

Board of Directors Board Minutes June 21, 2022

- Board Members** Board Chair Peggy Kinkade, Directors Edie Jones (attended virtually), Betsy Julian, Bob Moore and Carlos Perez (attended virtually)
- HDESD Staff** Paul Andrews, Superintendent (attended virtually); Sara Ausman, Manager of Behavior Programs; Karen Bures, Behavioral Teacher; Rochelle Friend, Chief Financial Officer; Anna Higgins, Chief Strategy & Innovation Officer; Amy Joynt, Executive Director of Special Programs; Angella LaFontaine, Business Analyst; Shay Mikalson, Chief Student Success Officer; Liv Roberts, Behavioral Teacher; Rachel Wente-Chaney, Chief Information Officer and Shelley Knutz, Executive Assistant
- Guests** Bob Bures
- Call to Order** Board Chair Peggy Kinkade called the June 21, 2022 meeting to order at 5:30 pm

BUDGET HEARING

Open High Desert ESD Budget Hearing

The 2022-23 budget hearing opened at 5:35 pm.

Audience Participation Regarding Budget

There was no audience participation or questions regarding the proposed budget.

Close High Desert ESD Budget Hearing

The 2022-23 budget hearing closed at 5:40 pm.

PRESENTATIONS and REPORTS

Board Member Recognition

Superintendent Andrews acknowledged the significant changes Bob Moore has helped bring to High Desert ESD. Bob encouraged leadership opportunities for all board members and served as board chair multiple times. Several years ago Oregon Association of ESD (OAESD) talked about starting a newsletter but it didn't get off the ground. Bob took it upon himself to create the newsletter on behalf of OAESD. Superintendent Andrews noted when people think of Bob, they automatically think of Early Intervention/Early Childhood Special Education (EI/ECSE). Through Bob's hard work and tenacity with the legislature, there has been a significant increase of funding for all Oregon EI/ECSE programs. That substantial increase in funding has directly impacted all Oregon children who receive EI/ECSE services.

Peggy mentioned that Bob really elevated the reputation of HDESD and the importance of adequate funding for EI/ECSE. Sara Ausman has appreciated Bob's support and work with behavioral students in the COPY program with Deschutes County over the years. Shay said that when he was with Redmond SD and Bend-La Pine Schools, he always valued Bob's encouragement and support. Bob thanked everyone for their kind words and said he is very happy to be leaving the organization better than it was when he became a board member. He has enjoyed the work and the people so much.

Peggy mentioned that this is also Jayel Hayden's last official board meeting as well. Superintendent Andrews acknowledged what an excellent job Jayel has done over the past 25 years in several roles. Especially the years he served as HR Director for Crook County SD, Sisters SD and HDESD. We are a better organization because of Jayel and we are grateful he has agreed to continue working 12 hours a week to support the HR Department.

Restraint and Seclusion Report

Amy Joynt gave the Restraint and Seclusion Report for 2021-22

- The Bridges program serves students K-3 highly impacted by autism. They reported zero incidents.
- The Sagebrush program serves students experiencing intense social/emotional and behavioral issues. There were no incidents to report.
- The Nest (Nurturing Empathy Safety and Trust) program serves Bend-La Pine students K-5 with intense behavioral and social skills challenges. There was 1 restraint and 4 seclusion incidents to report.

The Nest Program

Karen Bures, Behavioral Teacher at The Nest spoke about the program and the many ways they work with the students. She personally does not believe restraints and seclusions need to be part of a behavioral program. She utilizes a collaborative problem solving team philosophy keeping the students at the forefront of all they do. School is a rigid system and does not work for some students. She has found relationship building, trust and safety with all of the students they work with is key. Some of the tools they use in the classroom may seem unconventional. They make a lot of movies because the kids love to see themselves on screen. Karen showed a video of students acting out what they should not be doing followed by them performing the targeted behavior.

When students are new to The Nest they can come with a lot of triggers from earlier trauma. Getting them to follow the schedule safely without impacting other students is the initial goal. Creating different environments and providing various tools to get them to identify what is helpful. They use visuals during school for students dealing with big feelings or big moments. Those visuals encourage students to have a do over that doesn't end with the escalation in behavior.

There is great focus on relationships between students and teachers and the other students in the classroom. Karen said it is hard to articulate all of the interventions they use every day that have helped to lower the restraint and seclusion numbers. Restraints and seclusions are tools in their toolbox but she vowed it is one she will not use. Peggy thanked Karen for her report. Her passion for the students is evident. She appreciates how Karen made an undesirable topic into a positive report.

Sara Ausman explained the process for reintroducing the students back into the classroom. Superintendent Andrews appreciates that they are looking for ways to reduce restraints and seclusions. The requirement to share this data annually and to tell the stories, has been a positive shift. He applauds Sara and her team for their incredible work in the three behavioral programs.

Financial Report

Rochelle Friend reported that current projections indicate that we will be carrying forward approximately \$900,000 into the 2022-23 fiscal year, which aligns with what we projected during the budget process. She mentioned there is a new accounting standard on operating leases. All of the items we used to consider as rent or lease will now show up as debt service. When Bob asked about the reason for this change, Rochelle said it was for transparency purposes. Bob also asked if ODE was up to date on their payments. Rochelle said they are currently paying us within a 30-60 day turnaround time. She is hopeful we will have contracts in place much sooner for 2022-23.

Board Goals and Outcomes

Superintendent Andrews asked Anna, Shay and Rachel to assist in his presentation. Five years ago the board and superintendent began the process of setting board goals and assigning metrics. The pandemic required a shift to some of the metrics. Superintendent Andrews highlighted the board goals. Anna and Shay detailed the progress being made on each metric.

Goal One - Improve the educational, physical and mental well-being of students in our region.

Metrics

1. Graduation rates trend up and gaps close.
2. Improve student outcomes as reported in the HDESD Annual Program Outcomes.
3. Increase academic, mental and behavioral supports to students as measured by SSA Progress Marker Framework.

Goal Two - Recruit and support and retain an outstanding, engaged, professional and diverse workforce.

Metrics

1. HDESD staff demographics more closely reflect the demographics of the population we serve.
2. Staff engagement improves as measured by the bi-annual Gallup Q12 survey.
3. By the start of the 22-23 school year, the executive team will more closely align to the population we serve.
4. Existing exit interview process is refined for better understanding of why staff leave.
5. Improve student outcomes as reported in the HDESD Annual Program outcomes.

Goal Three – Be the most effective and sought-after P-20 facilitator of educational services in Central Oregon by bridging gaps and bringing people together and providing excellent services that are innovative and responsive to those we serve.

Metrics

1. Our partners report that they can count on HDESD to provide sought-after services and/or collaboration that meets their needs.
2. HDESD programs and services will bridge gaps and bring people together as reported in the HDESD's Annual Program outcomes.
3. Annual Customer Survey demonstrates that HDESD programs and services are excellent, innovative, responsive and effective.

DISCUSSION ITEMS

Superintendent Report

- ✓ COVID Update - We did it! Our goal was to have all students continue in-person learning all year and we met it. County rates stayed in yellow, so we didn't have to change anything.
- ✓ Summer learning – OAESD has dedicated \$50M for Community Based Organizations. Insurance has been a big obstacle and a number of insurance agents stepped up to offer help and support, Matt included.
- ✓ Superintendent Andrews shared the current 2022-23 organization chart with the Board.
- ✓ He also shared his upcoming vacation schedule. He will be out of the office through July 10. Anna will be the point of contact in his absence.
- ✓ HB 4030 funds are dedicated to recruitment and retention. We will be hiring a .5FTE recruitment specialist and offering a modest retention bonus to staff.
- ✓ Anna is leading a group of administrators who are considering solutions to the substitute crisis for next year.

Board Report

- ✓ Business Representative Applicant
Anthony Georger submitted his application to serve as the business representative to the Board. Peggy, Bob and Seana have had a chance to visit with him. Carlos noted Anthony is interested serving as a board member with specific interest in budgets and finances. Anthony was referred to us via EDCO.
- ✓ OAESD Governance Council Board Representative – will move to July agenda

ACTION ITEMS

Appoint Business Representative to the High Desert ESD Board of Directors

HDES received Anthony Georger's application to fill the position of Business Representative through June 30, 2025. Peggy, Bob and Carlos have had the opportunity to visit with Anthony and shared their impressions (all positive). The members had a chance to review the application and feel fortunate to have such qualified candidate.

- **Carlos Perez made a motion to appoint Anthony Georger to the Business Representative position. Edie Jones seconded the motion. Motion carried 3-0 (only elected members can vote).**

Appoint OAESD Governance Council Board Rep

In the interest of time, this will be moved to the July 19, 2022 board agenda.

Resolution 80-22 Adopting the 2022-23 Budget

Rochelle shared the changes or adjustments worth noting since the budget committee met in April.

- **Betsy Julian made a motion to approve Resolution 80-22 – Adopting the budget, making appropriations and imposing and categorizing taxes for fiscal year 2022-23 as presented. Bob Moore seconded the motion. Motion carried 5-0.**

Insurance Committee Recommendation

The ESD Insurance Committee met and reviewed plan options for the 2022-23 year. The Committee was in agreement to offer all plans again for the 2022-23 benefit year.

- **Bob Moore made a motion to approve the Health Insurance Recommendation for 2022-23 as presented and Betsy Julian seconded the motion. Motion carried 5-0.**

Consent Agenda

- ✓ Personnel Report – June 2022
- ✓ Board Minutes – May 17, 2022
- **Betsy Julian made a motion to approve the Consent Agenda as presented. Bob Moore seconded the motion. Motion carried 5-0.**

Executive Session

Meeting adjourned to Executive Session ORS 192.660(2)(e) To conduct deliberations with persons designated by the governing body to negotiate real property transactions at 7:40 pm.

The meeting was called back into regular session at 8:00 pm.

Negotiation of Land Acquisition

- **Betsy Julian made a motion to authorize Superintendent Andrews to move forward with the negotiation of real property transactions. Carlos Perez seconded the motion. Motion carried 5-0.**

The June 21, 2022 Board of Director's meeting adjourned at 8:15 pm.

Peggy Kinkade, Board Chair

Shelley Knutz, Executive Assistant