

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

REGULAR AND WORK SESSIONS MINUTES
June 9, 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

Consultant/Community/Public Present:

Craig Mackie, Budget Committee member

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 3:32 p.m.

ADDITIONS, DELETIONS, CORRECTIONS TO AGENDA

- Bear noted that all items pertaining to approval of the FY 2026–2027 Budget are now included in one Resolution instead of separate Resolutions: Resolution 26-05 A Resolution to Adopt and Appropriate for the Fiscal Year 2026–2027 Budget and Impose and Categorize Taxes.
- The Minutes of the May 12, 2026 Budget Committee Meeting will be presented next month.

ADOPTION OF AGENDA

Karen Lajoy: Moved to adopt the proposed agenda as amended. Jennifer Green: 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 appreciate you keeping comments to three (3) minutes per individual or five (5) minutes if you are representing a group of patrons.

- There were no public comments.

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

INFORMATION AND REPORTS

Board Chair and Vice-Chair

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

- Bear invited Board members to ask questions of Craig Mackie, whose brief biography is attached. He is interested in being appointed to serve on the Black Butte School District Board of Directors.
- Delaney thanked Craig for sending his brief bio. He said that Craig has done helpful things over the years, both as a member of the BBS Site Council and as an intermediary with Hoodoo planning. Karen said that she has no questions but observed that Craig is very experienced and would be a great addition. Bear explained the process and timeline for Board appointments and swearing in. She verified that Craig is a registered voter within the District.
- Delaney explained various training opportunities available through Oregon School Boards Association (OSBA).

Principal

See attached Principal Report for details.

- Bear appreciated the report on academic results this year. She asked Delaney to give three of the reasons that staff thinks contributed to these results. Delaney said that he has more detailed numbers now; testing finished today. He handed out a summary of iReady scores for math and reading. He explained new state regulations for accountability. This year, BBS documented much academic progress across all classrooms and grades. It indicates a systemic improvement. Delaney credited teachers and students. The kids bought in this year; there was a good culture around learning with little resistance or apathy. The teachers did a great job. Families definitely played a part. Support staff (Tammy) worked with the kids in the "red" range, giving extra support and interventions. Also, Rachel helped with social-emotional learning; if kids feel good and feel that they belong, this contributes to academic growth. Administrative staff made sure that everything behind the scenes was getting done so that teachers could do what they do. Bear said that she would like to think that the beautiful new surroundings made a difference. Delaney agreed that this was very important. Karen congratulated the team: "Fabulous!"
- Delaney said that BBS will hold a surprise pizza party tomorrow to celebrate this academic progress. He will also include this information in the weekly blog.
- Bear asked who will be teaching summer Extended Learning classes. Delaney said that Tammy has generously stepped into this and other roles. We will have sessions in Sisters (library) and Camp Sherman. Six to eight kids signed up, paid for by the Early Literacy grant. Craig asked about the grant. Delaney explained. There will be two 1.5-hour sessions per week, for ten weeks during the summer. This will start the week after next.
- Emma asked if there were iReady indications earlier in the year about academic growth. Delaney replied that this is a good question. Maybe we should get more

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

in the habit of sharing scores as we go. We've used iReady for only a few years and are learning how to schedule the testing. The vast majority of growth happens during the fall and winter. This year, it continued after that. Emma suggested that, going forward, analysis would be helpful. Delaney said that Tammy thinks that not making a big deal out of testing probably helps by reducing stress and pressure. Jenni opined that Tammy's presence has probably helped. Delaney concurred. Bear suggested that Oregon Battle of the Books (OBOB) was probably a factor, too. Delaney agreed. As was our new library. Emma noted, from a parental perspective, that some schools drill into standardized testing. Here, the learning is holistic rather than performative. Test anxiety is a real thing.

Business Manager/District Clerk

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

- Bear asked if everyone has had the opportunity to review the documents that Jane sent earlier today. People have, but Jane walked us through the documents.
- Jane said that our construction contractors ~ HMK Company, SAJ Architecture, *et al* ~ are happy to hear about the press release and positive coverage.

Communication and Engagement Specialist

See attached Communication and Engagement Specialist Report for more details.

- Bear appreciated the publicity about the Bond prepayment.

Special Projects Manager

There is no written Special Projects Manager Report this month.

- Bear noted that InterMountain Education Service District (IMESD) is hard at work on our behalf; a draft Category 1 Dedicated Internet Access RFP is included as an Action Item.
- She asked if everyone has had the opportunity to read Jennie's report, sent this afternoon. Everyone has.

Facilities and Grounds Specialist/Transportation Specialist

There is no written report this month.

- Bear noted that, happily, it's pretty much status quo.
- Delaney said that Daniel has some furniture package assembly to do.

Jefferson County Education Service District

There is no written report this month.

FINAL EVALUATIONS AND FEEDBACK, ALL STAFF EXCEPT PRINCIPAL

Bear asked Delaney to give a nonconfidential report, noting that in past years, when we didn't have a Principal, these reports were held in Executive Session with specific information about each employee. This is no longer necessary, because we have a Principal to do these evaluations.

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

- Delaney said that he is meeting with each staff member this week and next. The word “evaluation” is a little troublesome. Once it’s evident that this employee is doing a good job, it’s more of a coaching approach suggesting areas of growth and getting feedback from them. The teachers have a more formal process than other staff members because of various laws.
- Emma noted that, in a small school, there can be limited perspective. She asked if other small schools bring in outside perspectives. Delaney said that BBS doesn’t necessarily bring in outside perspectives. One thing that we have here is spouses both working in the school. Jane and Delaney don’t supervise their own spouses. Also, working here, Delaney has a lot of direct observations that an outside consultant would not have.
- Bear gave the historic perspective of not having someone on staff (District Administrator, Principal) qualified to evaluate teachers and other staff and how the Board met the standards through qualified contractors, etc.

EVACUATION PROCEDURES FOR THE FIRE SEASON, AND SAFETY REPORT

Bear explained that this topic is on our annual calendar to discuss. The existing BBSD School Safety Plan was last updated a few years ago, before Delaney was Principal; some items could be updated. She invited Delaney to highlight some aspects.

- Delaney acknowledged that this does need to get updated.
- He noted that, when we had the power outage recently, the BBS back-up system lasted for a few hours but not all night. Bear said that she was out and about checking things until after 10:30 p.m., when the power went back on. She noted that the store’s generator kicked in immediately to keep the refrigerator and freezers going ~ very important!
- Bear also said that the Camp Sherman community met two weeks ago about evacuation matters. Our manual doesn’t address such things, and we would need to coordinate with various officials. Delaney said that, during the Green Ridge fire a few years ago, he was part of the group that met regularly.

SUMMER PROJECT LIST

Bear asked Delaney and Jane to report on planned projects.

- Delaney and Jane have robust administrative project lists. Daniel will need to work on cheatgrass, probably brought in unwittingly on the tires of construction crews. So annoying!
- A large box currently on the entry porch holds PE equipment storage, which Daniel will assemble.
- Emma asked about teacherage projects. Jane said that these will mostly be fall projects.

PUBLIC BUDGET HEARING 4:45 p.m.

Public Comments: None.

Consideration of Public Comments: None to consider.

Adjourn Budget Hearing ~ 4:46 p.m.

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

ACTION ITEMS

APPROVE PRINCIPAL CONTRACT FOR FY 2026–2027

Bear invited Jane to point out any significant changes from the FY 2025–2026 contract, which was approved by the Board along with other staff contracts. Since Delaney is now Principal, he can approve other staff contracts but not his own; thus, this responsibility falls to the Board of Directors.

- Bear appreciated the input from our legal counsel, Lauren Lester.
- Jane explained that, previously, Delaney's contract fell under teacher ordinances. Since he's now getting paid as Principal only, different ordinances apply. Lauren fixed the language.

Jennifer Green: Moved to approve the Principal Contract for Delaney Sharp for FY 2026–2027. Karen Lajoy: Seconded. All in favor. Motion passed.

Delaney stated (after the contract was approved) that Jefferson County Education Service District Superintendent Shay Mikalson had recently evaluated him. He handed out printed copies of Shay's evaluation, which were later returned to Delaney as confidential personnel documents. Delaney said that the main area for him to work on is using data to identify goals and to assess organizational effectiveness in order to promote organizational learning.

- Jenni said that the Board had talked about including a strategic plan vision at the summer retreat. Input from the Board would be good.

Emma Prescher: Moved to accept Shay Mikalson's evaluation of Delaney Sharp and, *post facto*, the recommendation to renew Delaney Sharp's contract. Karen Lajoy: Seconded. All in favor. Motion passed.

APPROVE DRAFT CATEGORY 1 DEDICATED INTERNET ACCESS REQUEST FOR PROPOSAL (RFP)

Bear asked Jane to explain the rationale for Board approval of this document.

- Jane said that she, Jennie Sharp, and David Hicks had all reviewed these documents and recommend approval.
- She noted that the Forest Service permitting process makes this different from most of the other similar contracts.
- Bear observed that this RFP does not state that Central Electric Cooperative gave us approval to use its new power line trench, already approved by the Forest Service, instead of having to dig a separate trench with various approval hurdles. She asked that this information be included in the RFP with relevant documentation.
- Bear asked who will comprise the Evaluation Committee ~ tech-savvy members of the Camp Sherman community? Would InterMountain Educational Service District (IMESD) be involved? Jane said that the Evaluation Committee would be the role of the Board. Delaney said that the Board could appoint a subcommittee to evaluate the process with ultimate Board approval. Jane noted that IMESD

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

probably has much experience with that. Delaney said that David Hicks, Jefferson County ESD Information Technology Director, would likely be involved, too.
Karen Lajoy: Moved to approve the draft Category 1 Dedicated Internet Access Request for Proposal (RFP) with suggested revisions. Emma Prescher: Seconded. All in favor. Motion passed.

APPROVE RESOLUTION 26-05 TO ADOPT AND APPROPRIATE FOR THE FISCAL YEAR 2026-2027 BUDGET AND IMPOSE AND CATEGORIZE TAXES

Bear said that Jane explained the purpose of this resolution in her narrative report.

- There were no questions or comments.

Karen Lajoy: Moved to approve Resolution 26-05 to Adopt and Appropriate for the Fiscal Year 2026-2027 Budget and Impose and Categorize Taxes as presented. 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 May 12, 2026 Regular Session.

- None.

Karen Lajoy: Moved to approve the Minutes of the May 12, 2026 Regular Session.

Jennifer Green: Seconded. All in favor. Motion passed.

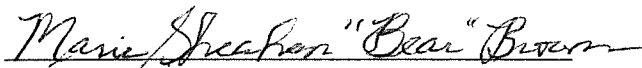
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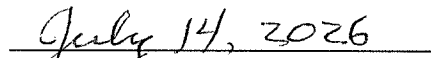
- End-of-Year Program ~ Thursday, June 11, 2026, 6:00 p.m., Community Hall
- Last Day of School ~ Friday, June 12, 2026; arrive after 10:45 a.m.
- Next Regular Board Meeting ~ Tuesday, July 14, 2026, 3:30 p.m.
- OSBA Summer School ~ Friday, July 10, 2026, 9:00 a.m. to 3:30 p.m., Redmond
- Board Retreat ~ August Date TBA
- Regular Board Meeting ~ September (need to reschedule; current date is the day after First Day of School)

ADJOURN

There being no further business, Board Chair Bear Brown adjourned the Session at 5:22 p.m.

Minutes respectfully submitted,
Jane Petke, Recording Secretary


Marie Sheahan "Bear" Brown, Board Chair


Date approved