



145 SE Salmon Avenue, Redmond, Oregon 97756 / P 541.693.5600 F 541.693.5601 www.hdesd.org

Board of Directors Board Minutes February 21, 2012

Board Members: Chair Terry Rahmsdorff, Vice Chair Bob Moore, Directors Jerry Crafton, Ron Gallinat, Cathy Miller, Carol Moorehead, Scott Pillar, Scott Reynolds and John Sundell

HDESD Staff: Dr. Dennis Dempsey, Superintendent, Paul Andrews Executive Director of Special Services, Ray Hasart, CTE Coordinator, Jayel Hayden, Director of Human Resources and Shelley Knutz, Executive Assistant

Guests: Debbie and James Aikens, Carrie Compton, Kari Mayre-Paz, Katherine Peterson, Kim Schmidt,

REGULAR SESSION

Regular Session was called to order at 6:15 pm.

Bob Moore said he had talked with John Rexford and Paul Andrews before the meeting. They had asked if it would be appropriate for them to attend the meeting. Bob advised them not to attend so that staff would feel more comfortable sharing their feedback with the Board.

Audience Participation for Non-Agenda items

Carrie Compton thanked the board members for stepping up and committing their time to serve on the Board. She is an active volunteer and knows the commitment that it takes. She wanted let the Board know the impact their selection for superintendent had on the CORP staff. They were all in a state of disbelief, sadness and overwhelming bewilderment. They couldn't imagine why the Board would not choose the candidate with top to bottom support within the High Desert ESD. What could take more weight than an exemplary employee?

Carrie thanked Bob Moore for fielding all of the calls and emails from staff questioning the decision. She wants the Board to be aware that they are fearful Paul will leave. People feel the input from staff was completely disregarded. It felt like the Board requested input but their decision had already been made. They are wondering what this decision says about the direction the Board is taking the ESD.

As she has had time to process the information, Carrie realized the root of her disappointment is losing Paul's potential and the opportunity to change the old guard. Paul holds what is best for kids in his heart and in every decision he makes. Having someone like that at the state level would be so refreshing. We need an educator taking us where we need to go instead of a businessman or a politician.

Cathy Miller addressed the concern that the input was not listened to. The Board spent hours going over the input and the skill set of each candidate. As facilitator of the process, she felt the input was crucial in order to make the best decision. Although the perception may be that it wasn't taken into consideration, it was. Carrie said that is helpful to hear but with two excellent candidates and one has staff support from top to bottom, that support should have had more impact on the decision. Terry Rahmsdorff said there was a large amount of feedback from various sources. A host of factors were taken into consideration and he really appreciates Carrie's comments.

Kari Paz told the Board that there is a feeling of devastation among staff and they are fearful about the future. The ESD is in a precarious place where people are feeling unsteady and unstable in their positions. She believes many people were thinking Paul was a shoo-in for the position.



PRESENTATION AND REPORTS

Fiscal Report

Dr. Dempsey presented the Finance Report as of January 31, 2012

- General Fund – Operations, Fund Balance/ Reserves, Revenue and Expenditures
- We have collected 93% of current taxes
- Districts have carried over some funds in the Local Service Plan
- Special Revenue Fund – State grants are down to 35%. We should receive a payment in March
- PERS/UAL Debt Service Fund
- Facilities Maintenance Fund
- Detail Fund Report – Have expended 39% as of the end of January.

Renewal, Non-renewals & Extension of Contracts

Jayel Hayden presented the Renewal, Non-renewals & Extension of Contracts to the Board.

- 48 people left the organization
- Reduction in Force affected 12 positions in June
- John Sundell asked what determines the length of the probation. Jayel explained the length of a probationary contract is dictated by statute.
- **Scott Pillar moved and Carol Moorehead seconded a motion to accept the Renewal, Non-renewals and Extension of Contracts as presented. Motion carried unanimously.**

ACTION ITEMS

Approve Hiring and Contract of New High Desert Education Service District Superintendent

- **Cathy Miller moved and Scott Reynolds seconded a motion to approve the superintendent contract for the employment of John Rexford as Superintendent for High Desert ESD. Motion carried unanimously.**

Declare Vacancies on Budget Committee

Dr. Dempsey reviewed the vacancies and recommended appointments for the Budget Committee. Because we are a pilot governance model ESD, we have 19 budget committee members. It has been our practice to have the districts appoint their superintendent and business managers to the committee. This makes the process extremely transparent.

- **Scott Pillar moved and Ron Gallinat seconded a motion to declare the vacancies on the budget committee as presented. Motion carried unanimously.**

Approve Budget Calendar for 2012-2013

Dr. Dempsey reviewed the dates proposed on the 2012-2013 Budget Calendar. Terry mentioned that he felt the process worked well last year. Scott Pillar recommended going back to the two meeting schedule. He believes getting the budget, hearing the message and being expected to approve the budget in one meeting is a challenge. It provides more opportunity to assure due diligence.

- **Carol Moorehead moved and Cathy Miller seconded a motion to approve the 2012-2013 budget calendar as presented. Motion carried unanimously.**

Consent Agenda

Cathy Miller asked about the disposal of the technology surplus. Dr. Dempsey responded that we arrange for them to be recycled because this equipment is not repairable. Scott Reynolds asked about personal information. Dr. Dempsey said that there is a procedure to clear the hard drives prior to donating them. He will confirm with this with Technology.

- **Ron Gallinat moved and John Sundell seconded a motion to approve the consent agenda as presented. Motion carried unanimously.**

Superintendent Report

Dr. Dempsey distributed a copy of the calendar for board member elections and appointments. Two elected positions will be open (Bend and Sisters) and two appointed positions will be open (Business and Higher Ed). There will be an organizational meeting in July to swear in the elected members and appoint the others.

Dr. Dempsey has presented the Local Service Plan (LSP) to all of the school boards. The LSP was well received and has been approved by 3 of the 4 districts.

The superintendents have been discussing additional shared services to possibly include nutrition services and transportation. Jefferson ESD is considering opportunities to work with High Desert ESD to reduce their budget. Scott Reynolds said the Board is hearing there needs to be a clear vision on shared services. He asked about the surveys being conducted within the districts and what is the goal. Dr. Dempsey said the goal is to find efficiencies and a better way of doing things so the districts do not have to take funds from the classroom.

Bob Moore asked if we are considering outside vendors for some of the services such as transportation. Dr. Dempsey said we should look at ways to work together with the districts and other public entities. Each district is working on a gap analysis to help create procedures across the districts. Cathy Miller noted that RSD has had some conversation with Cascade East Transit. Bob Moore said that some of the families that are under resourced really need help with transportation. He believes it is important to keep kids in the communities that have the resources they need.

John Sundell asked about the FCC and how it impacts our spectrum. Dr. Dempsey said all of our licenses have been renewed for four years. There is no risk at all to the five years we have on the lease. He will work on providing a report on the use of the spectrum license.

Cathy Miller wanted to comment on the contract that the board has done their due diligence. Cathy Miller noted that the interviews with the executive directors allowed the board to gain some operational input. Bob Moore said it would be worth having the committee report at a future board meeting to make sure the new superintendent is aware of the concerns.

Adjourn

The February 21, 2012, High Desert Education Service District Board of Directors Meeting adjourned at 7:30 pm.

Terry Rahmsdorff, Board Chair

Shelley Knutz, Executive Assistant

