

BLACK BUTTE SCHOOL DISTRICT No. 41
BOARD OF DIRECTORS MEETING
Camp Sherman, Oregon

REGULAR AND WORK SESSIONS MINUTES
April 14, 2026 AS APPROVED

Board Members Present:

Bear Brown, Chair; Karen Lajoy, Vice Chair;
Jennifer Green; Emma Prescher

Staff Members Present:

Delaney Sharp, Principal and Teacher; Jane Petke, Business Manager;
Jennie Sharp, Special Projects Manager

Consultant/Community/Public Present:

Katherine Zemke, Jefferson County Clerk

OPENING OF REGULAR SESSION BOARD MEETING

Board Chair Bear Brown called the Regular Session of the Black Butte School District Board of Directors to order at 3:30 p.m.

OATH OF OFFICE FOR EMMA PRESCHER, BOARD POSITION 4 APPOINTEE

Katherine Zemke, Jefferson County Clerk, administered the Oath of Office to Emma Prescher.

ADDITIONS, DELETIONS, CORRECTIONS TO AGENDA

- Bear said that, although Special Projects Manager Report is listed in the regular place on the agenda, we will ask Jennie to present her report first because of another commitment.
- Also, it does not require a change in the agenda, but the Budget Committee Training will take place today at 4:45 p.m.

ADOPTION OF AGENDA

Jennifer Green: Moved to adopt the proposed agenda. Karen Lajoy: Seconded. All in favor. Agenda adopted.

COMMUNICATION

The Board of Directors reserves this time for citizens, parents, or staff to speak to the Board on concerns of the agenda items. After concerns on the agenda items are heard, the Board may hear concerns on non-agenda items. Please note that because of privacy and due process rights, the Board will *not* hear complaints about individual school personnel, nor against any member of the school community. We also will *not* hear compliments about individual staff members. In either case, the Board asks that you first contact the District office about such matters. The Board does not take action on these communications at this meeting. The Board may put concerns and topics related to communication on future agendas for discussion and possible action. We would

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appreciate you keeping comments to three (3) minutes per individual or five (5) minutes if you are representing a group of patrons.

INFORMATION AND REPORTS

Board Chair and Vice-Chair

See attached Board Chair and Vice-Chair Report for details.

- Amplifying our note of appreciation for Siobhan Gray, Delaney said that she was instrumental in getting the bond measure passed in May 2023.

Principal

See attached Principal Report for details.

- Bear asked if “Staff Assignment Report” is the same thing as “Staff collections report” (last month). Delaney replied, “I wish! Apparently, it’s not.” He has until the end of this month to submit the report. It’s hard to fit our school into the framework provided.
- Karen said that it’s great that Delaney will be visiting other schools on the end-of-year trip. Delaney said that some of them have had fiber installed. These schools are among the most similar to ours in the state. He hopes to present “lessons learned” at the next meeting.

Business Manager/District Clerk

See attached Business Manager/District Clerk Report for more details.

- Bear said that the new format for the financials, based on an assignment with the School Finance Academy, is helpful and informative. Jane said that she is also looking at the budgets of three of the schools that Delaney will visit.
- Jane asked if it is helpful to have all funds in same format. All affirmed that it is.
- Jenni said that the graphs are informative.
- Jane said that the debt service figures are accurate, which is helpful.
- She said that the Facilities Use Request will be discussed as an Action Item, as will Debt Service Prepayment.
- Also, Staff Housing Transition will be considered later on the agenda (Discussion of Teacherage Project Priorities).

Communication and Engagement Specialist

See attached Communication and Engagement Specialist Report for more details.

- There were no questions or comments.

Special Projects Manager

See attached Special Projects Manager Report on the Internet.

- Bear said that, last week, the Leadership Team met with Jennie and David Hicks, Jefferson County ESD Information Technology Director, to discuss a new opportunity that seems to solve the accountability problem. Our Action Item on this agenda simply directs Jennie Sharp to proceed with the E-Rate application.

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- Bear said that Jennie reported by email this morning: "I wanted to provide you with one update to my report. I heard back from CEC and as long as our project follows the proper clearances, we would be able to co-locate fiber along the electrical route from the ATT/FirstNet tower to the school. Good news!"
- Jenni asked about InterMountain Education Service District (ESD)'s 15 percent billing rate, and the related paragraph. Jennie explained.
- Jenni also asked about the connection to the fiber line, funded by Category 2. Jennie explained.
- Jenni asked for clarification that the monthly rate would be determined by the Internet Service Provider (ISP). Jennie affirmed.
- Jenni asked where the Central Electric Coop (CEC) line goes. Delaney said that it basically parallels Road 12 and then turns east toward Black Butte School. CEC responded today that the fiber line CAN co-locate in their trench. Jenni said that she would be concerned about possible effects on flora and fauna. Jane said that the environmental assessments were done by CEC and the US Forest Service a few years ago. The trench is right along the road.
- Jenni said that, with such trenches, wireless imaging by hunters tends to increase. Jennie said that this fiber would only be used for the school. Later, an ISP could link to the remaining available fibers on behalf of the community. Jenni said that people can poach using fiber lines. Jennie replied that it's illegal to do so. Bear noted that the Oregon Department of Fish and Wildlife (ODFW) has a poacher patrol readily available. Jenni said that it's important to be responsible stewards of the intangible aspects of the community.
- Emma said that, as a community member and parent, she doesn't know if she wants undisturbed Internet access in Camp Sherman. Bear noted that, in the late 1990s-early 2000s, everyone in Camp Sherman with a landline had dial-up Internet access. The DSL line that was installed in about 2004 was maxxed out by 2012, and people had to get satellite Internet service if they could. Spotty Internet access has been an ongoing problem for many years.
- Jennie went over the pros and cons chart. Wireless has more radiation than the glass fiber lines. Also, updated Internet is important for the community at large.
- Jenni said that a concern would be small ISPs not remaining in business. Jennie said that, according to David Hicks, the regional ISPs are larger and more stable ~ not as big as Lumen but locally well-established.
- Karen said that it sounds like two sources of funding are available now that might not be available later. If we don't access the funds now (or apply), we won't necessarily get the opportunity later. Jennie agreed. She said, also, that BBS is not locked into a contract.
- Emma said that emergency response capacity is necessary but somewhat separate. Jennie said that, actually, the Sisters-Camp Sherman Fire District people very much want fiber-optic access in Camp Sherman, which will enhance their response capacity.
- Delaney said that our BBS existential issue is having local students able to live here with their families. Affordability and Internet are two main issues for

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families. This is especially important for teleworkers.

- Bear pointed out two differences this month compared to last month. First, larger government entities would hold accountable the companies contracted to do the work. Also, BBS has the ability to back out of the deal if that seems necessary.
- Emma said that it is important to look at both risks and benefits, as we have done.
- Jennie asked Emma and Jenni to email her their concerns so that she can do more research.

Facilities and Grounds Specialist

See attached Facilities and Grounds Specialist Report for more details.

- There were no questions or comments.

Transportation Specialist

See attached Transportation Specialist Report for more details.

- There were no questions or comments.

Jefferson County Education Service District

There is no written report this month.

- Delaney said that he would attend the budget meeting in Madras on his way home from the end-of-year trip.

STAFF RESPONSES TO LETTERS OF INTENT

Bear asked Jane to give a brief report.

- Jane said that she received all responses on time; all employees accepted.

PROPOSED YEAR-END FIELD TRIP REPORT

Bear asked Delaney to share any updates.

- Delaney said that we met with parents last week concerning this year's trip to OMSI's Hancock Field Station in Fossil, Oregon. Every student had at least one family member able to attend. Thirteen students and three adult leaders will participate. The bus will transport everyone to the camp and back. We're paying the camp for the services it provides, so we don't have as much work to do.

DISCUSSION OF TEACHERAGE PROJECT PRIORITIES

Bear referred to the list of possible projects in Jane's report. She invited Jane to lead the discussion process.

- Jane handed out a list. In the interest of time, she asked Board members to take it home, prioritize, and return it to her.

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DISCUSSION OF SCHOOL ADMINISTRATION COMPENSATION

Bear said that, in a recent mid-year review, Jefferson County ESD Superintendent Shay Mikalson suggested that Delaney bring this consideration to the Board, mainly for information at this point.

- Delaney said that these conversations are always awkward, especially in a small community. Shay was very positive; he feels strongly that Delaney is valuable to the community and suggested that he be compensated at a higher rate. Not a lot of comparison is possible; the consideration is, if Delaney were to leave, how would the compensation be a factor if we needed to hire a new principal. The market shifts over the years. It's really hard to find principals right now because it's a difficult job. Delaney said that his job is stressful although his stress is different from that of principals in other schools. His current salary is 50 percent teacher and 50 percent principal. Even when he is teaching, Principal duties are often necessary. One suggestion is to be paid just from the principal schedule, which is higher than the teacher schedule. Jane did some research. We can provide info about this to the Board. Jenni said that this would be helpful. Jane said that she made copies of area salary schedules that she put together.
- Delaney is on a 205-day schedule, which is less than that of other principals (220 days).
- Emma appreciated that Delaney brought this up. Jenni concurred. Emma said that she understands the burnout factor, but there is opportunity for a broader discussion of making sure that we're safeguarding mental health and work-life balance. How do we make sure that this position is set up in a way that supports holistic health and balance for the school as well as Delaney? Delaney said that the job is both emotionally and intellectually demanding.
- Delaney said that he and Jane need to put something in the budget. We will need to have additional conversation. It would be helpful to give Jane an idea of what to put in the budget.
- Jenni said that the Board retreat this summer could include the topic of work-life balance.
- Jane said that, for the budget, she would suggest shifting to an all-administrative salary for Delaney. In the Black Butte School District 26/27 Certified Salary Schedule, she recommends Step 5 in the Principal column.

ACTION ITEMS

APPROVE SCHOOL CALENDAR 2026-2027

Bear asked Delaney to explain any changes in the calendar as presented last month.

- He said that there are no changes from last month.

Karen Lajoy: Moved to adopt the 2026-2027 School Calendar as presented. Jennifer Green: Seconded. All in favor. Motion passed.

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APPROVE PREPAYMENT FOR DEBT SERVICE

Bear thanked Jane for the explanation of options in her monthly report and invited comments and questions from the Board. She noted that there will be two votes on this matter: one to approve the prepayment and two to approve the amount of the prepayment.

- Bear asked about the two summer projects (resurfacing the basketball court and concrete walkway). How would these get paid for if we opt for the June prepayment? Jane said that the two summer projects would be paid from BBS's reserve funds, to avoid tax implications.
- Jenni asked if there are any reasons to delay. Jane replied, "No."

Jennifer Green: Moved to approve the Special One-Time Prepayment of the Bond in June, on or after June 15, 2026. Karen Lajoy: Seconded. All in favor. Motion passed.

Amount:

- Jane explained that the Board has committed \$400,000 to help pay down the bond amount. We have approximately \$150,000 of bond funds remaining. She said that currently we are in a healthy place. Having a substantial reserve is helpful given school funding considerations.
- Jenni said that using some of the remaining bond funds to meet the \$400,000 commitment is prudent. Emma concurred, as did Karen.
- Karen said that we do need to honor the \$400,000. The fact that the project has been completed under budget is great.
- Jenni said that the school will benefit from the \$150,000 (applied to the \$400,000 commitment) much faster than the community would.

Jennifer Green: Moved to make the June 2026 payment in the amount of \$400,000. Karen Lajoy: Seconded. All in favor. Motion passed. Jane said that she will prepare an official resolution next month.

APPROVE PURSUIT OF E-RATE SPECIAL CONSTRUCTION FUNDING

Bear asked for brief discussion of this request from Jennie Sharp, as presented in today's Special Projects Manager Report.

- There was no further discussion.

Karen Lajoy: Moved to authorize Jennie Sharp and colleagues to move forward with the E-Rate application to build a middle mile fiber line from the ATT/Firstnet tower near Round Lake directly to the school. Jennifer Green: Seconded. All in favor. Motion passed.

APPROVE STARSHINE SMOKE CONTINGENCY USE OF SCHOOL

Bear said that, according to the existing Policy KG and Administrative Regulation KG-AR, the sticking points seem to be this line in the policy: "Employees or nonschool individuals or organizations may not use the facilities for the purpose of private gain"; and, in the AR: "No admission fee may be charged to your event." Note that although this policy and AR were last reviewed on 3/11/14, as far as Bear knows, we have not received a community request since then. She suggested that, if the Board approves this request, it be contingent upon affirmative advice from our legal counsel.

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- Jenni said that it would be sound to get legal input. We don't want to set a precedent. Jane said that this has been very complicated for some districts. She said that she could contact our High Desert ESD legal counsel, Lauren Lester. Jenni wondered if there is a narrow lane for us to be able to do this.

Karen Lajoy: Moved to authorize Starshine to use BBS as a smoke contingency when air quality requires programs to move indoors, providing that legal counsel offers a legitimate way for us to do so. Jennifer Green: Seconded. All in favor. Motion passed.

FOR THE GOOD OF THE ORDER

- None.

MINUTES

Bear asked for suggested revisions to the Minutes of the March 10, 2026 Regular Session.

- Bear said that, on pages 3 and 5, "pre-payment" should be spelled "prepayment."

Karen Lajoy: Moved to approve the Minutes of the March 10, 2026 Regular Session as amended. Jennifer Green: Seconded. All in favor. Motion passed.

CALENDAR

- Budget Committee Training ~ Tuesday, April 14, 2026, 4:45 p.m.
Note: Emma and Jane will set a time to do this separately. Jane will email the presentation to the Board. Jane also explained that Donna Kennedy and Koli Anderson are not able to serve on the Budget Committee. We still have a quorum.
- BBS Transitions Parent Info Meeting ~ Wednesday, April 15, 2026, 5:30 p.m.
- Sisters Community Clean-up Day ~ Saturday, April 18, 2026, 9:00 a.m. to noon, Fir Street Park, Sisters
- Next Regular Board Meeting ~ Tuesday, May 12, 2026, 3:30 p.m.
- Budget Committee Meeting ~ Tuesday, May 12, 2026, 4:45 p.m.

ADJOURN

There being no further business, Board Chair Bear Brown adjourned the Session at 5:36 p.m.

Minutes respectfully submitted,
Jane Petke, Recording Secretary

SIGNED APPROVED MINUTES ARE ON FILE IN THE BBS ADMIN OFFICE.

Marie Sheahan "Bear" Brown, Board Chair

Date approved