



BANKS SCHOOL DISTRICT BOARD OF DIRECTORS  
12950 NW Main St. Banks OR 97106  
Administration Building  
Regular Work Session/Board Meeting  
**Minutes June 8, 2015**

## **WORK SESSION**

District Board Room

**In Attendance:** Kathy Edison, Laurie Schlegel, Raymond Mott, Norie Dimeo-Ediger, Ron Frame, Bob Huston, Joni Spencer, Tom Forest, Darla Waite-Larkin, Shelley Mitchell, Jacob Pence, Mark Everett, Max Sigander

### **Facilities Grant Budget Update**

A Facilities Grant Expenditures through May 31, 2015 was provided.  
Bids are being secured for large ticket items.  
Total expenditures have to stay under facilities grant total.  
Middle School Lockers will be 24" deep, 36" stacked lockers.  
The lockers will be in the hallway by the gym and music room.  
A monthly expenditure report will be given to the board.

### **Administrative/Non-represented employees' compensation 2015-16**

3% salary increase proposed.  
Increase was included in the 2015-16 budget.  
Eligible classified and certified are receiving step plus COLA.

### **OSBA Summer Conference**

Held in Bend at the Riverhouse July 17-19.  
Important conference especially for new board members.  
Let district office know if you plan to attend.

### **Technology Update**

Smarter Balance done.  
Deploy laptops and iPad to teachers for summer use June 12.

### **Furlough Days**

Proposal shared with and agreed to by union representatives.  
Five furlough days. All staff will participate. Preparation for 2016-17 deficit.  
Two of furlough days will be taken before Thanksgiving.

### **Budget Update**

State school funding still a working estimate.  
State school funding may increase to \$7.48 billion  
The district budget was built on \$7.255 billion  
Positive changes have been made 2014-15 and 2015-16 – more teachers, more electives.

### **Classified Layoffs**

Two classified retirees, 5 proposed layoffs reduced to 3 layoffs.  
Layoff personnel have been recalled to part-time positions in the Title program.  
The personnel will not lose recall rights to .8125FTE positions.

### **Mascot Update**

The mascot issue is still under discussion.  
ODE rejected proposed work rules.

Tribes have proposed legal action through the legislature against the State Board of Education. The cost to Banks School District to change the mascot is estimated at \$70,000-\$90,000. Uniforms, score boards, gyms, logos will have to be changed. Middle School Warriors will also have to be changed. State position is the change has been proposed since 2012; districts should have been budgeting for the additional cost of changing mascots.

**Discussion items**

**Literacy Coach**

Administrative Regulation will be brought back in July for 2<sup>nd</sup> reading.  
Library classes will be offered once a week versus twice a week.

**Parking lot**

Middle School parking lot may benefit from certain parking spots not being used during drop off time.

The work session adjourned at 6:37 PM.

## **REGULAR SESSION District Board Room**

**Call to Order/Flag Salute** Chair Kathy Edison called the meeting to order at 7:00PM. She welcomed everyone to the meeting and led the flag salute. She asked that if any public members would like to make comments, to please fill out a comment card and give to the board secretary.

### **The following were in attendance:**

#### **Board of Directors**

Kathy Edison, Chair  
Raymond Mott  
Laurie Schlegel  
Ron Frame  
Norie Dimeo-Ediger

#### **Staff/Others**

Bob Huston, Superintendent  
Mark Everett, BHS Principal  
Joni Spencer, Business Manager  
Darla Waite-Larkin, Banks Elementary Principal  
Shelley Mitchell, Banks Middle School Principal/  
Student Services Director  
Max Sigander, Technology Director  
Pat Ball, retired BHS Teacher  
Ben Buchanan, BHS Teacher  
Dan Harris, Pam Bailey, BES Teacher  
Janine Mobley, NWRESA  
Tom Forest, Students, Patrons

## **PUBLIC WELCOME/RECOGNITION/COMMENTS**

Mr. Huston recognized Kathy Edison and Ron Frame for their years of service on the board, and presented them with plaques. Their terms on the board expire June 30, 2015.

Jacob Pence recognized Pat Ball for his 40 years of coaching service to the district, and presented him with a plaque.

Pam Bailey recognized Chris Michael, who has volunteered at the elementary as artist in residence this past school year.

## **Student Representative Report**

Jaron Malcom will be the high school representative for 2015-16. He made the presentation tonight.

94 seniors graduated June 5

Valedictorians: Kindel Bailey; Avery Cackler; Ryan Chave; Katie Lyda; Oteka Todd; Jason White.

Salutatorian: Abigail Sprute

\$654,000 in scholarships awarded

Collin Purinton: Wrestling scholarship to Uni. Of Nebraska. \$35,000/yr. for 5 yrs.

Madison Soper – Athletic scholarship \$10,000/yr. for 4 years; Academic scholarship \$13,000/yr. for 4 yrs. to Carroll College

### Spring Sports:

Dallin Shurts State Champion in Men's discus

Kindel Bailey – State Champion in Women's javelin

### Softball

2<sup>nd</sup> place in State

### Golf

Ross Philippi 12<sup>th</sup> in State

### Spring Football

Tournament in Bend June 6-7

Students preparing for summer break, cleaning out lockers, studying for finals and turning in assignments.

## **APPROVAL OF AGENDA**

Additions to the agenda:

### 4.0 Consent Agenda

4.2 Resignation: Shannon Staley 1.0FTE Elementary Teacher effective 6/12/15

### 6.0 Action Items

6.2 Furlough Days for 2015-16 as per Memo of Understanding with BEA and BACE

6.3 Approval of Dance/Drill out of district trip to Pacific University June 26-29, 2015

Laurie Schlegel moved to approve the agenda as amended. Norie Dimeo-Ediger seconded.

Discussion: There was no discussion. Motion passed unanimously.

## **RECESS INTO BUDGET HEARING**

Kathy Edison declared the official public hearing of the 2015-2016 budget was open. She asked if anyone present would like to make comment regarding the 2015-16 proposed budget. There were no comments.

Mrs. Edison declared the budget hearing closed, and reconvened back into the regular board meeting.

## **PRESENTATIONS/REPORTS**

### **BES Outdoor School Presentation**

Dan Harris introduced Katie Grossnickle, 5<sup>th</sup> grade student who reported on Outdoor School. She said the students studied the environmental areas of beach, estuary and forest. She said it was a wonderful experience, and thanked the board for their support of the Outdoor School program.

Mrs. Edison reported that Steve Callaway, Banks Elementary Assistant Principal from 1991 to 1996, donated \$500 to the district. He asked that \$100 be given to Mrs. Harsin, and \$100 to Mrs. VanDomelen, and the remaining \$300 be used as a scholarship in honor of Lu Nikolai, retired BES principal. Mrs. Edison suggested the money could be used to help fund students to Outdoor School. She read Mr. Callaway's note into the minutes (see attached).

## **AUDIENCE**

There were no audience comments.

## **CONSENT AGENDA**

Board Minutes: May 11, 2015

Budget Committee Minutes: May 7, 2015

Routine Personnel Matters

### Retirements:

Ramona Rigert .8125FTE Inst. Asst. effective 7/1/15

Tina Spiering .8125FTE Inst. Asst. effective 8/1/15

### Resignations:

Shannon Staley 1.0FTE Elementary Teacher effective 6/12/15

### Reduction in Force: Effective end of 2014-15 school year

Sam Schifferdecker .8125FTE Physical Activity Aide

Dayna Duve .8125FTE Instructional Assistant

Loni Wren .8125FTE Instructional Assistant

### Extra Duty Contracts: Summer 2014

Tim Eggleston, FFA summer activities

Ben Buchanan, Monitor for summer online courses

Kristin Jones, ESY Teacher

Kelly Tierney, ESY Teacher

Cheryl White, ESY Aide

Lorraine Atoui, SLP, ESY

## **Fiscal report**

**Approval of 2015-16 Compensation for Administrative and Non-Bargaining Unit Employees**

**Approval of 2015-16 Revised Budget Calendar**

### **Student Expulsion**

Norie Dimeo-Ediger moved to approve the consent agenda as presented. Laurie Schlegel seconded. Discussion: There was no discussion. Motion passed unanimously.

### **DISCUSSION ITEMS**

#### **Policy and Administrative Regulations 1<sup>st</sup> Reading**

##### **GC-AR17 Job Description – Teacher – Literacy Coach (1<sup>st</sup> Reading)**

Mr. Huston said the AR would return next month for 2<sup>nd</sup> reading. The following change was suggested: Essential Responsibilities: A. 1. Supervision and development of lessons for *teachers* and paraprofessionals.

### **ACTION ITEMS**

#### **Resolution 1415-03: Budget Resolutions**

Ron Frame moved to approve Resolution 1415-03 as presented. Norie Dimeo-Ediger seconded. Discussion: There was no discussion. The motion passed unanimously.

#### **Approval of 5 furlough days for the 2015-16 School Year.**

Raymond Mott moved to approve 5 furlough days for the 2015-16 school year as presented. Norie Dimeo-Ediger seconded. Discussion: There was no discussion. The motion passed unanimously.

#### **Approval of out of district trip: Dance/Drill to Pacific University 6/26/15-6/29/15**

Ron Frame moved to approve the Dance/Drill out of district trip to Pacific University 6/26/15-6/29/15 as presented. Laurie Schlegel seconded. Discussion: There was no discussion. The motion passed unanimously.

### **BOARD COMMUNICATION**

#### **Superintendent Comments**

Mr. Huston thanked the BEA, BACE, administrative and non-represented groups for agreeing to 5 furlough days for 2015-16.

He said that Banks was the best place to finish out 43 years in education.

#### **Administrator Comments**

Max Sigander said that the tech department is looking forward to future improvements, and to having a technology enhanced school district.

Darla Waite-Larkin thanked the board for approving the budget allowing for an elementary PE teacher and music teacher. She reported preliminary scores are available on the SBAC testing. She thanked the board for the opportunity to serve as Banks Elementary School principal this year.

Shelley Mitchell reported the 8<sup>th</sup> grade went to Oaks Park 5/29 and had a great time. The backdrop mural at the middle school will have all student signatures, and will be up in the commons. Next Thursday the staff make up day will be a planning day for staff. Promotion is June 9 at 7:30 in the high school gym.

Joni Spencer thanked the board for passing the budget.

Jacob Pence commented that our athletes did very well this last year, with many of the teams placing in state competition. He added that the band/choir recently won three trophies in Idaho at a competition.

Mark Everett said the fire science course will be offered 2015-16, and 7 students have filled out the application form. There will be a robotics club at the high school with Sid Young and Dan Streblow advising. Last year the high school added a math workshop and writer's workshop to offer students the opportunity to create work samples to meet state standards and graduation requirements. He thanked Kathy Edison and Ron Frame for their service to the district.

### **Board Member Comments**

Raymond Mott asked that foreign exchange student policy and administrative regulation be added to the July agenda for first reading.

Norie Dimeo-Ediger asked Mark to thank Tim Eggleston for his help on the development of the science/technology K-12 curriculum for the Oregon Forest Resources Institute.

Ron Frame thanked the other board members and the administrators for their support during his tenure. He thanked Bob Huston for his availability to parents and board members as superintendent. He said the teachers in Banks have pride, and dedication.

Kathy Edison read an article from the April 2015 *Board and Administrator* publication: "5 board and superintendent trouble spots and how to fix them" (see attached). She said it is important for the board and the superintendent to be aware of these potential problem areas. She said she found a list of goals for the district from when she first joined the board 8 years ago. She said the district has done a good job following and meeting those goals.

#### **Goals:**

*Maintain as many programs as possible.*

*Maintain graduation requirement needs.*

*Maintain state standards.*

*Maintain ending fund balance of 5%.*

### **AUDIENCE**

There were no comments.

### **ADJOURNMENT**

The meeting adjourned at 7:40 PM.

To the Banks School District Board of Directors

In the spring of 1991 I was hired as the Assistant Principal for Banks and Buxton Elem Schools. Beginning that fall, continuing until the end of the 95-96 school, it was a job I was honored to hold. It gave me the experience that has served me well since I moved to Hillsboro School District 19

years ago. As my time there, and my career, concludes this school year please know I'm so grateful you took a chance on an inexperienced, first time administrator.

I learned lessons that have lasted years and gained friends that will last my lifetime.

As a token of my appreciation I've enclosed a check for \$500. I ask that

\$100 be given (each) to Mrs. Hansen and Mrs. VanDomelen - the remaining two teachers from my era - for their class activities

The remaining \$300 placed in your scholarship fund (or Foundation) in honor of Lu Nikolai the elementary principal who was <sup>my</sup> role model and example. With Deepest Gratitude,  
Steve Callaway

## **5 board and superintendent trouble spots and how to fix them**

No one — not the board, the superintendent, or the public — wants to see a superintendent's tenure end in a contract buyout. That's a waste of precious public dollars.

There are certain areas of board and superintendent contention, however, that if not addressed early on, will often lead to the administrator's dismissal.

Here are five of them, with an idea for how to address each.

### **1. Confusion of roles and responsibilities.**

Board members, individually and as a body, need to respect the principle that they have no individual power and can only act as a board when reaching a decision in a legally constituted meeting.

**2. Micromanaging of the district by the board or by its individual members.** Board members need to accept that they are policymakers, not policy implementers. On a well-functioning board, members do not intrude into the superintendent's responsibilities or cross the line separating setting policy from administration.

**3. Board members spending time in schools and classrooms, making observations and rec-**

**ommendations to teachers and principals.** A clear violation of the chain of command that leads to a blurring of the superintendent's authority. Teachers and other staff will end up discussing who they really report to when a board member starts pulling rank. A board must commit itself to the idea that to function effectively, its individual board members will not engage in any behavior that causes factionalism or divisiveness.

**4. Failure of the board to face critical issues head on.** Poor meeting attendance or abstentions from voting usually go hand in hand with this. The solution is a commitment to professionalism and doing what is best for students. Professionalism is best accomplished by coming to meetings prepared, having read the support materials, asking questions during meetings, and making decisions through the vote.

**5. Failure of the board to act as a unified team with its superintendent.** When board members do not realize the importance of avoiding hidden agendas or spring surprises for personal gain, they are impeding forward momentum and damaging team unity. ■