

Molalla River School District

Regular Board of Director's Meeting

MRSD Board Room

412 S Sweigle Ave.

Molalla, OR 97038

Thursday, May 14, 2020

6:00 PM

Agenda

- I. **EXECUTIVE SESSION - 6:00 pm**
- II. **REGULAR BUSINESS MEETING - 7:00 pm**
Call to Order/Pledge of Allegiance
- III. Public Comment
- IV. Review changes to agenda
- V. Board Self Evaluation Orientation/Process
- VI. Action Items
 - A. Approval of April 9, 2020 Minutes
 - B. Approval of May 7, 2020 Minutes
 - C. Personnel Report
- VII. Information/Discussion
 - A. Facilities
 - B. Teaching and Learning
 1. Curriculum, Instruction and Assessment
 2. Supported Education
 - C. Financial Review
 - D. Listening to Stakeholder Voices
- VIII. Superintendent Report
- IX. Board Comments
- X. Upcoming Meetings
- XI. Adjourn

Persons having questions about or requests for special needs and accommodation should contact the director of Supported Education at the Molalla River School District Office, 412 S Swigle, PO Box 188, Molalla, OR 97038, 503-829-2359

The Molalla River School District is an equal opportunity educator and employer

I. WELCOME

CALL TO ORDER/PLEDGE OF ALLEGIANCE

Chair Eskridge called the regular business meeting to order at 6:02 pm and proceeded with the Pledge of Allegiance.

Present members include: Chair Linda Eskridge, Vice Chair Neal Lucht, Ralph Gierke, Jennifer Satter, Mark Lucht (VIRTUALLY), Craig Loughridge (VIRTUALLY), and Calvin Nunn. Absent member/s: none

II. EXECUTIVE SESSION

Chair Eskridge recessed into executive session at 6:03 pm.

The Molalla River School District board of education held an executive session for the purpose of hearing complaints or charges brought against, a public officer, employee, staff member or individual agent who does not request an open hearing. The executive session was held pursuant to ORS 192.660 (2)(b)

All board members were present (either in person or virtually) including Mr. Mann, Ms. Wesley, MHS Principal/Brad Berzinski (VIRTUALLY), MHS Athletic Director/Kristen Rott (VIRTUALLY), complainant/Amber and Jimmy Thompson with son Tyler Thompson, and the district's attorney/Nancy Hungerford (VIRTUALLY).

Board members deliberated and asked questions of Ms. Hungerford prior to the start of the hearing.

Mr. Mann, Mr. Berzinski, Ms. Rott and the Thompsons joined the meeting at 6:15 pm. Chair Eskridge read a statement to the group regarding the process for the hearing.

An open hearing took place regarding the Thompsons's complaint and board members asked clarifying questions regarding the matter. Mr. Mann, Mr. Berzinski, Ms. Rott and the Thompsons left the executive session at 6:59 pm. A group discussion/ deliberation took place regarding the complaint hearing and next steps.

Chair Eskridge adjourned the Executive Session and reconvened the regular business meeting at 7:31 pm.

III. REGULAR BUSINESS MEETING

Chair Eskridge called the regular business meeting to order at 7:36 pm.

Present members include: Chair Linda Eskridge, Vice Chair Neal Lucht, Ralph Gierke, Craig Loughridge (VIRTUALLY), Mark Lucht (VIRTUALLY) Jennifer Satter, and Calvin Nunn Absent member/s: None

MRSD Administrators present: Tony Mann/Superintendent, Rick Gill/Business Manager (VIRTUALLY), Michael Salitore/Director of Supported Education (VIRTUALLY), Kathleen French/Director of Teaching and Learning (VIRTUALLY), and Missy Wesley/Executive Assistant.

A. PUBLIC COMMENT

There was no public comment submitted for the record.

B. REVIEW/CHANGES TO AGENDA

There were no suggested changes to the agenda.

C. SUPERINTENDENT EVALUATION ORIENTATION

Mr. Greg McKenzie (virtually) provided the group an overview of the plan for the upcoming superintendent evaluation. He explained that the plan was to reinstate the full 360 model; which was a survey conducted about five years ago with all staff, community and administrators, then come back to the board on May 14th for a report to the board. He said the board can then use this information to conduct their evaluation of the superintendent. He suggested that due to the current circumstances (COVID-19), the board move forward with past practice and just do a board evaluation.

The board deliberated in great length whether to have a full 360 survey complete or just a board evaluation of the superintendent. Members discussed the pros and cons of this and how this information could be collected from each stake holder group. Mr. McKenzie suggested having a survey of staff rather than the community at this time. Mr. Mark Lucht asked if this would be a burden for staff to participate. Vice Chair Neal Lucht said that in a time of people being more remote, they might be more willing to respond and more feedback may be provided. Ms. Satter shared her concern of having this survey conducted during a crisis is not a fair time to ask this of staff. Mr. McKenzie commented that there is a 50-50 chance of getting responses and it may be hard to communicate with the full community during this time. Mr. Nunn stated that if a 360 survey is conducted it should include the full community. Ms. Satter commented that she understands staff culture is an important initiative, but conducting the survey now is not the right time.

Members asked questions around data collection, anonymity and vehicles for distribution. Mr. McKenzie explained the information collected is completely anonymous, collected separate of the district and he will work with Ms. Wesley to get the survey link out. Ms. Satter stated her concern about a consensus of the full board for next steps in conducting the superintendent evaluation.

Vice Chair Neal Lucht moved to have the board use the 360 survey as part of the superintendent evaluation. Mr. Gierke seconded the motion. The motion passed with five ayes, one nay (Ms. Satter) and one abstention (Mr. Nunn).

D. ACTION ITEMS

1. Minutes from March 7, 2020 meeting
Mr. Gierke moved to approve the March 7, 2020 minutes as presented. Vice Chair Neal Lucht seconded the motion. The motion passed unanimously.
2. Minutes from March 12, 2020 meeting
Mr. Gierke moved to approve the March 12, 2020 minutes as presented. Vice Chair Neal Lucht seconded the motion. The motion passed unanimously.
3. *Personnel Report*
Vice Chair Neal Lucht moved to approve the personnel report as presented. Mr. Gierke seconded the motion. The motion passed unanimously.
4. *Student Success Act Application*
Ms. French reminded the group that the application and link for public comment has been on our website for some time. She shared that even though there were only nine responses, they were all very encouraging. She reported that she plans to submit the application by April 15th and is seeking board approval. She stated that it is unsure what the impact of COVID 19 has on

this; however, ODE has encouraged districts to continue moving forward with submission and will provide further direction at a later date. Mr. Mann explained that we typically would have been hiring for these positions now; but have decided to postpone hiring any position at the moment and not spend any of these dollars until there is more clarity from ODE.

Board members asked questions and discussed the community feedback received, Oregon Healthy Teens Survey and funding for the Student Success Act. Mr. Gierke moved the approve the Student Success Act Application as presented. Vice Chair Neal seconded the motion. The motion passed unanimously.

5. *2020-21 MHS Course Proposal*

Mr. Gierke moved to approve the proposed course, Exploring Computer Science A/B, at the high school Vice Chair Neal Lucht seconded the motion. The motion passed unanimously.

6. *Budget Supplemental Appropriation Resolution*

Vice Chair Neal Lucht moved to approve the Supplemental Appropriation Resolution as presented. Mr. Gierke seconded the motion. The motion passed unanimously.

7. *Postponement of Budget Committee Meeting*

Mr. Gill explained that COVID 19 has caused a significant disruption in the preparation of the 2020-2021 budget. He said that the administrators responsible for budget development activity that takes place in March have had their time and energy diverted to managing the crisis associated with the virus. He stated that the finances of the district have become uncertain both for the completion of the 2019-2020 school year and the 2020-2021 school year. The delay in the preparing of the budget will allow the gathering of additional information.

He explained the delay of the Budget Committee organizational meeting to May 21, 2020 would result in a “one and done” meeting approach; and would set aside for this year the model of delivering the proposed budget to the Budget Committee followed by a review period. The Budget Committee would receive and vote to approve the proposed budget on May 21. He asked to postpone the April 30, 2020 regular organizational Budget Committee Meeting for the 2020-2021 Budget to May 21, 2020.

Mr. Gierke moved to have the budget committee date be moved to May 21, 2020. Vice Chair Neal Lucht seconded the motion. The motion passed unanimously.

8. *Grant Authority to Enter into First Student MOU*

Mr. Gill provided the group with an explanation of this agenda item. He said that as a result of the closure there has been a suspension of bus services and a need to revise the transportation contract with First Student. He explained that several districts with contracted bus service met virtually and the consensus was to continue to pay for these contracted services using the concept that what was being purchased was the potential for continued service should schools reopen. The idea being that if school were to resume and bus drivers had found other work then it might be difficult to start up transportation services.

He said that contractors have agreed to discount the contract amounts. Mr. Gill talked about exploring the possibility of delivering meals to bus stops using school buses. He said that

Executive Order 20-08 requires school districts to continue the payment of employees, which would include bus drivers of self-operated districts, would make it challenging to not pay the drivers of contractors like First Student. The concept of continuing payment of contracted amounts without receiving services during this pandemic has been included in legislation at the state and federal levels.

Vice Chair Neal Lucht moved to grant authority to the Business Manager to enter into an agreement with First Student. Mr. Gierke seconded the motion. The motion passed unanimously.

E. INFORMATION/DISCUSSION

1. *MRSD Coronavirus Response*

a. *Overview*

Mr. Mann provided the group with an overview of the district's response to the COVID-19 outbreak. He said he is proud of the staff's work over the last four weeks and is sad for the seniors, fifth and eighth graders for not being able to experience the big end of the year events. He highlighted the high school video that was created by the ASB President/Vice President and commented that it was the greatest example of leadership and who we are as a community. He explained that his intent tonight is for each department to speak to the work they are doing during this time.

Mr. Nunn left the meeting at 8:38 pm.

b. *Facilities*

Mr. Tiano stated that he is proud of his maintenance and custodial staff who are working hard on cleaning/sanitizing buildings to be in optimal condition when we come back. He commented that staff have to be contacted to enter the buildings.

c. *Teaching and Learning*

a. *Curriculum, Instruction, and Assessment*

Ms. French commented that through all of this it has been a true pleasure working with this administrative team. She said that she invited Mr. Berzinski and Mr. Dalton to share with the group how they are managing distance learning and she will share what is being done at the elementary level.

Mr. Berzinski echoed Mr. Mann's comments related to much disappointment for our students, parents and staff. He said it has been a rough couple of weeks and staff are working really hard to figure things out. He reported that Google classroom is the primary platform that teacher will be using and content will be provided one week at a time. He said that at this time 367 Chromebooks have been distributed to middle and high school families, along with physical resources for students to use (textbooks etc.). He shared with the group that one of the challenges is internet access for families and Molalla Communications has been gracious enough to offer service to those living in the Molalla community; but the district is working on hotspots. He reported that they received significant news from ODE regarding graduation requirement; which has allowed them to move forward in making sure senior are in place to graduate. He said that district

office has done an amazing job in leading communication and they are doing their best to keep families informed from a building level.

Board members asked questions about prom, graduation ceremonies, and use of other telecom services (BCT) to help with connectivity. Vice Chair Neal Lucht complimented Mr. Berzinski and the admin team for their work in this time. He said that he has heard what other districts are doing and believes the district is doing a fantastic job; especially around communication.

Mr. Mann shared with the group that the district, early on, make the decision to enter in to a personal services contract with Allison Holstein for communication services. Ms. Satter commented that this was a great decision to have a central point of communication for common messaging and transparency. Vice Chair Neal Lucht said that it is interesting to compare districts during this time.

Mr. Dalton commented that he is proud of this community and is impressed how everyone has pulled together. He shared his appreciation for Mr. Mann, administration, technology staff, teachers and support staff during this time. He said much of the work at the middle school level is through Google Classroom and they currently have approximately 90% of students engaged at some level. He talked about the use of soft start to this process, virtual schedules and office hours for staff. The group talked about the positive/negative effects of virtual learning and the potential need for online learning at a later time.

Ms. French reported that the district elementary team is working collaboratively to create two components of learning for students: rigorous packet with access to various technology links and individual connection with families/students. She talked about the importance of this outreach as they recognize the stress on parents and wanting to provide any supports. She said that technology will be the next step for elementary students; as the focus, has been on secondary students. She stated that they also have reached out to Spanish speaking families, along with Migrant families to make sure their needs are met as well. Mr. Conley added that he is proud of the efforts made at the elementary level. Ms. Satter asked about Kindergarten Round Up and if being rescheduled. Ms. French replied that information on this will get out as soon as possible.

b. Supported Education

Mr. Salitore reported that his team has come together during this time with a message of flexibility and grace. He highlighted their work to develop procedures around equity and providing services to students; by the ODE deadline of April 13th. He said that he has been working on training staff to work remotely to include telehealth and speech services. He reported that they are contacting all families on IEPs and working to get technology in student's hands. He said that his department has reinvented how supported education is done.

Board members asked questions related to outplacement programs and how families are supported with distance learning. He explained that resources are provided to families and they are ready to provide services on Monday.

d. Financial Review

Mr. Gill commented that he has had different areas of responsibility related to this closure and it is hard to believe it has only been three weeks. He highlighted the food service department and said they have been doing a great job, making sure kids get meals. He stated that we are currently in the green, but we will have to see how things develop at this time.

F. BOARD COMMENTS

Ms. Satter thanked administration and the staff for all their hard work. Mr. Loughridge commented that he appreciates/respects the right for board members to show up in person to the meeting; but wants the group to honor the Governor’s request and be cognizant of everyone’s safety.

G. UPCOMING MEETINGS

Chair Eskridge reviewed the upcoming meeting schedule.

H. ADJOURN

Mr. Gierke moved to adjourn the meeting. Vice Chair Neal Lucht seconded the motion. All members unanimously agreed to adjourn the meeting at 9:37 pm.

DRAFT

Chair

Superintendent

Board Secretary

I. WELCOME

CALL TO ORDER/PLEDGE OF ALLEGIANCE

Chair Eskridge called the virtual special meeting to order at 7:04 pm and proceeded with the Pledge of Allegiance.

Present members include: Chair Linda Eskridge (VIRTUALLY), Vice Chair Neal Lucht (PHONE), Ralph Gierke (PHONE), Jennifer Satter (VIRTUALLY), Mark Lucht (VIRTUALLY), and Craig Loughridge (VIRTUALLY)
Absent member/s: Mr. Nunn

A. CHANGES TO THE AGENDA

There were no suggested changes to the agenda.

B. PUBLIC COMMENT

No public statements were submitted for the record

C. ACTION ITEM

Molalla River Academy (MRA) Charter Timeline Extension

Mr. Mann thanked the board for their flexibility in having a special meeting and shared with the group the purpose of asking for the timeline extension. Mr. Loughridge asked if it would be better to extend the timeline to the June work session; allowing more flexibility.

Mr. Mark Lucht stated that based upon the board-approved renewal of MRA's charter and in alignment with ORS338(5)(e), he moved to extend the time period for the District and MRA to negotiate the charter contract for MRA through June 11, 2020.

Ms. Satter moved to amend the motion by striking June 11th and adding June 25th. Mr. Mark Lucht seconded the motion. Ms. Satter said this will allow more flexibility in the process and provide enough time to decide on common language and allow time for the MRA board to vote. The amendment passed unanimously with six ayes.

The main motion to extend the time period for the District and MRA to negotiate the charter contract for MRA through June 25, 2020 passed unanimously with six ayes.

Mr. Mann thanked the group for their flexibility as they move this process forward.

D. ADJOURN

Mr. Gierke moved to adjourn the meeting. Vice Chair Neal Lucht seconded the motion and the meeting was adjourned at 7:15 pm.

Chair

Superintendent

Board Secretary

FACILITIES PRIORITY REPORT

April 2020

Planned Maintenance		Planned Capital Projects		Planned Summer Inspections	
✓	MHS Kitchen Water Heater Replacement	✓	Boys and Girls Locker Room Water Heater Replacement	✓	Fire Alarm/Smoke Detectors Inspections
✓	Replace Water Line at MRMS	✓	MHS Gym Siding (Portions South and West Side)	✓	Fire Door Drop Testing
✓	MRMS Carpet Rm 18	✓	MHS Gym Roofing (Boys Locker RM)	✓	Air Handlers (MES&MHS)
✓	Reseal & Stripe MES and add 2 speed Bumps (Safety)	✓	Mulino Cafeteria	✓	Boiler Inspections
✓	Reseal & Strip Mulino Bus Lane	✓	MES Gutters	✓	Elevator Inspection
✓	Replace Motor & Bearing Assembly in boiler room at Clarkes	✓	Clarkes Siding/Post Repair	✓	Lift Inspection
✓	Carpet RM 3 at Clarkes			✓	Backflow Inspection
				✓	HVAC Inspection

High School –

- Repaired plumbing leak in girl’s locker room
- Sprayed for weed control in courtyard
- Repaired door on batting cage (Vandalism)
- Replaced controller on RTU 10
- Repaired water leak in underground vault in front of gym
- Installed pressure relief on wood shop compressor
- Installed new airline retractable hose reel

Middle School –

- Changed all air filters
- Painted entire cafeteria
- Replaced ballast in cafeteria
- Sanded and prepped bathroom walls for paint

Molalla Elementary –

- Replaced faulty switch on dishwasher
- Replaced stained ceiling tile

Mulino –

- Painted bollards safety yellow
- Painted doors on S. Building

Rural Dell –

- Repaired leak on heating unit (Gym)
- Strip and wax gym floor
- Changed air filters

Clarkes –

- Strip gym floor
- Material testing for seismic upgrades
- Begin removing items from upstairs (seismic upgrade)
- Cleaning out bus barn

D/O –

- Replaced Flush-o-meter in men's urinal
- Sanitized, knobs, surfaces, etc. (daily)

District Wide

- Summer inspection on all HVAC

Middle School Painting Projects





Purpose: Informational

Distance Learning Update

Distance learning is well underway K-12. Our goals across the district are to stay connected with families and support them in whatever way possible, as well as to continue serving students in their academics. At the high school and middle school, students are engaged in virtual learning opportunities. This is their primary mode of connection with students. At our elementary schools, we continue to develop grade level bi-monthly packets. This is supplemented with digital resources that are constantly updated on each school's website. Elementary teachers were also recently given the go ahead to meet with small groups of students through Google Hangouts with parent permission. This has gotten a great response from teachers and families.

Summer Plans for Preparing Students for the Fall

At this time the Teaching & Learning Department is partnering with our Special Education Department to develop and design additional supports for students before entering into the upcoming school year. Depending on the governor's stay at home orders, our hope is to promote these offerings for the months of July and August. Possible offerings will include Summer School, August Academy, ESY (Extended School Year), Summer Bridge, and Saturday Academy (to be offered during the fall).

As a district we recognize that our most vulnerable students will be most impacted by the closure of school during our 2020 spring term. Our focus will be on these populations of students, while also considering what is best for all students in making sure they are ready for the next grade level.

Connecting Teaching and Learning through Technology

During our board presentation Bret Adkins our technology director will talk us through the following topics related to the district's support for technology in an effort to connect students and teachers;

- Technology device and distribution for the school closure
- Communication tools now in use
- Connectivity options for MRSD families
- Technical resources for families and staff for distance learning

Submitted by: Kathleen French

May 14, 2020

Agenda Item: Supported Education Report

Item VIIB2

Purpose of this Agenda Item: Informational

COVID -19 Closure Update

Our special education teachers, specialist and principals are actively deploying services at a distance. We have developed procedures and process that is aligned with ODE and federal rules as the district is compelled to offer FAPE during the time of closure. We are delivering teleservices for speech and motor, and teachers are working incredibly hard to assure we can deliver on the promise to our most vulnerable learners- students with disabilities.

Celebrations:

Our staff have absolutely stepped up to the challenge to re-tool how we do business to deliver services at a distance. Most families are engaging and learning, despite the buildings being closed. We have a truly remarkable staff and leadership in this district that has put the Molalla River School District ahead, with a laser like focus on student learning- that is something to celebrate!

Nursing:

Our district Nurse team has been working behind the scenes (when not called into service for consult with district staff and families) to audit and streamline our district health services delivery.

Staffing:

We are fully staffed at this time.

Compliance/ Complaints/ Due Process:

We owe compensatory education services to the families of MES who were without a speech-language therapist for 16 days of service. We will be extending the current contract of the SLP who is serving the children of MES from June 12th through June 30th to make up those service minutes. All families have been contacted and will opt in or decline these services by 5/15.

Program Improvement:

The focus at this time is basic service delivery at a distance!

Family and Community Outreach:

SPED parent advisory met on 4/28 in a virtual meeting. (Thank you, Director Satter, for continuing to be a part of this workgroup!) The focus of the meeting was to listen to parents of children with disabilities to hear how the distance learning was going. Despite a few bumps in the road, their feedback was positive and informative in how we shape services at a distance.

Trillium Counseling Services: In an effort to address the backlog of referrals (31) with the departure of the Therapist in December, we have landed on a solution. With a bit of brainstorming with district stakeholders and agreement with Trillium Family Services, we are going to formally change Tessa's role (we had hired her to be solely the prevention specialist) to split between CFT (Child and Family

Therapist) and PS (Prevention Specialist). The expected shift in weekly workload results in 32 hours/week as CFT and 8 hours/week as PS. With this change, she will continue the work she started with the families she has connected with, and take on Grace's full caseload as the Child and Family Therapist. She will be able to begin working on intakes to eliminate the backlog of referrals. This solution will begin Monday, May 11th, with a schedule that Tessa will create in terms of the split hours. This kind of flexibility will allow us to phase in the prevention role once school re-opens, and we will continue to work toward providing for the mental health needs of the families in Molalla.

Outplacements: LEEP: Life Enrichment Education Program is for students with significant cognitive and multiple disabilities, located in classrooms throughout the county. Cost: part of our menu of services from ESD paid for out of flow-through dollars as one of our menu of services provided.

Heron Creek Therapeutic: Located at the Eastham school in Oregon City, this is a therapeutic environment for students who have significant emotional problems and need a smaller setting and focused instruction on building self-regulation skills in order to come back to district.

Heron Creek Behavior: Located at the Youth Villages campus off of Clackamas River Drive, this setting is for students with significant behavioral disturbances that impact their access to learning. This is a highly structured setting and focused on self-regulation and behavioral supports.

Four Corners School: A therapeutic school operated by MESD located in East Multnomah County. One student who has moved into district is continuing placement as Heron Creek has a waitlist.

Creston Elementary: an elementary school in PPS that has a unique program with Columbia Regional Programs that work to support the unique needs of students experiencing deaf/ hard of hearing. The program is heavily focused on language development and there is a teacher of the deaf full-time on staff as well as an ELL teacher to support second language development.

	LEEP	Heron Creek Therapeutic	Heron Creek Behavior	Four Corner School	Creston
December	10	7	4		1
January	10	7	4		1
February	10	8	4	1	1
March	10	6	4	1	1
April	10	4	3	1	1
May	10	4	3	1	1



Respectfully Submitted by: Michael Salitore

May 14, 2020

Agenda Item: Finance Report – May 2020

Item VIIC

Purpose of this Agenda Item: Informational

State School Fund

May is the month that brings adjustments for the current and prior years. The prior year is a final adjustment based on completed data submitted. The 2018 – 2019 adjustment is a return of \$57,335 to the State School Fund. The ADMw decreased by 14.57. The primary reason for this decrease was fewer students. The High Cost Disability portion of the State School Fund is also adjusted to actuals for the prior year. The adjustment payment for 2018-2019 is \$98,930. The percentage paid of allowable amounts was thirty-seven.

There is also an estimated payment for the current year High Cost Disability. This amount for 2019-2020 is \$140,799.

The adopted 2019-2020 budget State School Fund amount was based on the May 15, 2019 estimate. The ADMw was 3,220.83. The estimated grant was \$19,352,122. The April 28, 2020 estimate is based on 3,238.63 ADMw. The number of students was about six more and the remainder of the increase was related to weights for specific student populations. The amount is \$19,719,796.

Respectfully Submitted by: Rick Gill



GENERAL FUND SUMMARY	Adopted Budget 2019-2020	STATUS	NOTES
REVENUE			
Local Sources	8,990,500		
Intermediate Sources	360,000		Estimate of \$280,000
State Sources	19,664,910		04/28/2020 Estimate - \$303,828 greater than adopted budget
Federal Sources	45,201		
Beginning Fund Balance	<u>4,132,395</u>		Actual per audit \$4,279,326
Total Revenue	<u>33,193,006</u>		
EXPENDITURES			
TOTAL SALARIES	13,286,945		
TOTAL ASSOCIATED PAYROLL COSTS	7,461,580		
TOTAL PURCHASED SERVICES	6,651,353		
TOTAL SUPPLIES	855,474		
TOTAL CAPITAL OUTLAY	43,108		
TOTAL OTHER OBJECTS	203,039		
TOTAL DEBT AND TRANSFERS	737,679		
TOTAL ACTUAL/PLANNED EXPENSES	29,239,178		Combined estimate of \$200,000 less
CONTINGENCY	843,921		
UNAPPROPRIATED ENDING FUND BAL	<u>3,109,907</u>		
TOTAL BUDGETED EXPENDITURES	<u>33,193,006</u>		

May 14, 2020

Agenda Item: Listening to Stakeholder Voices

Item VIID

Purpose of this Agenda Item: Discussion - Superintendent Mann will introduce for the board the topic of Employee Perception/Satisfaction Surveys as a way to further improve outcomes for our ultimate stakeholders - our students

Employee perception and satisfaction can be measured in a variety of ways. In broad terms, we have done this as a district, surveying employees at the same time we survey community members and others. The survey tools that have been used include ThoughtExchange engagements, community surveys for the superintendent 360 evaluation and an occasional board self-evaluation 360 surveys. We have also monitored staff attrition data and anecdotal information in the community. Though all of these data points provide valuable information, there may be specific strategies the board-superintendent team might consider employing that would further improve our work to be a gold-standard public school district. Superintendent Mann and Director Mark Lucht have had some discussion about similar tools used in other contexts. This has included a review of the OEA Teacher Voice surveys used in years past across Oregon. Director Lucht and Superintendent Mann have also had some initial discussion regarding ways private industries like Benchmade listen to employee voice as they measure effectiveness and strategic planning for ongoing improvement.

Director Lucht will provide the board with his experience with this type of work and how it has affected company culture in his private industry experience. Superintendent Mann will share a broad work plan to move in this direction to more strategically assess employee perception/satisfaction in support of our mission.

Respectfully Submitted by:

