

Summary Notes/Minutes

Board Workshop

June 12, 2006

Omni Room

Meeting was called to order by Board Chair, Dick Adams at 1:04 p.m. All Board members were present in addition to Deborah Sommer and Hank Harris.

Business Items

Classified request for health care continuation

After considerable discussion the Board voted 4-3 in favor of granting health care continuation benefits to Nancy Lucas, classified employee.. As the current policy is written, Nancy does not qualify for the benefit in that she has not averaged a six-hour per day position over the past five years. Nancy did, however, qualify for the benefit at the 20 year mark in that during her first 20 years with the district she worked in a position of either six, seven or eight hours a day. Her current position at 5 hours per day was the result of budget cuts effective in 2000-2001. The majority of the Board voted in support of her receiving the benefit since she was vested in the program at 20 years. A letter will be sent to OSEA indicating the rationale for this decision and that no further exceptions will be made. Hank indicated that any other classified employee who had been reduced in 2000-2001 had not yet attained 20 years and so would not have been vested in the same way as Nancy Lucas. The Board wanted Hank to communicate this information to OSEA including the fact of the split vote.

Mike Harms moved, Marty seconded the motion to grant the benefits. Mike, Marty, Dick and Andy voted in favor of the motion. Guy, Rod and Sandy voted against.

Resolution to purchase Larson property (action item)

Moved to later in the agenda.

Superintendent Evaluation for 2005-2006

Dick had sent an earlier email requesting input from Board members regarding the Superintendent's evaluation. He will write a formal summary of comments made to share with the Superintendent. Each Board member gave the Superintendent feedback as to her performance in the order listed. Comments included:

Rod Beck: Rod was very positive about Superintendent's leadership and mentioned her receipt of Supt of Year Award. He complimented Supt on hiring of Hank as Personnel Director and encouraged her to hire an Operations Director to further support her and the

District agenda. The Superintendent does a good job: she has positive energy, the right goals and a “lust for education.” Rod gives the Superintendent an A+. His only concern is about a culture he sees as developing in the district in which some administrators are not giving information to the Board. Examples mentioned included high school basketball/wrestling; being surprised by the CHS “interesting space” plan; and the Bond Oversight Committee not being utilized to the degree it could be.

Mike Harms: Mike spoke to the Superintendent’s love for kids and ability to motivate staff. He also liked the fact that she deals with the Board up front since no one likes surprises. He indicated that the Board has not ever been blindsided by the Supt if she has information to share. He mentioned the staff appreciation party on June 9 and the compassion and respect the Supt demonstrates for the staff. She keeps kids first. He also mentioned that the hiring of Hank has been a plus and that he is already well-liked by staff.

Andy Rivinus: Andy indicated that in his work culture the goals/products are defined in advance and that this feedback process would be easier for him if we framed the evaluation this way for the future. He felt the Superintendent’s strong suits included ongoing communication with the constituency at large, and that internal/external communication was a strength. This is why he believes we have been able to pass two bonds. He complimented the Supt on effectively managing change during this year but suggested she might have overemphasized with staff how hard change is. People have, in fact, dealt with the changes well because the process was set up and communicated in advance. He shared two leadership quotes he had heard recently: “leadership is the world’s most studied quality but the least understood,” and “a great leader is someone that people follow even when they have the option not to.” He indicated that he felt the Supt. was universally respected.

Marty McCullough: Marty indicated that she felt this year’s changes were handled in a positive way and referenced that opening of Trost as agonizing in contrast. That has not happened this time because the changes have been well-organized with the necessary training, information and time given to do it well. The scheduling/phasing of the changes were important factors in our success. The only issue she raised was that she had heard from some staff at AMS that they were not happy with the principal hiring process, particularly that the Supt rejected the recommended candidates. She also indicated that she had concerns about the high school, citing a lack of information to parents and less contact than ever before. She felt that the recent coaching decisions indicated a lack of respect/memory about how we do things and the Board’s priority that we want teachers first/coaches second. That issue precedes the current Superintendent, and it has gotten better, but we have some people at the high school who were hired as coaches who are terrible teachers.

Sandy Ricksger: Sandy “dittoed” everyone’s comments. She felt the Superintendent was doing a great job and that the process of all the changes this year had been painless. She mentioned the hiring of Dick Withycombe to facilitate the boundary work as a good decision and asked for data in the fall about the calendar so we have some basis to make

an informed decision about 2007-2008 since there will never be consensus or a calendar that works for everyone. She indicated that she was disappointed at the plan for CHS space and that she had concerns about the high school as well. She was disappointed Friday night at the party at so few high school people there. When the Supt came she pulled the district together and we've made progress K-8 but the high school is still not open. We are still not K-12.

Guy Gibson: Guy felt the Supt was doing better at pacing herself and getting more help. He wants more accountability for our administrative team so it is easy for the next Supt to manage the district. As to the high school, we are better off than where we were but the Supt needs time/energy to support administrators and help them make the needed changes. Supt workload is huge and Guy hopes that with a Personnel Director, a new secretary, and a better office set up that the Board is giving the Supt the tools to spend time with principals who need more accountability.

Dick Adams: His comments were similar. He said he thought that the changes this year were huge and gave the Supt a "double gold star." He complimented the Supt on her vision, mentioning the Supt of the Year and the Tech Savvy Award, and for keeping the district on track. He indicated he felt that the Board might take the Supt's commitment to communication/no Board surprises for granted and that the coaching issue was a bump in the road.

There was then discussion of Supt's compensation for 2006-2007. Mike Harms moved, Rod seconded a motion to increase the Supt's 2005-2006 salary by 4% and to increase the district's contribution to her tax sheltered annuity to \$20,000. The vote was 7-0 in favor.

Setting Direction

Board priorities/current district agreements//major initiatives
Board priorities for 2006-2007 and beyond

There was discussion about current priorities and priorities for 2006-2007. Topics discussed included use and standards relative to technology (e.g. blogs/website info), increased communication with parents (e.g. web access to grades/attendance/emails from principals and staff), transitions across levels of schooling (e.g. new space at CHS/bond language, a different forecasting process), Diversity Week at CHS, land/facility use and planning, wellness plan implementation, new budget guidelines via committee, low test scores at CHS, using data to make decisions, use of Omni Room, CHS graduation requirements, transition plan for 9th grade)

Board Chair, Vice-Chair, Supt will meet in August to develop a work plan/timeline.

Information/Feedback

Baker Prairie/AMS program design

Joel Sebastian and Lou Bailey reviewed the results of their planning efforts to date. See attached.

Dinner

Larson Property Resolution:

David Moore and Debbie Pearson joined the meeting. David Moore presented a resolution regarding final purchase of the Larson property across from Canby High School with a closing date no later than July 31, 2006.

Sandy Ricksger moved and Andy Rivinus seconded the resolution to purchase the property for \$525,000. The resolution was amended to read “a Board designee” in lieu of the words, “Board Chair, Dick Adams.” Vote 7-0 in favor.

Bond Update:

David Moore and Debbie Pearson then reviewed the Budget for Lee/AMS and the overall budget for the bond. We are still going for a silver rating on LEED since we did not get enough savings through the VE process to justify not doing so. It was agreed that use of the bond contingency fund (which has been approved for the \$300,000+ associated with the AMS library/District office change) is for significant changes in scope in the bond and will come to the bond for approval and rationale. It was also re-confirmed that any dollars left after a total project is completed revert to the contingency for allocation at a later date based on a process/criteria to identify new projects. It was determined that during July when the Board is not in session, if Debbie encounters a problem at Baker Prairie that will require use of contingency funds, she will contact Dick Adams, Board Chair, who will convene a special Board meeting for that purpose.

There was then discussion of the appropriate role of the Bond Oversight Committee and a concern expressed by Rod Beck and Andy Rivinus that the committee is not being utilized as intended. The discussion included roles and responsibilities, the fact that this bond is a single project versus multiple projects as with the last bond, and a concern that meetings have become building tours but nothing substantive. David Moore indicated that timelines can create problems in the processing of information across both groups (Board/BOC) and that getting a new school built on an 11 month timeline requires a dedicated pace. It was discussed that the BOC got off to a difficult start with this bond given group/individual dynamics. It was decided that the Bond Oversight Committee will take the lead on working with Debbie, Boora, and high school staff to develop the revised plans for the new space at CHS such that it is consistent with bond language. Recommendations regarding this project will come from the BOC to the Board in late summer/September.

The Superintendent also suggested that the Bond Oversight Committee be convened prior to the end of June. She will attend that meeting to give the committee the parameters of its charge relative to the CHS space.

Board/Superintendent Operating Agreements

Overall, the agreements seemed to be working. There was discussion of the Board needing to guard against micromanaging and of working through Supt and/or Board Chair if issues arise rather than surprising them in a Board meeting or having some Board members having conversations/issues that Supt/Board Chair/other Board members are unaware of. The Supt emphasized how important the Board priorities are to her and to all staff because she emphasizes them constantly. As a result, we all see the Board and their opinion of our progress as very important so a comment from a Board member has great impact. There was some discussion of the Board's role relative to coaching hires. Current practice is to involve the Board in principal hires only and there was no consensus to change that practice.

Board asked the Superintendent to follow up on concern regarding policy violation at CHS relative to employee with outside employment.

Board calendar/meeting format/school assignments

It was agreed that the 1st/3rd Thursdays of the month would continue to be the Board schedule with 1st Thursdays being workshops that the Superintendent will do her best to reserve for the work plan/discussion topics to be developed in August for the year. Meeting times will remain the same with the option of work sessions or Executive Sessions at 5:00 p.m. No changes in format were proposed.

Board liaison assignments were made. Mike Harms will work with Baker Prairie; Rod Beck with Ackerman; Marty McCullough with Lee; Andy Rivinus with Knight and Eccles; Dick Adams with CHS; Sandy Ricksger with Ninety-One; and Guy Gibson with Trost and Carus. Board liaisons are asked to visit their schools regularly and attend functions to be able to report on those activities each month at the Board meeting. Board members asked that all principals send them invitations to events so that if they cannot attend an activity at their assigned school, they can participate elsewhere. Diane was commended for this practice at her school which is already in place.

Meeting Adjourned: 8:10 p.m.

Next meeting: Board workshop on August 3 at 5:30 p.m.
5:00 p.m. dinner

Respectfully submitted,

Deborah Sommer
Superintendent

Dick Adams
Board Chair

Date: _____