

**North Kitsap School District #400
Regular Meeting of the Board of Directors**

January 8, 2015

Student Service Center

18360 Caldart Ave NE

Poulsbo, WA 98370

MINUTES

Board Members

Beth Worthington, President

Cindy Webster-Martinson, Vice President/Legislative Representative

Bill Webb, Director

Scott Henden, Director

Bruce Christen, Director

Patty Page, Superintendent

Kori Henry, Recording Secretary

1. **Call to Order 5:15 p.m.**
2. **Executive Session to discuss personnel complaints and contract negotiations. No action will be taken.**

The regular meeting will reconvene at 6:00 p.m.

3. **Pledge of Allegiance led by Colleen Prichard**
4. **Agenda Changes**
Remove 6.1.2 school board retreat minutes from the consent agenda and add to action item 6.4 for discussion. Add travel for Cindy Webster-Martinson for WSSDA Leadership to action item 6.5.

Bill Webb made a motion to accept the amended agenda. Cindy Webster-Martinson seconds the motion. The motion was unanimously approved by the Board.

5. **Communications**

- 5.1 **Superintendent Comments**

We spent some time looking at our new long range facility plan. The ESD that worked on it was asked to complete two more tasks including acquiring growth data for the City and the County, and creating a master plan and having it approved by the County.

We ran into a unique situation and lost a few of our district administrators. We were able to back fill those positions with veteran interim assistant directors. The activities have been delved out so that each person has a few duties instead of many.

The House, Senate, and Legislative Budgets will begin to be developed and we will be watching closely. I am the WASA Legislative Rep, which really benefits the district as a whole.

5.2 Public Comments

Linda Popp is the Library Secretary for Vinland Elementary and is here to make public comments regarding a request for re-evaluation of the Elementary Classified Staffing Allocation. Her concern is that the District is not properly funding classified employees in the schools. The District is encouraged to go back and review the Classified Staffing Model for the District.

Colleen Prichard works at Vinland Elementary and is the union representative. She made public comments regarding support for Linda Popp and the review by the District of the Classified Staffing Model.

Joyce Fiess made public comments regarding concerns about the current transgender policy. It is unknown how many transgender students are within the district but there are more non-transgender students that would not feel comfortable with using the same restroom/shower facilities. Joyce also addressed concerns regarding Common Core Math standards, English Language Arts removing 58% of great literature from the curriculum. Common Core is very expensive and sucks up all the funding.

5.3 Student Representatives

Alissa Beatty: It has been pretty slow this week. Everyone is getting back into the groove after the holidays. Finals are coming up and everyone is prepping for that. We have a wrestling match and a boy's swim meet tonight. The winter formal is in the process of being planned and will be held in February it also comes with cabin fever days. Our drama club is starting work on the show The Fantastics, which will also be held in February.

Jack Larson: Everyone is getting back after the holidays. We held a pep assembly right before the break and spirit week. Friday we had our holiday hot cakes prepared by staff. Keith Davis who is a retired Giants football player and motivation speaker will be speaking at our Martin Luther King assembly January 13th.

5.4 Legislative Report- Cindy Webster-Martinson

The governors proposed budget completely fulfills the commitments of HB2776 a year ahead of schedule. The state will now meet long overdue obligations to shrink K-3 class sizes, fund all-day kindergarten, and cover MSOC so that our schools are safe, high quality facilities for our students to learn in. Governor Inslee has proposed a \$2.3 billion education budget for FY 2018 and 2019 including: \$1.3 billion for K-12 Basic Education which includes elementary school class size reduction, statewide full-day K, and MSOC increase of about \$400 per student. \$30.4 million for Teaching, Leadership and Compensation which includes mentoring for new teachers, expanding the pre-service classroom experience, special education support, a Beginning Educator Support Team program and coaching and professional development for first year principals. \$125.5 million for Higher Education which would freeze resident undergrad tuition for 2015-2017 biennium for public baccalaureate colleges, as well as community and technical

colleges, \$100 million for WA State Opportunity Scholarship for commitment to bachelor degrees in high demand fields in STEM and health care; \$25.5 million for College Bound and State Need Grant awards. The legislature is expected to suspend or set aside I-1351 and eventually repeal it. The new legislative session starts January 12. The priority is indicated to be K-12 education and they intend to accommodate the McCleary decision and balance the budget. However, it would require department cuts, tax incentive reductions, and some tax increase, so expect extra sessions. This is a concern because we do not want education monies to reduce critical human services.

5.5 Board Comments

Bill Webb: I here you on the transgender policy but we have to comply with the law even if we don't agree with it. The law compels us in what we did. We don't have a choice regarding this. With state funding increases we should be able to add things back in including classified staffing. I appreciate you coming and discussing this with us tonight. Our principals and administrators need to look at the changes and increase of responsibilities. My prediction is the principals will have more money to work with next year. After hearing testimony I am not going to agree to separate civics classes. I also do not want to charge anyone for Kindergarten. The school system is looking solid and our sports teams did great. I am proud of our district.

Scott Henden: Cindy has been typing out her minutes and the minutes are reflecting them very accurately that way. That way if I have specific points they will be added. I attended the PMS choir concert and the auditorium was filled. It was wonderful to see. I have been reading through the policies and our policy says that student representatives will take part in the meeting if that is what they would like to do. Several years ago a common refrain in zoning and planning was Smart Growth. How does a person disagree with something smart without being dumb? I find myself in a similar position with the strategic plan. How can I oppose something strategic without being unstrategic? I am not opposed to planning. Planning is a good thing. How did we get there? Did the Board vote to spend hundreds or thousands of hours on this plan? I don't think so. My memory was three members did not respond to the request for a facilitator and did not attend or had no input to the plan. So, two members and the superintendent moved this forward. Let me ask, how does this effect trust? Does it matter that five months after selecting a main goal and priority, they are still undefined what they mean or the process to achieve them. I believe that it is impossible for a plan with twelve goals and one highest priority to be called strategic. When we add supporting actions to these we will have 40 things to do. I would call that random. Having an impossible priority makes no sense. I believe that people in the district and community that are informed will clearly see this as a mistake. I would support this board seeing the issue as it is and make a plan that is achievable, defined, and concise.

Bruce Christen: Our mission statement is very well written and I really like it. The North Kitsap School District in partnership with the community will provide an academically challenging educational program to meet the diverse needs of all students in a safe, nurturing environment and empower them to be competent, creative, compassionate and contributing citizens. If we are able to accomplish this mission, we would be the best school in the nation. We need to align as many things to this mission statement as we can. We need to get smarter and we can by reading books. I think the book "Schools

Cannot Do It Alone” by Jamie Vollmer tells us how to do it. “The Death and Life of the American School Districts” describe that testing and the process of measuring and punishing doesn’t work, and gives ideas on how to make things better. “The Smartest Kids in the World and How They Got That Way” followed several students all around the world and compares it to our education system and the differences between the two. The fourth book is “The Dyslexic Advantage” it gives a general viewpoint on what you can do with the problem.

Cindy Webster-Martinson: It’s good to see everyone back from the holidays. I look forward to this fresh start of the New Year. I would like to extend my condolences to Dan Weedin who just recently lost his mother. I participated in the December 18th ATTC training on Marijuana Harmfulness to Youth Wellness. There was a lot of clinical research information, but the report indicated that there was an increase in use of marijuana from 2008-2011. As expected, legalizing marijuana does increase teen use and first time user’s age has been dropping. In Colorado, driving fatalities have increase by 114%. Marijuana use impairs executive functioning during a critical time of brain development. There is a bug disconnect between fact and perception of actual harm by teens. For general information, there will be an Educators Conference put on by the Western Washington Native American Education Consortium on 2/26 and 27 at the Emerald Queen Conference Center in Fife. Registration is \$100 per person and \$150 after 2.15. Topics will include Restorative Practices in Education; Safe and Healthy Schools; School Based Interventions; Historical Trauma, and Human Trafficking. Superintendents, Program Directors, Tribal Ed Directors, Principals, Teachers, Guidance Counselors, Native American Parent Committee members, Native American student representative are encouraged to attend. I have been attending the Suquamish Elementary before school reading program as much as I can. One of my students has improved so much and I appreciate what Suquamish is doing. Student representatives; not only are you allowed to attend but encouraged to attend the full Board meetings. There are student representatives that attend WSSDA Conference as well. If you have student issues that you would like to bring up please let us know. I like the mission statement being read at every meeting and it helps us focus on our work.

Beth Worthington: I had an opportunity to attend the Kingston High School concert and the auditorium was full. It was great to be able to attend. I also attended a robot clinic and it was very fun. We had a Board retreat and it was greatly appreciated. We completed some great work. Operating guidelines and principals are good work to do. I wrote an article for the Herald and it was really fun researching and writing the article. Our mission statement has been around a while and during our strategic planning process we looked at the statement and felt it was still accurate so we left it the same.

6. Action

6.1 Consent Agenda

Cindy Webster-Martinson makes a motion to accept the consent agenda items 6.1.1 and 6.1.3 through 6.1.7. Bill Webb seconds the motion. Agenda item 6.1.2 was moved to action 6.4 for discussion. The motion passed unanimously.

6.1.1 The regular meeting minutes of December 11, 2014 were approved by the Board as written.

- 6.1.2 The retreat meeting minutes of December 13, 2014 was removed from the consent agenda and added to action item 6.4 for discussion.
- 6.1.3 General Fund Vouchers 110387-110524 and Payroll through December 15, 2014 in the amount of \$793,102.74 and ASB Fund Vouchers 42818-42842 in the amount of \$49,047.64 were approved by the Board.
- 6.1.4 Personnel Recommendations and Personnel Recommendation amendment were approved by the Board as recommended.
- 6.1.5 The contract for services with West Ed as a third party evaluator of the DODea grant was approved by the Board as recommended.
- 6.1.6 The contract with WASA for Administrative Support services were approved by the Board as recommended.
- 6.1.7 The Board of Directors approved the purchase of a Transportation Shop Vehicle as recommended.

6.2 Full Day Kindergarten Tuition Fees- Brenda Ward

The projected cost of all-day Kindergarten for 2014-15 is \$420,207. There are two options for the 2015-16 school year.

- Option 1: ½ price tuition or \$750 for a full tuition student, and the projected cost would be \$559,707.
- Option 2: free all-day Kindergarten for all students and the project cost would be \$854,484.

Bill Webb makes a motion to adopt option #2 and fund all-day Kindergarten for all students. Cindy Webster-Martinson seconds the motion. The motion was discussed and voted on. The vote of the Board was Bill Webb aye, Scott Henden aye, Bruce Christen aye, Cindy Webster-Martinson aye, Beth Worthington nay. The motion carried forward with a vote of 4 in favor and 1 opposed.

6.3 School Boundaries

Total capacity without Breidablik but with Portables

Elementary: 3270 – current FTE 2616

Middle School: 2098 – current FTE 1398

High School: 2494 – current FTE 1953

Capacity of each school with Portable

Gordon: 581 – December headcount 438

Pearson: 344 – December headcount 317

Poulsbo: 643 – December headcount 547

Suquamish 511 – December headcount 380

Vinland 610 – December headcount 585

Wofle 581 – December headcount 329

KMS 1028 – December headcount 537

PMS 1070 – December headcount 811

KHS 806 – December headcount 799
NKHS 1563 – December headcount 1132

The recommendation by the superintendent is to not change the boundaries for one more year for consistency after changing the boundaries due to the school closure. Boundary changes will have to be made when McCleary is funded and the lowered class size initiative is initiated, Breidablik will need to be opened. A committee will need to be created and the budget will need to be looked at.

Director Henden recommends a Board committee with OPMA requirements with time limits.

Bill Webb made a motion to establish a boundary review committee and table the boundary discussion. Cindy Webster-Martinson seconded the motion. The motion was amended to add “until August 1, 2015”. The motion was discussed, amended, and voted on. The Board unanimously approved the motion.

6.4 Retreat minutes of December 13, 2014.

Corrections were recommended by Director Henden to the December 13, 2014 retreat minutes.

- Agenda item 1.1 second paragraph change “sub-committee” to “work group (Scott Henden and Beth Worthington)” and add “Director Henden questions whether the work group would violate the open public meeting act and Superintendent Page assured him it does not”.
- Agenda item 1.2 add the sentence “Director Henden does not agree with this”.
- Agenda item 1.5 change to “it is requested that if Directors would like to visit schools that the secondary or elementary directors be notified before the visit.”

Bill Webb made a motion to accept the meeting minutes of December 13, 2014 as corrected. Cindy Webster-Martinson seconds the motion. The Board discussed, and voted on the motion. The motion was approved unanimously.

6.5 Travel Costs for Cindy Webster-Martinson for WSSDA Leadership

Bill Webb made a motion to approve the cost of participation and travel expenses for Cindy Webster-Martinson to attend WSSDA Leadership. Bruce Christen seconds the motion. The Board discussed, and voted on the motion. The vote on the motion was Bill Webb aye, Scott Henden nay, Bruce Christen aye, Cindy Webster-Martinson abstained, and Beth Worthington aye. The motion carried forward with 3 votes in favor, one member abstaining, and 1 member opposing.

7. Management

7.1 Reports

7.1.1 Budget Status Report, November- Paula Bailey

The expenditures in November were below budget. State funding for September through December is paid by the state based on budget, with any adjustment due to enrollment occurring in January. Variances in revenues are due to local and grant revenues. Actual expenditures year to date are \$14,856,221, budgeted

expenditures year to date are \$15,388,533 a difference of \$(532,311). Actual revenues year to date are \$18,326,149, budgeted revenues year to date are \$17,577,531 a difference of \$748,618. October's enrollment indicates 22.5 FTE less than budget for the year. Funding is based on annual average, and state apportionment is distributed on budgeted enrollment through December. Adjustments to apportionment will be made in January, based on the actual annual average enrollment.

7.1.2 District Security- Glen Robbins

What is currently happening in the School District:

- School and Site Visits/Training and Needs Assessments
- School Safety and Security Cooperative Membership- OESD 114
- School Circle of Nine Plans (security plans)
- School Emergency Plans
- Rapid Responder (Rapid Responder is a web-based, interactive and comprehensive crisis management system designed to collect, organize and securely disseminate critical information needed in an emergency) web-based training in January
- Drills at Schools and Work Sites- fire, earthquake, intruder, lockdown, and radio communications
- Law Enforcement and Fire Services- establish close connections with city, county, and tribal agencies
- First radio test Friday, January 9th, then first Fridays monthly
- Mental Health
- SRO's at NKHS

What is being expanded in the School District:

- Prevention and Intervention
- Planning and Preparation for Hazards
- Critical Response

Next Steps:

- District Training
- Community Plan-within buildings or sites and with the Public
- School Safety and Security Advisory Cooperative Recommendations put in place
- Improve the capacity of our schools to prevent and respond to a crisis at school
- Convening of school teams to train, plan and prepare for emergencies
- Identification of emergency preparedness related materials and equipment including infrastructure technology
- Provide training to staff members needing certification incident command, FEMA, etc.

7.1.3 ELA Review/ Adoption and Professional Learning Communities – Tim Garrison

- Strategic Goal 1.1 – by 2016-2017, instruction in English Language Arts (ELA) Common Core State Standards will be aligned K-12. Members have been identified for the Elementary ELA adoption committee and the Middle and High school members are in the process of being identified.

Date and topics for the meetings of the committee has been accomplished for the elementary, and in the process for middle and high schools.

- Strategic Goal 2.2 – Develop and support high functioning Professional Learning Communities at all levels. Principles collected surveys conducted October 7th and May 22nd, the Teacher Principal Leadership team gathered information from other districts and state resources to improvement professional learning in NKSD. Additional meetings were added to work towards revision of the PLC binder for implementation beginning in September 2015. On December 5th a Secondary Professional Day was held and the elementary Professional Development day is scheduled for January 30th. The Student Improvement Plans and district data analysis were reviewed by leadership and the Professional Learning Community steering committees. Observations are in process by Principals, TOSA's and Directors.

7.1.4 Board Operating Policy, Procedure, and Practices

Resolution 01-08-014 was drafted to address the reaffirming commitment to Board and Superintendent operating principles and agreements. Procedure 1620P was updated to align with the Individual School Director Standards of WSSDA. Policy 1210 was updated to reflect current practices of voting for liaisons to outside government agencies.

Change item 2 by adding “by the Friday before the meeting”.

Prepare the resolution and policy changes to approve at the next Board meeting.

7.1.5 24 Credits, Civics, Culminating Project

There will be a work study session on this at the January 22nd meeting. The policy on graduation requirements will be discussed at the next meeting. The request for a waiver will be discussed with the Board. The .5 credit for the culminating project will need to be discussed as well as what the remaining .5 credit could be used for.

The Board would like to know if Bainbridge is requesting a waiver. What is the plan to implement the 24 credit requirement and how long will it take to get the plan complete? What is the impact of the waiver?

8. Agenda Planning

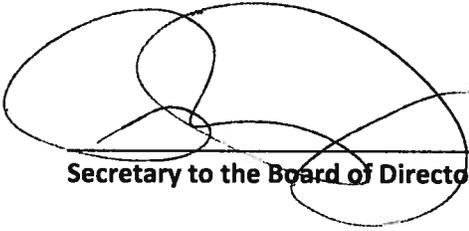
Add 6.3 operating procedures and policies. Separate Civics, Culminating Project, and 24 credits to stand alone action items. Remove items 7.1.3 and 7.1.4 and add them to the February 12th agenda. Correct agenda items 7.1.5 to allow 20 minutes for discussion and 7.1.6 20 minutes. Add discussion of community involvement and a blue print to move forward to the February 7th retreat agenda.

9. **Executive Session:** No executive session needed.

10. **Adjournment**

Cindy Webster-Martinson made a motion a motion to adjourn the meeting and Bill webb seconded the motion.

The regular meeting adjourned at 9:25 p.m.



Secretary to the Board of Directors



Board President