belief in the ability of all students and commitment to their academic achievement and social-emotional well-being.
 - b. Articulation of the systemic and institutional barriers that marginalized students face in achieving this vision.
 - c. An equity lens that is reflected in decision-making.
2. Promote school and classroom practices that ensure:
 - a. Safe, inclusive, and equitable learning environments.
 - b. Development of positive self-identity and healthy relationships.
 - c. Ownership of actions, reparation of harm, and transformation of conflict.
3. Nurture a culture of family engagement that:
 - a. Employs best practices for effective partnership between home, school, and the district.
 - b. Is asset-based, valuing the diversity of student and family experience.
 - c. Centers student voice, experience, and outcomes.
4. Involve diverse stakeholders, including the public, in an advisory capacity regarding district-level matters, including academic, social and emotional problems of practice.
5. Survey secondary students, K-12 parents/guardians, and staff on at least an annual basis to assess their experience in alignment with Board Ends, overall, and in each subgroup.
6. Ensure school activities, clubs, and athletics provide an inclusive, welcoming, and safe environments that supports dignity for all, as well as equitable access for all students.

END OF EXECUTIVE LIMITATION

[BOARD END / GOAL: 3](#)

ORIGINAL ADOPTION DATE:

UPDATED:

MONITORING METHOD: Report to Board

MONITORING FREQUENCY: Annually

*2023 REVISION CONSOLIDATES PREVIOUS EL'S: 3 – Treatment of Students, Parents/Guardians & The Public & 13 – Equity & Anti-Racism

POLICY / REGULATION CROSS REFERENCE

[Policy / Regulation Section I: Instruction](#)

[Policy / Regulation Section J: Students](#)

[Policy / Regulation Section K/L: Community Relations](#)

LEGAL REFERENCE



The Superintendent shall not fail to take all necessary steps to assure that all previously approved Board Policies, which are legally required, are addressed by Administrative Policies and Administrative Regulations. The Board of Directors acknowledges its responsibility to approve or adopt certain policies according to state and federal law.

Accordingly, the Superintendent shall not fail to:

1. Amend Board Policies, Administrative Policies, and Administrative Regulations to comply with local, state, and federal laws.
2. Provide the Board of Directors with information regarding any substantive changes made to Board Policies, Administrative Policies, and Administrative Regulations.
3. Create Board Policies, Administrative Policies, and/or Administrative Regulations consistent with new laws.
4. Inform the Board of Directors when the law necessitates the adoption of new Board Policies required of school boards.

END OF EXECUTIVE LIMITATION

[BOARD END / GOAL: 4](#)

ORIGINAL ADOPTION DATE:

UPDATED:

MONITORING METHOD: Report to Board

MONITORING FREQUENCY: Annually

*2023 REVISION CONSOLIDATES PREVIOUS EL'S: 12 – Legally Required Policies

POLICY / REGULATION CROSS REFERENCE

[Policy / Regulation Section A/B: Board Governance](#)
[Policy / Regulation Section C: General Administration](#)
[Policy / Regulation Section D: Fiscal Management](#)
[Policy / Regulation Section E: Support Services](#)
[Policy / Regulation Section F: Facilities](#)
[Policy / Regulation Section G: Personnel](#)
[Policy / Regulation Section I: Instruction](#)
[Policy / Regulation Section J: Students](#)
[Policy / Regulation Section K/L: Community Relations](#)

LEGAL REFERENCE



TITLE: COMPENSATION, DEVELOPMENT, EVALUATION, & TREATMENT OF EMPLOYEES

With respect to compensation and benefits for employees, the Superintendent shall not fail to employ the highest qualified staff at the most reasonable costs to the district, nor jeopardize the fiscal integrity or public image of the district. With respect to evaluation of employees, the Superintendent shall not fail to develop an evaluation system that complies with Oregon laws and district policies and measures employee performance in terms of achieving the Board's Ends. With respect to the treatment of employees, the Superintendent shall not cause or allow any practice, activity, decision, or organizational condition that is unlawful, unethical, unsafe, imprudent, discriminatory, or in violation of commonly accepted business and professional ethics and practices, collective bargaining agreements, or Board Policies.

Accordingly, the Superintendent shall not fail to:

1. Establish policies and procedures to assure an organizational culture that aligns with the following values:
 - a. A shared commitment to the best interest of students.
 - b. Develop an inclusive and welcoming program for existing teachers and staff that includes training in cultural competence in an effort to fulfill Bend-La Pine Schools' employee value proposition.
 - c. Open, honest, and effective communication in all written and interpersonal interactions.
 - d. Respect for others and their opinions that models civil discourse.
 - e. Intentional elevation of underrepresented voices.
 - f. Focus on common organizational goals as expressed in the Board Ends and policies.
 - g. Commitment to the integrity and positive image of the district, its leaders, and staff.
 - h. Recognition of innovative and outstanding work.
2. Use a well-defined system to internally develop, externally recruit, and then retain the most highly qualified and best-suited candidates for employment, in alignment with Board Ends, including:
 - a. Recruitment, hiring, and retention practices that yield the highest quality staff, which by definition includes workplace diversity reflective of students and families, at a minimum, and aspirationally of the nation.
 - b. Pipeline programs across sectors that promote full staffing and balanced representation by gender, race/ethnicity, and sexual orientation.
3. Provide ongoing professional development for staff in all classifications that is:
 - a. Is aligned with best practices.
 - b. Includes job-embedded coaching.
 - c. Informs, develops, and promotes cultural competence, awareness of systemic bias and racism, and the ability to interrupt patterns of oppression.
4. Prepare staff to deal with emergency situations.
5. Ensure that programs are regularly measured, evaluated, and modified as necessary to assure their continuing effectiveness for staff overall, and in each disaggregated subgroup.

Regarding compensation and the treatment of staff, the Superintendent shall not fail to:

1. Limit terms of financial obligations to reasonably projected revenues.
2. Invite Board member participation in contract negotiations with all employee groups.

Regarding evaluation of staff, the Superintendent shall not fail to:

1. Develop and administer an evaluation system for all employees that links performance with continued employment.

END OF EXECUTIVE LIMITATION

BOARD END / GOAL: 4

ORIGINAL ADOPTION DATE:

UPDATED:

MONITORING METHOD: Report to Board

MONITORING FREQUENCY: Annually

*2023 REVISION CONSOLIDATES PREVIOUS EL'S: 4 – Treatment of Staff, 5 – Staff Compensation & Development, 6 – Staff Evaluation & 13 – Equity & Anti-Racism

POLICY / REGULATION CROSS REFERENCE

[Policy / Regulation G: Personnel](#)

LEGAL REFERENCE



FINANCIAL PLANNING

Financial planning shall not deviate materially from the Board Ends and policies, risk fiscal jeopardy, or fail to be derived from long-range planning that adequately considers compensation, programs, and operational costs.

Accordingly, the Superintendent shall not fail to, present to the Board of Directors, a recommended budget which:

1. Is consistent with the Board's priorities as established in the Board Ends.
2. Is completed with input from the Budget Committee.
3. Is in a summary format that is reasonably understandable to the Board of Directors and the community.
4. Contains the best available information to enable credible projection of resources and expenditures, separation of capital and operational items, reserves, and disclosure of planning assumptions.
5. Plans for the expenditure in any fiscal year or move funds that are conservatively projected to be available during the year unless otherwise approved by the Board of Directors.
6. Proposes a budget in accordance with State Budget Law.
7. Discloses any variance from the targeted 5% ending fund balance.

FINANCIAL ADMINISTRATION

With respect to the financial health of the district, the Superintendent shall not allow:

1. A material deviation from the annual budget or budget policy adopted by the Board of Directors.
2. Any fiscal condition that is inconsistent with achieving the Board Ends.
3. Any fiscal condition that places the long-term fiscal stability of the district at risk.

Accordingly, the Superintendent shall not:

1. Expend more funds than have been budgeted in the fiscal year unless authorized by the Board of Directors.
2. Expend funds in a manner that materially changes the intent of the adopted budget unless the change is authorized by the Board of Directors.
3. Materially indebt the organization unless authorized by the Board of Directors.

Additionally, the Superintendent shall not fail to:

1. Provide financial reports, at least quarterly, or any time there are significant changes in revenue or expenditures affecting the performance of the current budget and projected ending fund balance. Reports shall include a recap of changes between the current and previous report.
2. Keep complete and accurate financial records by funds and accounts that conform to Generally Accepted Accounting Principles (GAAP) adopted by the Government Accounting and Standards Board (GASB), Oregon Department of Education's Program Budgeting and Accounting Manual and Oregon budget law.
3. Arrange for the annual independent audit in accordance with Oregon statute and in compliance with requirements related to the expenditure of federal funds.

END OF EXECUTIVE LIMITATION

BOARD END / GOAL: 4

ORIGINAL ADOPTION DATE:

UPDATED:

MONITORING METHOD: Report to Board

MONITORING FREQUENCY: Annually

*2023 REVISION CONSOLIDATES PREVIOUS EL'S: 10 – Financial Planning & Administration

POLICY / REGULATION CROSS REFERENCE

[Policy / Regulation Section D: Fiscal Management](#)

LEGAL REFERENCE

draft



The Superintendent shall not fail to assure that the district's physical facilities support the accomplishment of Board Ends and polices.

Accordingly, the Superintendent shall not fail to:

1. Take reasonable steps to ensure that district facilities are clean, safe, and not subject to improper wear and tear or insufficient maintenance.
2. Ensure a Sustainability Plan is developed, reviewed, and revised every five years or more.
3. Refresh the district's 20-year long-range Facilities Plan every five years to address student capacity, site-specific instructional needs, operational and maintenance needs, changing technology, and the Sustainability Plan.
4. Build new facilities with approval from the Board of Directors. For new facilities programming, the Superintendent shall not fail to ensure the programming and construction teams:
 - a. Invite Board member participation for any project which requires architectural services.
 - b. Get approval from the Board of Directors for change orders which alter the scope and purpose of the planned project (i.e., add or subtract from planned square footage or are in excess of \$300,000). The Superintendent shall inform the Board of Directors of any change orders which exceed \$100,000 but are less than \$300,000.
 - c. Regularly update the Board of Directors on construction progress.

END OF EXECUTIVE LIMITATION

BOARD END / GOAL: 4

ORIGINAL ADOPTION DATE:

UPDATED:

MONITORING METHOD: Report to Board

MONITORING FREQUENCY: Annually

*2023 REVISION CONSOLIDATES PREVIOUS EL'S: 7 – Facilities

POLICY / REGULATION CROSS REFERENCE
[Policy / Regulation Section F: Facilities](#)

LEGAL REFERENCE



POLICY TYPE: EXECUTIVE LIMITATION

CODE: EL 4.5

TITLE: STUDENT TRANSPORTATION

The Superintendent shall not fail to establish a transportation program that is safe, timely, and efficient.

Accordingly, the Superintendent shall not fail to:

1. Offer school transportation to students living within the transportation zone of their attendance area school.
2. Maintain a fleet of buses and other vehicles such that they are operationally safe and efficient and maintain a replacement plan for district vehicles and align both with the Sustainability Plan.
3. When feasible, provide transportation to and from district sponsored programs, choice option programs, co-curricular and extra-curricular events, prioritizing students, and families most in need of services.
4. Ensure a review process is performed for Supplemental Plan Transportation to ensure all eligible students have access to transportation within the district.

END OF EXECUTIVE LIMITATION

[BOARD END / GOAL: 4](#)

ORIGINAL ADOPTION DATE:

UPDATED:

MONITORING METHOD: Report to Board

MONITORING FREQUENCY: Annually

*2023 REVISION CONSOLIDATES PREVIOUS EL'S: 11 – Asset Protection

POLICY / REGULATION CROSS REFERENCE

[Policy / Regulation Section E: Support Services](#)

[Policy / Regulation Section I: Instruction](#)

[Policy / Regulation Section J: Students](#)

LEGAL REFERENCE



The Superintendent shall not fail to establish a nutrition services program that enhances the health of students by providing nutritious meals, allowing students to fully focus on their instructional day.

Accordingly, the Superintendent shall not fail to:

1. Offer each student appealing, well prepared foods that provide high nutritional value, promote physical well-being, and reflect diversity.
2. Operate a nutrition program that:
 - a. Teaches appropriate nutritional behaviors.
 - b. Supports the Sustainability Plan.
 - c. Develops student agency.
3. Ensure that all meals that are part of the National School Meal Program meet all the USDA requirements.

END OF EXECUTIVE LIMITATION

[BOARD END / GOAL: 4](#)

ORIGINAL ADOPTION DATE:

UPDATED:

MONITORING METHOD: Report to Board

MONITORING FREQUENCY: Annually

*2023 REVISION CONSOLIDATES PREVIOUS EL'S: n/a

POLICY / REGULATION CROSS REFERENCE

[Policy / Regulation Section E: Support Services](#)

[Policy / Regulation Section J: Students](#)

LEGAL REFERENCE



The Superintendent shall not fail to establish and maintain a visionary, secure, and equitable technology environment that promotes the best teaching and learning for students and working environment for employees consistent with the Board Ends and policies.

Accordingly, the Superintendent shall not fail to:

1. Provide equitable access to hardware and software technology, as well as connectivity to the greatest degree possible, throughout the district.
2. Establish and support adherence to common expectations for the use of technology by district staff and students, which promote responsibility and a safe, secure, and positive learning environment.
3. Ensure that technology resources of the district are coordinated and managed for long-term sustainability.
4. Protect the digital and information assets of the district, including intellectual property.
5. Protect student and staff data.
6. Ensure that technology implementation is research-based and applies developmentally appropriate best practices in K-12 education.
7. Ensure that hardware and software technology is regularly measured, evaluated, and modified as necessary to ensure continuing effectiveness.

END OF EXECUTIVE LIMITATION

[BOARD END / GOAL: 4](#)

ORIGINAL ADOPTION DATE:

UPDATED:

MONITORING METHOD: Report to Board

MONITORING FREQUENCY: Annually

*2023 REVISION CONSOLIDATES PREVIOUS EL'S: 11 – Asset Protection, 9 – Technology

POLICY / REGULATION CROSS REFERENCE

[Policy / Regulation Section E: Support Services](#)

[Policy / Regulation Section G: Personnel](#)

[Policy / Regulation Section I: Instruction](#)

[Policy / Regulation Section J: Students](#)

LEGAL REFERENCE



POLICY TYPE: EXECUTIVE LIMITATION

CODE: EL 4.8

TITLE: COMMUNICATIONS

The Superintendent shall not fail to ensure that the district provides for internal and external communications to inform the Board of Directors, district staff, students and families of the district vision, goals, initiatives, programs, events, and opportunities. This includes district communications that occur on a regular basis in forms that are accessible and coherent, with the objective of promoting transparency, understanding, and engagement among all district stakeholders.

END OF EXECUTIVE LIMITATION

BOARD END / GOAL: 4

ORIGINAL ADOPTION DATE:

UPDATED:

MONITORING METHOD: Report to Board

MONITORING FREQUENCY: Annually

*2023 REVISION CONSOLIDATES PREVIOUS EL'S: 3 – Treatment of Students, Parents/Guardians & The Public & 4 – Treatment of Staff

POLICY / REGULATION CROSS REFERENCE

[Policy / Regulation Section K/L: Community Relations](#)

LEGAL REFERENCE



The Board of Directors recognizes that effective learning and productive work take place in a safe, secure, and welcoming environment. Safety and security are priorities of the district, and the district is committed to providing a safe and secure environment in all district facilities, on district vehicles, and at district-sponsored activities.

Accordingly, the Superintendent shall produce and maintain a District Emergency Operations Plan (EOP) and shall not fail to provide for a safe and secure learning and working environment free from unnecessary disruption that includes procedures to address:

1. The supervision and security of schools, district buildings and grounds.
2. The supervision and safety of students during school hours and at school-sponsored activities.
3. The sharing of information with partner agencies, in accordance with applicable state and federal laws.
4. Regular assessments to evaluate the security needs of district facilities.

END OF EXECUTIVE LIMITATION

[BOARD END / GOAL: 4](#)

ORIGINAL ADOPTION DATE:

UPDATED:

MONITORING METHOD: Report to Board

MONITORING FREQUENCY: Annually

*2023 REVISION CONSOLIDATES PREVIOUS EL'S: 3 – Treatment of Students, Parents/Guardians & The Public & 4 – Treatment of Staff

POLICY / REGULATION CROSS REFERENCE

[Policy / Regulation Section E: Support Services](#)

[Policy / Regulation Section F: Facilities](#)

[Policy / Regulation Section J: Students](#)

[Policy / Regulation Section K/L: Community Relations](#)

LEGAL REFERENCE



Business Office
520 NW Wall Street
Bend, OR 97703

June 13, 2023

To: Dr. Steve Cook, Superintendent

From: Leah Bibeau, Finance Director

RE: Q4 Financial update for FY2022-23

Dr. Cook,

This is the 4th Quarter financial report on General Fund Operations for FY2022-23. The financial information is based on actual data through May 31, 2023 with projections to June 30, 2023, the end of the current fiscal year.

For the FY2022-23 school year, we began the year with a beginning fund balance of \$17,074,545.

The Oregon Department of Education has completed another rebalancing of the state school fund. The District's revenue projections have been updated to reflect these impacts, and includes final projections of other revenues. Our overall revenue for year ending June 30, 2022 is projected to be approximately \$1.5 million more than budgeted.

The projected expenditures in the 4th quarter financial report are projected to be approximately \$3.3 million under adopted budget. The decrease, as previously reported, is primarily from savings on actual benefit costs associated with staff turnover.

The resulting ending fund balance for FY22-23 is projected to be \$16.5 million, this is approximately \$6 million above adopted budget.

Also included in your financial statement package is the 4th Quarter report on Investment of proceeds. Our policy allows for investment of cash balances to achieve greater earnings on our cash balances. During this year we have initiated short term investment of Operating funds, as well as some longer term investments of the 2023 Bond issuance. Maturities of these investments are scheduled to align with our spending needs.

If you have any questions or would like additional information, please let me know.

Bend-La Pine Schools
Statement of Revenues and Expenditures
For the Period Ended June 30, 2023 with Year-End Projections
General Fund - Operations Sub-fund
FY 2022-23

	Adopted Budget	June 2023	Budget Variance
Resources:			
Beginning fund balance	15,900,000	17,074,545	1,174,545
Revenue			
Formula revenue:			
Tax revenue	98,145,000	98,728,000	583,000
State school fund	88,591,870	87,953,652	(638,218)
Common school fund	1,915,241	2,225,971	310,730
County school fund	390,000	257,920	(132,080)
Total formula revenue	189,042,111	189,165,543	123,432
Earnings on investments	300,000	966,879	666,879
Local sources - other	2,059,620	3,100,955	1,041,335
Intermediate sources	1,688,520	1,371,172	(317,348)
State non-formula resources	1,140,000	965,979	(174,021)
Federal non-formula resources	170,000	318,045	148,045
Total revenues	194,400,251	195,888,573	1,488,322
Total resources	210,300,251	212,963,118	2,662,867
Expenditures:			
Salaries, payroll costs and benefits:			
Certified	63,174,355	63,456,283	(281,928)
Classified	26,483,244	26,444,275	38,969
Administrators and supervisors	10,524,978	11,023,805	(498,827)
All other salaries	2,353,157	2,471,984	(118,827)
Total salaries	102,535,734	103,396,347	(860,613)
Payroll costs & benefits	58,046,308	55,503,675	2,542,633
Total salaries, payroll costs and benefits	160,582,042	158,900,022	1,682,020
Other operating costs			
Utilities & purchased services	21,058,809	20,158,809	900,000
Supplies, texts, tools	8,162,355	7,803,083	359,272
Equipment	1,977,440	1,977,440	-
Dues, fees and liability insurance	1,515,600	1,629,612	(114,012)
Debt service	750,180	149,064	601,116
Transfers	5,738,812	5,838,812	(100,000)
Total other operating costs	39,203,196	37,556,820	1,646,376
Total expenditures	199,785,238	196,456,842	3,328,396
Excess of revenues over expenditures	10,515,013	16,506,276	5,991,263
Fund balance, ending	10,515,013	16,506,276	5,991,263
As budgeted			
Contingency	500,000	500,000	
Fund balance	10,015,013	16,006,276	
Fund balance, ending	10,515,013	16,506,276	
Fund Balance as a percent of resources			
Contingency	0.2%	0.2%	
Fund Balance	4.8%	7.5%	
Total reserve	5.0%	7.8%	

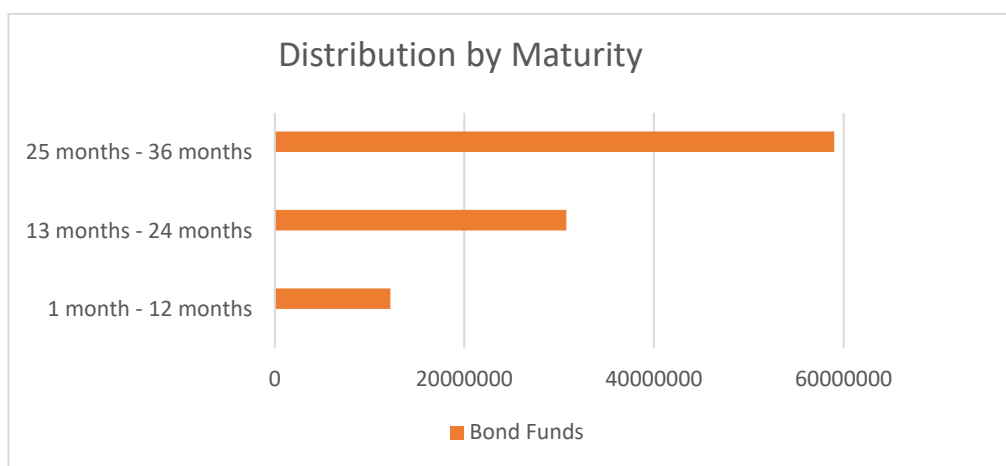
Investment of Proceeds

June 30, 2023

Distribution by Maturity

2023 Bond Funds:

Maturity	Number	Market Value	Percent of Holdings	Average Yield to Maturity
1 month - 12 months	4	12,206,824	12%	4.0%
13 months - 24 months	4	30,767,550	30%	1.5%
25 months - 36 months	3	59,013,262	58%	2.4%
Total	11	101,987,636		



Distribution by S&P Rating

S&P Rating	Number	Market Value	Average Yield to Maturity
AA+u	11	101,987,636	4.0%

Distribution by Moody's Rating

Moody Rating	Number	Market Value	Average Yield to Maturity
Aaa	11	101,987,636	4.0%

Issuer	Market Value	% Assets	Yield
United States Treasuries Discount Notes	12,206,824	12.0%	4.0%
United States Treasuries Notes	89,780,812	88.0%	4.0%
Total	101,987,636		



REPORT ITEM: Supplemental Health Curricula

PRESENTED BY: Dean Richards, Director of Secondary Curriculum, Instruction and Systems, and Michele Clements, 6-12 Language Arts Coordinator

EXECUTIVE SUMMARY:

Secondary Mathematics

During this year a Middle School Leadership and Curriculum team has looked at several of the adopted curriculum approved by the state of Oregon. The team has decided to stay with desmos. This curriculum was just purchased by another company. The team has decided to see how it changes over the 2023-2024 school year.

High School math has had a significant overhaul at the state level. The state has moved to a “2+1” Model. In this new model, students will receive Algebra their ninth-grade year and a semester of Geometry and a semester of Data Reasoning and Statistics their tenth-grade year. Students will then have a number of options to choose from including pathways to Calculus, Quantitative Reasoning, and Data Reasoning. Students may take course work in multiple pathways during their high school career.

The High School Leadership and Curriculum teams had vigorous discussions regarding the impact of the “2+1” model. They have decided to continue current practices for the 2023-24 school year and adopt new materials early in the school year. New materials and scope and sequence will be implemented in the 2024-25 school year.

Additionally, middle school and high school teams have worked to prioritize and unpack the new standards developed at the state level. This includes constructing learning targets, success criteria, vocabulary, performance tasks, and rubrics. We have a goal of having all the standards will be fully “unpacked” by the end of September.

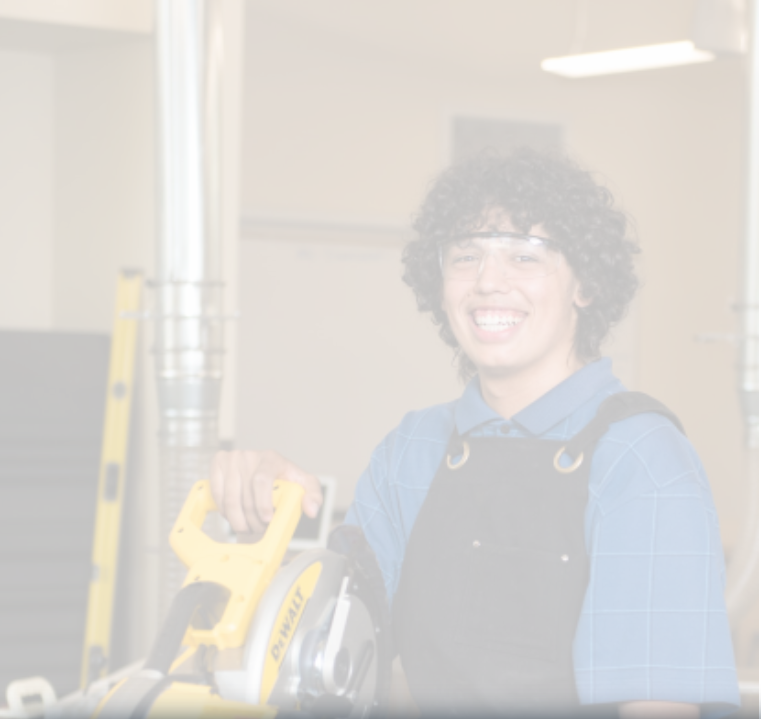
Secondary Language Arts

Language arts has come to the end of our adoption process and worked very diligently to comply with ODE's adoption requirements. During these final months, we discovered that, while everything we have done is in full compliance with an ODE adoption, we have not adopted a new, formalized curriculum that required board review and adoption. However, in recognition of the board’s importance to the school district, and as representatives of the overall community, we wanted you to empower you with a clearer understanding of what we have accomplished.

Working collectively, in pursuit of the district-wide goals of equity and alignment in student-driven classrooms and utilizing a wide variety of cross-site teams, we have updated the methodology of teachers. While workshop methodologies are not required in our secondary classrooms, teachers are empowered to utilize them in multiple ways. The workshop methodologies in reading and writing allow us to serve and grow the capacities of all students within the state standard directives of reading, writing, speaking, listening, and thinking.

Our work to update teacher knowledge and performance has included multiple professional development events, an updating of reading options available to district students and the creation of a sustainable process for introducing new options, an articulation of grade-level skill, topic, and outcome expectations in both reading and writing, common, collaboratively-developed workshop curriculum units (including expected participation in a Common District Assessment), and priority standards development that aligns with the full body of work completed.

We look forward to continuing the work of developing the pedagogical backgrounds of language arts teachers, continuing to engage in reflective, cross-site conversations to evolve our practices, and continuing to develop new resources for students and teachers.



Secondary Math and Language Arts Update

Dean Richards, Michele Clements

Bend-La Pine Schools: Language Arts 101

2018-2023

*Reading
Writing
Thinking
Listening
Speaking*



Voice




Choice



Equity



Collaboration



Updating our Methods: Reading & Writing Workshop

- Writing Workshop
- Book Clubs (Reading Workshop)



PROCESS
OVER
PRODUCT



Why Workshop?



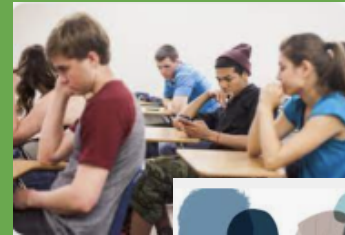
Independent Reading/Writing

- Agency
- Autonomy
- Choice
- Engagement



Whole-class Studies

- Shared experience
- Cultural literacy
- Teacher-controlled



Why Workshop?



Independent Reading/Writing

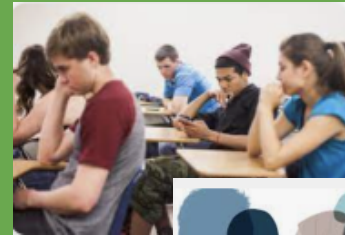
- Agency
- Autonomy
- Choice
- Engagement



- Teacher-directed
- Agency & Autonomy
- Choice & Engagement
- Collective interpretation (team)
- Social bonds / antidote for loneliness

Whole-class Studies

- Shared experience
- Cultural literacy
- Teacher-controlled



Why Workshop?

**Choice
correlates
to volume**

**Every major
standardized
test is a
reading test.**



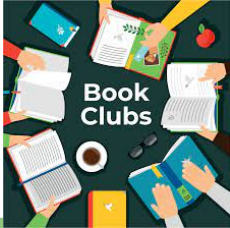
- Teacher-directed
- Agency & Autonomy
- Choice & Engagement
- Collective interpretation (team)
- Social bonds / antidote for loneliness

**All of school is
easier if you
become a
strong reader
and writer.**

**To grow skill,
volume and
progression are
everything.**

9-12 Diversity Project Begins

- *reading options
- *policy and process
- *instructional priorities and methods



6-8 Diversity Project Begins

6-12 Diversity Project Completes

- *finish training / new materials access

2018-19

2019-20

2020-21

2021-22

2022-23

2023-24

6-12 Diversity Project

Book Clubs training cycle begins

6-12 Diversity Project

New materials development and access continues. Updating ongoing.



9-12 Diversity Project Begins

9-12 Writing Alignment
collaboration begins. Initial round of workshop training.

6-8 Diversity Project Begins

6-8 Writing Alignment collaboration begins. Horizontal/vertical articulation.

6-12 Writing Alignment All-secondary workshop training begins.

6-12 Diversity Project Completes



6-12 Book Clubs training begins

9-12 Writing Alignment
Horizontal/vertical alignment articulation

6-12 Writing Alignment
initial training cycle completes. Advanced (vocabulary and grammar) training commences.

9-12 Diversity Project Begins

9-12 CDA - Revision.
Rebuilt into Canvas.
9-12 Writing Alignment Begins
6-8 Diversity Project Begins

6-8 CDA - Initial Version:
Pilot & Feedback, Revision
6-8 Writing Horizontal/Vertical
6-12 Workshop Training Begins
6-12 Diversity Project Completes



2018-19

2019-20

2020-21

2021-22

2022-23

2023-24

6-12 Diversity Project Book Clubs training begins
9-12 Common District Assessment (CDA) - Initial Version: Pilot & Feedback

9-12 Writing Horizontal/Vertical Articulation
9-12 CDA - All in.

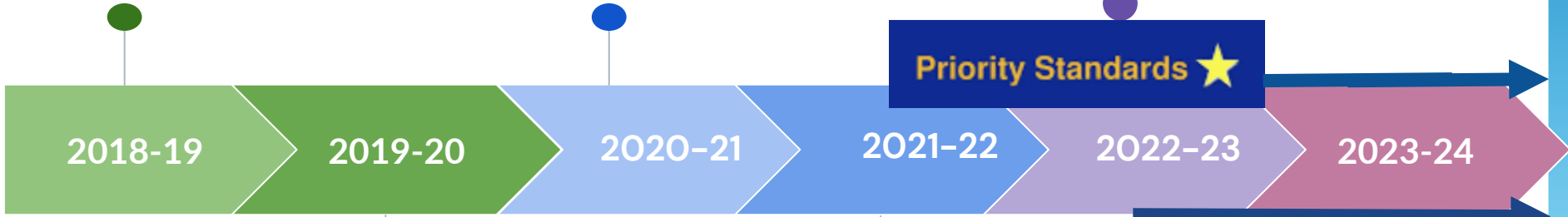
6-12 Workshop Training Continues
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Priority Standards ★

6-12 Diversity Project Book Clubs training begins
9-12 Common District Assessment (CDA) - Initial Version: Pilot & Feedback

9-12 Writing Horizontal/Vertical Articulation
9-12 CDA - All in.

6-12 Workshop Training Continues
6-12 CDA - All in.





Secondary Math

MS Math

We will be keeping desmos

Desmos has been purchased by Amplify and will be merging the two curricular tools. We will see how this change impacts instruction.



desmos



HS Math

Year 1 = Math 1

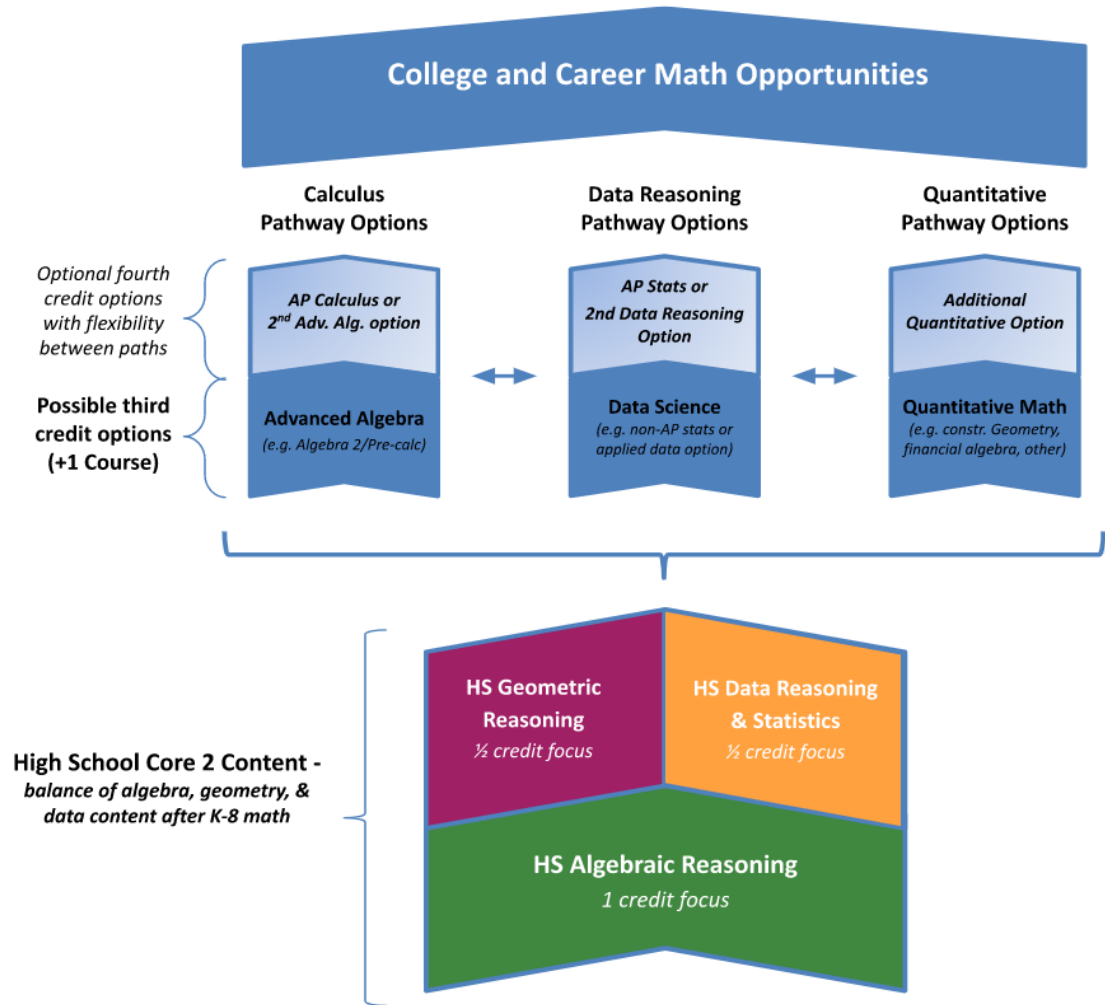
- Full year of Algebra

Year 2 = Math 2

- ½ year of Geometry
- ½ year of Data Reasoning and Stats

Year 3 and 4

- Students choose a pathway
- Students may choose courses in multiple pathways



Current “+1” Courses

Calculus Pathway Options

- Advanced Algebra/Pre Calculus
- Math 111 College Algebra/Functions
- Math 112 College Algebra/Trig
- AP Pre-Calculus
- AP Calculus
- IB Math Series Coursework

Data Reasoning Pathway Options

- Explorations in Data Science
- Statistics
- AP Statistics

Quantitative Pathway Options

- Financial/Business Algebra
- Intro to Discrete Mathematics
- Applied Geometry
- Math for Industry
- Math 105 Math in Society

+1 Articulated Capstone Courses Include:

Math 111z

Math 112z

Math 105z

Math 143

AP Pre-Calc

AP Calc

AP Stats



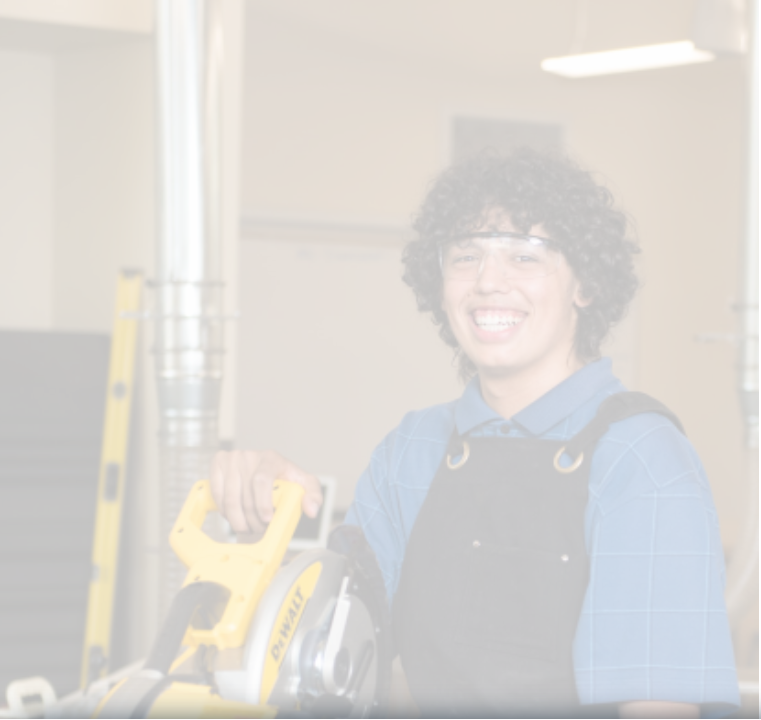
HS Math Curriculum

Reconvene in Fall of 23

The curriculum team will start to reevaluate the options for the 24-25 school year.



Questions?
Thank you!



Actualización de Matemáticas y Artes del Lenguaje de educación secundaria

Dean Richards, Michele Clements

Escuelas de Bend- La Pine: Artes del Lenguaje 101

2018-2023

Lectura
Escritura
Pensamiento
Escucha
Habla



Voz



Elección



Equidad



Colaboración

Actualización de nuestros métodos: Taller de lectura y escritura

- Taller de escritura

- Clubes de Lectura
(Taller de Lectura)



PROCESS
OVER
PRODUCT



¿Por qué taller?



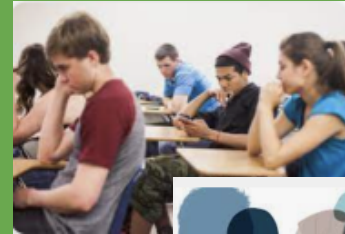
Lectura/Escritura independiente

- Agencia
- Autonomía
- Elección
- Compromiso



Estudios de toda la clase

- Experiencia compartida
- Alfabetización cultural
- Controlado por el maestro



¿Por qué taller?



Lectura/Escritura independiente

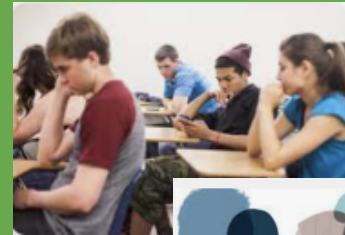
- Agencia
- Autonomía
- Elección
- Compromiso



- Dirigido por el maestro
- Agencia y autonomía
- Elección y compromiso
- Interpretación colectiva (equipo)
- Lazos sociales/
antídoto para la
soledad

Estudios de toda la clase

- Experiencia compartida
- Alfabetización cultural
- Controlado por el maestro



¿Por qué taller?

La elección se correlaciona con el volumen

Cada prueba estandarizada importante es una prueba de lectura.



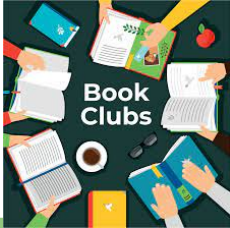
- Dirigido por el maestro
- Agencia y autonomía
- Elección y compromiso
- Interpretación colectiva (equipo)
- Lazos sociales/antídoto para la soledad

Todas las clases son más fáciles si te conviertes en un buen lector y escritor.

Para hacer crecer la habilidad, el volumen y la progresión lo son todo.

9-12 Diversity Project Begins

- *reading options
- *policy and process
- *instructional priorities and methods



6-8 Diversity Project Begins

6-12 Diversity Project Completes

- *finish training / new materials access

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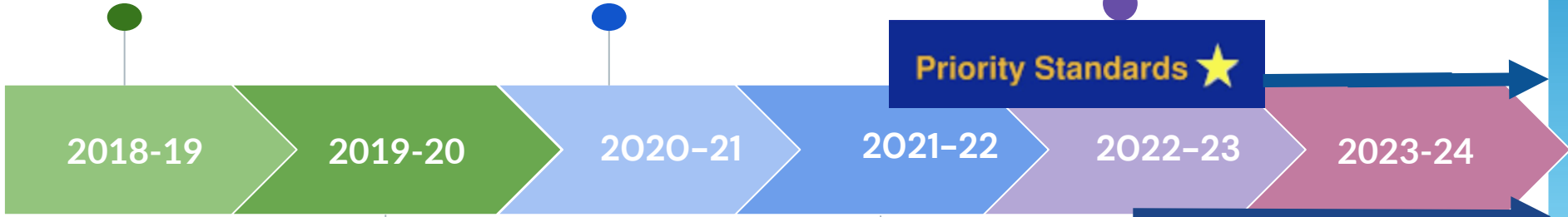
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6-8 Writing Horizontal/Vertical
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6-12 Diversity Project Completes



Priority Standards ★

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Book Clubs training begins
9-12 Common District
Assessment (CDA) -
Initial Version: Pilot &
Feedback

9-12 Writing
Horizontal/Vertical
Articulation
9-12 CDA - All in.

6-12 Workshop
Training Continues
6-12 CDA - All in.





Matemáticas de educación secundarias

Matemáticas de secundaria

Mantendremos desmos

Amplify compró Desmos y fusionará las dos herramientas curriculares. Veremos cómo este cambio impacta la instrucción.



desmos



Matemáticas de preparatoria

Año 1 = Matemáticas 1

- Año completo de álgebra

Año 2 = Matemáticas 2

- ½ año de Geometría
- ½ año de Razonamiento de datos y Estadísticas

Año 3 y 4

- Los estudiantes eligen una ruta
- Los estudiantes pueden elegir cursos en múltiples rutas

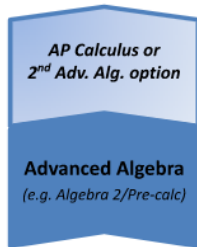
Optional fourth credit options with flexibility between paths

Possible third credit options (+1 Course)

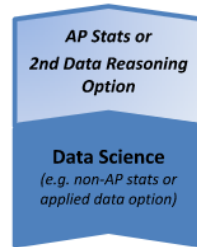
High School Core 2 Content - balance of algebra, geometry, & data content after K-8 math

College and Career Math Opportunities

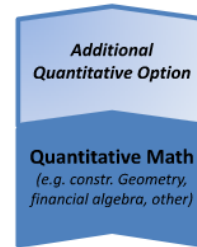
Calculus Pathway Options



Data Reasoning Pathway Options



Quantitative Pathway Options



HS Geometric Reasoning
½ credit focus

HS Data Reasoning & Statistics
½ credit focus

HS Algebraic Reasoning
1 credit focus



Cursos actuales “+1”

Calculus Pathway Options

- Advanced Algebra/Pre Calculus
- Math 111 College Algebra/Functions
- Math 112 College Algebra/Trig
- AP Pre-Calculus
- AP Calculus
- IB Math Series Coursework

Data Reasoning Pathway Options

- Explorations in Data Science
- Statistics
- AP Statistics

Quantitative Pathway Options

- Financial/Business Algebra
- Intro to Discrete Mathematics
- Applied Geometry
- Math for Industry
- Math 105 Math in Society

+1 Articulated Capstone Courses Include:

Math 111z

Math 112z

Math 105z

Math 143

AP Pre-Calc

AP Calc

AP Stats



Currículo de matemáticas de la preparatoria

Volver a reunirse en otoño de 23

El equipo de currículo comenzará a reevaluar las opciones para el año escolar 24-25.



**¿Preguntas?
a. ¡Gracias!**



ACTION ITEM: Resolution 1956: Specification of certain products/manufacturers/sellers for public Improvements and Procurements

PRESENTED BY: Sharon Smith, Land Use Attorney

PROJECT: Specifications of certain Products, Manufacturers and Sellers for public improvements and procurements.

PUBLIC NOTICE: Pursuant to ORS 279C.345, a notice was published in the Daily Journal of Commerce on 6/5/23 & 6/7/23 to hold a public hearing on the findings and exemptions to allow the district to adopt specifications for certain products/manufacturers/sellers for public improvement contracts and procurements. Any interested person may appear and comment.

SITUATION:

The district's construction work and ongoing maintenance work will require procurement of a variety of products from manufacturers and sellers. In order to have consistency in products throughout BLS facilities, ensure quality, efficiency and adequacy of stock, BLS intends to specify particular products by brand name or mark, or the products or classes of products from particular manufacturers or sellers in procurements and public improvement contracts. The facilities team takes into account the reliability and durability of products and technical complexity of systems before deciding to specify products/systems. This process involves research into products/systems and evaluation of prior purchases in order to determine what is in the best interest of the district and the public. After thorough evaluation, the product/system is selected. Using like products/systems across facilities creates efficiencies with training, maintenance and replacement when needed.

The guiding statute is ORS 279C.345, which provides that specifications for public improvement contracts and procurements may not expressly or implicitly require any product by any brand name or mark, nor the product of any particular manufacturer or seller unless the product is exempt. ORS 279C.345(2) provides a process to exempt certain products or classes of products by the local contract review board upon making findings. ORS 279A.050 and ORS 279A.060 permit the Bend-La Pine Schools Board of Directors to act as the local contract review board and to grant exemptions, upon making findings pursuant to ORS 279C.345 and ORS 279C.330.

ADMINISTRATIVE RECOMMENDATION:

Board members are asked to review these Findings, Conclusions, and Proposed Resolution, ask questions, take public comments, and provide input at the June 20, 2023, School Board Meeting. Board action on this proposal is requested. Staff recommends approval Resolution 1956 for the Specification of particular products by brand name or mark, or the products or classes of products from particular manufacturers or sellers in procurements and public improvement contracts as listed on Exhibit A to the Findings and Resolution.

Recommended Motion:

I move to approve Resolution 1956 as presented.



**Administrative School District No. 1
Bend-La Pine Schools**

RESOLUTION 1956 TO SPECIFY CERTAIN PRODUCTS BY BRAND NAME OR MARK, OR THE PRODUCTS OR CLASSES OF PRODUCTS FROM PARTICULAR MANUFACTURERS OR SELLERS IN PROCUREMENTS AND PUBLIC IMPROVEMENT CONTRACTS

WHEREAS, ORS Chapter 279A.050 and 279A.060 authorizes the Bend-La Pine Schools Board of Directors to designate itself as the local contract review board for the district, and

WHEREAS, Bend-La Pine Schools Board of Directors, has designated itself as the local contract review board, and in that capacity has authority to allow specifications for public improvements and procurements pursuant to ORS 279C.345, and

WHEREAS, the local contract review board has made findings pursuant to ORS 279C.345(2) to allow specifications for public improvements and procurements; and

Bend-La Pine Schools Board of Directors finds as follows:

1. Bend-La Pine Schools Board of Directors, acting as the local contract review board adopts the specific findings of fact set forth above.
2. The local contract review board has made sufficient findings pursuant to ORS 279C.345 and ORS 279C.330 to allow the district to make specifications for the products/manufacturers/sellers on the attached Exhibit A for district public improvement contracts and procurements.
3. The specifications on the attached Exhibit A for district public improvement contracts and procurements are in the best interest of the district.

NOW, THEREFORE, Bend-La Pine Schools Board of Directors resolves as follows:

The specifications on the attached Exhibit A are adopted for district public improvement contracts and procurements.

Moved by _____

Seconded by _____

Yes votes _____ No votes _____

Dated this _____ day of June 2023.

Chair

Board Secretary

Vice Chair

EXHIBIT A

Specified Products, Manufacturers and Suppliers

Bend-La Pine's School's (BLS) Local Contract Review Board has adopted findings to exempt certain products and classes of products from Oregon Revised Statutes 279C.345(1). BLS specifies the following products by brand name or mark, and following products from particular manufacturers or sellers in BLS procurements and public improvement contracts:

- ABB Frequency Drive
- Belimo Actuator
- Greenheck Exhaust Fans
- Twin City Fans
- Taco Pumps
- Schlage Locksets
- Von Duprin Panic Hardware
- Cleaver-Brooks Clear Fire Condensing Boiler, Lochinvar, Riello
- AO Smith, Cyclone Mxi Water Heater
- American Standard, Moen Faucets
- Griswold Series FB
- Titus VAV
- American Standard Flush Valves
- Potter fire alarm panels
- Rain Bird Sprinklers
- Weather Trak ET Pro 3 Irrigation Controller
- Rain Bird PEB Valves
- Wilkins Backflow Preventers
- Communications Infrastructure
 - Superior Essex copper and fiber optic data cabling
 - Ortronics jacks, patch panels, racks, vertical wire managers
 - Cablofil cable tray and associated hardware
- Access Control
 - Avigilon/Mercury access control panels
 - HID card readers and credentials
 - LifeSafety Power access control enclosures and power supplies
 - Von Duprin transfer hinges
- Vivotek IP cameras
- Samsung displays

FINDINGS OF FACT AND CONCLUSIONS OF LAW TO SPECIFY CERTAIN PRODUCTS BY BRAND NAME OR MARK, OR THE PRODUCTS OR CLASSES OF PRODUCTS FROM PARTICULAR MANUFACTURERS OR SELLERS IN PROCUREMENTS AND PUBLIC IMPROVEMENT CONTRACTS.

Before the Administrative School District #1, Deschutes County - Bend-La Pine Schools Board of Directors

Administrative School District #1, Deschutes County)	Findings of Fact
Specifications Exemptions Findings)	Conclusion of Law
pursuant to Oregon Revised Statutes 279C.345		

SITUATION

On November 08, 2022, the voters of Bend-La Pine Schools (BLS) approved a \$249,729,668 bond levy to improve safety and modernize aging schools and classrooms in Bend-La Pine Schools. This construction work and the ongoing maintenance work will require procurement of a variety of products from manufacturers and sellers. In order to have consistency in products throughout BLS facilities, ensure quality, efficiency and adequacy of stock, BLS intends to specify particular products a by brand name or mark, or the products or classes of products from particular manufacturers or sellers in procurements and public improvement contracts.

The guiding applicable statute is ORS 279C.345, which provides that specifications for public improvement contracts and procurements may not expressly or implicitly require any product by any brand name or mark, nor the product of any particular manufacturer or seller unless the product is exempt. ORS 279C.345(2) provides a process to exempt certain products or classes of products by the local contract review board upon making findings. ORS 279A.050 and ORS 279A.060 permit the Bend-La Pine Schools Board of Directors to act as the local contract review board and to grant exemptions, upon making findings pursuant to ORS 279C.345 and ORS 279C.330.

FINDINGS OF FACT

The local contract review board makes the following findings to the exempt products, manufacturers and sellers on the attached Exhibit 1 pursuant to ORS 279C.345. One or more of the following findings apply to the various products, manufacturers and sellers.

FINDING #1 – SPECIFICATION OF CERTAIN PRODUCTS/MANUFACTURERS/SELLERS WILL NOT DIMINISH COMPETITION NOR ENCOURAGE FAVORITISM

BLS has a facilities and maintenance team that utilizes a variety of procurement methods to build, operate and maintain district facilities. The methods are chosen based on the district needs, budget and maximizing competition to maximize the public benefits of a safe, efficient operation. This approach encourages competition while discouraging favoritism. When possible, this approach allows for value engineering to keep costs low while ensuring quality. However, in some instances, when specialized expertise is required or systems are technically complex, it makes sense to have consistent equipment and systems throughout the district. In that instance, specifying particular products are in the best interest of the district. Having multiple suppliers of some products does allow for competitive bidding. Infrequently, products are only available from one supplier and the value of consistency across district facilities is not favoritism, but necessary to maximize the public benefits. Overall, the district has a proven track record of maximizing competition.

FINDING #2 –SPECIFICATION OF A PRODUCT BY BRAND NAME OR MARK, OR THE PRODUCT OF A PARTICULAR MANUFACTURER OR SELLER, WOULD RESULT IN SUBSTANTIAL COST SAVINGS TO BLS

The district maintains 3,057,317 square feet of buildings and has determined that purchasing some products with a proven track record of reliability and durability has operational, financial, safety and budget benefits. Consistency across facilities saves time, money and training when there is one product/system that requires staff to maintain. Staff become familiar with the product/system and repairs can be make quickly and efficiently. This is particularly important when specialized expertise is required to maintain the systems. This results in reduced overall costs and

benefits the safety of staff and students when facilities operate smoothly. When products/systems are consistent, it is possible to anticipate market conditions and stock sufficient parts. It saves money when it is possible to stock one product for maintenance rather than multiple parts for varying types of equipment. This also simplifies and streamlines maintenance operations. This results in substantial cost savings to the district.

FINDING # 3 - THERE IS ONLY ONE MANUFACTURER OR SELLER OF THE PRODUCT OF THE QUALITY REQUIRED

In most instances of specified products/systems, there are multiple sellers which promotes competition. In such cases, the facilities team will select based on the most competitive seller taking into account budget, operational and market conditions. In some cases, there may be only one manufacturer or seller to the product/system of the quality required. The facilities team takes into account the reliability and durability of products and technical complexity of systems before deciding to specify products/systems. This process involves research into products/systems and evaluation of prior purchases in order to determine what is in the best interest of the district and the public. After thorough evaluation, the product/system is selected. Once selected, it saves time, money and labor going forward as the facilities team does not need to evaluate new products/systems each time a procurement occurs. That does not mean that products/systems are necessarily set in stone. The facilities team engages in a continuous improvement strategy to periodically review operations of products/systems to determine if the system adequately meets the district needs and whether new technology justifies re-evaluating previous specifications. This continuous improvement strategy takes into account value engineering, market conditions, experiences over time, changing technology and costs.

FINDING #4 - EFFICIENT UTILIZATION OF EXISTING EQUIPMENT OR SUPPLIES REQUIRES THE ACQUISITION OF COMPATIBLE EQUIPMENT OR SUPPLIES.

Some products/systems require compatibility to assure they operate efficiently thorough the district. Certain systems can only use particular supplies and parts. Once a particular system has been installed, it is not operationally possible to procure parts and supplies from different manufacturers which will not be compatible. Some systems have unique and proprietary parts/supplies and such market conditions make it impossible to procure parts/supplies from other manufacturers.

CONCLUSIONS OF LAW

Bend-La Pine Schools Board of Directors, acting as the local contract review board has made sufficient findings pursuant to ORS 279C.345 and ORS 279C.330 to allow the district to make specifications for the products/manufacturers/sellers on the attached Exhibit A for district public improvement contracts and procurements.

PROPOSED RESOLUTION

RESOLUTION _____ TO SPECIFY CERTAIN PRODUCTS BY BRAND NAME OR MARK, OR THE PRODUCTS OR CLASSES OF PRODUCTS FROM PARTICULAR MANUFACTURERS OR SELLERS IN PROCUREMENTS AND PUBLIC IMPROVEMENT CONTRACTS

WHEREAS, ORS Chapter 279A.050 and 279A.060 authorizes the Bend-La Pine Schools Board of Directors to designate itself as the local contract review board for the district, and

WHEREAS, Bend-La Pine Schools Board of Directors, has designated itself as the local contract review board, and in that capacity has authority to allow specifications for public improvements and procurements pursuant to ORS 279C.345, and

WHEREAS, the local contract review board has made findings pursuant to ORS 279C.345(2) to allow specifications for public improvements and procurements; and

Bend-La Pine Schools Board of Directors finds as follows:

1. Bend-La Pine Schools Board of Directors, acting as the local contract review board adopts the specific findings of fact set forth above.
2. The local contract review board has made sufficient findings pursuant to ORS 279C.345 and ORS 279C.330 to allow the district to make specifications for the products/manufacturers/sellers on the attached Exhibit A for district public improvement contracts and procurements.
3. The specifications on the attached Exhibit A for district public improvement contracts and procurements are in the best interest of the district.

NOW, THEREFORE, Bend-La Pine Schools Board of Directors resolves as follows:

The specifications on the attached Exhibit A are adopted for district public improvement contracts and procurements.

RECOMMENDATION

Board members are asked to review these Findings, Conclusions, and Proposed Resolution, ask questions, take public comments, and provide input at the Bend-La Pine Schools Board of Directors June 20, 2023 meeting. Board action on this proposal is recommended.

EXHIBIT A

Specified Products, Manufacturers and Suppliers

Bend-La Pine's School's (BLS) Local Contract Review Board has adopted findings to exempt certain products and classes of products from Oregon Revised Statutes 279C.345(1). BLS specifies the following products by brand name or mark, and following products from particular manufacturers or sellers in BLS procurements and public improvement contracts:

- ABB Frequency Drive
- Belimo Actuator
- Greenheck Exhaust Fans
- Twin City Fans
- Taco Pumps
- Schlage Locksets
- Von Duprin Panic Hardware
- Cleaver-Brooks Clear Fire Condensing Boiler, Lochinvar, Riello
- AO Smith, Cyclone Mxi Water Heater
- American Standard, Moen Faucets
- Griswold Series FB
- Titus VAV
- American Standard Flush Valves
- Potter fire alarm panels
- Rain Bird Sprinklers
- Weather Trak ET Pro 3 Irrigation Controller
- Rain Bird PEB Valves
- Wilkins Backflow Preventers
- Communications Infrastructure
 - Superior Essex copper and fiber optic data cabling
 - Ortronics jacks, patch panels, racks, vertical wire managers
 - Cablofil cable tray and associated hardware
- Access Control
 - Avigilon/Mercury access control panels
 - HID card readers and credentials
 - LifeSafety Power access control enclosures and power supplies
 - Von Duprin transfer hinges
- Vivotek IP cameras
- Samsung displays



ACTION ITEM: Charter Contract Renewal for Desert Sky Montessori School

PRESENTED BY: Lora Nordquist, Deputy Superintendent

EXECUTIVE SUMMARY:

At the February 14 school board meeting, leaders from Desert Sky Montessori (DSM) presented an overview of the charter's school successes and its vision for future growth and development of the school. On behalf of Bend-La Pine Schools, I shared the district's support for the renewal of DSM's charter and our enthusiasm that another K-8 option may become available in the district.

After this presentation, with the support of attorney Sharon Smith, Bend-La Pine Schools and Desert Sky Montessori worked together to construct a charter contract renewal. There were two changes from the previous agreement: 1) This renewal is for five years, rather than three; and 2) The district is requiring that DSM's head of school be certified as an administrator in Oregon.

Recommended Motion:

I move to approve Desert Sky Montessori's Charter School Renewal Contract as presented.

CHARTER CONTRACT RENEWAL

THIS SECOND CHARTER CONTRACT RENEWAL is made and entered into by and between Bend-La Pine Schools (“District”) and Desert Sky Montessori, an Oregon nonprofit corporation (“DSM”).

RECITALS

A. The parties entered into a Charter Contract on April 7, 2017 regarding the governance and operation of the DSM (“Charter Contract”).

B. The parties renewed that Charter Contract in accordance with the Contract terms and ORS Chapter 338 (“Renewal”) from July 1, 2020 through June 30, 2023.

C. The parties desire to renew that Charter Contract in accordance with the Contract terms, Renewal and ORS Chapter 338 (“Second Renewal”) from July 1, 2023 through June 30, 2028.

SECOND CONTRACT RENEWAL

1. In consideration of the foregoing recitals and the mutual understandings, the parties agree on the following terms.

2. The Charter Contract as amended by the Renewal, is hereby amended as follows (new language is indicated by underlining and deleted language is indicated by strikethrough):

8.

C. Building Administrator

~~DSM may choose to employ an administrator or contract with an educational management company~~ shall employ a TSPC-licensed administrator for building and program management.

3. Except as expressly amended above, all other terms and conditions of the original Charter Contract and Contract Renewal are still in full force and effect. The Parties agree that the representations, warranties and certifications contained in the original Charter Contract and Contract Renewal are true and correct as of the effective date of this Second Renewal and with the same effect as though made at the time of this Second Renewal.

[signatures on next page]

DATED this ____ day of _____, 2023

Bend-La Pine Schools:

Desert Sky Montessori:

By:
Its: Board Chair

By:
Its: Board Chair



ACTION ITEM: Bend-La Pine Schools District Engagement Agreement Social Media

PRESENTED BY: Dr. Cook, Superintendent

EXECUTIVE SUMMARY:

Districts across the country must contend with a surge in the number and proportion of students who are experiencing anxiety, depression, and suicidal ideation. School districts also have been forced to respond to students' behavioral problems. Staff have experienced a marked increase in the amount of time spent addressing issues stemming from social media. School districts have expended significant resources in an effort to mitigate these problems, including hiring additional staff and funding additional mental health services.

The mental health crisis among youth in our community directly impacts our school district and we believe that Social Media companies are directly implicated in this impact. The Bend-La Pine School District is seeking Board approval to enter into agreement with Keller Rohrback to pursue litigation against these companies.

Recommended Motion:

I move to approve the Attorney Engagement and Contingency Fee Agreement between Bend-La Pine Schools, Keller Rohrback LLP, and High Desert Education Service District (HDES).

ATTORNEY ENGAGEMENT & CONTINGENCY FEE AGREEMENT

It is HEREBY ACKNOWLEDGED AND AGREED by and between Bend-La Pine School District (“Client”), Keller Rohrback L.L.P. and the High Desert Education Service District (“HDESD” or collectively with Keller Rohrback, “Attorneys”) as follows:

1. Employment. Client hereby retains Attorneys to represent Client with respect to potential claims against social media companies. Attorneys will assist Client in gathering information and data relevant to Client’s potential claims. Attorneys will also advise Client with respect to those potential claims. At Client Representative’s request, Attorneys will institute proceedings to seek remedies on Client’s behalf as Client and Attorneys conclude is appropriate and advisable (“the Lawsuit”). This Agreement does not cover attorney fees in the event of appeals.

2. Responsibility of Attorneys. Although the individual attorneys listed below will be primarily responsible to represent Client in this matter, other members of Keller Rohrback and HDESD and may work on Client matters in accordance with their areas of practice. The primary attorneys representing Client from Keller Rohrback are Dean Kawamoto, Derek Loeser, Yoona Park, Felicia Craick, Keil Mueller, and Sarah Osborn. The primary attorneys representing Client from HDESD are Greg Colvin and Lauren Lester. Attorneys will consult with Client in connection with any settlement proposal before accepting same.

3. Responsibility of Client. Client will maintain control of the litigation. Client agrees to timely comply with Attorneys’ request. Client agrees to advise Attorneys of all facts, knowledge, or information relevant to Attorneys’ representation of Client, including facts, knowledge, or information which come to Client’s attention after execution of this Agreement.

4. Client Representative. Client designates its Superintendent, or their designee, to be the Client’s Representative. The Client’s Representative is responsible for receiving all communications from Attorneys and transmitting all communications from Client to Attorneys and for directing Attorneys. Client agrees that Attorneys may rely on Client’s Representative’s statements as an accurate reflection of Client’s position and desires. Attorneys agree to keep the Client’s Representatives informed of all significant developments regarding the representation.

5. Attorneys’ Fees. Other than as set forth in Paragraph 8, below, the fees that Client agrees to pay Attorneys (“Attorneys’ Fee” or “Attorneys’ Fees”) will depend on the outcome of the Lawsuit, as set forth here:

a. “Sums Recovered” means all monies (and the value of any other property) actually paid in settlement of or judgment on the Lawsuit’s claims (including the settlement of any demand made by Attorneys on Client’s behalf before initiation of the Lawsuit),

including any monies paid in settlement or judgment as an award of attorneys' fees, costs, or interest.

- b. If the Sums Recovered is an amount less than or equal to \$10 million, the Attorneys' Fee shall be 17.5% of the recovery;
- c. If the Sums Recovered is an amount greater than \$10 million but less than or equal to \$20 million, the Attorneys' Fee shall equal the amount specified in Section 5(b) above, plus 15.5% of any Sums Recovered in the \$10 million to \$20 million range.
- d. If the Sums Recovered is an amount greater than \$20 million but less than or equal to \$25 million, the Attorneys' Fee shall equal the amount specified in Sections 5(b) and 5(c) above, plus 13.5% of any Sums Recovered in the \$20 million to \$25 million range.
- e. If the Sums Recovered is an amount in excess of \$25 million, the Attorneys' Fee shall equal the amount specified in Sections 5(b), 5(c), and 5(d) above, plus 11.5% of any Sums Recovered in excess of \$25 million.
- f. If the Lawsuit proceeds to trial, Attorneys will be entitled to an additional 2% of Sums Recovered specified in 5(a)-5(e).
- g. If the Lawsuit proceeds to trial and the court awards Client a monetary judgment and an attorneys' fee, and the attorneys' fee is greater than the percentage Attorneys would be entitled to under Section 5(a)-(f), then Attorneys will be entitled to the full attorneys' fee awarded by the Court, instead of the percentage fee.
- h. Client will not be required to pay any attorney fees in connection with the Lawsuit or this Agreement if no recovery is made; if recovery is made, Client shall be required to pay attorney fees only from the Sums Recovered from a defendant and no other Client funding source.

6. Advice Concerning Attorneys' Fee. Client has been informed of the alternative of employing Attorneys on an hourly fee bases. This alternative would require the payment of a \$25,000 retainer at commencement of the representation, payment of costs as incurred, and payment of legal fees each month for legal services. In deciding to engage Attorneys on a contingency fee basis, Client has considered the risks involved in this case, the experience and reputation of Attorneys, and the uncertainty regarding the number of hours required to prosecute the case.

7. Costs. Attorneys for Keller Rohrback will advance all "out-of-pocket" costs, fees, and expenses reasonably incurred by Attorneys in pursuing the Lawsuit ("Costs"). Notwithstanding the foregoing, Attorneys agree to notify and obtain Client's consent before incurring Costs aggregating more than \$1,000 in any single month.

Client understands that Attorneys shall seek reimbursement from defendants for all Costs actually expended, but that there is no guarantee that Costs will be reimbursed by the defendants to Attorneys. Attorneys will be reimbursed for all Costs out of any settlement or recovery in addition to any Attorneys' Fees they receive under Paragraphs 5 or 8, as the case may be. Fees shall be determined in accordance with Paragraphs 5 and 8 before the deduction of any Costs. Attorneys shall be reimbursed for Costs first, from any monies paid by a defendant on account of Cost reimbursement and, if such monies are insufficient, from any monies paid as part of the Sums Recovered. **Client will not be responsible to reimburse Attorneys for Costs incurred in connection with this Agreement if no recovery is made; if recovery is made, Client shall be required to reimburse Attorneys for Costs only from Sums Recovered from a defendant and no other Client funding source.**

Attorneys may, with Client's prior consent which shall not unreasonably be withheld, hire any expert or consultant whose services Attorneys advise Client is necessary for the evaluation or prosecution of any of the claims within the scope of the Lawsuit.

8. Cost and Fee Sharing. It is Attorneys' intent to divide the work and attorney fees in this Lawsuit approximately 85/15 between Keller Rohrback and HDESD. Keller Rohrback will bear sole responsibility to pay for Costs, subject to its right to reimbursement as provided in Paragraph 7. HDESD will not be required to reimburse Keller Rohrback for Costs advanced by Keller Rohrback. By signing this Agreement, Client consents to the terms of the association of Attorneys and their division of fees.

9. Withdrawal or Discharge. Subject to Court rules and other applicable laws, Attorneys shall have the right to withdraw from representation of Client upon giving reasonable notice of the intention to withdraw. In the event of withdrawal of Attorneys or discharge of Attorneys by Client, Attorneys may seek reasonable fees for services rendered according to the terms of Paragraph 5, above. Client shall have the right to discharge Attorneys at any time. If Client discharges Attorneys, Attorneys retain the right to seek reasonable fees for services rendered according to the terms of Paragraph 5, above.

10. Disclosure Regarding Representation of Multiple Clients and Consent. Multiple school districts are or may become represented by Attorneys with respect to claims against social media companies in the Multidistrict Litigation ("MDL") and Judicial Council Coordinated Proceedings ("JCCP"). The purpose of this disclosure is to identify potential conflicts so Client can make an informed decision about whether to consent to Attorneys' representation of multiple clients in the Lawsuit.

Although Attorneys do not believe that Client's interests currently conflict with another client, it is possible that interests may come into conflict later in ways we cannot now predict and if they do, it may prevent the Attorneys from continuing to represent Client in the Lawsuit; in that situation Client would need to incur the expense of a separate lawyer to represent it. Conflicts may arise with regard to: (a) litigation strategies that can impact different clients differently; and

(b) settlement issues, for example, where multiple clients have different ideas regarding the propriety of settlement or how limited settlement amounts should be allocated between the multiple clients. Should a conflict arise with respect to a settlement demand or litigation strategy, there may be a need for Client(s) to consult independent counsel.

Attorneys recommend that Client seek independent counsel before finalizing its decision to proceed with Attorneys' representation, including whether or not to sign this conflict disclosure and waiver. Whether or not Client consults with separate counsel, however, is up to Client. Client remains free to seek independent counsel at any time even if it decides to sign this Agreement.

By signing this Agreement, Client expressly acknowledges: (1) having carefully read and fully understanding the disclosures set forth above; (2) having carefully considered all of the circumstances and potential conflicts described above; and (3) having had the opportunity to consult with independent counsel regarding this Agreement. By signing this Agreement, Client consents to Attorneys' representation of Client in the Lawsuit, and consents to Attorneys' representation of others in the MDL.

11. Venue and Attorneys' Fees. The Parties agree that in the event any dispute should arise with respect to this Agreement, venue shall lie in Portland, Oregon. Further, the prevailing party in such an action shall be awarded reasonable costs and attorneys' fees.

12. Outcome. Attorneys do not guarantee or represent a particular result in this Lawsuit. Client understands the risks associated with pursuing this Lawsuit.

13. No Other Agreements. Client has read this contract, has received a copy of it, and agrees to its terms and conditions. There are no oral or other agreements between Client and Attorneys. This Agreement when signed below by Client replaces any prior understandings or oral agreement between Client and Attorneys.

14. Governing Law. This Agreement and all aspects of the Parties' relationship shall be construed under the laws of the State of Oregon, without regard to choice of law principles.


15. Other Provisions. This Agreement may be executed in one or more counterparts and transmitted by mail, overnight delivery service, and/or email, each one of which shall constitute an original and all of which shall constitute one and the same document.

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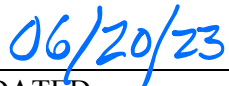
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16. Effective Date and Right to Rescind. This Agreement will take effect upon its execution by all parties. CLIENT UNDERSTANDS THAT IT IS ENTITLED TO RESCIND THIS AGREEMENT WITHIN 24 HOURS AFTER SIGNING UPON WRITTEN NOTICE TO ATTORNEYS.

BEND- LA PINE SCHOOL DISTRICT



Dr. Steve Cook, Superintendent



DATED

ACCEPTED: Keller Rohrback L.L.P.

DATED

ACCEPTED: High Desert Education Service District

DATED



ACTION ITEM: FY2023-24 Budget Resolutions 1948 and 1949

PRESENTED BY: Leah Bibeau, Finance Director

EXECUTIVE SUMMARY:

Each year the Board adopts two separate resolutions to impose taxes and make appropriations, which is the final step in our budgeting process.

On May 9, 2023, the Budget Committee approved the FY2023-24 proposed budget in the amount of \$474,869,051, including the permanent tax rate of \$4.7641 per \$1.000 of assessed value and tax of \$39,932,851 for General Obligation Debt Service.

Resolutions 1948 and 1949 are presented to you this evening to conclude our budget process and formally adopt the budget in that amount.

RECOMMENDED MOTION:

I move to approve Resolution 1948 and 1949 to adopt the Fiscal Year 2023-24 budget and impose tax as presented.

**BEND-LA PINE SCHOOLS
ADMINISTRATIVE SCHOOL DISTRICT NO. 1
DESCHUTES COUNTY, OREGON
RESOLUTION MAKING APPROPRIATIONS
RESOLUTION NO. 1948**

BE IT RESOLVED, the Board of Directors of Administrative School District No. 1, Deschutes County, hereby adopts the 2023-24 budget in the amount of \$474,869,051

BE IT FURTHER RESOLVED, the Board of Directors of Administrative School District No. 1, Deschutes County, hereby directs that for the fiscal year beginning July 1, 2023 the amounts shown below are hereby appropriated for the purposes indicated within the funds listed:

GENERAL FUND		
1000	Instruction	\$127,952,678
2000	Support Services	88,532,343
3000	Enterprise and Community Services	538,467
5100	Debt Service	1,422,948
6000	Contingencies	500,000
	Total General Fund Appropriation	\$218,946,436
7000	Unappropriated Ending Fund Balance	14,955,731
	Total General Operating and Sub-General Funds	\$233,902,167
SPECIAL REVENUE FUND		
1000	Instruction	\$32,304,480
2000	Support Services	20,254,305
3000	Enterprise and Community Services	11,959,285
5100	Debt Service	550,000
5200	Transfer of Funds	900,000
	Total Special Revenue Appropriation	\$65,968,070
7000	Unappropriated Ending Fund Balance	3,505,221
	Total Special Revenue Funds	\$69,473,291
LONG TERM DEBT SERVICE FUND		
2000	Support Services	\$3,000
5100	Debt Service	49,395,014
	Total Long Term Debt Service Appropriation	\$49,398,014
7000	Unappropriated Ending Fund Balance	3,247,200
	Total Long Term Debt Service Funds	\$52,645,214
CAPITAL PROJECTS FUND		
4000	Facilities Acquisition and Construction	\$47,500,000
5100	Debt Service	10,000
	Total Capital Projects Appropriation	\$47,510,000
7000	Unappropriated Ending Fund Balance	71,227,500
	Total Capital Projects Funds	\$118,737,500
TRUST FUND		
3000	Enterprise and Community Services	\$25,000
	Total Trust Appropriation	\$25,000
7000	Unappropriated Ending Fund Balance	85,879
	Total Trust Funds	\$110,879

Unappropriated Ending Fund Balances are not appropriated.

Moved by _____ Seconded by _____

YES votes _____ NO votes _____

ADOPTED this 21st day of June, 2023

Chair

Board Secretary

Vice Chair

**BEND-LA PINE SCHOOLS
 ADMINISTRATIVE SCHOOL DISTRICT NO. 1
 DESCHUTES COUNTY, OREGON
 RESOLUTION TO IMPOSE TAX
 RESOLUTION NO. 1949**

BE IT RESOLVED, the Board of Directors of Administrative School District No. 1, Deschutes County, hereby imposes the taxes provided for in the adopted budget at the rate of \$4.7641 per \$1,000 of assessed value for the permanent tax rate and in the amount of \$40,819,514 for bonds; and that these taxes are hereby imposed and categorized for tax year 2023-24 upon the assessed value of all taxable property within the district.

	Education	Excluded from Limitation
Permanent Tax Rate	\$4.7641/\$1,000	
General Obligation Debt Service		\$40,819,514

Moved by _____

Second by _____

Yes votes _____

No votes _____

Dated this _____ day of June 2023.

 Chair

 Vice Chair

 Board Secretary



**Administrative School District No. 1
Bend-La Pine Schools**

Resolution No. 1950

Annual Meeting Schedule

BE IT RESOLVED that the Board of Directors of Administrative School District No. 1, Deschutes County, shall conduct its Regular Board meetings on the second Tuesday of each month and its Work Session Meetings on the fourth Tuesday of each month, with exceptions, as presented in the attached Board meeting calendar for the 2024-25 school year.

BE IT RESOLVED that Board meetings shall be held at 5:30 p.m. unless otherwise specified.

BE IT RESOLVED that this Board may change meeting dates, time, and locations by majority vote of this body, and subject to proper notice, pursuant to ORS 192.640.

Moved by _____

Second by _____

Yes votes _____

No votes _____

Dated this _____ day of June 2023.

Chair

Vice Chair

Board Secretary



Board of Directors Meeting Calendar 2024-2025

The Board of Directors for Bend-La Pine Schools will meet in Regular Session on the second Tuesday of each month at 5:30 p.m. and for a Work Session on the fourth Tuesday of each month at 5:30 p.m. in room 314 of the Education Center, 520 NW Wall Street, Bend.
(unless otherwise noted)

Date	Meeting Type	Time	Location
July 9, 2024	Regular Business Meeting	5:30 p.m.	Education Center Room 314
August 13, 2024	Regular Business Meeting	5:30 p.m.	Education Center Room 314
August 27, 2024	Retreat or Work Session Meeting	TBD	TBD
September 10, 2024	Regular Business Meeting	5:30 p.m.	Education Center Room 314
September 24, 2024	Work Session Meeting	5:30 p.m.	Education Center Room 314
October 8, 2024	Regular Business Meeting	5:30 p.m.	Education Center Room 314
October 22, 2024	Work Session Meeting	5:30 p.m.	Education Center Room 314
November 12, 2024	Regular Business Meeting	5:30 p.m.	Education Center Room 314
December 10, 2024	Regular Business Meeting	5:30 p.m.	Education Center Room 314
January 14, 2025	Regular Business Meeting	5:30 p.m.	Education Center Room 314
January 28, 2025	Work Session Meeting	5:30 p.m.	Education Center Room 314
February 11, 2025	Regular Business Meeting	5:30 p.m.	Education Center Room 314
February 25, 2025	Work Session Meeting	5:30 p.m.	Education Center Room 314
March 11, 2025	Regular Business Meeting	5:30 p.m.	Education Center Room 314
April 8, 2025	Budget Committee & Regular Meeting	4:00 p.m.	Education Center Room 314
April 22, 2025	Work Session Meeting	5:30 p.m.	Education Center Room 314
May 13, 2025	Budget Committee & Regular Meeting	4:00 p.m.	Education Center Room 314
May 27, 2025	Work Session Meeting	5:30 p.m.	Education Center Room 314
June 17, 2025	Regular Business Meeting	5:30 p.m.	Education Center Room 314



**Administrative School District No. 1
Bend-La Pine Schools**

Resolution No. 1951

Parliamentary Procedure

BE IT RESOLVED that the Board of Directors of Administrative School District No. 1, Deschutes County, adopts Robert's Rules of Order, current edition, as the parliamentary law governing the procedure of this Board in the conduct of its meetings.

Moved by _____

Seconded by _____

Yes votes _____

No votes _____

Dated this _____ day of June 2023.

Chair

Vice Chair

Board Secretary



**Administrative School District No. 1
Bend-La Pine Schools**

Resolution No. 1952

Designation of Authority

BE IT RESOLVED that the Board of Directors of Administrative School District No. 1, Deschutes County, hereby designates Superintendent, Steve Cook, as the Chief Administrative Officer, District Clerk and Budget Officer of the school district and hereby ratifies the adoption of all legally required policies.

BE IT FURTHER RESOLVED that the Board of Directors of Administrative School District No. 1, Deschutes County, hereby designates the Chief Operations and Financial Officer, Bradley J. Henry, as Deputy Clerk and Chief Financial Officer.

Moved by _____

Seconded by _____

Yes votes _____

No votes _____

Dated this _____ day of June 2023.

Chair

Vice Chair

Board Secretary



**Administrative School District No. 1
Bend-La Pine Schools**

Resolution No. 1953

Depositories and Authorized Signatures

BE IT RESOLVED that deposit accounts up to deposit insurance limits may be held at any insured financial institution with a head office or branch in Oregon.

BE IT FURTHER RESOLVED that deposit accounts in excess of deposit insurance limits may only be maintained at financial institutions designated as “qualified depositories for public funds” by the Oregon State Treasurer’s Office.

BE IT FURTHER RESOLVED that the Board of Directors of Administrative School District No. 1, Deschutes County, hereby directs that all District accounts with depositories shall have four authorized signors.

BE IT FURTHER RESOLVED that the following persons are designated as Custodian of Funds and authorized to execute financial instruments: Superintendent, Deputy Superintendent, Chief Operations and Financial Officer, and Finance Director.

BE IT FURTHER RESOLVED that, in compliance with ORS 332.525, the persons designated as Custodian of Funds will be bonded.

Moved by _____

Seconded by _____

Yes votes _____

No votes _____

Dated this _____ day of June 2023.

Chair

Vice Chair

Board Secretary



**Administrative School District No. 1
Bend-La Pine Schools**

Resolution No. 1954

Salary and Insurance Payments

BE IT RESOLVED that the Board of Directors of Administrative School District No. 1, Deschutes County, hereby authorizes the District Clerk and/or designees to make salary payments, as well as workers' compensation, health, liability, and other insurance payments according to the provisions of the District Budget, Board Executive Limitations and State Law.

Moved by _____

Seconded by _____

Yes votes _____

No votes _____

Dated this _____ day of June 2023.

Chair

Vice Chair

Board Secretary



**Administrative School District No. 1
Bend-La Pine Schools**

Resolution No. 1955

Public Contracting Rules and Procedures Including Class Special Procurements and Exemptions

WHEREAS, Bend-La Pine School District No. 1 (“District”) is an Oregon school district which is subject to Oregon’s public contracting laws; and

WHEREAS, the District’s Board of Directors (the “Board”), serves as the District’s Local Contract Review Board (“LCRB”); and

WHEREAS, ORS 279A.065(5) provides that a local contracting agency may adopt its own rules of procedure for public contracting that:

- (A) Specifically, state that the model rules adopted by the Attorney General do not apply to the contracting agency; and
- (B) Prescribe the rules of procedure that the contracting agency will use for public contracts, which may include portions of the model rules adopted by the Attorney General; and

WHEREAS, the Board, with required notice, did on February 14, 2023, adopt with Resolution No. 1943 public contracting rules and procurement guidelines including certain exemptions and class special procurements described in administrative regulation DJ-AR; now therefore

BE IT HEREBY RESOLVED, that the Board of Directors appoints the Superintendent, Chief Operations and Financial Officer, Finance Director, or Procurement and Contract Manager to determine whether or not a particular contract or purchase is exempt by virtue of meeting criteria in the adopted public contracting rules and procurement guidelines.

BE IT FURTHER RESOLVED, that the Board of Directors appoints the Superintendent or Superintendent’s designee to approve contracts and purchases on behalf of the District unless otherwise restricted by law or in the Board’s Executive Limitations.

Moved by _____

Seconded by _____

Yes votes _____

No votes _____

Dated this _____ day of June 2023.

Chair

Board Secretary

Vice Chair