

**North Kitsap School District #400**  
**Regular Meeting of the Board of Directors**  
**May 12, 2016**  
**District Office**  
**18360 Caldart Avenue NE**  
**Poulsbo, WA 98370**

**MINUTES**

**Board Members Present:**

**Beth Worthington**, President

**Cindy Webster-Martinson**, Vice President, and Legislative Representative

**Glen Robbins**, Director

**Jim Almond**, Director

**Bill Webb**, Director- Excused

Patty Page, Superintendent

Kori Henry, Recording Secretary

1. **Call to Order 5:00 p.m.**
2. **Executive Session to discuss personnel complaints, and review of personnel performance, and Exempt/Closed Session per RCW 42.30.140 (4) (a) to discuss contract negotiations.**

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

3. **Pledge of Allegiance led by Mike McCorkle**
4. **Agenda Changes**  
Remove consent agenda item 6.1.5 Resolution 05-01-16 Authority to Employ Non-Supervisory Certificated Personnel and move to action item 6.8 for discussion.
5. **Communications**
  - 5.1 **Recognitions/Certificated Staff Appreciation**  
The North Kitsap School Board of Directors recognizes the outstanding achievements of our students and staff. Student recognitions include those who achieve to a state or national level of academics, athletics, or other school-sponsored activities.  
  
National Teacher Appreciation Day and National Teacher Appreciation was the first week in May, and President Obama issued a proclamation recognizing Teachers.
  - 5.2 **Superintendent Comments**
    - Today was a very special day, Ron Lee was our Transportation Supervisor for 28 years and the District dedicated the Transportation Building in his memory, and it was on his birthday.
    - I went to the Wolfle Auction and Suquamish Auctions, both were fun.
    - I attended the Suquamish Tribal Foundation Auction, and it was fun.

- Beth and I attended the North vs. Kingston soccer game.
- Spring Events are abound, including CTE End of Year Celebration, NAEP Honoring, and Scholarship Events.
- The budget recommendations include action plans from the various committees and is just for discussion. It was late because it was being refined.
- There is a large audience tonight, and I'm sure a large part is due to the appointment of the Interim Principal at North Kitsap High School. I want to acknowledge the hard work of Judson Miller as well as Andra Murray, Suquamish Principal. Whenever we look at deciding which way to go in selecting staff and principals, the key time is January to April to search for qualified principals and we are past that window, so I chose an interim principal. A lot of time was spent on selecting the interim positions, and it was well thought out.

### **5.3 Public Comments**

Gary Nystal, City of Poulsbo Liaison made public comments regarding Hostmark Road Construction beginning right after school is out, Noll Road Project from Highway 305 to Noll Road, and The Finn Hill Safe Streets to School Project.

Scott Johnson asked for better leadership for North Kitsap School District and talked about the NKEA Climate Survey.

Mary Fox made comments regarding the NKEA Climate Survey and comments from the School Board response to the survey in the press, current School District leadership, and appointment of the interim principal for North Kitsap High School.

Stephen Nolet made public comments regarding the NKEA Climate Survey, and concerns regarding the lack of communication and collaboration between staff, leadership, and the School Board with hiring the Interim Principal for North Kitsap High School.

Linda McCormick made public comments regarding professional respect by the School Board for fair compensation, but the lack of respect in hiring Principals.

Averil Story addressed her concerns with Board transparency including retreats, and special meetings. Negative impacts of portables, and lack of input from stakeholders in schoolwide title 1 programs.

Ted Jez made public comments regarding the NKEA Climate Survey, and sharing their concerns publicly regarding District leadership. HVAC, maintenance repairs, and safety on buses communications have taken too long.

Chris Fraser, NKEA President discussed district budget increases for administrators, and the instability with staffing. Concerns were addressed regarding the 5% reserves, pulling the trigger late on hiring, and staffing levels.

Mike McCorkle thanked the Board for volunteering their time and for the courage to provide fair compensation. The Board was asked to address the process for hiring, and hold the Superintendent accountable for her leadership, and to allow input on the Interim Principal hiring.

Kate Ebert recognized all the students in attendance for the community process, and to the local representative from WEA and NKEA. Addressed concern regarding the custodial staffing, which seems to be dwindling, and waste removal and reduction. Thanked Patty and Beth for attending the annual Arts Festival, and for promoting the arts.

Scott Henden requested exit interviews for administrative staff, and to set up policies for the exit interviews, and starting the Superintendent's search earlier than later, and improved Board leadership

Stacie Schmechel thanked teaching staff for their dedication, asked the Board to show them gratitude by listening, and asked when the current open positions will be posted.

#### **5.4 Student Representative Reports**

Savannah Wallwork provided the Board an update on spring sports, and clubs including a newly formed Polynesian Dance Club. The prom is being planned and will be held in Seattle.

#### **5.5 Legislative Report- Cindy Webster-Martinson**

Cindy attended the Tribal Leaders Conference and provided the Board with an overview of the agenda items. An overview of upcoming house bills were discussed, as well as the McCleary Lawsuit.

#### **5.6 Board Comments**

Beth Worthington attended the Poulsbo Elementary School Art Walk, Kingston High School vs. North Soccer Game, and the Ronald E Lee Transportation Building dedication. Several emails were received and responded to regarding the calendar, and NKEA climate survey. An invitation was extended to NKEA Union to have conversation with the Board.

Jim Almond welcomed the teachers and let them know they are listened to. Jim attended the Ronald E Lee Transportation Building dedication, Wolfe Elementary to look at the wainscoting, and visited with Mayor Erickson regarding the Finn Hill grant and parking issues at Poulsbo Elementary.

Glen Robbins welcomes communication and the Board hears you loud and clear. Last week during the Great Give the North Kitsap Foundation received over \$8,000 and received \$3,000 in matching funds. The Alumni Scholarship Committee gave out 10 scholarship that are renewable for 4 years. Thank you every day to all the teachers for what you do. Glen looks forward to the CTE celebration and Native American honoring celebration.

Cindy Webster-Martinson attended the WSSDA Regional Meeting and they discussed several topics including setting legislative priorities for the next legislative session. Registration is opening for the next WSSDA Leadership program. Cindy read a policy regarding recess and would like the Board to review the policy. She attended the Ron E Lee building dedication and the student did a great job on the sign.

## 6. Action

### 6.1 Consent Agenda

**Cindy Webster Martinson made a motion to accept the consent agenda items 6.1.1 through 6.1.4, and 6.1.6 through 6.1.7, Jim Almond seconded the motion. The motion was approved unanimously by the Board.**

**6.1.1** The regular meeting minutes of April 28, 2016 were approved by the Board as written.

**6.1.2** General Fund Vouchers 113012-113082 and Payroll through April 29, 2016 in the amount of \$4,938,807.00, Capital Projects Fund Vouchers 2095 in the amount of \$13,244.34, and ASB Fund Vouchers 43271-43281 in the amount of \$13,037.72 were approved by the Board.

**6.1.3** Personnel Recommendations were approved by the Board as recommended.

**6.1.4** The Donation to the District for 2<sup>nd</sup> quarter December 1, 2015 through February 29, 2016 include gift donations totaling \$2,490.31, and cash donations of \$75,603.65, for a total donation of \$78,093.96. The Board approved the donations to the District for 2<sup>nd</sup> quarter as recommended.

**6.1.5** Resolution 05-01-16 Authority to Employ Non-Supervisory Certificated Personnel was removed from consent agenda and added to action item 6.8 for Board discussion.

**6.1.6** Policy 2021 was adopted by the Board as written.

**6.1.7** The 2016-2017 Cooperative Services Agreement with OESD 114 was approved by the Board as recommended.

### 6.2 2016-2017 School Calendar

There are two draft calendars for Board consideration. Draft A has a start date of September 7<sup>th</sup>, and Draft B has a start date of August 31<sup>st</sup>. Both drafts have been vetted through the Calendar Task Force.

**Beth Worthington made a motion to approve either Calendar A or B by a roll call vote, Jim Almond seconded the motion. The motion was discussed, voted on, and the roll call vote was Jim Almond option B, Glen Robbins option A, Beth Worthington option B, Cindy Webster-Martinson option A. The vote was tied so the calendar will be brought forward to the May 19, 2016 special meeting for Board discussion.**

### 6.3 Budget Capacity Increase for Portables at Poulsbo and Wolfle Elementary

The Principals at Poulsbo Elementary and Wolfle Elementary have requested that the new portable classrooms be furnished like the classroom including adding more cabinets for storage, cubbies, a second window, rough-ins for data cabling and an interior door

between classrooms. The cost increase for the upgrades are Poulsbo Elementary: \$84,910.00, and Wolfe Elementary \$63,850.00.

**Beth Worthington made a motion to authorize the budget increase for Portables at Poulsbo and Wolfe Elementary, Jim Almond seconded the motion. The motion was discussed, voted on, and the Board unanimously approved the motion.**

#### **6.4 Annual Review of Fees**

Cabinet Directors provide the Board with Food, and Facility Fees for 2016-2017 school year.

**Glen Robbins made a motion to keep the fees the same for facilities use and pool, and food program, Cindy Webster-Martinson seconded the motion. The motion was discussed, voted on, and the Board unanimously approved the motion.**

#### **6.5 Board Retreat Date**

The Board will discuss and decide on a retreat day in May.

**Beth Worthington made a motion to schedule a Board retreat on Thursday, May 19, 2016 from 5-9pm. Cindy Webster-Martinson seconded the motion. The motion was discussed, voted on, and the vote was unanimously approved by the Board.**

#### **6.6 Conference Day Waiver Application**

The recently ratified NKEA contract provides for 2 days of paid teacher work to complete conferences, this eliminates the need for half days and reduced waiver days compared to prior years.

**Beth Worthington made a motion to approve the three year Conference Day Waiver Application, Glen Robbins seconded the motion. The motion was discussed, voted on, and the Board unanimously approved the motion.**

#### **6.7 Capital Facility Plan**

The Capital Facility Plan was updated with the enrollment projections provide by the 2015-2015 demographic study.

**Cindy Webster-Martinson made a motion to approve the Capital Facility Plan, Jim Almond seconded the motion. The motion was discussed, voted on, and the Board unanimously approved the motion.**

#### **6.8 Resolution 05-01-16 Authority to Employ Non-Supervisory Certificated Personnel**

Chris Willits, Assistant Superintendent is recommending Resolution 05-01-16 to employ Non-Supervisory Certificated Personnel for Board approval.

Jim Almond will be recusing himself from the vote due to a conflict of interest since his wife is a teacher.

**Cindy Webster-Martinson made a motion to approved resolution 05-01-16 Authority to Employ Non-Supervisory Certificated Personnel, Glen Robbins seconded the**

motion. The motion was discussed, voted on, and the Board unanimously approved the motion, and Jim Almond abstained from the vote.

**7. Management**

**7.1 Reports**

**7.1.1 2016-2017 Budget Recommendations & Options**

Kelly Pearson, Executive Director of Business and Finance provided the Board with an overview of the 2016-2017 budget recommendations and options, Cabinet provided Action Plans from all of the Committees, and answered Board questions.

**7.1.2 Credit Competency/Proficiency Discussion**

Jeff Sweeney, Executive Director of Teaching and Learning provided the Board with policies 2409, 2410, 2411 and 2413 for discussion and how it they will work with implementation of CORE 24.

**7.1.3 Policy 3210 (1<sup>st</sup> read)**

Policy 3210 has been provided to the Board for review with the WSSDA recommended changes highlighted.

**8. Agenda Planning**

School Calendar will be added to the Special Meeting on May 19<sup>th</sup>, budget study session will be added to the May 26<sup>th</sup> agenda, 7.1.4 will be changed to student fees and moved to action 6.2, and 7.1.6 will be removed from the agenda.

**9. Executive Session to discuss personnel complaints, and review of personnel performance and is expected to last approximately 45 minutes.**

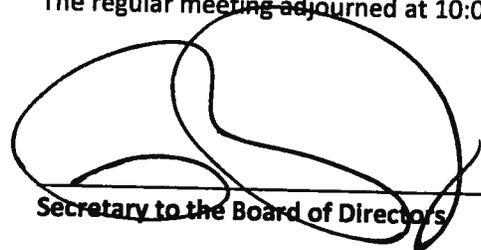
The public session was closed at 9:00 p.m. and the executive session opened at 9:10 p.m.  
The executive session was closed and the public session opened at 9:55 p.m.

The executive session was extended 10 minutes.

The public session was closed and the executive session opened at 9:55 p.m.  
The executive session was closed and the public session opened at 10:05 p.m.

**10. Adjournment at 10:05 p.m.**

The regular meeting adjourned at 10:05 p.m.



Secretary to the Board of Directors



Board President

May 12<sup>th</sup>, 2016

Dear North Kitsap School Board,

The undersigned NKHS staff members are justly concerned about the NKSD School Board's minimization of the statistically valid climate survey presented to them, and of the professional disregard paid us as a staff in the selection of an interim principal at North Kitsap High School.

Both the 2013 and 2015 climate studies indicate that dissatisfaction with Superintendent Page and district administration continues at an untenably high level. Board President Beth Worthington recently told the North Kitsap Herald that, "Generally, the board does not share Chris Fraser's opinion that Superintendent Page has created a negative work environment resulting in low morale among teachers." We find two problems with this statement: the first being that Chris Fraser represents all the teachers who responded to the survey, not merely her own interests. Minimizing the message by attributing the opinion solely to Chris Fraser is a slap in the face to the staff members who shared their honest concerns in the hope of initiating reform. Second, by completely disregarding the incontrovertible data of two negative climate surveys, the Board's actions make it clear that the priority is not the well-being of the staff and students in this community, but maintaining the status quo. Ms. Page has insinuated that were the survey taken again, now that a pay increase has been successfully negotiated, the results would be more in her favor. Let us be clear that financial compensation is only one element of professional respect, and that among our staff there is no indication that satisfaction has improved. In light of recent events, we can attest that morale is worse than ever.

The news that NKHS principal Judson Miller was stepping down has been unsettling to our staff, but we took some comfort in the Trust Agreement language of the NKSD Administrator Contract that clearly states that as a part of the hiring process for administrators, the District will "initially include soliciting input from affected stakeholder groups associated with the position. This input will include, but not be limited to, the desired leadership characteristics, leadership experiences and practices, and the challenges associated with the leadership position." When NKHS staff were invited to a meeting before school on Wednesday, May 4, we expected to meet with Superintendent Page to discuss the details of this process. Instead, we were greeted with the announcement of a new interim principal. The silence in the room at that moment was deafening as we struggled to understand why such an important decision would be made without seeking any input from us. As educators, we take for granted that we will be included in decisions of this magnitude because it is an established practice. Our shock that such a breach in protocol would take place soon gave way to a sense of gloom when an email announcing the appointment went out to the public immediately following that morning meeting, effectively sealing the decision.

The 2015 climate survey indicates that 92% of responding members DISAGREE with the statement that our superintendent "values and utilizes collaboration with staff, as opposed to 'top-down' decision making." In response to this criticism, Superintendent Page told the North Kitsap Herald, "I am the superintendent, and I am not going to shy away from that." This authoritarian approach to leadership is what has created the toxic climate in our district, and why 88% of survey respondents DISAGREE with the statement that the district "actively seeks, allows, and uses input from stakeholders before decisions are made." The lack of communication and collaboration with staff has left the clear impression that

Superintendent Page and the School Board are NOT committed to making this school district “a great place to live and learn, and work.”

Had the School Board acknowledged the results of two separate climate surveys, we could have a sense that we are heard and respected as the professionals we are. Had Superintendent Page and the district office come to us as a staff to ask our opinions about what we need in a leader and who within our own school we felt was best suited to fill that position, we would have felt that the commitment we have to our school community was valued and reciprocated. Through collaboration and communication with our principal and our school building, we have worked hard to make NKHS the school it is today, but to have that sense of passionate investment ignored by our district leaders and publically scoffed at in the press is not acceptable.

Judson Miller leaves us with our respect and admiration, which he returned in kind. Why does Superintendent Page not strive for this type of leadership and why is our School Board not more willing to consider the voices of professionals who do the important work of education in this district every day?

Sincerely,

59 North Kitsap High School Staff Members

May 12<sup>th</sup>, 2016

Dear North Kitsap School Board,

I would like to thank the board for volunteering your time. I know you work hard to make this district the best possible learning environment for our kids, and having the courage to pay educators a fair compensation this next year is a vital component, but only a first step. I am here again to ask you to take a tough and uncomfortable position. I know how much you care for all students and I am asking you to address the lack of leadership and lack of professional courtesy and consideration in the interim replacement of our principal at North Kitsap High School. This is entirely about the process and not the person chosen.

First, and foremost, I understand that the superintendent has in no way any contractual obligation to seek input from our staff when choosing the interim principal option or the person to serve in that role. No contractual obligation, but is there an obligation as a leader to seize this opportunity in the wake of recent climate concerns to be collaborative and ask the actual stakeholders how they feel? To my knowledge, not one certificated or classified staff member at North Kitsap High School was asked to participate. Not even the current principal or vice principals were given a voice. Does a true leader have the obligation to listen? Should a true leader know when stakeholders want a voice? Is it in the best interest of our students that this voice is heard? North Kitsap High School staff not only think these visions of collaboration and participation should permeate all decisions of this magnitude, but should be held dear and demonstrated by our superintendent.

I am asking the board to hold our superintendent and future superintendents accountable to these visions of leadership. Our students are ultimately the ones who will lose when staff have no voice. We need a future superintendent who is a compassionate and empathetic leader who can bring people together instead of pulling them apart. This principal vacancy was truly an opportunity to pull people together. A chance to listen and grow. It was squandered. I now ask you again to have the courage to do the right thing and demand our leader to correct this decision and re-do the process with staff input. Our North Kitsap community deserves better and North Kitsap High School staff, parents, and students deserve better.

Sincerely,

Mike McCorkle  
Math Teacher  
North Kitsap High School