



2804 SW Sixth Street, Redmond, OR 97756 / P 541.693.5600 / F 541.638.9646 / www.hdesd.org

## Board of Directors Board Minutes May 19, 2020

<b>Board Members</b>	Scott Reynolds, Board Chair, Seana Barry, Vice-Chair, Directors Kathy Biles, Gwen Carr, Peggy Kinkade, John Lang, Matt McGowan, Bob Moore and Carol Moorehead
<b>HDESD Staff</b>	Paul Andrews, Superintendent; Sandy Bishop, Assistant Superintendent; Rochelle Friend, Chief Financial Officer; Jayel Hayden, Chief Human Resources Officer; Anna Higgins, Executive Director of Innovation, Amy Joynt; Special Programs Executive Director; Angella La Fontaine, Business Analyst; Diane Tipton, Early Childhood Executive Director; Rachel Wenten-Chaney, Chief Information Officer and Shelley Knutz, Executive Assistant
<b>Call to Order</b>	Board Chair Scott Reynolds called the May 19, 2020 meeting to order at 6:06 pm

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### Agenda Revisions

Superintendent Andrews announced there is a High Desert Education Association (HDEA) Memorandum of Understanding that will require a vote under the HDEA Bargaining Agreement action item.

### REPORTS

#### Culture of Care Presentation

Superintendent Andrews explained we want to continue sharing our programs with the board members even though we are not meeting in person. He introduced the three Culture and Resilience educators (CARE), Erin Taylor, Amber McGill and Amy Yillik. They introduced themselves and highlighted their extensive backgrounds and passion for students and staff in trauma.

Through intentional modeling, training and collaboration, CARE coaches seek to impact educational culture and outcomes with trauma sensitive, restorative and equitable mindsets and practices that systematically promote wellness, safety and community support for all. Helping teachers become sensitive to the needs of a hurting student. Identifying what is driving a student's behavior helps the teacher improve their relationship with the student. Helping teachers advocate for systemic support for themselves and their students.

#### Highlights from the 2019-20 CARE work

- They have provided training and coaching in 13 priority schools.
- Common goal in school community is staff wellness and community building.
- Social Emotional Learning (SEL) professional development cohort pilot in the Redmond School District
- Provided 27 trainings across the region focused on Trauma Impact, Classroom Management, Community Building and Professional Resilience.
- District level collaboration with the Redmond Innovation Team, Bend Behavior Coaches/PBIS teams, and the Culver Counseling Team

## Plans for 2020 and Beyond

- Have created resources for students, parents and teachers during 'work from home'.
- Region wide distance learning resources.
- Trauma Sensitive Classroom Guide and planning for re-entry.
- Portland State MSW Intern program partnership 2020-21.
- Leadership Summit in August and Restorative Justice professional learning communities
- Facilitating ESD Wellness Circles during work from home

The CARE coaches reviewed the signs of a Burnout Cycle and compared it to creating a Culture of Wellness. Since the governor's order requiring everyone to work from home, the focus has been on self-care for staff. They encourage everyone to ask themselves these six questions every day:

1. What am I grateful for today?
2. Who am I checking in on today?
3. What expectations of normalcy am I letting go of today?
4. How am I getting outside today?
5. How am I moving my body today?
6. What beauty did I experience today?

Superintendent Andrews remarked how proud he is of what these coaches have created in a relatively short time. Their funding comes through a 3-year grant. Peggy is impressed by the work and inquired about the end goal. They all agreed it would be ideal to have a CARE coach in each school. They are trying to develop trauma informed schools across the region and hope to work themselves out of a job!

## **Fiscal Report**

Rochelle noted we are preparing for potentially significant budget cuts for the 2020-21 school year. COVID-19 has actually created a small savings in travel and meals. We have generated approximately \$196,000 in savings that will roll into the coming fiscal year to help offset potential revenue shortfalls. Governor Brown has asked all state agencies come up with an 8.5% reduction to their budget. Because we will be entering the second year of the biennium, we have asked our programs to work with a 17% budget cut.

Rochelle reviewed two different funds of money Oregon has received through the CARES act: Governor's Emergency Education Relief Fund (GEER) and the Elementary and Secondary Emergency Education Relief Fund (ESSER). We are advocating for support through both of these funds.

Bob asked how comfortable the ESD is that the government will honor all of the grants we have with them. Rochelle believes the federal grant funds are more stable than the state funding. We have been instructed to do the best we can with what we have. We have received three smaller grants through COVID to help families in need. Rochelle provided a list of all the grants HDESD received during the 2019-20 fiscal year.

## **DISCUSSION ITEMS**

### **Insurance RFP**

Rochelle reported the last insurance Request for Proposal (RFP) we solicited was in 2016. We currently contract with Payne-West for Liability coverage and LaPorte for Unemployment/Worker's Comp. Bob asked if LaPorte has been able to lower our Worker Comp costs. The costs have gone down because our experience rating has gone down. Phil Dollar, our LaPorte Agent, has been helpful in providing recommendations for improvement. Scott's biggest concern is the timing of an RFP. He asked if it would be too big of a task for staff while everyone is working from home. Rochelle is not concerned with that. With that said, Scott would like us to move forward with an RFP. Matt mentioned the RFP could be set up for one agency to provide a quote for both liability and worker's compensation or for just one area of coverage.

## **Student Success Act Comprehensive Plan**

Superintendent Andrews explained that the ESD SSA comprehensive plan describes all of the technical assistance we will be providing to our districts. The Comprehensive Outcomes include:

- Increase academic achievement and reduce disparities for historically underserved students.
- Improve the social emotional well-being of all students.
- Increase regional data analysis capacity to address the academic and social emotional needs of students.
- Increase student, parent and community engagement/partnerships.

We will submit this plan with the understanding it may change based on revenue. We are required to notify the board. Superintendent Andrews will meet with the 4 superintendents and they will vote on Thursday. We must submit the comprehensive plan to the Oregon Department of Education by June 1.

## **Superintendent Report**

- ✓ EI/ECSE could be cut by \$1M. This is worst-case scenario.
- ✓ Regional Programs hope to be flat funded.
- ✓ We will lobby for the GEER and ESSER dollars coming to the ESD and to EI/ECSE.
- ✓ We have lost revenues from programs such as Driver's Ed, Skyliner Lodge rentals and ECSE tuition students.
- ✓ We will be asking the Board to take action on a furlough proposal using the Work Share program. It is projected to save the ESD \$50,000 every furlough day.
- ✓ We are still under the Governor Brown's orders to work from home. There may be tension about this throughout the summer and into the fall. Superintendent Andrews continues to have regular meetings with the executive team, the administrative team, regional superintendents and weekly fireside chats with all staff.
- ✓ Peggy asked if he has a strategy for summer. We have received the summer guidelines and shared them with staff. We do not want to spend too much energy strategizing for the fall when situations may change (ODE guidance will not come until early June). When asked if the districts want to open in the fall, he said they are not all in agreement.
- ✓ Superintendent Andrews complimented Sandy for doing an amazing job standing up the Student Success Act (SSA). He is so grateful that she has been here for us all year.
- ✓ Superintendent Andrews shared three slides with the new leadership structure for 2020-21. He believes this system is more aligned with less hierarchy. Shelley will email the slides out to the board members.
- ✓ Hope Academy is moving from Terrebonne to the Tamarack Building next year. Superintendent Andrews reported having some good conversations with PacificSource around funding for day treatment.
- ✓ Superintendent Andrews is the only candidate for President-Elect of OAESD.

## **Board Chair Report**

- ✓ Seana reported on the superintendent evaluation. She is working with Scott to come up with some questions for the board members to consider and discuss in Executive Session June. She will work with Shelley to send out questions for the board members to consider.
- ✓ Great news for our two open board positions. Carol Moorehead was reelected to represent the Sisters School District. Peggy Kinkade was reelected to represent the Bend-La Pine School for another term. We are very happy to have them both continuing on the board.
- ✓ The Higher Ed and At Large ESD board positions will open on June 1-15.
- ✓ OAESD Special Session Legislative Priorities. Bob explained they would only be focusing on two priorities:
  1. Protect the SSF appropriation of \$9.0 Billion for 2019-21.
  2. Honor existing contracts and agreements and the funding already allocated, including 2019-20 expenditures made in cooperation with ODE in support of the implementation of the Student Success Act.

## ACTION ITEMS

### OAESD Officer Council Elections

Bob explained the process of nominating and electing Chair-Elect of the OAESD. Kelly Bissinger, Intermountain ESD, has been nominated as Chair-Elect.

- **Bob Moore moved to nominate Kelly Bissinger as Chair-Elect for the OAESD Officer Council. Carol Moorehead seconded the motion. Motion passed unanimously.**

### 2020-21 Board Meeting Calendar

The 2020-21 Board Meeting Calendar was presented for approval. The locations are yet to be determined depending on our ability to gather or requirement to stay at home.

- **Matt McGowan moved to approve the 2020-21 Board Meeting Calendar as submitted. Seana Barry seconded the motion. Motion passed unanimously.**

### HDEA Bargaining Agreement and Memorandum of Agreement

This one-year agreement aligns to the proposed budget passed in April. It provides for a cost of living increase – 2.75% for licensed staff, 3.0% for classified staff. Increases the monthly health insurance contribution by \$40 to \$1345 per month for full time employees. Agrees to 189 regular calendar day for both licensed and classified.

- **Carol Moorehead moved to approve the 2020-21 High Desert ESD Collective Bargaining Agreement as presented, for one year. Kathy Biles seconded the motion. Motion passed unanimously.**

Superintendent Andrews reviewed the Memorandum of Agreement allowing for four furlough days using Work Share to compensate employees for time lost.

- **Bob Moore moved to approve the Memorandum of Agreement with the HDEA allowing for up to four furlough days. Carol Moorehead seconded the motion. Motion passed unanimously.**

### Consent Agenda

- **Seana Barry moved to approve the Consent Agenda as presented. Kathy Biles seconded the motion. Motion passed unanimously.**
  - Personnel Changes May 2020
  - Budget/Board Minutes April 21, 2020

### Closing Comments

None

### Adjourn

The May 19, 2020, High Desert ESD Board of Directors Meeting adjourned at 7:50 pm.

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Scott Reynolds, Board Chair

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Shelley Knutz, Executive Assistant