

North Kitsap School District #400
Regular Meeting of the Board of Directors
December 11, 2014
Student Service Center
18360 Caldart Ave NE
Poulsbo, WA 98370

MINUTES

Board Members

Bill Webb, President

Scott Henden, Vice President

Beth Worthington, Director

Cindy Webster-Martinson, Director

Bruce Christen, Director

Patty Page, Superintendent

Kori Henry, Recording Secretary

1. Call to Order 5:15 p.m.

2. Study Session on Civics- Tim Garrison/Jeff Sweeney

The Board will need to decide whether our board policy should reflect a requirement for all students to take a stand alone Civics course (0.5), or whether AP Government and Politics can include the civics curriculum as an accelerated option for some students. Principals, teachers, and administrators discussed the possible effects of this decision. Balanced information was given and the recommendation is to have a stand-alone Civics class and also imbed the four contents of the Civics course curriculum in the AP Government and Politics, and AP US History courses for students that are on an accelerated path. The Civics class would replace the CWI which is currently required for seniors.

The Board of Directors supports the recommendation for a stand-alone Civics class and to also imbed the four contents of the Civics course curriculum in the AP Government and Politics, and AP US History courses as long as it meets or exceeds the rigor content of the stand-alone class for students that are on an accelerated path.

3. Executive Session

An executive session will be held for approximately 20 minutes to review the performance of a public employee. No action will be taken.

Close the public session at 5:55 p.m. and open the executive session.

Close the executive session at 6:15pm and open the public session.

The regular meeting convened at 6:15 p. m.

4. Pledge of Allegiance was led by Catherine Ahl

5. Agenda Changes

Pull 7.1.7 from the consent agenda and add it to action agenda item 7.4 for discussion.

6. Communications

6.1 Recognition

The North Kitsap Board of Directors recognized the outstanding achievements of our students and staff for the fall sports, activities, and academics. Student's recognitions include those who achieve state or national level of academics, athletics or other school sponsored activities. Fall sports, activities, and academics include Volleyball, Girls' Soccer, Girl's Swimming, Football, Cross Country, Boy's Tennis, Band, Choir, Drama, National Merit, and Debate.

6.2 Superintendent Comments

- On Friday we had an all-day secondary PLC day. Part of the strategic plan is to work with Solution Tree on providing trainers for the PLC's. They had a successful in-service. The morning was spent with the trainers, and then break out session were provided. The afternoon staff got to spend time with their PLC peers from both schools. Solution Tree brought all the staff back together at the end of the day. The staff will be providing feedback to the Principals.
- There was SBAC training on the day before the in-service training. Jeff Sweeney will be working with the coordinators from each of the buildings to help staff to prepare for the process of the test. There are a lot of tools out there for the test. Multi-states are involved and it is a richer test with richer resources. Test results will be received much quicker.
- TPEP is being implemented and all instruction staff is on the TPEP system. It is a much more intense time taker for everybody but the more you do it the less time it will take, but since this is the first year it is taking longer. It is a great tool and will improve instruction. I commend our teachers, principals, and administrators that are working on the TPEP system.
- We were able to get a DODEa grant to work with K5 teachers with Science Standards development and we are making great progress. Since we are providing such good comparable we were asked to apply for additional funds and received \$750,000. Today was one of the first training classes for Science Leadership. A science expert from the ESD and our Science TOSA's were both providing the training.
- There are substitute shortages in the State right now. On some training days we do not have enough substitutes.
- There have been a few power outages the past few days and our staff has been resourceful on keeping schools up and going. PSE has done a good job keeping the schools with power.

6.3 Public Comments

Ed Strickland made public comments on how well the district has been doing on buses. Civics is the most important class taught in High Schools. Civics has been neglected all around the country. After viewing the report on the facilities there are questions. The previous Board spent \$100,000,000 on new and remodeled building and they are not up to construction standards. Those companies need to be sued if they did not follow the design standards. Kingston High School was not built to have spectator sports because it

is not large enough. An agreement was entered into with the Public Facility District so that both schools sports teams could play at the stadium.

Catherine Ahl made comments regarding Civics classes, which is why she is here tonight. She feels that there are some questions that were not asked. She would like to know how the Civics course will show on the student's transcripts. Civics is needed in our schools and AP students will not be derailed by the requirement to take a stand-alone civics class. Students cannot learn all of the information in 5 weeks. Your policy states what credits are required. Please delve further into graduation requirements.

Stacie Schmechel made public comments that her comments are not correctly reflected in last meetings minutes. She did not recall at the last meeting comments such as "stay out of the day to day business" and the date of the retreat and would recommend removing them from the meeting minutes before they are approved.

6.4 Student Representatives

Miriam Robertson: I am the president of the Kingston ASB. Tomorrow night is the big North versus Kingston Girls' Basketball game. Next week we will have the winter pep assembly with games and skits. Next week is spirit week and holiday hot cakes will be served on Friday morning by staff. Friday is the last day for "Fill the Bus" and the "Angel Tree" project that serves local Kingston families and Fishline. The Leo Club and ASB participated in the Kingston Christmas festivities.

6.5 Legislative Report- Beth Worthington

There is nothing to report tonight.

6.6 Board Comments

Bill Webb: I know several of the students that were recognized this evening. I am very happy with all of our sports teams this year. The swim team did very well at the State meet. There were two Civics classes when I was in school. What was said tonight made me think that maybe the Civics classes should be separated out. It may be diluted if it is offered in AP classes. It will lessen the value of the class. I am looking forward to our board retreat this Saturday. I am glad that we are having an election tonight.

Scott Henden: It was a great recognition tonight for all of the students. I would like to comment on a news article from this weekend "The school to jail link". There are issues at home that we have no control over and do what we can for these kids but the district should not accept the "School to Jail link" because we as a district are doing everything we can for these kids. I attended a number of school events including "Putting on the Ritz" band event, all three had a lot of parents there, and we have a lot of good things going on in the district.

Bruce Christen: I read the book "Schools Cannot Do It Alone". It is a great book and I highly recommend that you read it. Our schools are changing with the time but we have been teaching the same things for 100 years. You cannot touch the school without touching the town. We need to try and get the community involved to change the District because it is the culture of the town.

Cindy Webster-Martinson: I want to express my thanks for being elected into this position. I look forward to more challenging work ahead. That is why, as a Board member, I strongly believe in participating in as much training as possible. A board that works together, trains together, and has good working relationships with its Superintendent and other constituents make for a stronger, more effective Board. On Monday I chaired a North Kitsap Substance Abuse Prevention Coalition Meeting. We reviewed the work done so far, as well as where to take our next steps. We need more community representation and continue to work on that. The Kingston High School Prevention Club was very well attended last year. However, there were many seniors and the program needs to be built back up again. One of our other goals is to educate coalition members, staff, service providers, and the public regarding trauma-informed care (Adverse Childhood Experiences), as well as resiliency and developmental assets for our youth. One concern that came up was cultural competency. Greg Lynch from OSPI is a contact for getting the training set up. Considering some recent events in the District, I think district wide training would be a good thing. I am also very thankful for the opportunity to attend the WSSDA Annual Conference again this year. Governor Inslee said some good words about providing adequate funding for education, including wrap around services, targeted professional development, dropout engagement programs, and mentoring/internships. He encouraged us to use our leadership capabilities and moral authority to request our legislators for a real budget to cover all our needs. In the Working Effectively with Legislators breakout, it was suggested that we raise our voices and vie vigorously for state money. A suggested letter could include a request for protecting the small schools high funding formula, funding professional development, increase K-12 funding, zero unfunded mandates, respect and protect local control over our schools, and reinstate the annual COLAs. These letters can go to key committees and local legislators, with a copy to Marcie Maxwell via email. It was also suggested to invite legislators to your schools, make comments on bills, and e-mail the governor. The suggested concerns closely match the WSSDA 2015 legislative priorities to amply fund K-12, facilitate facilities, 80 hours of professional development to enable great teaching and learning, fully fund mandates, and no new mandates. I attended the luncheon and both breakouts in which Scott Crabtree spoke about Happy Brain Science. This may sound like fun, which it was, but it is also important. Key elements were to start with gratitude, choose happiness, and practice positivity – be positive, pay attention to the positive things around you, and interact with others positively. Happy board members, teachers, students, etc. perform better work. The second breakout was about how to make progress toward personal goals. They should be clear and personally meaningful, use your personal strengths, and visualize progress. Progress brings happiness so celebrate the milestones. Our final general session speaker was Angela Maiers. It was also uplifting and important. Kids surveyed believe that humbleness, flexibility, good listening, respectfulness, purposefulness, courageousness, determination, persistence and belief make a leader great. A key thought about education is “what if” our students were given respect, trust, time, resources, opportunities and understanding how their talent, passion and uniqueness were their most valuable asset. We need to celebrate each child’s genius and help them succeed.

Beth Worthington: I attended the WSSDA Conference and a conference on how to break the School to Prison pipeline put on by Kitsap County Human Rights Council. I want to share a few of the themes and concepts that we explored and discussed. We were

challenged to contribute our genius and embrace the genius in everyone. We learned about literacy and how literacy brings power and the privilege to individuals. Literacy is more than just reading. It is understanding complex messages, conveying meaning, and rallying others. I learned that public schools are the cornerstone of democracy. Strong schools mean strong communities and a strong nation. I read *Schools Can't Do It Alone* and learned that public schools cannot change without the permission and support of the community. Therefore, there needs to be effort to engage community. I want to thank staff for their work on TPEP. The implementation has involved staff in an intense and meaningful way. I thank Principals for accommodating my visits in this busy time. I would also like to commend our students for their service to the community through their fill the bus campaign and supporting families for over the holidays. Thanks to our student representative Miriam Robertson for bringing us the news of their work.

7. Action

7.1 Consent Agenda

Cindy Webster-Martinson makes a motion to accept the consent agenda items 7.1.1 through 7.1.6 and 7.1.8. Scott Henden seconds the motion. The motion was passed unanimously. Agenda item 7.1.7 was removed from the agenda and added to action item 7.4 for discussion.

7.1.1 The regular meeting minutes of November 13, 2014 were approved by the Board as written.

7.1.2 The special meeting minutes of November 24, 2014 were approved by the Board as written.

7.1.3 General Fund Vouchers 110248-110386 and Payroll through November 28, 2014 in the amount of \$5,082,574.99 Capital Project Fund voucher 2090 in the amount of \$5,836.26 and ASB Fund Vouchers 42783-42817 in the amount of \$89,027.49 were approved by the Board.

7.1.4 Personnel Recommendations were approved by the Board as recommended.

7.1.5 A donation was received in the amount of \$4,500 from the Suquamish Tribe to support the Rolling Reader Program at Suquamish Elementary. The donation was accepted by the Board as recommended.

7.1.6 Service Agreement between Careerstaff Unlimited and NKSD for therapy services was approved by the Board as recommended.

7.1.7 Policy 3144 Release of Information Concerning Student Sexual and Kidnapping Offenders was removed from the agenda and added to action item 7.4 for discussion.

7.1.8 Overnight Field Trip request from the Kingston Middle School Cavalier Corp to travel out of state to Anaheim, California to perform in Disneyland was approved by the Board contingent that all required paperwork is submitted and approved by the District.

7.2 Annual Board Organization

7.2.1 Election of Board President (roll call vote)

Cindy Webster-Martinson nominates Beth Worthington.
Scott Henden nominates Scott Henden.

Roll call vote:

Beth Worthington- Votes for Beth Worthington
Cindy Webster-Martinson- Votes for Beth Worthington
Bruce Christen- Votes for Beth Worthington
Scott Henden- Votes for Scott Henden
Bill Webb- Votes for Beth Worthington

Beth Worthington has been selected as the Board President.

7.2.2 Assumption of Office by President

Beth Worthington was selected as Board President and assumes the office.

7.2.3 Election of Board Vice President (roll call vote)

Bill Webb nominates Scott Henden as vice president.
Beth Worthington nominates Cindy Webster-Martinson as vice president.

Roll Call Vote:

Bill Webb votes Cindy Webster-Martinson
Scott Henden votes Cindy Webster-Martinson
Bruce Christen votes Cindy Webster-Martinson
Cindy Webster-Martinson votes Cindy Webster-Martinson
Beth Worthington votes Cindy Webster-Martinson

Cindy Webster-Martinson was selected by the Board as the vice president.

7.2.4 Election of Legislative Representative (roll call vote)

Beth Worthington nominated Cindy Webster-Martinson as the legislative Rep.

Roll Call vote:

Cindy Webster Martinson votes Cindy Webster-Martinson
Bruce Christen votes Cindy Webster-Martinson
Scott Henden votes Cindy Webster-Martinson
Bill Webb votes Cindy Webster-Martinson
Beth Worthington votes Cindy Webster-Martinson

Cindy Webster-Martinson was selected by the Board as the Legislative Representative.

7.2.5 Appointment of School Board contact for WIAA

Scott Henden was appointed the WIAA contact.

7.2.6 Appointment of Board Liaison to the Port Gamble S’Klallam & Port Madison Suquamish Councils

Bruce Christen was appointed as the Liaison to both tribal councils.

7.2.7 Appointment of Board Liaison to the City of Poulsbo and KCAC

Bill Webb was appointed as the Liaison to the City of Poulsbo and Kingston Community Advisory Committee.

7.3 Superintendent Evaluation Form

There are State requirements for the Superintendent evaluations, there are also pilot programs but they have not yet been approved by the State. As a Board you decided to modify the pilot program to meet the eight criteria’s of the State. Beth Worthington and Cindy Webster-Martinson created the evaluation form for the Superintendent as directed by the Board. A section for goals was added to the evaluation, and the word “trust” was added to #5 Community Engagement and Collaboration as requested by the Board at the November 13th meeting.

Bill Webb makes a motion and Cindy Webster-Martinson seconds the motion to approve the superintendent’s evaluation form. The motion was amended to add the word “as written”. The motion was amended, discussed and voted on. The vote is Beth Worthington aye, Cindy Webster-Martinson aye, Bruce Christen aye, Bill Webb aye, and Scott Henden nay. The motion passed with a 4 to 1 vote in favor of the motion.

7.4 Policy 3144 Release of Information Concerning Student Sexual and Kidnapping Offenders was removed from the agenda and added to action item 7.4 for discussion.

Scott Henden makes a motion to approve policy 3144 and Cindy Webster-Martinson seconds the motion. The motion was discussed, and voted on. The vote was Beth Worthington aye, Cindy Webster-Martinson aye, Bruce Christen aye, Scott Henden nay, and Bill Webb aye. The motion passed with a vote of 4 to 1 in favor of the vote.

8. Management

8.1 Reports

8.1.1 Full Day Kindergarten Report- Brenda Ward

Suzi Crosby made public comments regarding trends on the state and local level for kindergarten. Offering more all-day kindergarten classes is important. Her concerns are that leaders will think that all-day is the preferred options but many families still prefer the half day option. In our community there are rural and suburban areas with stay at home moms and dads. Many of the kids are still 5 and not ready for all day kindergarten. The purpose of full-day kindergarten works for some families and there are kids that are living in less than ideal situation that it may be better for but it is not for every child.

2017-18 is still the target year for fully funded all-day Kindergarten for all Washington students. There is no new information regarding status of increased stated full-day Kindergarten funding for 2015-16 for targeted low socio-economic schools. March is when Kindergarten registration begins, mid-April the

preliminary full-day Kindergarten student lists are created, and April the certificated staffing levels are finalized. In 2014-15 there are 10 sections offered with an average enrollment of 22.4 students. The expenditures for the 2013-14 school year were \$376,310.10 and the revenues were \$296,891.49 for a net of cost to the district in the amount of \$79,418.61. The all-day Kindergarten tuition for 2014-15 is \$1,500 for full tuition, and \$750 for partial tuition. There are 157 full tuition students and 1 partial tuition student for the 2014-15 school year. There are 66 North Kitsap School District scholarships provided, and 27 donated scholarships provided. The Boards number one goal is to have all 3rd graders reading at grade level, which all-day kindergarten will help with. The district is shrinking but if you can get the kids now for kindergarten they will stay here and not go to other districts. Kids in full-day kindergarten do significantly better scholastically. This is the biggest step you can take to make progress toward all 3rd graders reading. The options are to reduce the fees again for next year or to fund free all-day kindergarten.

8.1.2 Fees for All Day Kindergarten Discussion- Brenda Ward

If full-day Kindergarten was offered districtwide it would increase the section from 10 to 19, and will require an additional 4 FTE and 8 hours of additional paraprofessional support.

To offer districtwide full-day Kindergarten the cost projections are:

- Certificated staffing \$320,000
- Classified staffing \$40,000
- Instructional Materials \$40,000
- Loss of Tuition Revenue \$110,000

Total additional cost to fund districtwide full-day Kindergarten is \$510,000.

The Board would like to discuss this at the next meeting with budget numbers and options to provide all-day kindergarten for the 2015/2016 school year.

8.1.3 District Discipline Report- Jeff Sweeney

Elliott Schmechel made public comments about being bullied last year while he was in 2nd grade. He told someone about the subject but never got a response of any discipline to the child and thought the kid got no discipline for touching him and that no one told his mom anything. Parents should be told if someone is touching their child.

Stacie Schmechel made public comments regarding her son being bullied and to please get more details on discipline and that the parents should be notified of discipline actions.

- Weapons offenses reported to State and Federal Agencies:
 - Poulsbo Elementary- 1 Knife or Dagger
 - North Kitsap High School- 1 Knife or Dagger
 - Poulsbo Middle School- 5 Knife or Dagger
- Discipline offenses reported to State and/or Federal Agencies:

- Poulsbo Middle School- 4 suspensions for bullying
- Kingston Middle School- 5 suspensions for alcohol, 5 suspensions for illicit drugs.
- North Kitsap High School- 6 suspensions and 2 expulsions for bullying, 12 suspension for tobacco, 1 suspension for alcohol, 9 suspensions and 1 expulsion for illicit drugs.
- Kingston High School- 4 suspensions for bullying, 18 suspensions for tobacco, 6 suspensions for alcohol, 10 suspensions and 1 expulsion for illicit drugs.
- Pearson Elementary- 2 suspensions for bullying.
- Poulsbo Elementary- 3 suspensions for bullying.
- Gordon Elementary- 1 suspension for bullying.
- Suquamish Elementary- 1 suspension for bullying.

Next year the data will be collected and reported on differently. It will help to see what is effectively working and what is not. The district is working toward discipline consistencies for all of the schools.

8.1.4 Long Range Plan Update- Dave Dyess, Doug Nichols from ESD 112

Stacie Schmechel made comments on cost savings for closing Braidablik and would like to know why Braidablik was closed and how much it will cost to re-open it. Please consider replacing the portables.

ESD 112 has completed the preliminary draft of the Long Range Facility Plan. The North Kitsap School District patrons, administration, and staff spent many hours providing valuable information for the document. Four workshops were held by the group through the summer. The North Kitsap School District has a rich offering of educational programs. The projected enrollment is on a downward trend. The current standard class sizes enrollment is slightly over capacity for elementary schools. Middle School current utilization is at 83% and is adequate. The current total number of portable classrooms within the district is 77, which is above the recommended average of 10%. There are 49 portable buildings with 12 that are in need of replacement, 8 needing repairs for continued use, 17 needing painting, 11 usable in current condition and 1 new portable. The physical condition of each of the building systems was look at, and assessed a score, and were rated either; not meeting standards, poor, fair, or good. The middle schools, as a whole, have adequate space. The high schools are significantly short of space. There are approximately 40 portables at the elementary schools while one elementary school is empty. A technology solution for testing would free up considerable space in elementary schools. Generally, buildings are ready for some additional system upgrades. When major work is done on a school, it should address functional deficiencies as reasonably possible. Realignment of school boundaries seem to be needed. This study is very comprehensive and provides great information and leads to more work.

9. Agenda Planning

Add full-day Kindergarten tuition fees to the January 8th agenda. Change the district security study session to a management report. Add the school boundaries as a discussion item.

The meeting recessed at p.m.

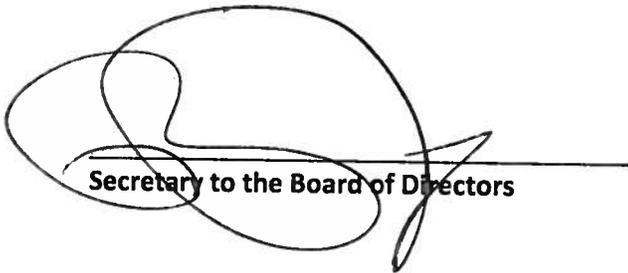
- 10. Executive Session:** There will be an executive session to discuss personnel complaints, and contract negotiations for approximately 30 minutes. No decisions will be made.

Close the public session and opened the executive session at 9:30 p.m.
Closed the executive session and opened the public session at 9:50 p.m.

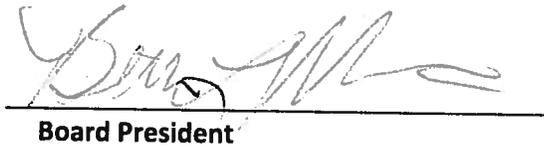
Beth Worthington made a motion to adjourn the meeting Cindy Webster- Martinson seconds the motion and the meeting was adjourned at 9:50 p.m.

The regular meeting adjourned at 9:50 p.m.

- 11. Adjournment**



Secretary to the Board of Directors



Board President