



School Board Special Meeting Agenda

February 24, 2026, 3:50 PM

Location:

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

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| 1. | <u>Call to Order</u> | |
| | Speaker(s): Amy Tatom, Board Vice Chair | |
| 2. | <u>Pledge of Allegiance</u> | |
| | Speaker(s): Amy Tatom, Board Vice Chair | |
| 3. | <u>Review of Agenda</u> | |
| | Speaker(s): Amy Tatom, Board Vice Chair | |
| 4. | <u>Action Items</u> | |
| | A. Annual Personnel Report | 2 |
| | Speaker(s): Dr. Steve Cook, Superintendent | |
| | Attachments: | |
| | Executive Summary: Annual Personnel Report | 2 |
| 5. | <u>Adjourn</u> | |



ACTION ITEM: Annual Personnel Report

PRESENTED BY: Triz delaRosa, Director Human Resources-Workforce Relations

EXECUTIVE SUMMARY:

SUMMARY OF FINDINGS:

Bend-La Pine Schools administrators view and address their responsibilities for staff evaluation in a very serious manner. We have directed them to place primary focus in evaluation and staff development on probationary teachers and contract teachers for whom concerns arose or have been previously identified. They each demonstrate a high level of understanding of strengths and areas for growth for their staff members.

The District's commitment to continuous improvement of all employees and direct response when problems arise is evident in every building.

The District's approach to personnel is paying good dividends as evidenced by a quality teaching staff in each building and removal of personnel when appropriate.

SUMMARY OF SPECIFIC ACTION:

The District uses several steps in addressing teachers when deficiencies appear. Progressive steps include identification of the deficiency, increased attention on improvement, specific goal setting related to the deficiency, performance review, support strategies and program of assistance for improvement. All of these strategies are used annually. If it appears a teacher is not going to be able to correct the deficiencies, after district support, then the district will move toward non-renewal, non-extension, and/or termination.

ADMINISTRATIVE RECOMMENDATION:

- We recommend renewal of all listed 1st and 2nd year probationary teachers and administrators who have not submitted resignations or requests to retire at this time.
- We recommend renewal and granting of contract status to all listed 3rd year probationary and 3rd year temporary teachers, and 3rd year administrators, in accordance with limitations placed by the District.
- In accordance with HB2900 we recommend renewal and granting of contract status to all listed 2nd year probationary teachers that previously held contract status in another Oregon district.
- We recommend contract extension for all contract teachers listed for extension and who have not submitted resignations or requests to retire at this time.
- We recommend contract extension for all 2nd year contract administrators who are listed. We recommend non-renewal of all temporary teachers, including rehired employees who have retired with PERS.

RECOMMENDED MOTION:

I move to approve the personnel report as presented.