

**North Kitsap School District #400  
Regular Meeting of the Board of Directors  
June 9, 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 4:00 p.m.**
2. **Executive Session to review personnel performance 4:00-5:00pm.**
3. **Retiree Recognitions/Teacher of the Year Award**

The North Kitsap School Board wishes to recognize the amazing Retirees who have dedicated their careers to supporting the education of children in North Kitsap. Thank you for your many years of service.

Debbie Nazarino, President of the Teacher of the Year Foundation presented the Teacher of the Year award to Terry Duncan, and Katherine Wood.

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

4. **Pledge of Allegiance led by Brooke Hammett**
5. **Agenda Changes**  
No Changes
6. **Communications**
  - 6.1 **Recognitions**

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.

## **6.2 Superintendent Comments**

- Superintendent Page recognized Kingston High School and North Kitsap High School for receiving accreditation for a six year period, which is a very difficult process. Thank you to all of the staff and administration for making this happen.
- Thank you to all of our retirees, they are from all areas of the district and their service is much appreciated.
- Thank you to our Technology Department for setting up our new microphone system.

## **6.3 Public Comments**

Jeremy Schumacher made public comments regarding his concerns about district leadership and the lack of acknowledgement from the Board.

Mary Ann Acosta made public comments regarding building to strengths and collaboration, and for the Board to lead an investigation into what caused the vote of no confidence.

Craig Smith, Soccer Coach at Kingston High School made public comments regarding relationships, and an opportunity to learn from the positives and make changes as Ms. Page leaves at the end of August 2017.

Helen Hoover made public comments regarding North Kitsap School District strengths, and upgrades to buildings and swimming pools from passed levies. The Superintendent needs to be treated fairly as well the rest of the staff, and the need to work with the Superintendent to make things better.

Brooke Hammett made public comments regarding a petition she submitted to the Board from parents and community members with concerns regarding Superintendent Page, and to show support for staff.

Danielle Ruib made public comments regarding a survey regarding school choices and Braidablik opening, and the potential of moving the dual language program. Addressed concerns about not receiving the survey in Spanish.

Scott Henden made public comments regarding the Board's input being controlled by the Superintendent, requesting exit interviews from staff, and for the Board to meet independently with staff and principals. Superintendent search timeline was requested.

Dick Lockwood thanked Patty and Beth for answering his questions regarding the checklist, and provided the Board with information on the Choir Program.

Suzi Crosby shared various comments from community members that signed the petition that was submitted to the Board.

Greg Enright made public comments regarding the Board not meeting with the Union as disrespect, and asking for a vote from the Board to meet with the unions.

Chris Fraser thanked the parents and community members who signed the petition supporting teachers. There was concerns regarding Beth's response to the union stating it was not in the best interest of the Board to meet. Chris also shared the union's proposals to replace the superintendent.

Stacie Schmechel was disappointed that the no vote of confidence was not on the agenda, and asked to have her comments added to the minutes. Requested a motion to change the May 26, 2016 meeting mintes.

Catherine Ahl made comments that superintendent's come and go but the Boards remain, and her concerns regarding the board and superintendent goals that do not include improving relationships with staff members.

#### **6.4 Student Representative Reports**

Savannah Wallwork provided the Board with an update on North Kitsap High School graduation, ASB planning for next year, and worked with Mr. Crandall to create terms to work with the student body.

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

##### **Proposed Every Student Succeeds Act Accountability Rules**

- The ESSA does not explicitly require states to apply an overall rating to each school in their accountability plans, but the draft rules do require a summative rating for each school with at least three categories of summative ratings.
- In regards to testing, states are still required to test all students annually in English/language arts and math in grades 3-8 and once in high school. However, the states are allowed to set consequences by choosing one of three sanctions for schools that don't meet the 95% participation threshold. States could also have laws explicitly allowing parents to opt their children out of tests.
- States must create an accountability system that relies on both academic indicators like test scores, graduation rates, and English language proficiency, plus at least one indicator of school quality or student success, such as teacher engagement, student engagement, or school climate. The academic indicators must be given weight "much greater" than the school quality or student-success indicator. However, the proposed regulations don't define what "much greater" means.
- States need to consider the performance of each subgroup of students (e.g., English language learners, racial minorities, special education students, and disadvantaged students) separately. The state gets to pick the "n" size, the minimum number of students in a particular group that a school must have in order for that group to count for accountability purposes, but if a state want an "n" size of more than 30 it has to be able to justify it. Judging from reports I've seen, I'd like to see our district's size of 30 to be lowered.
- States have to identify schools where certain subgroups of students are "consistently underperforming." Those schools are supposed to get "targeted support" under

ESSA, which means the school comes up with a plan to fix the problem and the district has to monitor its efforts. It is up to the states to decide what “consistently underperforming” means, but must incorporate at least one of four criteria. Some argue that the options are loose and would allow many states to downplay the performance of struggling students.

- States are supposed to build an “index” for measuring school performance. Those in the bottom 5% of performers are identified for “comprehensive support” and those performing poorly student subgroups are identified for “targeted support.”
- The U.S. Department of Education approves state accountability plans that will begin in the 2017-18 school year. Waivers expire July 1st. The 2016-17 school year is a transition time between the two systems.

## **6.6 Board Comments**

Cindy Webster-Martinson attended the NAEP honoring, they had awesome speakers and singers. She really liked the Verragae mural, and four of the five board members attended it was very much appreciated. Read into record a quote regarding positive thinking. “Positive thinking will let you do everything better than negative thinking will” by Zig Ziglar. Positive thinking infuses our actions with a positive charge and makes all of the things we do better. Negative thinking has just the opposite effect, it saps us of energy and makes everything we do more of a struggle than ever before. You won’t believe the difference when you switch over to being positive from being negative. It might take some time, but eventually you’ll hit the tipping point and then everything will shift. You can spend a lot of time and effort in vain if you have negative thinking. “You cannot have a positive life and negative mind” by Joyce Meyer, “Once you replace negative thoughts with positive ones, you’ll start having positive results” by Willie Nelson. The thing about taking out negative thoughts and replacing them with positive ones is it’s not that easy. Negative thoughts have a magnetic effect and they attract more negative thoughts and more. So at first you have to be very diligent and just keep thinking of more and more positive thoughts until you displace the negative thoughts. Positive thoughts also have a magnetic effect but it’s not as strong as the pull of negative thoughts. Just stay the course and don’t give up, because you’ll revert back to your old thought patterns. Cindy believes that working together with a positive mindset can result in great accomplishments and success! Emphasize the working together part as it is a key ingredient. A tug of war only results in someone landing in the mud. The positive mindset enables one to believe the effort will result in a positive outcome for all. Thank you fellow Board members for working together so well! And a special thank you to Helen Hoover for your comments!

Beth Worthington met with a few members of the community, attended the North American Honoring Ceremony, NKHS Scholarship and Award Ceremony, and the Battle of the Midway event. Beth held a community coffee where six people attended. Beth completed an annual training in ethics and it reminded her about respect, and she recited the Girl Scout Promise.

Jim Almond attended the honoring ceremony, and he and his wife were very moved by all the parents coming to honor their children. Attended the Poulsbo City Council meeting and invited the Council to attend the North Kitsap High School Graduation and Kingston High School Graduation, discussed the bike race on Saturday, and the sale of the Science Center. Congratulations to the all of the retirees. Jim is here to help people be successful including the Superintendent, Unions, and Staff. Listening is the primary rule of leadership, he is willing to meet with anyone.

Glen Robbins was privileged to attend the Native American Honoring Ceremony, and the mural unveiling. It was wonderful to recognize all of the retirees tonight, and thanked Debbie Nazarino for recognizing the teacher of the year recipients. Glen is looking forward to attending the Graduation Ceremonies. Glen appreciates the community members speaking tonight, listening and working together is important.

## **7. Action**

### **7.1 Consent Agenda**

**Glen Robbins made a motion to accept the consent agenda items 7.1.1 through 7.1.9, Cindy Webster-Martinson seconded the motion. The motion was approved unanimously by the Board.**

**7.1.1** The regular meeting minutes of May 26, 2016 were approved by the Board as written.

**7.1.2** General Fund Vouchers 113187-113290 and Payroll through May 31, 2016 in the amount of \$5,073,575.88, Capital Project Fund Voucher 2097 in the amount of \$266,574.04, and ASB Fund Vouchers 43297-43310 in the amount of \$42,990.31 were approved by the Board.

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

**7.1.4** A Donation to the District was received from Poulsbo Elementary PTSA in the amount of \$4,186.78 for Poulsbo Elementary 5<sup>th</sup> Grade Outdoor Education was approved by the Board as recommended.

**7.1.5** Policy 6114 Gifts or Donations was approved by the Board as written.

**7.1.6** Resolution 06-02-16 Delegate Authority to WIAA was approved by the Board as recommended.

**7.1.7** Resolution 06-01-16/2418R adopting a two elective credit graduation waiver was approved by the Board as written.

**7.1.8** 2016-2017 Contract Agreement with Capital Region ESD 113 for Traffic Safety Education was approved by the Board as recommended.

**7.1.9** NKSAA Collective Bargaining Agreement 2016-2019 was approved by the Board as recommended.

**7.2 ASB Fee/Athletic Pass Proposal**

Students, family, staff and community members will be able to purchase athletic gate passes for the 2016-2017 school year, and will allow the NKHS ASB to begin collecting revenue for the Gate Receipts ASB account to help fund all NKHS clubs and activities if approved by the Board.

**Beth Worthington made a motion to adopt the ASB Fee and Athletic Pass Proposal, Cindy Webster-Martinson seconded the motion, the motion was discussed, voted on, and the Board unanimously approved the motion.**

**7.3 2016-2017 Budget Projections**

Kelly Pearson, Executive Director of Finance and Operations provided the Board of Directors 2016-2017 budget projections for review and discussion. The Capital Financial Advisory Committee recommends making the priority books, buildings, and safety.

**Beth Worthington made a motion to move forward with the \$1.5 million budget option, and Cindy Webster-Martinson seconded the motion. The motion was discussed, voted on, and the Board unanimously approved the motion.**

**7.4 Materials Adoption Recommendations from IMC**

As per board policy 2020, the School Board is responsible for adoption of Core materials. Work has been done to inspect these materials by school staff. Selections were brought to the IMC for further inspection on specific criteria included in policy/procedure 2020. Recommended for adoption is Engage New York: Comprehensive English/Language Arts Program for 6<sup>th</sup>-8<sup>th</sup> grade English.

**Cindy Webster-Martinson made a motion to adopt the materials recommended by the IMC, which is Engage New York, Beth Worthington seconded the motion. The motion was discussed, voted on, and the Board unanimously approved the motion.**

**8. Management**

**8.1 Reports**

**8.1.1 State Audit Report**

Kelly Pearson, Executive Director of Business and Finance provided the Board with an overview of the State Audit Report, and answered Board questions.

**8.1.2 Title IX Report**

Megan Sawicki, Assistant Director Teaching and Learning provided the Board with an overview of the Title IX Report, and answered Board questions.

**8.1.3 Activities/Athletic Program Review**

Megan Sawicki, Assistant Director Teaching and Learning provided the Board with an overview of the Activities/Athletic Program, and answered Board questions.

**8.1.4 Policy 6700 Nutrition and Physical Fitness (1<sup>st</sup> read)**

Policy 6700 Nutrition and Physical Fitness have been provided to the Board for review and adoption at the June 23, 2016 School Board meeting. Page 1 Nutrition Curriculum title should be bolded, underlined and remain in the policy. Further discussion and work is needed regarding recess/PE Procedures and curriculum and instruction.

**8.1.5 Procedure 1400P Meeting Conduct, Order of Business**

Patty Page, Superintendent provided the Board an overview of procedure 1400P with added language regarding tape recording of meetings for review and discussion.

Item number two change to where “there is to be a motion and a vote of the Board”.

**8.1.6 Board Communication/Community Engagement**

The Community Partnership Committee charter has a July 2016 date for completion, a proposal to expand the charter for one more year is recommended by the Board President.

Beth Worthington sent an email to the union regarding meeting with the union and they feel the need to respect the relationship between the union and the district. The Board is open to other possibilities to meet with teachers without undermining the relationship between the union and the district.

**8. Agenda Planning**

Community Partnership Committee charter will be added to the June 23<sup>rd</sup> agenda. Kingston Community, and Tribal Liaison position descriptions will be added to the agenda for approval, and Final Enrollment Report.

**9. Executive Session for review of performance of a public employee and is expected to last approximately 45 minutes.**

**The public session was closed at 8:35 p.m. and the executive session opened at 8:40 p.m.  
The executive session was closed and the public session opened at 9:25 p.m.**

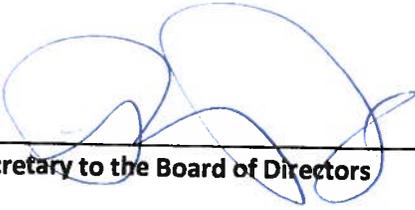
**The executive session was extended 15 minutes.**

**The public session was closed at 9:25 p.m. and the executive session opened at 9:25 p.m.  
The executive session was closed and the public session opened at 9:40 p.m.**

**A closed/exempt session will be held to discuss collective bargaining per RCW 42.30.140 (4) (a).**

**10. Adjournment at 9:40p.m.**

The regular meeting adjourned at 9:40 p.m.



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Secretary to the Board of Directors



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Board President