



## Bend-La Pine Schools School Board Regular Meeting Agenda

October 10, 2023, 5:30 PM

### Location:

La Pine High School  
51633 Coach Road  
La Pine, OR 97739

1.	<b><u>Call to Order</u></b>		
	<b>Speaker(s):</b> Chair Barnes Dholakia		
2.	<b><u>Pledge of Allegiance</u></b>		
	<b>Speaker(s):</b> Chair Barnes Dholakia		
3.	<b><u>Review of Agenda</u></b>	<b>4</b>	
	<b>Speaker(s):</b> Chair Barnes Dholakia		
	<b>Attachments:</b>		
10.10.23	Agenda - BORRADOR	<b>4</b>	
4.	<b><u>District Recognitions</u></b>		
	A. Champion for Students Award		
	<b>Speaker(s):</b> Superintendent Cook		
5.	<b><u>Student Advisory Council Report</u></b>		
	<b>Speaker(s):</b> Student Voice Council Leadership		
6.	<b><u>Public Comment</u></b>		
	<b>Speaker(s):</b> Chair Barnes Dholakia		
	<b>Description:</b> This is the time provided for individuals to address the Board. Public Comment requests are accepted in advance via Google Form until 5:00 p.m. on the day of the meeting for both in-person and virtual comment. Individuals may also sign up for public comment on the day of the meeting on a space available basis in alignment with Governance Process 6 (GP-6). In-person sign up will be accepted at the boardroom door until 5:35 p.m. on the day of the meeting.		
7.	<b><u>Consent for Action</u></b>		
	<b>Speaker(s):</b> Chair Barnes Dholakia		
	<b>Description:</b> Items that are routine in nature are placed on the Consent Agenda. Any item placed on the Consent for Action may be removed at the request of any Board member prior to the time a vote is taken. All remaining items of the Consent for Action are then disposed of in a single motion.		
	A. Approval of Minutes	<b>6</b>	
	<b>Description:</b> September 12, 2023, Regular Board Meeting and September 26, 2023, Work Session; <i>Reference: ORS 192.650 and ORS 332.057</i>		
	<b>Attachments:</b>		
9.12.23	Minutes - DRAFT	<b>6</b>	
9.26.23	Minutes - DRAFT		
	B. Approval of Personnel Recommendations		

**Description:** Administrative, Licensed, Classified, and Confidential Staff Recommended Hires, Resignations, and Retirements; *Reference: ORS 332.505*

**Attachments:**

Certified Board Report 10.10.23	12
Classified Board Report 10.10.23	14

**8. Consent for Information**

**Speaker(s):** Superintendent Cook

**Description:** Items that are routine in nature and for informational purposes only are placed on the Consent for Information.

A. Public Comment Follow-up	18
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**Attachments:**

District Follow-up to BLS School Board Meeting Public Comment Received on September 12, 2023	18
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B. Approval of Administrative Policies and Regulations	19
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**Attachments:**

Executive Summary: Administrative Policies and Regulations for Adoption	19
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KCA-AR: Volunteers/Criminal History Records Check - draft 10.10.23	20
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C. Report: EL 4.1 - Legally Required Policies	25
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**Attachments:**

EL 4.1 Legally Required Policies	25
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2022-23 Policy and Regulation Adoption Summary	27
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**9. Reports**

A. South County Update	33
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**Speaker(s):** Scott Olszewski, La Pine High School Principal & South County Director

**Attachments:**

Executive Summary: South County Update	33
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Presentation: South County Update 2023	34
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Presentación: Enfoque Condado Sur	43
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B. Culture and Climate Taskforce Update	52
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**Speaker(s):** Superintendent Cook

**Attachments:**

Executive Summary: Taskforce on Culture and Climate Update	52
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Presentation: Culture and Climate Taskforce Update	53
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Presentación: Actualización del Grupo de Trabajo sobre Cultura y Clima	63
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C. Finance Report	73
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**Speaker(s):** Leah Bibeau, Finance Director

**Description:** 1st Quarter Report

**Attachments:**

Q1 2023 Board Report	73
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**10. Administrative Policy and Regulation Report**

**Speaker(s):** Chair Barnes Dholakia

A. Administrative Policies and Regulations in Review	76
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**Speaker(s):** Superintendent Cook

**Description:** List of District Policies and/or Regulations that are currently under review by the District. Public feedback regarding the policies in review is accepted beginning Wednesday, October 11, 2023, through Tuesday, October 24, 2023, via Google Form.

**Attachments:**

Executive Summary: Administrative Policies and Regulations for Review	76
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IGAC-AR: Treatment of Religion in Schools - draft 10.10.23	77
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JB-AP: Equal Educational Opportunity - draft 10.10.23	81
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**11. Superintendent's Report**

**Speaker(s):** Superintendent Cook

12. **Board Chair Report**

**Speaker(s):** Chair Barnes Dholakia

13. **Board Comments**

**Description:** An opportunity for board members to provide comments or reflections.

14. **Adjourn**

**Description:** Meeting will be adjourned with next Regular School Board Meeting scheduled for November 14, 2023.



## Escuelas de Bend-La Pine Agenda para la reunión regular de la junta directiva- BORRADOR

10 de octubre de 2023, 5:30 PM

### Ubicación:

Escuela Preparatoria La Pine  
51633 Coach Road  
La Pine, OR 97739

1. **Apertura de la reunión**  
**Ponente(s):** Presidenta Barnes Dholakia
2. **Juramento a la bandera**  
**Ponente(s):** Presidenta Barnes Dholakia
3. **Revisión de la agenda**  
**Ponente(s):** Presidenta Barnes Dholakia
4. **Reconocimientos del distrito**
  - A. Premio de Campeón para Estudiantes  
**Ponente(s):** Superintendente Cook
5. **Reporte del Consejo de Asesoramiento Estudiantil**
6. **Comentarios públicos**  
**Ponente(s):** Presidenta Barnes Dholakia  
**Descripción:** Este es el tiempo designado para que las personas aborden a la junta. Las peticiones de comentarios públicos se aceptan por anticipado a través de Google Form hasta las 5:00 pm el día de la reunión, tanto para los comentarios en persona como virtuales. Las personas también pueden registrarse para hacer comentarios públicos el día de la reunión en función del espacio disponible, de acuerdo con el Proceso de Gobernanza 6 (GP-6). El registro en persona se aceptará en la puerta de la sala de juntas hasta las 5:35 pm el día de la reunión.
7. **Consentimiento para la acción**  
**Ponente(s):** Presidenta Barnes Dholakia  
**Descripción:** Los temas de rutina por naturaleza se colocan en la agencia de consentimiento. Cualquier tema colocado en el consentimiento para la acción puede removerse a petición de cualquier miembro de la junta al momento de tomarse una votación. Todos los temas restantes del consentimiento para la acción después se remueven de una sola vez.
  - A. Aprobación de actas de la reunión  
**Descripción:** 12 de septiembre del 2023, reunión regular de la junta; 26 de septiembre del 2023, sesión de trabajo; *Referencia: ORS 192.650 y ORS 332.057*
  - B. Aprobación de recomendaciones del personal  
**Descripción:** Contrataciones recomendadas para el personal administrativo, con licencia, clasificado y confidencial, renuncias y jubilaciones *Referencia: ORS 332.505*
8. **Consentimiento para información**  
**Ponente(s):** Superintendente Cook

**Descripción:** Los aspectos que son rutinarios por naturaleza y para propósitos informativos solamente se colocan en el consentimiento para información.

A. Reporte: EL 4.1 - Políticas requeridas legalmente

9. **Reportes**

A. Actualización sobre South County

**Ponente(s):** Scott Olszewski, Director de la Escuela Preparatoria La Pine & Director de South County

B. Actualización sobre el grupo de trabajo de cultura y clima

**Ponente(s):** Superintendente Cook

C. Reporte financiero

**Ponente(s):** Leah Bibeau, Directora de Finanzas

**Descripción:** Trimestre 1

10. **Reporte de políticas y regulaciones administrativas**

**Ponente(s):** Presidenta Barnes Dholakia

A. Políticas y regulaciones administrativas en revisión

**Ponente(s):** Superintendente Cook

**Descripción:** Lista de políticas y/o regulaciones que actualmente están bajo revisión por el distrito. Los comentarios públicos sobre las políticas en revisión se aceptan a partir del miércoles 11 de octubre del 2023 hasta el martes 24 de octubre del 2023, a través de Google Form.

11. **Reporte del Superintendente**

**Ponente(s):** Superintendente Cook

12. **Reporte de la presidenta de la junta**

**Ponente(s):** Presidenta Barnes Dholakia

13. **Comentarios de la junta**

**Descripción:** Una oportunidad para que los miembros de la junta provean sus comentarios o reflexiones.

14. **Cierre de la reunión**

**Descripción:** La reunión se cerrará con la programación de la próxima reunión regular de la junta directiva para el 14 de noviembre del 2023.



## Bend-La Pine Schools School Board Regular Meeting Minutes

**Meeting Location:**  
Education Center, Board Room #314  
520 NW Wall Street  
Bend, OR 97703

**Meeting Date:** September 12, 2023

### Board Members

Melissa Barnes Dholakia: Present  
Kina Chadwick: Present  
Cameron Fischer: Present  
Marcus LeGrand: Present  
Carrie McPherson Douglass: Present  
Shirley Olson: Present  
Amy Tatom: Present

Director Shirley Olson joined the meeting virtually.

#### 1. Call to Order

**Speaker(s):** Chair Barnes Dholakia

**Discussion:** The meeting was called to order by Chair Barnes Dholakia at 5:30 p.m. ASL interpreters were Erin Trimble and Hannah Westfall. It was noted that a live Spanish interpretation of the meeting was being provided on the BLS School Board YouTube page.

#### 2. Pledge of Allegiance

**Speaker(s):** Chair Barnes Dholakia

**Discussion:** The Pledge of Allegiance was led by Chair Barnes Dholakia.

#### 3. Review of Agenda

**Speaker(s):** Chair Barnes Dholakia

**Discussion:** Chair Barnes Dholakia noted that the Approval of Personnel Recommendations would be pulled from the Consent for Action due to a conflict in voting for Director Amy Tatom and that Action Item: Recommendation for Termination would be tabled to the October meeting.

#### 4. Welcoming Week Proclamation

**Speaker(s):** Chair Barnes Dholakia

**Attachments:** BLS Welcoming Week Proclamation 2023 and Proclamación de la Semana de Bienvenida 2023

**Discussion:** Director Amy Tatom read the proclamation in English and Director Kina Chadwick read the proclamation in Spanish.

#### 5. District Recognitions

##### A. Champion for Students Award

**Speaker(s):** Superintendent Cook

**Discussion:** Superintendent Cook presented the Champion for Students award to Andy Worcester, Student Success Coordinator at Mountain View High School. Cook thanked him for his dedication to the students of Mountain View High School and for his sensitive insight and authentic approach to his work.

## 6. Public Comment

**Speaker(s):** Chair Barnes Dholakia

**Description:** This is the time provided for individuals to address the Board. Public Comment requests are accepted in advance via Google Form until 5:00 p.m. on the day of the meeting for both in-person and virtual comment. Individuals may also sign up for public comment on the day of the meeting on a space available basis in alignment with Governance Process 6 (GP-6). In-person sign up will be accepted at the boardroom door until 5:35 p.m. on the day of the meeting.

**Discussion:** Seven individuals spoke regarding the following topics: PE requirements for middle school students, the District's partnership with the Latino Community Association (LCA), commute options for students, the employee service contract, e-bike safety, and bullying.

## 7. Board Chair Report

**Speaker(s):** Chair Barnes Dholakia

**Discussion:** Board Chair Barnes Dholakia shared that the district had several welcome back events over the last few weeks centered around Stephen Covey's book Trust and Inspire and asked fellow board members to share their first week of school experiences. Director Cameron Fischer shared that she visited almost all schools in Zone 3 last week during which time she saw many familiar faces and met several new administrators. Director Kina Chadwick noted that they had the opportunity to visit with several staff at Caldera High School. Director Shirley Olson shared that she had attended several school orientations during which time she observed teachers setting expectations with students centered around belonging and acceptance.

Chair Barnes Dholakia discussed the idea of bringing back the concept of adopting schools for board members so that schools and district administration have a go-to person for each school. She suggested that there be two board members assigned to each school with each board having ten schools that they adopt (their zone schools plus other schools to equal ten); she noted that all board members are always welcome at all schools. Board members shared their thoughts on the concept. Barnes Dholakia noted that she would share a spreadsheet with board members to annotate their school preferences.

Chair Barnes also shared that in light of the new legislation allowing for stipends for board members, the district would begin reviewing policy and practices to encompass that change. She also asked Superintendent Cook to share at the next meeting, during his Superintendent Report, an overview of district facility use policies and procedures.

## 8. Superintendent's Report

**Speaker(s):** Superintendent Cook

**Discussion:** Superintendent Cook shared that the District has been working closely with the Culture and Climate Taskforce to ensure strong alignment with their goals at the start of the school year. The taskforce's focus and guiding principles are setting and teaching behavior expectations at all grade levels for both students and staff.

Cook also celebrated students for speaking out when things just don't feel right specifically in regards to the recent incident at Summit High School. He also thanked Bend Police Department for their partnership and communication throughout the incident.

### A. Student Advisory Council Report

**Discussion:** Stevie Irvine, Realms High School, and Esi Voelz, Summit High School, joined as representatives from the Student Voice Council (SVC). They shared the goals of the SVC and how the group as a collective hopes to improve the sense of community in all schools. Esi shared that after the recent incident at Summit High School she felt safe returning to school thanks all of the communication from the school throughout the event.

## 9. Consent for Action

**Speaker(s):** Chair Barnes Dholakia

**Description:** Items that are routine in nature are placed on the Consent Agenda. Any item placed on the Consent for Action may be removed at the request of any Board member prior to the time a vote is taken. All remaining items of the Consent for Action are then disposed of in a single motion.

**Action(s):** I move to approve the Consent for Action as presented. This motion, made by Kina Chadwick and seconded by Cameron Fischer, Carried.

**Voting Detail:** Melissa Barnes Dholakia: Yea, Kina Chadwick: Yea, Cameron Fischer: Yea, Marcus LeGrand: Yea, Carrie McPherson Douglass: Yea, Shirley Olson: Yea, Amy Tatom: Yea

**Voting Summary:** Yea: 7, Nay: 0

**A. Approval of Minutes**

**Description:** August 8, 2023, Regular Board Meeting and August 22, 2023, Board Retreat; *Reference: ORS 192.650 and ORS 332.057*

**Attachments:** 8.8.23 Minutes – DRAFT and 8.22.23 Minutes – DRAFT

**B. Approval of Board Policies**

**Attachments:** Executive Summary: Board Policies for Adoption, CBC-BP: Supervision & Evaluation of the Superintendent - draft 8.8.23, Board Staff Linkage: BSL-1 - delete 8.8.23, and Board of Directors and Superintendent Operational Agreement - 9.12.23

**10. Approval of Personnel Recommendations**

**Description:** Administrative, Licensed, Classified, and Confidential Staff Recommended Hires, Resignations, and Retirements; *Reference: ORS 332.505*

**Action(s):** I move to approve the personnel recommendations as presented. This motion, made by Marcus LeGrand and seconded by Cameron Fischer, Carried.

**Voting Detail:** Melissa Barnes Dholakia: Yea, Kina Chadwick: Yea, Cameron Fischer: Yea, Marcus LeGrand: Yea, Carrie McPherson Douglass: Yea, Shirley Olson: Yea, Amy Tatom: Abstain (With Conflict)

**Voting Summary:** Yea: 6, Nay: 0, Abstain (With Conflict): 1

**Attachments:** Certified Board Report 9.12.23 and Classified Board Report 9.12.23

**11. Consent for Information**

**Speaker(s):** Superintendent Cook

**Description:** Items that are routine in nature and for informational purposes only are placed on the Consent for Information.

**Attachments:** 2023-24 BLS Strategic Initiatives

**Discussion:** Superintendent Cook noted that the District has finalized the strategic initiatives for 2023-24 and that they are included in the board packet for review. Discussion ensued on how the reports for each area would come before the Board.

**12. Action Items**

**Discussion:** Chair Barnes Dholakia noted in the Review of the Agenda that the Action Item: Recommendation for Termination would be tabled until the next board meeting.

**A. Recommendation for Termination**

**Speaker(s):** Chair Barnes Dholakia

**13. Reports**

**A. Enrollment Update 2023-2024**

**Speaker(s):** Brad Henry, Chief Operations and Financial Officer

**Attachments:** Enrollment 2023-24

**Discussion:** Brad Henry, Chief Operations and Financial Officer, shared a first look at the enrollment data for 2023-24, noting that the final numbers are reported to the state annually on October 1st. He discussed new legislation regarding funding that affects Oregon Youth Challenge (OYC), sharing that as it currently stands, student funding and student data will no longer flow through Bend-La Pine Schools. Henry shared that overall current enrollment is under projection, although numbers are still changing daily. He reminded the Board that enrollment directly affects district funding by the state. Discussion ensued regarding capacity of schools at each grade level as well as the reporting of where students have gone when they withdraw or no-show. Henry noted that the data is not complete if no records are requested by the new school or if the District is not notified in some manner regarding the status of the student.

**B. Secondary Programs Update**

**Speaker(s):** Katie Legace, Executive Director of High Schools; Stephen DuVal, Director of College and Career Readiness; and Kinsey Martin, Executive Director of Policy, Advocacy, and Equity

**Description:** Advanced Placement (AP), International Baccalaureate (IB), Dual Credit (DC), Career and Technical Education (CTE), and Dual Immersion (DI)

**Attachments:** Executive Summary: Secondary Programs Update, Presentation Secondary Programs & Dual Immersion, and Presentación Programas de Preparatoria y Doble inmersión

**Discussion:** Katie Legace, Executive Director of High Schools, provided an overview of the Advanced Placement (AP), International Baccalaureate (IB), and Dual Credit (DC) programs across the seven high schools in the district. She noted there are a total of 165 course offerings and listed the college partnerships Bend-La Pine Schools has across the state. Legace discussed the IB program sharing student performance data and noting the the staff are exceeding the world average. She highlighted the outreach and initiatives of the district to foster access and inclusion for all students.

Kinsey Martin, Executive Director of Policy, Advocacy, and Equity, joined to provide an overview of the Dual Immersion (DI) program. She shared the participation data in the secondary programs and discussed the advanced coursework available in the dual immersion program.

Stephen DuVal, Director of College and Career Readiness, provided the Board with a handout showing which programs are offered at each school. He noted that there are a total of 34 programs across the seven high schools in the district. DuVal discussed the Youth Career Connect (YCC) internship program and other opportunities available to students, such as the Regional Trades Fair in November. The CTE Fly Up day for 8th graders was highlighted, noting that 1,300 students participated with opportunities to visit each of the seven high schools. DuVal discussed the "why CTE" sharing that students with at least .5 credits of CTE participation have overall higher graduation rates. He also shared that pathway funding from the state goes directly back into each program based on student participation and showed a breakdown of the grant funding for each program based on last year's participation. In conclusion, La Pine High School graduate Tyler Zimmerman's CTE success story was shared.

#### 14. Board Comments

**Description:** An opportunity for board members to provide comments or reflections.

**Discussion:** Director Cameron Fischer shared that she recently attended her first Oregon School Boards Association (OSBA) conference, noting that it was an excellent experience and that she looks forward to the annual conference in November.

Director Carrie McPherson Douglass thanked the district as a parent and community member for their work.

Director Amy Tatom appreciated all of the work going into the start of the school year to make this year successful.

Chair Barnes Dholakia appreciated Scott Maben for his work with positive communication, Steve Herron for all the last minute staff hiring, and echoed Steve Cook's appreciation of Bend Police Department.

#### 15. Adjourn

**Description:** Meeting will be adjourned with next Regular School Board Meeting scheduled for October 10, 2023.

**Discussion:** Chair Barnes Dholakia adjourned the meeting at 8:17 p.m.



## Bend-La Pine Schools School Board Work Session Meeting Minutes

### Meeting Location:

Education Center, Board Room #314  
520 NW Wall Street  
Bend, OR 97703

**Meeting Date:** September 26, 2023

### Board Members

Melissa Barnes Dholakia:	Present
Kina Chadwick:	Present
Cameron Fischer:	Present
Marcus LeGrand:	Present
Carrie McPherson Douglass:	Present
Shirley Olson:	Present
Amy Tatom:	Present

#### 1. Call to Order

**Speaker(s):** Chair Barnes Dholakia

**Discussion:** The meeting was called to order by Chair Barnes Dholakia at 5:30 p.m. ASL interpreters were Hannah Westfall and Erin Trimble. It was noted that a live Spanish interpretation of the meeting was being provided on the BLS School Board YouTube page.

#### 2. Pledge of Allegiance

**Speaker(s):** Chair Barnes Dholakia

**Discussion:** The Pledge of Allegiance was led by Chair Barnes Dholakia.

#### 3. Review of Agenda

**Speaker(s):** Chair Barnes Dholakia

**Attachments:** 9.26.23 Agenda - BORRADOR

**Discussion:** There were no changes to the agenda.

#### 4. Work Session

**Description:** The Board will focus on key Board work and initiatives.

##### A. Local Levy 101

**Speaker(s):** Scott Maben, Director of Communications

**Attachments:** Executive Summary Overview of the Local Option Levy, Presentation: Local Option Levy 101, and Presentacion: Contribucion (Levy) opcion local

**Discussion:** Scott Maben, Director of Communications, noted that at the June board meeting Chair Barnes Dholakia encouraged the District to actively investigate the option of a local option levy and that during the July board meeting, the Board voted unanimously to authorize the district to investigate the option of a local option levy. Superintendent Cook shared the work of the Climate and Culture Taskforce

and its focus and guiding principles. Cook noted that this was the first levy presentation that will come to the Board over the next few months to help the Board in their decision making process.

Maben discussed what a local option levy is noting that it is a local property tax to support a school district and that it must be approved by the voters. The funds must be used for programs, services, and/or staff; whereas general bonds are for building. He then provided the Board with an overview of how the levy works noting that the Board must approve a resolution that specifically states the purpose of the funds, the total cost of the levy, and the number of years the levy is set for. It was noted that half of the largest districts in the state currently have a local option levy and that since May of 2019 14 of the 16 local option levies on ballots have passed; the average tax rate is \$1.36/\$1,000 of property value.

The election options for 2024 were discussed and it was noted that May and November elections are simple majority requirements for approval. Maben provided a sample timeline, noting that it is approximately an 80-day process for the election. It was noted that if a local option levy were passed in the May 2024 election, the tax would be imposed in July 2024 to voters, with the district receiving distributions in November 2024 and that if approved at a November 2024 election, the district wouldn't begin receiving distributions until November 2025.

The differences between informing and advocacy were discussed: that the district may only provide factual and impartial information, board members may engage in advocacy as long as public funds are not used, district employees may engage in advocacy after work hours as long as public funds are not used.

Maben shared that at the next levy presentation to the Board, the district would bring more specific data on how much specific tax rates could bring to the district. Board members provided feedback on additional information and specifics that they would like to see in the next presentation. It was noted that community engagement has already begun regarding what the needs of the district are.

#### 5. Board Chair Report

**Speaker(s):** Chair Barnes Dholakia

**Discussion:** Chair Barnes Dholakia noted that the Board Chair Report has been added as a standing item on all Work Session agendas to ensure that information is disseminated to the Board in a timely manner. She encourages the community to report bias incidents through the link found on the main page of the district website. Barnes Dholakia noted that although the district actively investigates all reports, the outcomes are not shared publicly due to student privacy laws. Barnes Dholakia shared that the parameters for use of the Early Literacy funds are scheduled to be released soon and appreciates everyone that advocated at the state level for the funds.

#### 6. Board Comments

**Description:** An opportunity for board members to provide comments or reflections.

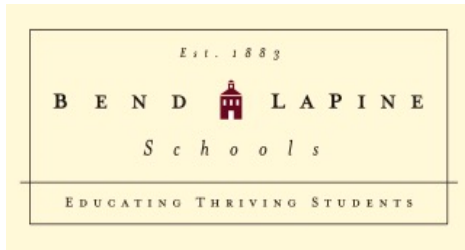
**Discussion:** Director Carrie McPherson Douglass thanked the district for following up on the questions board members had at the last board meeting.

Director Kina Chadwick noted they recently met with Dr. Lakisha Clark, Bend Tech Academy Principal, and gave a shoutout to her for the work she is doing.

#### 7. Adjourn

**Description:** Meeting will be adjourned with next Regular School Board Business Meeting scheduled for October 10, 2023.

**Discussion:** Chair Barnes Dholakia adjourned the meeting at 6:36 p.m.



**HUMAN RESOURCES**

*Education Center*

*520 N.W. Wall Street  
Bend, Oregon 97703-2699  
(541) 355-1100  
Fax: (541) 355-1109*

DATE: October 3, 2023  
TO: Dr. Steven Cook, Superintendent  
Board of Directors for Bend-La Pine Schools

FROM: Steve Herron, Chief Human Resources Officer

RE: Administrative and Licensed Recommended Hires, Resignations, and Retirees

The Human Resource Department recommends approval of the following hires, resignations and retirees at the school board meeting on October 10, 2023. All Hires are subject to successful drug testing, background check, and Oregon licensure.

**CERTIFIED HIRES**

NAME	POSITION	LOCATION	STATUS	HIRE DATE
Abernethy, Bruce	TLSC Grant Writer	District Office	Part Regular to Full Time Regular	10/02/2023
Bettencourt, Cami	Health Teacher	Mountain View HS	Temporary Full Time	09/15/2023
Cappelletti, Bruno	Dual Immersion Teacher	Caldera HS	Regular Part Time to Temporary Full Time	08/28/2023
Choriton, Sunni	K-2 Classroom Teacher	Pine Ridge Elementary	Temporary Full Time	09/8/2023
Dewes, Nicole	Learning Specialist	Rosland Elementary	Temporary Full Time	09/11/2023
Dillon, Ryan	Floating Sub	South County	Temporary Part Time	09/11/2023
Gallup, Monica	Spanish Teacher	Caldera	Regular Part Time to Temporary Full Time	08/28/2023
Harms, Sydney	Music Teacher	Pacific Crest MS	Regular Part Time to Regular Full Time	08/28/2023
Johnson, Emily	Art Teacher	Summit High School	Temporary Full Time	09/5/2023
Purdy, Sean	Social Studies/PE/Spanish	Pilot Butte MS	Regular Part Time to Temporary Full Time	08/28/2023
Seed, Brian	Choir Teacher	Summit HS	Temporary Part Time	09/19/2023
Smith, Elizabeth	Speech Path	High Lakes Elementary	Temporary Part Time	09/28/2023
Stout, Patricia	Speech Path	District Wide	Temporary Part Time	08/28/2023
Sue, Kari	Music Teacher	Ponderosa Elementary	Regular Part Time to Regular Full Time	08/28/2023
Wilson, Amberlynn	Title Teacher	Three Rivers	Temp Part Time to Temp Full Time	09/8/2023



**HUMAN RESOURCES**

*Education Center*

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 Bend, Oregon 97703-2699  
 (541) 355-1100  
 Fax: (541) 355-1109*

**CERTIFIED RESIGNATIONS**

NAME	POSITION	LOCATION	HIRE/RESIGNED DATES
Cox, Kathryn	Primary Classroom Teacher	Silver Rail Elementary	09/07/1995 – 09/30/2023
Demirelli, Douglas	ADV Math Teacher	Bend High School	08/28/1990 – 09/30/2023
Howard, James	Primary Classroom Teacher	Highland Elementary	08/28/2000 – 08/31/2023
Likens, Gregory	Science/PE Teacher	La Pine Middle School	08/30/1994 – 09/30/2023

**CERTIFIED RETIRE/REHIRE**

NAME	POSITION	LOCATION	REHIRE/END DATES
Cox, Kathryn	Primary Classroom Teacher	Silver Rail Elementary	10/01/2023 – 06/30/2023
Demirelli, Douglas	ADV Math Teacher	Bend High School	10/01/2023 – 06/30/2023
Howard, James	Primary Teacher	Highland Elementary	09/01/2023 – 06/30/2023
Likens, Gregory	Science/PE Teacher	La Pine Middle School	10/01/2023 – 06/30/2023

**ADMINISTRATIVE HIRES**

NAME	POSITION	LOCATION	STATUS	HIRE DATE

**ADMINISTRATIVE RESIGNATIONS**

NAME	POSITION	LOCATION	HIRE/RESIGNED DATES

**ADMINISTRATIVE RETIRE/REHIRE**

NAME	POSITION	LOCATION	REHIRE/END DATES



**HUMAN RESOURCES**

*Education Center*

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(541) 355-1100  
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October 3, 2023

TO: Steve Cook, Superintendent  
Bend-La Pine School Board of Directors

FROM: Steve Herron, Chief Human Resources Officer  
Paul Dean, Director of Human Resources – Classified Staff

RE: Classified Recommended Hires, Classified & Confidential Resignations, and Classified Retirements

The Human Resources Department recommends approval of the following hires, resignations, and retirements at the School Board meeting on October 10, 2023.

***Classified Hiring***

<b>Name</b>	<b>Position/Posting No.</b>	<b>Location</b>	<b>Temp/Regular Position</b>	<b>Hire Date</b>
Batz, Kathy	EA - Instruction	Lava Ridge	Reg 5.25 hrs / day	09/07/23
Bauer McCarthy, Jen	Nutrition Tech II	Silver Rail	Reg 7.0 hrs / day	08/29/23
Brown, Kary	EA - Inclusion	Silver Rail	Reg 6.5 hrs / day	09/25/23
Brown, Kathryn	EA - Instruction	High Lakes	Temp 3.5 hrs / day	09/12/23
Brown, Linda	Nutrition Tech II	Pine Ridge	Reg 7.0 hrs / day	08/29/23
Burger, Avery	EA - Instruction	Lava Ridge	Temp 3.0 hrs / day	09/18/23
Castro, Kristin	EA - Behavior Support	Juniper	Temp 3.5 hrs / day	09/08/23
Chavez, Francisca	EA - Instruction	Bear Creek	Reg 3.95 hrs / day	10/04/23
Conley, Elyan	EA - Inclusion	Mountain View	Reg 7.0 hrs / day	09/18/23
Evans, Jill	EA - Instruction	Lava Ridge	Reg 4.5 hrs / day	09/11/23
Feedback, Gregory	Bus Driver	La Pine Transportation	Reg 4.0 hrs / day	09/26/23
Gochez, Jessica	FAN Advocate	Silver Rail / Bend High	Reg 7.6 hrs / day	09/11/23
Guthrie, Amy	Nutrition Tech II	High Lakes	Reg 6.25 hrs / day	08/29/23
Hatfield, Tami	Attendance Secretary II	Summit	Temp 4.0 hrs / day	09/08/23
Hernandez, Arianna	EA – Instruction	RE Jewell	Temp 6.5 hrs / day	09/25/23
Humphrey, Zack	Nutrition Tech II	Ponderosa	Reg 7.0 hrs / day	08/29/23



## HUMAN RESOURCES

*Education Center*

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Jameson, Julie	Nutrition Tech II	WE Miller	Reg 7.0 hrs / day	08/29/23
Johnson, Kathy	Nutrition Tech II	Lava Ridge	Reg 7.0 hrs / day	08/29/23
Junker, Shawna	Counseling Secretary II	Pacific Crest	Reg 8.0 hrs / day	09/27/23
Kaps, Dianna	Nutrition Server I	La Pine Middle	Reg 3.75 hrs / day	09/26/23
King, David	Bus Driver	Transportation	Reg 4.0 hrs / day	09/18/23
Lanford, Roby	EA - Inclusion	High Lakes	Reg 6.5 hrs / day	10/02/23
Lyman, Robyn	Client Services Tech II	IT	Reg 8.0 hrs / day	09/05/23
McCoy, Cheryl	Nutrition Server I	Caldera	Reg 3.75 hrs / day	09/26/23
McDaniel, Tatum	EA - Inclusion	Lava Ridge	Reg 6.5 hrs / day	09/21/23
Mendiola, Sarah	Nutrition Tech II	Buckingham	Reg 7.5 hrs / day	08/29/23
Mendoza, Veronica	EA – Behavior Support	Pilot Butte	Reg 7.49 hrs / day	09/15/23
Mills, Lisa	Administrative Technical Assistant	Special Programs	Reg 8.0 hrs / day	09/25/23
Morbitzer, Amber	EA - Instruction	Juniper	Temp 3.5 hrs / day	09/13/23
Morrow, Francisco	EA – Student Success	North Star	Reg 6.5 hrs / day	09/26/23
Norby, Kim	Nutrition Tech II	Highland	Reg 7.0 hrs / day	08/29/23
Patrick, James	Custodial Crew I	Summit	Reg 8.0 hrs / day	09/25/23
Pearson, Lindsay	EA - Instruction	WE Miller	Reg 4.95 hrs / day	09/21/23
Powers, Tyler	EA - Inclusion	Elk Meadow	Reg 6.5 hrs / day	09/22/23
Schmid, David	Bus Driver	Transportation	Reg 4.0 hrs / day	09/11/23
Schmidt, Sandy	Homeless Liaison	TLC	Reg 8.0 hrs / day	09/18/23
Shores, Julie	Nutrition Tech II	RE Jewell	Reg 7.0 hrs / day	08/29/23
Slusher, Lisa	EA - Child Development	Bend High	Reg 7.75 hrs / day	09/11/23
Sherfield, Cooper	EA - Inclusion	Buckingham	Reg 6.5 hrs / day	09/25/23
Snyder, Ian	EA – Alt Ed Online	Realms High	Reg 6.0 hrs / day	09/14/23



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Telford, Joel	Bus Driver	Transportation	Reg 4.0 hrs / day	09/08/23
Thompson, Fernanda	EA –Title I Bilingual Instruction	Bear Creek	Temp 5.99 hrs / day	10/04/23
Tosello, Chelsea	EA - Inclusion	Bend Tech	Reg 7.0 hrs / day	09/15/23
Tucker, Sarah	Business Systems Architect	Business Office	Reg 8.0 hrs / day	10/02/23
Valles, David	EA - Inclusion	Mountain View	Reg 7.0 hrs / day	09/18/23
Webb, Elvira	EA - Instruction	Ponderosa	Reg 6.0 hrs / day	10/09/23
Williams, Natalie	EA - Inclusion	Bear Creek	Reg 6.5 hrs / day	09/11/23
Winchester, Emilie	FAN Advocate	Elk Meadow / Three Rivers	Reg 7.6 hrs / day	09/11/23
Zielinski, Carolina	Office Manager I	Ensworth	Reg 8.0 hrs / day	09/18/23

### Classified Resignations

Name	Position	Location	Resign Date
Bettencourt, Cami	Receptionist Secretary II	Mountain View	09/28/22 – 09/14/23
Brown, Kelly	EA - Inclusion	Pine Ridge	09/22/06 – 10/12/23
Brush, Ann	EA – Instruction	La Pine Elementary	08/31/22 – 09/18/23
Burke, Barbara	Nutrition Server I	Rosland	03/20/08 – 10/13/23
Cramer, Megan	Speech Language Path Asst.	Sky View, Lava Ridge	02/08/16 – 08/30/23
Davis, Whitney	Fan Advocate	RE Jewell	01/03/17 – 10/07/23
DePrater, Ashlee	EA – Inclusion	Caldera	08/31/22 – 06/30/23
Godard, Kevin	Custodial Crew I	North Star	07/22/13 – 12/15/23
Hagemann, Tammie	Bus Driver	Transportation	03/29/00 – 09/08/23
Kosiba, Gloria	Family Liaison	ESL	08/30/22 – 06/30/23
Olson, Jamie	EA - Inclusion	Elk Meadow	02/06/23 – 09/23/23
Patron, Jessica	EA - Inclusion	Bend High	09/25/08 – 09/21/23
Ross, Chistine	Office Manager	Bend-La Pine Online	09/15/08 – 10/31/23
Sosa-Baca, Marisa	Nutrition Server I	High Desert	10/26/22 – 10/06/23
Therrell, Laurie	EA - Inclusion	Silver Rail	08/29/23 – 10/14/23
Tipton, Jeannie	EA - Inclusion	Rosland	11/14/22 – 09/21/23
White, Erica	Nutrition Tech II	North Star	10/04/17 – 10/25/23
Wright, Kellie	EA – Student Success	Rosland	11/01/19 – 09/15/23



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**Classified Retirements**

<b>Name</b>	<b>Position</b>	<b>Location</b>	<b>Retire Date</b>
Beem, Charles (Chuck)	Bus Driver	Transportation	01/22/13 – 12/15/23

**Classified Retire-Rehires**

<b>Name</b>	<b>Position</b>	<b>Location</b>	<b>Rehire Date</b>
Oestreich-Tanner, Cynthia	Nutrition Tech II	Bend High	10/1/23 – 06/14/24

**Confidential Hiring**

<b>Name</b>	<b>Position</b>	<b>Location</b>	<b>Resign Date</b>
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**Confidential Resignation**

<b>Name</b>	<b>Position</b>	<b>Location</b>	<b>Resign Date</b>
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## District Follow-up to Public Comment Received at September 12, 2023, Board Meeting

Agenda Item/Topic:	Submitted by:	District Staff Assigned to:	Notes/Comments:
Non-Agendized Item: ODE requirement for PE minutes	Lisa Massetti	Juan Cuadros, Executive Director of Middle Schools	<p><i>ODE Middle School P.E. Requirements (HB 3199): Amends the P.E. requirements for middle school to help alleviate some of the implementation challenges. Changes the requirement from 225 minutes during each school week to an average of 150 minutes during each school week, as calculated over the duration of a school year - can be calculated on a weekly basis or an average weekly basis.</i></p> <p>9/18/23: Juan spoke with Lisa regarding her concerns.</p>
Non-Agendized Item: Latino Community Association Organization Feedback	Renee Gonzalez	Superintendent's Office	District staff have scheduled a meeting on 10/30/23 with the Latino Community Association leadership.



**REPORT:** Administrative Polices & Regulations for Adoption (10/10/2023)

**PRESENTED BY:** Steve Cook, Superintendent

**EXECUTIVE SUMMARY:**

Bend-La Pine Schools has a two-part, policy and regulation review process. Part one consists of the district sharing policies and regulations that are currently in review at a regularly scheduled school board meeting. Following the meeting, the district allows time for, and considers public feedback related to the proposed changes. Part two consists of the district review of feedback received and the presentation of the policies and regulations for adoption to the Board of Directors.

The following administrative policies and regulations will be adopted as presented. A brief summary of the proposed changes are listed below and a redline version of each follows this executive summary.

Policy / Regulation Title	Reason for Update
<b>KCA-AR: Volunteers / Criminal History Records Check</b>	Updates include grammatical corrections and the removal of COVID-19 vaccination or exemption documentation required for volunteers as previously required by Oregon Health Authority (OHA).  <b>No public feedback solicited as the updates made align with current laws, regulations, district practices, and procedures.</b>



The Superintendent supports volunteer programs and engagement which are professionally organized and promote better educational opportunities for students and recognizes the valuable contributions volunteers can make to the learning environment and educational goals of the district.

The district shall encourage the utilization of community volunteers in district schools for the primary purpose of enriching the educational opportunities for all students. A secondary purpose is the engagement of families in the curricular, co-curricular and extra-curricular activities that ensure a robust education for our students.

### **DEFINITION OF A VOLUNTEER**

A volunteer is defined as a non-paid person functioning within the policies and procedures of the district, who shall serve under the direction of the professional staff of the district to whom **they he/she** is assigned.

A volunteer usually meets all of the following criteria:

- The individual will provide a service to the school.
- The individual will not be compensated monetarily by the district.
- The individual will be providing repeated service at any one site.
- The individual may have access to students while performing the service.

And, a volunteer may fulfill one or more of the following functions:

- Provides individual educational assistance to students.
- Improves students' self-worth by increasing opportunities for educational achievement.
- Relieves staff members of many non-instructional tasks and duties.
- Stimulates business and community interest, concern, and support for the educational system.
- Enhances all aspects of the educational process.
- Is there to serve the interests of the school or district, not to promote personal interests of the volunteer or interests of other groups.

### **EXPECTATIONS**

Volunteers should have a genuine interest in students, a professional commitment to the volunteer activity, regular attendance, a cooperative attitude, flexibility, good health, and a willingness to attend training sessions, as needed.

Any volunteer who is assigned the responsibility for supervising the safety and welfare of students, such as during the loading and unloading of buses or during lunch periods, shall meet the same age requirements as those established for staff members.

Volunteers provide a positive role model for our students. Clear expectations for volunteers are essential to a successful volunteer program. Volunteers must abide by the expectations listed below. If there are concerns regarding a volunteer who may not be abiding by these expectations, the concerns should be communicated to the administrator where the volunteer is assigned. School administration will review the concerns and make a determination as to whether the volunteer may continue.

- **Dependability:** the ability to depend on a volunteer is an essential expectation. Students and staff look forward to the volunteer's commitment to report to a school activity at an expected time and to complete the volunteer assignment thoroughly and enthusiastically.
- **Professionalism:** a volunteer is a role model for children and young adults in dress, manner and behavior. Working in a team environment cooperatively with others and demonstrating a willingness to learn are integral parts of professionalism.
- **Confidentiality:** a volunteer must respect the confidentiality of sensitive information learned while volunteering. Staff members, students and their families should not be discussed outside the learning environment.

- Communication: a volunteer's success depends on effective communication. Asking questions and following directions are key components of communication.

## RESPONSIBILITIES

District administrator responsibilities:

- Surveying needs of staff members.
- Recruiting and registering volunteers - especially parents/guardians.
- Arranging for any needed training.
- Placing volunteers by matching their skills/interests to job assignments.
- Serving as a resource for volunteers.
- Keeping accurate records of volunteer applications, notify the school administrator or designee of volunteers who are not eligible to transport students, and track service hours.
- Coordinating school recognition events for volunteers.

Volunteer responsibilities:

- Volunteers must report to the school office, sign-in and -out through the visitor management system and wear a volunteer name badge generated by the district's electronic visitor management system.
- Volunteers must maintain strict confidentiality concerning information they see and hear about students and staff, including students' grades, records, and abilities.
- Volunteers will not discipline students. Volunteers may provide "instruction" to students regarding behavior. Volunteers will report discipline problems to the supervising district staff member.
- Volunteers do not diagnose student weaknesses and strengths, prescribe activities for students, or evaluate student progress.
- Volunteers will not establish instructional objectives, make decisions about teaching materials, or make decisions regarding the relevancy of activities to the attainment of instructional objectives.
- Volunteers' discussions with district staff members should not interrupt instructional time.
- Volunteers will not give any medication to students.
- Volunteers should contact only school staff members with any concerns regarding students.
- Volunteers may not conduct personal business at school.
- Volunteers may not take photographs of students, unless permitted by a school administrator for an approved school project.
- Volunteers will not drink, smoke or be under the influence of drugs during their volunteer efforts.
- Volunteers must not bring, possess, conceal, or use a weapon on district property as stated in KGBB-BP: Firearms Prohibited.

## CRIMINAL HISTORY RECORDS CHECKS

Volunteers may work with students, one-on-one or in groups and out of sight or hearing of supervising staff and are required to pass a criminal background screening. Also, all volunteers/chaperones on any school-sponsored trip, including overnight and day trips, must be cleared through the criminal background screening process prior to departing for, or arriving at the assigned event. District administration may require the volunteer background screening for any other situation or activity deemed appropriate. Applicants will be notified of the approval status via email. Approved volunteer applications are good for two years.

Prior to being accepted as a volunteer, a candidate shall complete an application, and may be required to participate in an interview. All volunteers must pass a criminal background check. The volunteer application may require that the applicant disclose if they have ever been convicted or had adjudication withheld in a criminal offense other than a minor traffic violation or if any criminal charges are pending.

Any applicant who has been convicted of a crime that would disqualify him/her for employment in the district, under the criteria of and GCDA-AP / GDDA-AR: Criminal Records Check / Fingerprinting shall not be accepted as a volunteer. For purposes of this [regulation policy](#), "convicted" means there has been a determination of guilt as a result of a trial or the entry of a plea of guilty or nolo contendere, regardless of whether adjudication is withheld.

If a volunteer driver does not have a completed background check, a valid driver's license, current automobile insurance, and/or has been convicted of a felony, or convicted of a misdemeanor crime involving the use or operation of a motor vehicle within the last three (3) years, the volunteer driver will not be allowed to transport students.

### **VACCINATION OR EXCEPTION FOR COVID-19 REQUIRED**

~~In accordance with state regulation, all volunteers must be fully vaccinated against COVID-19 or have provided documentation of an Oregon Health Authority (OHA) medical or religious exception and the OHA medical or religious documentation of exception has been approved or accepted by the district.~~

### **APPLICATION AND PROCESSING**

All persons desiring to be a volunteer, including volunteer coaches, are required to complete the district's online Volunteer Application / Criminal History Verification of Applicants. This application is available on the district's website. All questions from prospective volunteers will be referred to the district's School Support and Safety Department. Volunteer coaches will be asked to interview with the athletic director and an administrator of the school where the volunteer will be coaching prior to beginning to coach.

Processing and Reporting:

- Each school may access a list of approved volunteers through the district's online database. The list of approved volunteers is categorized by school. Prospective volunteers may contact their school to verify whether or not their application has been approved.
- Prospective volunteers who are not approved will be notified by the district's School Support and Safety Department. A record of prospective volunteers who are not approved will be maintained by the School Support and Safety Department.

Termination from Consideration:

Any person required to submit to a criminal history records check under district policy will be terminated from consideration as a district volunteer by the Superintendent or designee immediately upon the following:

- Refusal to consent to a criminal history records check; or
- Notification by the Criminal History Verification provider that the volunteer has made false statement as to a conviction of a crime or conviction of crimes prohibiting employment with the district as specified in Oregon law; or
- Notification by the Criminal History Verification provider that the volunteer has been convicted of a crime which would prohibit employment with the district as specified in Oregon law.

Fees:

The Board of Directors shall authorize expenditure to cover the costs for all school volunteers for conducting the application process.

### **SIGNING IN AND OUT OF FACILITIES**

During regular school hours, all volunteers must report directly to the school office to obtain permission to visit.

All volunteers must report to the school office and sign-in and -out through the visitor management system. Volunteers will receive a volunteer name badge and must visibly wear it while on campus. A record of the number of hours spent as a school volunteer will document a volunteer's presence in the building, provide knowledge of their presence during, or after, an emergency event and generate information for recognition and insurance purposes.

Volunteers will sign-in and -out through the visitor management system. All hours provided as a service to the school will be recorded. These include not only hours in the classroom, but also service hours provided to school's PTA/PTSA/PTO, School Advisory Council, or special clubs/ organizations. When making a decision as to what constitutes volunteer service, the hours must be completed while providing non-paid service to the school, not while attending a PTA/PTSA/PTO meeting or school event (ex: Open House, school play, athletic event, etc.).

### **SCHOOL PROCEDURES**

Each school has specific information for the volunteer to learn. Volunteers need to know emergency drill procedures, adult and student restroom locations, school dress code, rules about smoking, parking areas, absence procedures, the opening and closing times of the school, the eating facilities, the use of cell phones, and general regulations in the school.

Many schools hold orientations early in the school year for new and returning volunteers. Volunteer opportunities will be reviewed, and school policies and procedures explained. If you are unable to attend this session, contact your school office.

### **SUPERVISION**

Volunteers will be supervised by the staff person they are assisting. If a volunteer has any concerns or questions, they should be brought to the attention of the supervising staff member. Suggestions and opinions are always welcome. It is the professional staff, however, that is responsible by law for the decisions that are made regarding the instruction of students and the management of the school.

Any volunteer coach who is expected to direct a practice without the supervision of the head or assistant coach of the program will be expected to meet the same training and certification standards as the head coach.

### **STUDENT DISCIPLINE**

Volunteers are to report all discipline problems to the supervising staff member in charge of the area. The responsibility for all discipline rests with the professional staff of the school.

### **SCHOOL AND DISTRICT POLICIES**

All district policies, regulations and handbooks are available online. All staff and volunteers are expected to follow district policies, regulations, and procedures.

### **NEUTRALITY TOWARDS RELIGION**

The Constitutions of the United States and the State of Oregon require school districts to take a neutral position concerning religion. Public schools cannot aid one religion or all religions or prefer believers to nonbelievers. However, schools may provide instructional activities relating to historical and cultural aspects of religion under the following circumstances: (1) the activity must reflect a clearly secular purpose; (2) it must have a primary effect that neither advances nor inhibits religion; and (3) it avoids excessive entanglement with religion.

Volunteers are serving as representatives of the district while they are volunteering. Therefore, they shall refrain from proselytizing or expressing their preferences or opinions concerning religion while conducting volunteer activities.

### **SUSPENSION / TERMINATION OF VOLUNTEER ASSIGNMENT**

If the district receives information which alleges misconduct by a volunteer or a person seeking a volunteer assignment, then the district will suspend the person from their volunteer assignment pending the resolution of the allegation. After the allegation has been resolved, the district may reinstate the person as a volunteer or inform the person that they are no longer allowed to volunteer within the district.

Misconduct by a volunteer may include, but is not limited to, the following:

- Refusal to consent to a criminal history records check; or
- Notification by the Criminal History Verification provider that the volunteer has made false statement as to a conviction of a crime or conviction of crimes which would prohibit employment with the district as specified in Oregon law; or
- Notification by the Criminal History Verification provider that the volunteer has been convicted of a crime prohibiting employment with the district as specified in Oregon law.

### **DIRECTION TO LEAVE**

An approved volunteer may be directed to leave at any time by the school administration or designee.

A direction to leave revokes any permission to volunteer or license to enter. Whenever possible, the direction should be given in writing or followed by written notice.

Those who insist on remaining despite a request to leave and who thereby create a disruption of the carrying on of school business will render a volunteer liable for criminal trespass pursuant to Oregon Revised Statutes and a report will be made to the appropriate law enforcement agency.

Any volunteer who commits a violent act or threatens to commit a violent act toward a student or staff member while on school grounds, at a school sponsored event, or on the way to and from school; or who is alleged to have violated the district's community volunteer program guidelines, shall be reported immediately to the school administration, Superintendent, and law enforcement when appropriate.

END OF REGULATION

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REVIEWED: 4/30/2013, 11/2017, 2/18/2019, 2/2022, 10/10/2023  
(combines and replaces previous KCA-AR & KCAA-AR)

ADOPTED: 4/30/2013, 8/23/2018, 2/19/2019, 4/2022

**POLICY / REGULATION CROSS REFERENCE**

GBJ-BP: Weapons in the Schools  
GCDA/GDDA-AP: Criminal Records Check / Fingerprinting  
GCDA/GDDA-AR: Criminal Records Check / Fingerprinting  
KCA-AP: Volunteers in Schools  
KGBB-BP: Firearms Prohibited  
KK-AR: Visitors to District Facilities

**LEGAL REFERENCE**

ORS 326.607  
ORS 332.072



**REPORT:** Executive Limitation 4.1: Legally Required Policies Compliance Report

**PRESENTED BY:** Steve Cook, Superintendent

**EXECUTIVE SUMMARY:**

This monitoring report provides the Board with information to evaluate the Superintendent's compliance with the directives of Executive Limitation 4.1: Legally Required Policies.

Monitoring Report

The superintendent shall not fail to take all necessary steps to assure that all previously approved Board policies, which are legally required, and are addressed by Administrative Policies. Accordingly, the Superintendent shall not fail to:

1. Amend Board Policies, Administrative Policies, and Administrative Regulations to comply with local, state, and federal law.
2. Provide the Board of Directors with information regarding any substantive changes made to Board Policies, Administrative Policies, and Administrative Regulations.
3. Create Board Policies, Administrative Policies, and/or Administrative Regulations consistent with new laws.
4. Inform the Board of Directors when the law necessitates the adoption of new Board Policies required of school boards.

Notable Evidence:

- Organizational access of policy and regulation on the district website were significantly improved. A policy and regulation menu now exists along with a table of contents for each policy / regulation section. The district continues to maintain a search function as well, where anyone can search and access policies and regulations by keywords or terms.
- Improving transparency and access of policy and regulation work continues to be a priority of the district. The opportunity for staff and community feedback on proposed revisions continues through use of a Google form. During the 2022-23 school year, the district saw an increase in community and staff engagement through the online feedback process with a total of 55 comments received. During the 2021-22 school year, the first year in which public comment and feedback was solicited, the district received a total of 44 comments. Shared updates of policy and regulation work and the instructions and opportunity to provide feedback is also highlighted in the Staff Spotlight and Family Spotlight.
- The district continues to translate policies and regulations. Spanish translation is the most common translation; however, the district prioritizes and translates frequently referenced documents into Simplified Chinese, Traditional Chinese, and Vietnamese. Spanish policy titles are being added on the district website and are accessible through the keywords or terms

search feature.

- During the 2022-23 school year, 68 policies and regulations were reviewed; this includes a reorganizational rewrite of all Executive Limitations to align with Board Ends / Goals.

Strategic Initiatives for 2023-24:

- Policy team will create a process for district staff and community members to request a policy or regulation be reviewed and establish a system of response and review for such requests.
- Policy team will work to establish a process with various committees (Equity, Student Voice, etc.) on policy creation and revision that are of special interest.
- Policies and regulations will be evaluated and monitored for updates to reflect legal compliance and alignment with district standards of practice.

Addendum:

See attached 2022-23 Policy & Regulation Adoption Summary



## 2022-23 Policy & Regulation Adoption Summary

The following policies and regulations were revised and adopted during the 2022-23 school year.

Policy / Regulation Title	Summary of Adopted Changes	Date of Adoption
<a href="#"><u>AC-AR: Discrimination Complaint Procedure</u></a>	<p>The following regulations were previously consolidated into AC-AR: JBA/GBN-AR, JFCFA/GBNAA-AR and JFH-AR.</p> <p>AC-AR has been updated to reflect the language noted with AC-BP and includes language from House Bill (HB) 2935, adding an aspect to the definition of discrimination for race that includes physical characteristics historically associated with race such as natural hair and hair texture. Language from HB 3041 is also included which modified Oregon’s definition of sexual orientation and added a definition of gender identity to the protected class.</p>	10/11/2022
<a href="#"><u>AC-BP: Nondiscrimination</u></a>	<p>The following policies were previously consolidated into AC-AP: JBAA/GBNA-AP, JB/GBN-AP and JHFF-AP.</p> <p>AC-BP has been updated to separate out previous policies, and also includes language from House Bill (HB) 2935, adding an aspect to the definition of discrimination for race that includes physical characteristics historically associated with race such as natural hair and hair texture. Language from HB 3041 is also included which modified Oregon’s definition of sexual orientation and added a definition of gender identity to the protected class.</p> <p>Policy has also been renamed from an administrative policy (AP) to a board policy (BP).</p>	10/11/2022
<a href="#"><u>Administrative Expectation for Gender Diverse Student &amp; Staff Support</u></a>	<p>New Administrative Expectation for ACB-BP &amp; AC-AP</p> <p>Procedures and guidance for district staff to support gender diverse students and staff so that they are fully included in Bend-La Pine Schools' learning community and have the necessary supports to actively participate in an educational experience free of discrimination, harassment or bullying.</p>	7/19/2022
<a href="#"><u>CCB-AP: Administrative Hiring</u></a>	<p>Total rewrite to align with current district philosophy and practices when hiring administrative and supervisory staff.</p> <p>Renamed from an AR to AP.</p>	3/14/2023
<a href="#"><u>DJ-AR: Public Contracting Rules &amp; Procedures</u></a>	<p>Document has been reviewed and amended to reflect ORS updates, current district practice and procedures. Note that Immediate Procurement threshold and procedure for BLS has been and continues to be more restrictive than what is referenced in ORS statute.</p>	2/14/2023

<a href="#">DJC-AR: Purchasing Authority &amp; Limits</a>	Purchasing authority limits assigned to various staff groups reflect current district practice. Direction for use of purchasing card, purchase orders; processes for purchases made with grant funds; and procurement process have also been updated.	2/14/2023
<a href="#">EBBA-AR: First Aid</a>	First Aid compliance efforts have been updated to align with Oregon Administrative Regulation 581.	9/13/2022
EBBAB-AR: Bloodborne Pathogens Manual	Recommend deletion of EBBAB-AR. Training materials and corresponding tracking of required trainings are managed through Vector Training Solutions software. <a href="#">EBBAB-AR Public Feedback Received &amp; District Response</a>	Deleted 2/14/2023
<a href="#">EBBC-AR: Life-Sustaining Emergency Care</a>	Updated language includes the use of Automated External Defibrillator (AED) and administration of Nalaxone (Narcan) as examples of life-sustaining emergency care.	9/13/2022
<a href="#">EBCD-AR: Delays &amp; School Closures</a>	Updated language reflects the district's practices and processes used to determine school delays and closures due to inclement weather or an emergency. <a href="#">EBCD-AR Public Feedback Received &amp; District Response</a>	12/13/2022
<a href="#">EEA-AR: Transportation Procedures</a>	Updated language reflects student transportation legal requirements, alignment with current district practice and also incorporates equity.	1/10/2023
<a href="#">EEA-BP: Student Transportation Services</a>	Policy has undergone a full rewrite to reflect legal requirements and incorporate equity focused on student transportation services. Policy has also been renamed from an administrative policy (AP) to a board policy (BP).	1/10/2023
<a href="#">Executive Limitation 1.1: Instructional Program</a>	Revision consolidates the following Executive Limitations: EL 8 - Instructional Programs, and EL 13 - Equity & Anti-Racism	6/20/2023
<a href="#">Executive Limitation 2.1: Student Success Planning</a>	Revision consolidates the following Executive Limitations: EL 3 - Treatment of Students, Parents/Guardians & the Public, and EL 13 - Equity & Anti-Racism	6/20/2023
<a href="#">Executive Limitation 3.1: Treatment of Students, Parents/Guardians, Families &amp; The Public</a>	Revision consolidates the following Executive Limitations: EL 3 - Treatment of Students, Parents/Guardians & the Public, and EL 13 - Equity & Anti-Racism	6/20/2023
<a href="#">Executive Limitation 4.1: Legally Required Policies</a>	Rewrite of Executive Limitation 12 - Legally Required Policies	6/20/2023
<a href="#">Executive Limitation 4.2: Compensation, Development, Evaluation &amp; Treatment of Employees</a>	Revision consolidates the following Executive Limitations: EL 4 - Treatment of Staff, EL 5 - Staff Compensation & Development, and EL 13 - Equity & Anti-Racism	6/20/2023
<a href="#">Executive Limitation 4.3: Financial Planning &amp; Administration</a>	Rewrite of Executive Limitation 10 - Financial Planning & Administration	6/20/2023
<a href="#">Executive Limitation 4.4: Facilities</a>	Rewrite of Executive Limitation 7 - Facilities	6/20/2023
<a href="#">Executive Limitation 4.5: Student Transportation</a>	Rewrite of Executive Limitation 11 - Asset Protection	6/20/2023
<a href="#">Executive Limitation 4.6: Nutrition Services</a>	Not addressed in previous Executive Limitations	6/20/2023
<a href="#">Executive Limitation 4.7: Technology</a>	Revision consolidates the following Executive Limitations: EL 9 – Technology, and EL 11 - Asset Protection	6/20/2023

<a href="#">Executive Limitation 4.8: Communications</a>	Revision consolidates the following Executive Limitations: EL 3 - Treatment of Students, Parents/Guardians & the Public, and EL 4 - Treatment of Staff	6/20/2023
<a href="#">Executive Limitation 4.9: Safety</a>	Revision consolidates the following Executive Limitations: EL 3 - Treatment of Students, Parents/Guardians & the Public, and EL 4 - Treatment of Staff	6/20/2023
<a href="#">GB-AP: General Personnel Policies</a>	New Administrative Policy. GB-AP defines the district's general personnel policies for posting, hiring and selection for employment.	3/14/2023
<a href="#">GBA-AR: Veteran's Preference</a>	Updates reflect the Senate Bill 184 (2021) modifications ORS 408.230 that allows for additional circumstances for which an employer may apply veteran's preference as well as the use of percentage points for screening and interviewing veterans.	4/11/2023
<a href="#">GBA-BP: Equal Employment Opportunity</a>	House Bill 3041 (2021) revised the statutory definition of sexual orientation and created a new definition for gender identity. Updates include revised statutory definitions. Renamed from an AP to BP.	3/14/2023
<a href="#">GBEA-AR: Workplace Harassment &amp; Reporting Procedure</a>	Senate Bill (SB) 479 requires public employers to adopt policy and practice prohibiting workplace harassment which includes conduct that constitutes discrimination prohibited by ORS 659A.030, including conduct that constitutes sexual assault or conduct that is prohibited by ORS 659A.082 or 659A.112	10/11/2022
<a href="#">GBEA-BP: Workplace Harassment</a>	Senate Bill (SB) 479 requires public employers to adopt policy and practice prohibiting workplace harassment which includes conduct that constitutes discrimination prohibited by ORS 659A.030, including conduct that constitutes sexual assault or conduct that is prohibited by ORS 659A.082 or 659A.112  Legal references have also been updated to reflect an assigned statute number to what is HB 3041, which modified Oregon's definition of sexual orientation and added a definition of gender identity to the protected class.  Policy has also been renamed from an administrative policy (AP) to a board policy (BP).	10/11/2022
<a href="#">GBL-AP: Personnel Records</a>	Updates include a complete rewrite and now includes disclosure of information language that was previously in GBLA-AR, which is recommended for deletion.	1/10/2023
GBLA-AR: Disclosure of Information	Recommend deletion of GBLA-AR. Disclosure information is now included in GBL-AP: Personnel Records	Deleted 1/10/2023
<a href="#">GBN/JBA-AR (1): Sexual Harassment Complaint Procedure</a>	JBA/GBN-AR was previously consolidated into AC-AR. This AR addresses reporting and investigation procedures for a sexual harassment complaint. <a href="#">GBN/JBA-AR (1) Public Feedback Received &amp; District Response</a>	1/10/2023
<a href="#">GBN/JBA-AR (2): Federal Law (Title IX) Sexual Harassment Complaint Procedure</a>	JBA/GBN-AR was previously consolidated into AC-AR. This AR addresses reporting and investigation procedures for a Title IX sexual harassment complaint. <a href="#">GBN/JBA-AR(2) Public Feedback Received &amp; District Response</a>	1/10/2023

<a href="#"><u>GBN/JBA-BP: Sexual Harassment</u></a>	Updates include revised Federal regulations for Title IX protections, and Oregon Administrative Rules. Policy has also been renamed from an administrative policy (AP) to a board policy (BP).	10/11/2022
<a href="#"><u>GBNA-AR: Hazing, Harassment, Intimidation, Bullying, Menacing, or Cyberbullying Reporting Procedures - STAFF</u></a>	Updated language includes revised statutory definition of sexual orientation (removed gender identity) and created a new definition for gender identity as defined in HB 3041.	10/11/2022
<a href="#"><u>GBNAA/JHFF-AR: Suspected Sexual Conduct Reporting Procedures &amp; Form</u></a>	Updated language reflects revisions to ORS 339. The passing of the bills affected reporting of child abuse and sexual conduct and revised the definition of 'sexual conduct' and 'licensed administrator' as it relates to reporting and helps define the persons who can be designated to receive and respond to these reports.	10/11/2022
<a href="#"><u>GBNAA/JHFF-BP: Suspected Sexual Conduct with Students and Reporting Requirements</u></a>	Updated language reflects revisions to ORS 339. The passing of the bills affected reporting of child abuse and sexual conduct and revised the definition of 'sexual conduct' and 'licensed administrator' as it relates to reporting and helps define the persons who can be designated to receive and respond to these reports. Policy also been renamed from an administrative policy (AP) to a board policy (BP).	10/11/2022
<a href="#"><u>GBNAB/JHFE-AR: Reporting of Suspected Abuse of a Child</u></a>	Updated language reflects revisions to ORS 339. The passing of the bills affected reporting of child abuse and sexual conduct and revised the definition of 'sexual conduct' and 'licensed administrator' as it relates to reporting and helps define the persons who can be designated to receive and respond to these reports.	10/11/2022
<a href="#"><u>GBNAB/JHFE-BP: Suspected Abuse of a Child Reporting Requirements</u></a>	Updated language reflects revisions to ORS 339. The passing of the bills affected reporting of child abuse and sexual conduct and revised the definition of 'sexual conduct' and 'licensed administrator' as it relates to reporting and helps define the persons who can be designated to receive and respond to these reports.  Policy has also been renamed from and administrative policy (AP) to a board policy (BP).	10/11/2022
<a href="#"><u>G CBD-AP: Leaves &amp; Absences</u></a>	Policy has been rewritten to reflect appropriate policy title as well as legally required and district practices regarding employee leaves and absences. Note, G CBD-AR was previously titled Staff Responsibilities. This AR will be retitled and reviewed in April 2023. Renamed from AR to AP.	4/11/2023
<a href="#"><u>G CBD A/G DBDA-AP: Family Medical Leave</u></a>	Military Family Leave Act and Oregon Military Family Leave Act (OMFLA) have been added and eligibility requirements have been updated.	4/11/2023
<a href="#"><u>G CBD B/G DBDB-AP: Early Return to Work</u></a>	Updates reflect return to work and ADA processes that are currently in place as district practice and aligns with Equal Employment Opportunity Commission guidance. Renamed from an administrative regulation (AR) to an administrative policy (AP).	4/11/2023
G CBD DD-AR: Employee Work Attendance	Recommend deletion of G CBD DD-AR. Work attendance, chronic absenteeism and suspected leave abuse is addressed in collective bargaining agreements and employment contracts.	Deleted 4/11/2023
<a href="#"><u>G CBD DD/G DBDD-AP: Sick Time</u></a>	Reviewed policy. No updated needed.	4/11/2023
<a href="#"><u>G CC/G DC-AP: Recruitment / Selection of Staff</u></a>	Updates reflect current district practices and legal requirements. Revisions also include announcement of job vacancies, application for employment, screening applicants, and	3/14/2023

	interviewing candidate procedures that were previously addressed in separate AR's. Renamed from AR to AP.	
<a href="#">GCCA-AR: Announcement of Job Vacancies</a>	Recommend deletion of GCCA-AR. Job vacancy announcement is addressed in GCC/GCD-AP.	Deleted 3/14/2023
<a href="#">GCCB-AR: Application for Employment</a>	Recommend deletion of GCCB-AR. Application for employment is addressed in GCC/GCD-AP.	Deleted 3/14/2023
<a href="#">GCCC-AR: Screening Applicants</a>	Recommend deletion of GCCC-AR. Screening applicants is addressed in GCC/GCD-AP.	Deleted 3/14/2023
<a href="#">GCCD-AR: Interviewing Candidates</a>	Recommended deletion of GCCD-AR. Interview procedures are addressed in GCC/GCD-AP.	Deleted 3/14/2023
<a href="#">IGBI-AP: Bilingual Education</a>	Updated language reflects revisions to OAR 581-022-2310 to include language assistance to allow for students to participate in educational activities outside of classroom instruction. District policy and regulation references have also been added. <a href="#">IGBI-AP Public Feedback Received &amp; District Response</a>	12/13/2022
<a href="#">IGBI-AR: Bilingual Education</a>	New Administrative Regulation IGBI-AR defines the district's commitment to supporting bilingual education. Definition and terms; programs, services and systems; and guidelines that will be used to inform classroom, school and system practices are explained. <a href="#">IGBI-AR Public Feedback Received &amp; District Response</a>	12/13/2022
<a href="#">IGDJ-BP: Interscholastic Athletics &amp; Activities</a>	New Board Policy IDGJ-BP complies with OAR 581-022-2308(2) - a new Division 22 rule requiring school districts to adopt policy with conditions of membership when entering into an agreement with a voluntary organization for interscholastic activities.	12/13/2022
<a href="#">IGDK-AR: Non-Sponsored Study, Tours, Trips &amp; Competitions</a>	Updated language aligns with the district's involvement with non-district sponsored travel.	12/13/2022
<a href="#">IICA-AR: Field Trips &amp; Special Activities</a>	Staff/chaperone assignment and considerations for gender balance and supervision for overnight trips has been added as well as clarification on who students will be released to when leaving a field trip or special activity. <a href="#">IICA-AR Public Feedback Received &amp; District Response</a>	2/1/2023
<a href="#">IKA-AR: Grades and Credit</a>	Includes information about conditions for alternative credit learning experiences specific to the 2020-21 and 2021-22 school years. Updated language includes a grading floor of 50% on the traditional 100-point grading scale for the 2023-24 school year. Beginning with the 2024-25 school year, Bend-La Pine Schools will move to a 0-4 grading scale in classes and no longer use the 100-point grading scale. Exceptions to the revised grading scales are also noted.	8/9/2022
<a href="#">IKAD-AR: Grade Reduction</a>	Recommend deletion of IKAD-AR. Grade reduction due to poor attendance is no longer in line with district grading and/or attendance practices. <a href="#">IKAD-AR Public Feedback Received &amp; District Response</a>	2/14/2023
<a href="#">JBB-AR: Family Engagement</a>	New Administrative Regulation JBB-AR was developed by the Bend-La Pine Schools' Equity Coalition as a supplement to JBB-AP:	7/19/2022

	Educational Equity. The beliefs and efforts to help ensure high levels of family engagement are reviewed.	
<a href="#">JC-AR: Attendance Areas &amp; In-District Transfers</a>	The Attendance Area Change Request (ACR) process and priority considerations have been updated to align with the request process that will be used for the 2022-23 school year. The guidance for the 2021-22 school year has been removed. <a href="#">JC-AR Public Feedback Received &amp; District Response</a>	8/9/2022
<a href="#">JC-BP: School Attendance Boundary Areas</a>	New Board Policy JC-BP outlines the conditions in which the Superintendent may adjust school attendance area boundaries and suggested process and considerations for boundary changes.	8/9/2022
<a href="#">JEA-AP: Compulsory Attendance</a>	Updates include removal of the Class C violation, related fees and court costs and fines associated to juvenile delinquency matters (SB 817, 2021). Information has been added about procedures for absences in excess of 10 consecutive days, and virtual attendance requirements. Renamed from an AR to AP.	2/14/2023
<a href="#">JEA-AP: Attendance Notification</a>	Recommend deletion of JEA-AP. JEA-AP is now titled Compulsory Attendance and requirements for attendance notifications and now included in JED-BP: Student Absences & Excuses. <a href="#">JEA-AP Public Feedback Received &amp; District Response</a>	2/14/2023
<a href="#">JEBA-AP: Early Entrance</a>	Standard age requirements have been updated to align with Senate Bill 321, which lowered the compulsory attendance age for Oregon students from age 7 to age 6. Early entrance considerations have also been updated, which were previously included in JEBA-AR.	3/14/2023
<a href="#">JED-BP: Student Absences &amp; Excuses</a>	Updates include acceptable reasons for excused absences. Attendance notification procedures have also been reviewed. Renamed from an AP to BP. <a href="#">JED-BP Public Feedback Received &amp; District Response</a>	2/14/2023
<a href="#">JFCF-BP: Hazing, Harassment, Intimidation, Bullying, Menacing, Cyberbullying, Teen Dating Violence or Domestic Violence - STUDENT</a>	HB 2631 added requirements to notify parents / guardians of a student who was the subject of, or of a student who may have conducted the act of harassment, intimidation, bullying, or cyberbullying. Updates also include language to reflect HB 3041, adding a new term defining gender identity as a protected class. Policy has also been renamed from an administrative policy (AP) to a board policy (BP).	10/11/2022
<a href="#">JFCM-AP: Threats of Violence</a>	Updates reflect the current practices and involvement of the School Threat Assessment Team (STAS) as well as alignment with equity focused efforts.	4/11/2023
<a href="#">JG-BP: Student Conduct &amp; Discipline</a>	Updated language reflects Bend-La Pine Schools' commitment to restorative practices, school interventions and practices as a part of student discipline. District policy and regulation references have also been added.  Policy has also been renamed from an administrative policy (AP) to a board policy (BP). <a href="#">JG-BP Public Feedback Received &amp; District Response</a>	12/13/2022
<a href="#">JHCD-AR: Administration of Medication</a>	Administration of a premeasured dose of Nalaxone (Narcan) to a student or other individual on school premises and emergency medical response notification procedures has been added as a response in the event of suspected opiate overdose.	9/13/2022



**REPORT:** South County Schools Update and Information

**PRESENTED BY:** Scott Olszewski, South County Director and La Pine High School Principal

**EXECUTIVE SUMMARY:**

South County is a distinct and unique region within Bend-La Pine Schools. It consists of two subregions: a) Sunriver and the geographic area identified as Three Rivers South, and b) The City of La Pine and surrounding area of Deschutes County. Three Rivers K-8 serves the Sunriver and Three Rivers areas. Rosland Elementary, La Pine Elementary, La Pine Middle, and La Pine High serve the City of La Pine and surrounding area.

South County schools are distinct from the greater district in their small size and demographics (more rural and lower average income). These distinctions provide south county schools with both their strengths and challenges.

We have many things to celebrate and be proud of as the 2023-24 school year starts. We are practicing greater alignment and collaboration across our schools, and have a number of exciting new programs, initiatives, and roles to support our students and families.

**School Culture Alignment**

All South County schools are focusing on teaching and reinforcing explicit, clear, consistent expectations. We are using similar and, in some cases, identical language and frameworks to identify expected behaviors that support academic environments in all five schools. This work has been a natural extension of the work of the district Task Force on Climate and Culture.

**Programs and Initiatives**

Three Rivers School has brought back many of the exciting programs that were in place before the Covid pandemic, including after school clubs, student-run news, and an active student council. Rosland Elementary launched “Mindful Music” as a way to start every day with relaxation and focus, and teachers are committed to strong instructional practices as they engage in book study together. La Pine Elementary has brought back monthly Panther Assemblies and a fifth grade leadership team. La Pine Middle School is building a vibrant student culture through W.E.B. (8th grade leadership program), and Sources of Strength. Additionally, they re-launched the culinary program. La Pine High School added a dual-credit Education program in partnership with Central Oregon Community College and a full-time alternative education program on site for struggling students. La Pine Middle and High are partnering to start Nighthawks, an after-school tutoring, credit recovery, and student activities program.



# South County Spotlight

Oct 2023

Scott Olszewski, La Pine High Principal –South County Director

# Who is South County?

## Five Schools South Of Lava Butte

Three Rivers K-8

Rosland Elementary K-5

La Pine Elementary K-5

La Pine Middle 6-8

La Pine High 9-12



# Three Rivers K-8 "Otters"

## Teaching the Expectations

Kind, Safe, Responsible

## Title 1 Info Night

Scavenger Hunt, Ice Cream Social had 670 in attendance

## After School Clubs and Programs

Skateboarding, Gardening, Running

## Student Council

## KTRS News

Student News by Students



# Rosland Elementary

## "Rockets"

### Teaching the Expectations

Modeling and teaching routines and consistency  
Common language and expectations with staff

### Mindful Music

Daily Music after Breakfast  
Listen, Stretch, Breathe to Start the Day

### Hallways and Other Common Areas

Positive and Intentional Change in Atmosphere  
Classrooms, Hallways, Cafeteria, Playground



# La Pine Elementary "Panthers"

## Teaching the Expectations

Kind, Safe, Responsible  
Panther Bucks

## Growing Enrollment

## Monthly Panther Assemblies

Portland Trailblazers recently visited

## 5th Grade Leadership Team

Teamwork Challenge with OSU visitors



# La Pine Middle "Hawks"

## Teaching the Expectations

Schoolwide and Classroom Norms

## Added Culinary Classes

Every student does 9 weeks of Culinary

## Sources of Strength – Leadership

## Summer School 2023

"Be Where You Are" Theme, Field Trips

Ft Rock Homestead, Think Wild, Sunriver Fun Day bikes

SHARC, school skills, math/reading, projects/electives

## WEB Day

Twenty 8th grade leaders welcomed all 6th graders



# La Pine High "Hawks"

## Teaching the Expectations

Schoolwide and Classroom Norms

## Education Program

College Credit (COCC)

2nd semester practicum in La Pine feeder schools

## Sources of Strength – Leadership

## STRIVE Alt. Ed. Classroom

Intervention and Support; Credit Recovery options

## Nighthawks – After School

Tutoring, Study Space, Make-ups, and Planning Help

Transportation Provided



# Who Is South County?

## NAME

- La Pine and the Surrounding area
- Three Rivers South – Area around Sunriver

## STRENGTHS

- Small Schools are Good for Kids!
- Strong Links Between Schools – Especially Celebrations



# Thank you!

Scott Olszewski

Principal, La Pine High School

South County Director



# Enfoque Condado Sur

## Octubre 2023

Scott Olszewski, Director de la Preparatoria La Pine High - Director de Condado Sur



# Three Rivers K-8

## “Otters” / “Nutrias”

### Expectativas de enseñanza

Amable, seguro, responsable

### Noche de información sobre el título 1

Búsqueda del tesoro, Social de helados tuvo 670 en asistencia

### Clubes y programas extracurriculares

Skateboarding, jardinería, correr

### Consejo estudiantil

### Noticias KTRS

Noticias estudiantiles por estudiantes



# Escuela Primaria Rosland “Cohetes”

## **Enseñar las expectativas**

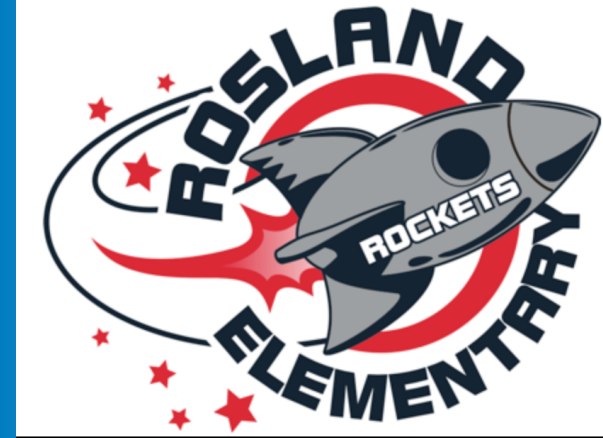
Modelado y enseñanza de rutinas y consistencia  
Lenguaje común y expectativas con el personal.

## **Música consciente**

Música diaria después del desayuno.  
Escuchar, estirar se y respirar para empezar el día

## **Pasillos y otras áreas comunes**

Cambio positivo e intencional en la atmósfera  
Salones de clase, Pasillos, Cafetería, Patio de recreo



# Primaria La Pine

## “Panthers” / “Panteras”

### **Enseñar las expectativas**

Amable, seguro, responsable

Panther Bucks

### **Inscripción creciente**

### **Asambleas Pantera Mensuales**

Los Portland Trailblazers visitaron recientemente

### **Equipo de liderazgo de quinto grado**

Desafío de trabajo en equipo con visitantes de OSU



# Secundaria La Pine

## “Hawks” / “Halcones”

### **Enseñar las expectativas**

Normas para toda la escuela y el salón de clases

### **Clases culinarias agregadas**

Cada estudiante hace 9 semanas de Culinaria.

### **Fuentes de fortaleza: liderazgo**

### **Escuela de Verano 2023**

Tema “Esté donde esté”, excursiones

Bicicletas Ft Rock Homestead, Piense salvaje, Día de diversión en Sunriver  
SHARC, habilidades escolares, matemáticas/lectura, proyectos/optativas

### **Día WEB**

Veinte líderes de octavo grado dieron la bienvenida a todos los alumnos de sexto grado



# Preparatoria La Pine “Hawks” / “Halcones”

## **Enseñar las expectativas**

Normas para toda la escuela y el salón de clases

## **Programa educativo**

Crédito universitario (COCC)

Práctica del segundo semestre en las escuelas secundarias de La Pine

## **Fuentes de fortaleza: liderazgo**

## **Aula de Educación Alternativa STRIVE (Esfuerzo)**

Intervención y Apoyo; Opciones de recuperación de crédito

## **Halcones nocturno- Después de la escuela**

Tutoría, espacio de estudio, recuperación y ayuda para la planificación

Se proporciona transporte



# Quién es el condado sur?

## NOMBRE

- La Pine y el área circundante
- Tres Ríos Sur - área circundante de Sunriver

## FORTALEZAS

- ¡Las escuelas pequeñas son buenas para los niños!
- Fuertes vínculos entre escuelas, especialmente celebraciones



# ¡Gracias!

Scott Olszewski

Director, Escuela Secundaria La Pine

Director del condado sur



**REPORT:** Taskforce on Culture and Climate with a Focus on La Pine Schools

**PRESENTED BY:** Trevor Arsenault, Dean of Students, Rosland Elementary  
Brian Barringer, Principal, La Pine Middle School  
Amanda Johnston, Title 1 EA, Rosland Elementary  
Scott Olszewski, Principal, La Pine High School

**EXECUTIVE SUMMARY:**

In the spring of 2023, Bend-La Pine teachers voiced their concerns over distracted and disruptive environments that were negatively affecting school culture, teacher morale, and student learning. Bend-La Pine Schools responded by assembling a Task Force to address these concerns and make recommendations.

The Task Force is still in place and has members representative of all levels of the district and all role categories. Its work is led by an outside facilitator skilled at Collective Impact, Facilitation for Results, Impact Evaluation, Community Engagement and Outreach. The group has created subcommittees to guide the ongoing work, including groups focused on Stakeholder Mapping, Messaging and Monitoring/Evaluation.

**Recommendations of the Task Force**

The Task Force recommended that all schools establish norms for culture, expectations, and interactions between stakeholders (students, staff, families) and that all schools follow an Accountability Framework for defining and teaching these expectations. The Framework also recommended clear, prompt feedback loops from building administrators to school staff as part of response to incidents as a protocol. Finally, the Task Force recommended tight alignment across schools for tracking student incident data.

**Task Force Work in La Pine**

The schools of La Pine (La Pine Elementary, Rosland Elementary, La Pine Middle, and La Pine High) have launched norms and expectations using identical and very similar language across schools and levels. All La Pine schools have done extensive orientation to the norms and further defined response protocols, as well as how incident responses interact with ancillary supports such as special Education, Student Success, and alternative education programs. We believe this alignment of explicit teaching and responses will support all students and staff through clarity, consistency, and transparency.

# Task Force on Climate and Culture

Bend-La Pine Schools 2023  
Focus on La Pine Schools

Trevor Arsenault, Dean of  
Students, Rosland Elementary

Brian Barringer, Principal, La Pine  
Middle School

Amanda Johnston, Title 1 EA,  
Rosland Elementary

Scott Olszewski, Principal, La  
Pine High School



**BEND  
LA PINE  
SCHOOLS**

# Task Force: Why

**Our Teachers Initiated the Conversation –  
Spring 2023**

**Focus on Distracted and Disruptive Learning  
Environments**

Quote from Eric Powell, Assistant Director of Student Services:

“...our teachers just want to know what the protocol is, what are our expectations of the district to address these behaviors. A lot of times these are skills that students need to grow and build, and that’s our job as educators. But it’s really difficult at times to do that in a classroom. So how do we work as a team to help these students develop these skills, but also keep our teachers and the other students safe at the same time.”



# Task Force: Who

Certified Teachers

Classified Staff

Building Administrators

District Administrators

Outside Facilitator



# The Work – What We Did

## Facilitated Meetings with Whitney Swander

- Whitney led the group through a process of **breaking down the potential barriers** between Task Force members that stem from differing roles, experiences, histories, and identities, toward the goal of honest sharing about the challenges we face.
- We had in-depth discussions and activities that helped us **define the challenges clearly** (and distinguish by level) and then brainstorm solutions.
- The group winnowed down the **potential solutions/next steps and drafted recommendations**.
- The Task Force **announced our recommendations**.

# The Work: Examples from La Pine

## Teaching the Expectations

- Tier 1 – The Program for ALL Students
- La Pine and Rosland Elementary Schools using framework of Responsible – Kind – Safe.
- La Pine Middle School using Responsible – Respectful – Safe
- La Pine Middle and High School using consistent language and framework for identifying and teaching expectations.
- ALL La Pine schools did extensive Teaching and Orientation in September.





## HAWK LIBRARY AGREEMENTS

RESPONSIBLE	RESPECTFUL	SAFE
<ul style="list-style-type: none"> <li>• WORK QUIETLY</li> <li>• HAVE PERMISSION OR A PASS</li> <li>• RETURN ITEMS BY DUE DATE</li> </ul>	<ul style="list-style-type: none"> <li>• RESPECTFUL LANGUAGE ON APPROPRIATE TOPICS</li> <li>• CALM AND QUIET CONVERSATIONS</li> <li>• RESPECT PERSONAL SPACE AND PROPERTY OF OTHERS</li> </ul>	<ul style="list-style-type: none"> <li>• CELLPHONES, EARBUDS, AND PERSONAL TECHNOLOGY NOT ALLOWED</li> <li>• ON TASK AND APPROPRIATE COMPUTER USE</li> </ul>



## HAWK HALLWAY AGREEMENTS

RESPONSIBLE	RESPECTFUL	SAFE
<ul style="list-style-type: none"> <li>• BE TO CLASS ON TIME</li> <li>• VISIBLY DISPLAY HALL PASS LANYARD DURING CLASS TIME</li> <li>• MOVE WITH PURPOSE</li> </ul>	<ul style="list-style-type: none"> <li>• CALM, QUIET CONVERSATIONS WITH APPROPRIATE LANGUAGE</li> <li>• RESPECT PERSONAL SPACE &amp; PROPERTY OF OTHERS</li> <li>• KINDLY GREET THOSE YOU MEET</li> </ul>	<ul style="list-style-type: none"> <li>• WALK AT ALL TIMES</li> <li>• STAY TO THE RIGHT</li> <li>• BE MINDFUL OF STOPPING AND BLOCKING HALLWAY TRAFFIC</li> <li>• CONTROL YOUR BODY</li> </ul>



## HAWK LIBRARY AGREEMENTS

RESPONSIBLE	RESPECTFUL	SAFE
<ul style="list-style-type: none"> <li>• WORK QUIETLY</li> <li>• HAVE PERMISSION OR A PASS</li> <li>• RETURN ITEMS BY DUE DATE</li> </ul>	<ul style="list-style-type: none"> <li>• RESPECTFUL LANGUAGE ON APPROPRIATE TOPICS</li> <li>• CALM AND QUIET CONVERSATIONS</li> <li>• RESPECT PERSONAL SPACE AND PROPERTY OF OTHERS</li> </ul>	<ul style="list-style-type: none"> <li>• CELLPHONES, EARBUDS, AND PERSONAL TECHNOLOGY NOT ALLOWED</li> <li>• ON TASK AND APPROPRIATE COMPUTER USE</li> </ul>

# The Work – Beyond the Task Force

## Bringing The Rest of Our Colleagues on Board

- Summer Training and Workshops with Building Administrators around the Task Force recommendations – the Accountability Framework.
- **Accountability Framework – Each School**
  - Establish Norms for culture, expectations, and interactions.
  - Communication
    - Admin to Staff Feedback Loops re: Responses
    - District Alignment for tracking student incident data.



# Other Comments and Examples

**Elementary Schools**

**Middle School**

**High School**



# The Work is Ongoing

## Continuing Task Force Subcommittees

- Stakeholder Mapping
- Messaging
- Monitoring and Evaluation



**Thank you**



# Grupo de Trabajo sobre Clima y Cultura Escolar

Escuelas de Bend-La Pine 2023  
Enfoque en las escuelas de La  
Pine

Trevor Arsenault, decano de  
Estudiantes, Escuela Primaria  
Rosland

Brian Barringer, director,  
Escuela Secundaria La Pine

Amanda Johnston, Título 1 EA,  
Primaria Rosland

Scott Olszewski, director,  
Escuela Preparatoria La Pine



**BEND  
LA PINE  
SCHOOLS**

# Grupo de trabajo: ¿Por qué?

**Nuestros maestros iniciaron la conversación –  
Primavera de 2023**

**Centrarse en entornos de aprendizaje  
distráidos y disruptivos**

Cita de Eric Powell, subdirector de servicios estudiantiles:

“...nuestros maestros sólo quieren saber cuál es el protocolo, cuáles son nuestras expectativas del distrito para abordar estos comportamientos. Muchas veces estas son habilidades que los estudiantes necesitan desarrollar e incrementar, y ese es nuestro trabajo como educadores. Pero a veces es realmente difícil hacer eso en un salón de clases. Entonces, ¿cómo trabajamos en equipo para ayudar a estos estudiantes a desarrollar estas habilidades, pero también para mantener seguros a nuestros maestros y a los demás estudiantes al mismo tiempo?”



# Grupo de trabajo: ¿Quién?

Maestros Certificados

Personal Clasificado

Administradores de edificios

Administradores de distrito

Facilitador externo



# El trabajo: lo que hicimos

## Reuniones facilitadas con Whitney Swander

- Whitney dirigió al grupo a través de un proceso para **derribar las barreras potenciales** entre los miembros del Grupo de Trabajo que surgen de diferentes roles, experiencias, historias e identidades, hacia el objetivo de compartir honestamente los desafíos que enfrentamos.
- Tuvimos discusiones y actividades profundas que nos ayudaron a **definir los desafíos claramente** (y distinguirlos por nivel) y luego intercambiar ideas sobre soluciones.
- El grupo analizó las **posibles soluciones/próximos pasos y redactó recomendaciones**.
- El Grupo de Trabajo **anunció nuestras recomendaciones**.



# La obra: ejemplos de La Pine

## Enseñar las expectativas

- Nivel 1: el programa para TODOS los estudiantes
- Las escuelas primarias La Pine y Rosland utilizan el marco de Responsable – Amable – Seguro.
- La Escuela Secundaria La Pine utiliza Responsable – Respetuoso – Seguro
- La escuela secundaria y la preparatoria La Pine utilizan un lenguaje y un marco consistentes para identificar y enseñar expectativas.
- TODAS las escuelas de La Pine impartieron enseñanza y orientación exhaustivas en septiembre.





## HAWK LIBRARY AGREEMENTS

RESPONSIBLE	RESPECTFUL	SAFE
<ul style="list-style-type: none"> <li>• WORK QUIETLY</li> <li>• HAVE PERMISSION OR A PASS</li> <li>• RETURN ITEMS BY DUE DATE</li> </ul>	<ul style="list-style-type: none"> <li>• RESPECTFUL LANGUAGE ON APPROPRIATE TOPICS</li> <li>• CALM AND QUIET CONVERSATIONS</li> <li>• RESPECT PERSONAL SPACE AND PROPERTY OF OTHERS</li> </ul>	<ul style="list-style-type: none"> <li>• CELLPHONES, EARBUDS, AND PERSONAL TECHNOLOGY NOT ALLOWED</li> <li>• ON TASK AND APPROPRIATE COMPUTER USE</li> </ul>



## HAWK LIBRARY AGREEMENTS

RESPONSIBLE	RESPECTFUL	SAFE
<ul style="list-style-type: none"> <li>• WORK QUIETLY</li> <li>• HAVE PERMISSION OR A PASS</li> <li>• RETURN ITEMS BY DUE DATE</li> </ul>	<ul style="list-style-type: none"> <li>• RESPECTFUL LANGUAGE ON APPROPRIATE TOPICS</li> <li>• CALM AND QUIET CONVERSATIONS</li> <li>• RESPECT PERSONAL SPACE AND PROPERTY OF OTHERS</li> </ul>	<ul style="list-style-type: none"> <li>• CELLPHONES, EARBUDS, AND PERSONAL TECHNOLOGY NOT ALLOWED</li> <li>• ON TASK AND APPROPRIATE COMPUTER USE</li> </ul>



## HAWK HALLWAY AGREEMENTS

RESPONSIBLE	RESPECTFUL	SAFE
<ul style="list-style-type: none"> <li>• BE TO CLASS ON TIME</li> <li>• VISIBLY DISPLAY HALL PASS LANYARD DURING CLASS TIME</li> <li>• MOVE WITH PURPOSE</li> </ul>	<ul style="list-style-type: none"> <li>• CALM, QUIET CONVERSATIONS WITH APPROPRIATE LANGUAGE</li> <li>• RESPECT PERSONAL SPACE &amp; PROPERTY OF OTHERS</li> <li>• KINDLY GREET THOSE YOU MEET</li> </ul>	<ul style="list-style-type: none"> <li>• WALK AT ALL TIMES</li> <li>• STAY TO THE RIGHT</li> <li>• BE MINDFUL OF STOPPING AND BLOCKING HALLWAY TRAFFIC</li> <li>• CONTROL YOUR BODY</li> </ul>



# El trabajo: más allá del grupo de trabajo

## Incorporando al resto de nuestros colegas.

- Capacitación de verano y talleres con administradores de edificios sobre las recomendaciones del Grupo de Trabajo: el marco de Responsabilidad.
- **Marco contable: cada escuela**
  - Establecer normas para la cultura, las expectativas y las interacciones.
  - Comunicación
    - Círculos de retroalimentación entre administrador y el personal con respecto a: respuestas
    - Alineación del distrito para rastrear datos de incidentes estudiantiles.



# Otros comentarios y ejemplos

**Escuelas primarias**

**Escuela secundaria**

**Escuela preparatoria**



# El trabajo es continuo

## Subcomités del grupo de trabajo continuo

- Mapeo de las partes interesadas
- Mensajería
- Monitoreo y evaluación



Gracias





Business Office  
520 NW Wall Street  
Bend, OR 97703

October 10, 2023

To: Dr. Steve Cook, Superintendent

From: Leah Bibeau, Finance Director

RE: Q1 Financial update for FY2023-24

Dr. Cook,

This is the 1<sup>st</sup> Quarter financial update for the FY 23-24. The financial information is based on actual data through September 30, 2023 with projections to June 30, 2024, the end of the fiscal year. For the 1<sup>st</sup> quarter where financial trends are difficult to discern many of the projections reflect the adopted budget.

The estimated beginning fund balance in the 1<sup>st</sup> quarter financial statements is \$17,439,102 approximately \$1.5 million more than the adopted budget amount of \$15,900,000 and slightly higher than we projected in the June, 2023 financial update. As discussed in prior meetings, it is intended that this positive variance will help in covering funding needs of the district as we approach the end of our Federal ESSER funds.

The preparation of the FY2022-23 Annual Comprehensive Financial Report is in process and SSF (Sensiba San Filippo, formerly SGA), the district's auditors began their field work on October 9, 2023. I do not expect the audit will result in any material changes to the FY2022-23 financial statements and the estimated FY2023-24 beginning fund balance.

Enrollment at October 1, 2023 was below projection and less than enrollment on October 1, 2022, partly due to the change in funding structure for the Oregon Youth Challenge Program. We have adjusted the projected total formula revenue for the estimated revenue impact of the lower enrollment. The estimated formula revenue shortfall is more than offset by the increase in formula revenue over the budgeted amount due to passage of the State School fund at \$10.2 billion for the FY2023-25 biennium. All revenues will be monitored and adjusted as required during FY2023-24.

The projected expenditures in the 1<sup>st</sup> quarter financial report reflect the adopted budget amount adjusted for expected changes. As is normal, the district is still working thru processing all the staff changes for the year. Salaries and benefits are shown at the budgeted level. Once agreements are in place with all employees we will project the cost of the agreements and include these projections in the financial report. In addition, we will bring a supplemental budget to the Board once agreements are in place to increase appropriations for the Board approved agreements. Lastly, we have adjusted the "utilities and purchased services" line item to reflect the change in funding structure for the OYCP program. The 2<sup>nd</sup> quarter financial statements should have a more accurate projection for all categories.

With the known impacts to budget we project the 2023-24 ending fund balance to be \$17.4 million. While this is higher than budget, the true estimate will be more accurate once employee agreements are in place and that impact calculated.

Also included again in your financial statement package, you will find a report on Investment of proceeds. Our policy allows for investment of cash balances to achieve greater earnings on our cash balances. During this year we have initiated short term investment of Operating funds, and continue to have longer term investments of the 2023 Bond issuance. Maturities of these investments are scheduled to align with our spending needs.

If you have any questions or would like additional information, please let me know.

Bend-La Pine Schools  
Statement of Revenues and Expenditures  
For the Period Ended September 30, 2023 with Year-End Projections  
General Fund - Operations Sub-fund  
FY 2022-23

	Adopted Budget	September 2023	Budget Variance
<b>Resources:</b>			
Beginning fund balance	15,900,000	17,439,102	1,539,102
<b>Revenue</b>			
<b>Formula revenue:</b>			
Tax revenue	103,643,000	103,643,000	-
State school fund	88,864,456	92,832,656	3,968,200
Common school fund	2,314,006	2,350,228	36,222
County school fund	270,000	270,000	-
<b>Total formula revenue</b>	<b>195,091,462</b>	<b>199,095,884</b>	<b>4,004,422</b>
Earnings on investments	900,000	900,000	-
Local sources - other	2,770,493	2,770,493	-
Intermediate sources	2,100,000	2,100,000	-
State non-formula resources	785,000	785,000	-
Federal non-formula resources	310,000	310,000	-
<b>Total revenues</b>	<b>201,956,955</b>	<b>205,961,377</b>	<b>4,004,422</b>
<b>Total resources</b>	<b>217,856,955</b>	<b>223,400,479</b>	<b>5,543,524</b>
<b>Expenditures:</b>			
<b>Salaries, payroll costs and benefits:</b>			
Certified	65,998,927	65,998,927	-
Classified	28,211,683	28,211,683	-
Administrators and supervisors	11,697,398	11,697,398	-
All other salaries	2,783,619	2,783,619	-
<b>Total salaries</b>	<b>108,691,627</b>	<b>108,691,627</b>	<b>-</b>
Payroll costs & benefits	59,559,213	59,559,213	-
<b>Total salaries, payroll costs and benefits</b>	<b>168,250,840</b>	<b>168,250,840</b>	<b>-</b>
<b>Other operating costs</b>			
Utilities & purchased services	22,447,977	21,361,227	1,086,750
Supplies, texts, tools	7,193,791	7,193,791	-
Equipment	155,566	155,566	-
Dues, fees and liability insurance	1,876,915	1,876,915	(0)
Debt service	651,667	740,076	(88,409)
Transfers	6,387,108	6,387,108	-
<b>Total other operating costs</b>	<b>38,713,024</b>	<b>37,714,683</b>	<b>998,341</b>
<b>Total expenditures</b>	<b>206,963,864</b>	<b>205,965,523</b>	<b>998,341</b>
<b>Excess of revenues over expenditures</b>	<b>10,893,091</b>	<b>17,434,956</b>	<b>6,541,865</b>
<b>Fund balance, ending</b>	<b>10,893,091</b>	<b>17,434,956</b>	<b>6,541,865</b>
<b>As budgeted</b>			
Contingency	500,000	500,000	
Fund balance	10,392,848	16,934,956	
<b>Fund balance, ending</b>	<b>10,892,848</b>	<b>17,434,956</b>	
<b>Fund Balance as a percent of resources</b>			
Contingency	0.2%	0.2%	
Fund Balance	4.8%	7.6%	
Total reserve	5.0%	7.8%	

## Investment of Proceeds

September 30, 2023

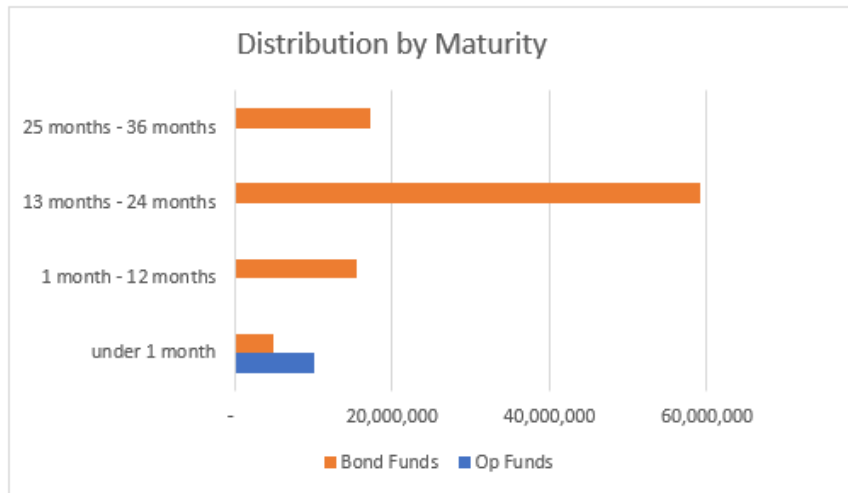
### Distribution by Maturity

#### Operating Funds:

Maturity	Number	Market Value	Percent of Holdings	Average Yield to Maturity
Under 1 month	1	10,088,213	100%	5.4%
<b>Total</b>	<b>1</b>	<b>10,088,213</b>		

#### 2023 Bond Funds:

Maturity	Number	Market Value	Percent of Holdings	Average Yield to Maturity
Under 1 month	4	4,992,477	5%	3.4%
1 month - 12 months	4	15,498,755	16%	5.3%
13 months - 24 months	4	59,151,433	61%	5.3%
25 months - 36 months	3	17,221,182	18%	5.1%
<b>Total</b>	<b>15</b>	<b>96,863,847</b>		



### Distribution by S&P Rating

S&P Rating	Number	Market Value	Average Yield to Maturity
AA+u	16	106,952,061	5.1%

### Distribution by Moody's Rating

Moody Rating	Number	Market Value	Average Yield to Maturity
Aaa	16	106,952,061	5.1%

Issuer	Market Value	% Assets	Yield
United States Treasuries	10,088,213	9.4%	5.4%
United States Treasuries Discount Notes	7,946,543	7.4%	4.3%
United States Treasuries Notes	88,917,304	83.1%	5.3%
<b>Total</b>	<b>106,952,061</b>		



**REPORT:** Administrative Polices & Regulations for Review (10/10/2023)

**PRESENTED BY:** Steve Cook, Superintendent

**EXECUTIVE SUMMARY:**

Bend-La Pine Schools has a two-part, policy and regulation review process. Part one consists of the district sharing policies and regulations that are currently in review at a regularly scheduled school board meeting. Following the meeting, the district allows time for, and considers public feedback related to the proposed changes. Part two consists of the district review of feedback received and the presentation of the policies and regulations for adoption to the Board of Directors.

The following administrative policies and regulations are currently in review. A brief summary of the proposed changes are listed below and a redline version of each follows this executive summary.

Policy / Regulation Title	Reason for Update
<b>IGAC-AR: Treatment of Religion in Schools</b>	Revisions provide guidance when recognizing religious customs or beliefs in school settings as language updates to reflect current district practices and processes regarding student speech and dress, teaching and learning, celebrations and decorations. Language specific to employment has been removed as it is addressed in GBA-BP: Equal Employment Opportunity.
<b>JB-AP: Equal Educational Opportunity</b>	HB 3041 (2021) revised the statutory definition of sexual orientation and created a new definition for gender identity. HB 2935 (2021) added an aspect to the definition of discrimination in ORS 659.850 for race that includes physical characteristics historically associated with race. Policy language has been updated to reflect the new definitions, and also includes district requirement of complaint process communication and access.

Feedback regarding the proposed changes will be accepted until 5:00 p.m. on October 24, 2023.

To provide comment on any of the policies in review, please visit the [Policies page](#) of the District website or complete the comment form linked [here](#). Comment form opens Wednesday, October 11, 2023.

**TITLE: RECOGNITION OF RELIGIOUS BELIEFS AND CUSTOMS TREATMENT OF RELIGION IN SCHOOLS****TEACHING AND LEARNING**

Religious instruction is a private concern; therefore, district schools must remain neutral regarding religion. District staff should foster respect for each individual's convictions about religion and an understanding and respect for all religions in general. Religious heritage and belief or non-belief is a critical component of human experience, past and present.

The district supports the inclusion of religious literature, music, drama, and the arts in the curriculum and in school activities provided it is intrinsic to the learning experience in the various fields of study and is presented objectively. The emphasis on religious themes in the arts, literature, and history should only be as extensive as necessary for a balanced and comprehensive study of these areas.

Great care shall be taken when studying religious topics in the classrooms, to uphold the dignity and belonging of all students. Factual and objective teaching about religion is to be distinguished from the teaching of religion. For example, religion is often a factor to be considered in history, art, literature, or music. District staff members ~~Teachers~~ may speak of religious holidays but may not advocate the religious observance, or non-observance, of such holidays in the school.

Reading of religious texts for historical or literary instructional purposes is encouraged; however, reading of religious texts may not be used for devotional purposes or to influence religious beliefs. ~~The study of these texts or topics shall give neither preferential nor disparaging treatment to any religion, to religion in general, or to no religion, and must relate to secular learning standards.~~ District staff members ~~School officials also~~ cannot legally require recitations of prayers in classes. The use of religious symbols as part of this study is permissible if they are used as a teaching aid based on required learning standards; classroom display of religious symbols should not exceed the duration of the respective lesson or unit of study. Individual students, at their personal discretion, may choose to use religious topics or symbols as a vehicle for artistic expression, if relevant to the assignment.

Religious music as part of a secular program or concert shall be permitted, so long as a particular religious belief is not favored or promoted above others; care should be taken to ensure a balanced multicultural representation of music selection for study and performance. School choruses, bands, orchestra, etc., may accept invitations to perform at non-school religious functions only on the condition that any member of the group may be excused at their his/her request without penalty.

**STUDENT SPEECH AND DRESS**

Students have the right to speak about religious topics, just as they do with regard to political topics, as described in IB-AP: Freedom of Expression.

Religious speech that constitutes harassment aimed at an individual or group of people is not protected speech under this regulation. Students who experience harassment as a result of exercising their right to speak about religious topics may report this to a district staff member, with the Bias Incident Reporting form, or Complaint Reporting form.

Students may wear religious attire or symbols provided they are not disruptive to the educational process, as described in JFCA-AP: Student Code of Dress.

**EMPLOYMENT**

~~Teachers shall be hired on the basis of professional competence and not on the basis of any religious beliefs, nonbeliefs or affiliations. No one shall be barred from employment as a teacher merely because of membership in a religious group.~~

**DUAL ENROLLMENT**

~~Dual enrollment whereby students who wish may pursue a portion of their studies in the district school and another portion in a nonpublic school is permissible and the district should cooperate with parents and nonpublic school officials in making such arrangements.~~

## **RELEASED TIME**

Released time for participation in religious instruction is granted as provided by Oregon Revised Statutes.

## **ACTIVITIES ON WEDNESDAY EVENING**

An effort will be made to keep Wednesday evenings open to cooperate with the communities' churches for scheduling their student activities.

## **EXCUSED ABSENCE AND/OR NON-PARTICIPATION BASED ON RELIGIOUS BELIEFS**

The district recognizes its responsibility to provide reasonable accommodation for students' religious observance. Requests for accommodations should be directed to the student's teacher and/or principal. Release time for participation in religious instruction is granted as provided by Oregon Revised Statutes. For secondary students released for a class period, as opposed to a full day absence, under this permission, schools will code the absence as excused in the student information system.

A student may decline to participate in non-instructional school activities that are contrary to their religious beliefs, such as the Pledge of Allegiance. However, there is no expectation that students will be shielded during school activities from exposure to ideas that conflict with their religious beliefs. Parents and guardians may opt their student out of activities that are contrary to their religious beliefs, in accordance with OAR 581.021.0009.

Students may occasionally miss a state-required program or learning activity because of religious beliefs, when excused by a parent/guardian. For example, a parent/guardian may request that a student be excused from school to observe a religious holiday that occurs on a regular school day. In such situations the student shall not be penalized for the absence. A student who is excused must still fulfill their academic requirement and will be provided opportunities to make up any missed work, assignment, or test for absences due to religious accommodation.

The district and each school will make reasonable efforts to avoid scheduling calendar conflicts when planning special co- or extra-curricular activities, field trips, or exams on major religious holidays when possible. This effort will include procedures for identifying major cultural or religious holidays with community input, which will be communicated to staff for planning purposes.

A student may, of their own violation, engage in private, non-disruptive prayer at any time not in conflict with learning activities. District staff shall neither encourage nor discourage a student from engaging in non-disruptive prayer or devotional activity.

## **RELIGIOUS SERVICES, COMMENCEMENT, AND BACCALAUREATE**

Religious services or programs shall not be conducted in district facilities during school hours or in connection to school-sponsored or related activities. Religious organizations wishing to use district facilities will follow the procedures outlined in DFD-AR: Facility Rental and Usage, KG-AR: Community Use of District Facilities and KGA-AR: Facility Use Procedure.

Promotion and commencement / graduation ceremonies shall be free from sectarian influence, including invocations and benedictions, exempting culturally-specific events in which invocations are embedded within the cultural event. The school or program must make reasonable efforts to preview student or guest speakers' messages in advance of the event and ensure their subject matter and purpose align with district policies and regulations and do not promote a specific religion, religion in general, or non-religion.

Baccalaureate services shall not be organized by school staff or sponsored by district schools. A community group may hold a baccalaureate service on district property or in a district facility only when they follow district facility use procedures.

## **RELIGIOUS CELEBRATIONS AND DECORATIONS HOLIDAY DISPLAYS**

Religious celebrations and use of religious symbols are personal and private decisions; therefore, district schools must remain neutral regarding religious celebrations. District staff should foster a respect for each individual's convictions about religion and an understanding and respect for all religions celebrations and symbols in general.

Seasonal holiday displays are permitted, including religious symbols as part of an educational role of increasing student's knowledge of culture, heritage, and diversity. Care must be taken so that the school is not seen to be advancing or inhibiting a

particular religion, or religion in general, as the primary purpose of the display. Care must be taken with regards to written material accompany to holiday displays. The message may not overtly promote or favor a particular encourage any one religion.

Religious holiday displays should play the educational role of increasing a student’s knowledge regarding our cultural, ethnic and religious heritage and diversity. Therefore, religious holiday displays should be more inclusive than exclusive.

END OF REGULATION

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REVIEWED: 3/1/2004, 6/15/2009, 1/4/2010, 10/10/2023  
ADOPTED: 3/1/2004, 6/15/2009, 1/4/2010

DRAFT

**POLICY / REGULATION CROSS REFERENCE**

ACB-AR: Bias Incident Complaint Procedure  
ACB-BP: Every Student Belongs  
AC-AP: Non-Discrimination  
AC-AR: Discrimination Complaint Procedure  
DFD-AR: Facility Rental & Usage  
IB-AP: Freedom of Expression  
JED-BP: Student Absences and Excuses  
JFCA-AP: Student Code of Dress  
JFCF-BP: Hazing, Harassment, Intimidation, Bullying, Menacing,  
Cyberbullying, Teen Dating Violence or Domestic Violence - Student

KG-AR: Community Use of District Facilities  
KGA-AR: Facility Use Procedure  
KL-BP: Public Complaints

**LEGAL REFERENCE**

ORS 332.107  
ORS 336.035  
OAR 581.021.0009

- U.S. Const. amend. I.
- OR. CONST., art I.

- Kennedy v. Bremerton Sch. Dist., 142 S. Ct. 2407 (2022)

DRAFT



Every student of the district will be given equal educational opportunities regardless of age, [race](#)<sup>1</sup>, religion, color, sex, [sexual orientation](#), [gender identity](#), national origin, disability, marital [status](#), [familial status](#), ~~or~~ parental status, [linguistic background](#), [culture](#), [socioeconomic status](#), [capability](#) or [geographic location](#).

~~Further,~~ No student will be excluded from participating in, denied the benefits of, or subjected to discrimination under any educational program or activity conducted by the district [or denied access to facilities in the district](#). The district will treat its students without discrimination as this pertains to course offerings, athletics, counseling, employment assistance and extracurricular activities.

~~In addition, the~~ The Superintendent will designate at least one employee to coordinate its efforts to comply with and carry out its responsibilities under Title IX. The Title IX coordinator will investigate complaints communicated to the district alleging noncompliance with Title IX. Contact information will be provided to all students and employees.

The district will communicate the availability of policy and available complaint procedures to students and their parents/guardians through available district communication systems, and will be published on the district website and be made available upon request. All reports, complaints or information will be investigated as described in policy or regulation that addresses the specific nature of the report or complaint.

A student of the district may not be subject to retaliation by the district for the reason that the student has, in good faith, reported information that the student believes is evidence of a violation of a state or federal law, rule or regulation.

~~The Board will adopt and the district will publish grievance procedures providing for prompt and equitable resolution of student and employee complaints under Title IX.~~

District staff [members are](#) is directed to make a continuous effort to provide equal opportunities for students and to continually strive to eliminate those conditions which may cause discrimination.

END OF POLICY

REVIEWED: 7/28/2008, [10/10/2023](#)

ADOPTED: 8/26/2008

<sup>1</sup> Race also includes physical characteristics that are historically associated with race, including but not limited to natural hair, hair texture, hair type and protective hairstyles as defined by ORS 659A.001 (as amended by House Bill 2935 (2021)).

**POLICY / REGULATION CROSS REFERENCE**

ACB-AR: Bias Incident Complaint Procedure  
ACB-BP: Every Student Belongs  
AC-AP: Non-Discrimination  
AC-AR: Discrimination Complaint Procedure

**LEGAL REFERENCE**

ORS 174.100	ORS 659.852	ORS 659A.406
ORS 192.630	ORS 659A.001	OAR 581-021-0045
ORS 326.051	ORS 659A.003	OAR 581-021-0046
ORS 329.025	ORS 659A.006	OAR 581-022-2310
ORS 332.107	ORS 659A.103-145	OAR 839-003-0000
ORS 336.086	ORS 659A.400	
ORS 659.850	ORS 659A.403	

- Title VI of the Civil Rights Act of 1964, 42 U.S.C. § 2000d (2018); 28 C.F.R. §§ 42.101-42.106 (2019)
- Rehabilitation Act of 1973, 29 U.S.C. §§ 791, 793-794 (2018); 34 C.F.R. Part 104 (2019)
- Title IX of the Education Amendments of 1972, 20 U.S.C. §§ 1681-1683, 1701, 1703-1705 (2018); Nondiscrimination on the Basis of Sex in Education Program or Activities Receiving Federal Financial Assistance, 34 D.F.R. Part 106 (2020)
- Americans with Disabilities Act of 1990, 42 U.S.C. §§ 12101-12213 (2018); 29 C.F.R. Part 1630 (2019); 28 C.F.R. Part 35 (2019)
- Americans with Disabilities Act Amendments Act of 2008, 42 U.S.C. §§ 12101-12333 (2018)
- House Bill 2935 (2021)
- House Bill 3041 (2021)

DRAFT