

**North Kitsap School District #400  
Regular Meeting of the Board of Directors  
May 26, 2016  
District Office  
18360 Caldart Avenue NE  
Poulsbo, WA 98370**

**MINUTES  
AMENDED**

**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 4:30 p.m.**
- 2. Executive Session 4:30-5:00pm for review of personnel performance**
- 3. Study Session: 2015-2016 Budget**  
Kelly Pearson, Executive Director of Finance and Operations provided the School Board 2016-2017 budget recommendations and options to review and discuss. District, Associate Directors, and Assistant Directors answered the Board questions and provided input.

The Board would like to aim for a budget that does not drop the fund balance below the 5%. A high priority is facilities, and books.

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

- 4. Pledge of Allegiance led by Patty Page**
- 5. Agenda Changes**  
None
- 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 would like to recognize the Kingston Middle School Band. They had a long weekend starting with parades in Bremerton, and Viking Fest, and then on to Victoria marching in the parade of bands, and playing at the Parliament. The Kingston Middle School band took first place amongst all the bands, which is a huge honor.
- Summer School for the elementary is called summer camp and every grade level will be going swimming during camp. The Middle School program will be a two week program, and the High School is offering a very comprehensive program with both credit recovery and original credit classes.

### **6.3 Public Comments**

Christine Fraser made public comments regarding 97% of NKEA members voted no confidence with Superintendent Page, and concrete steps need to be taken.

Rick Eckert thanked the board for the summer school policy, and suggested advertising for next year's summer school. Review the District's two athletic programs and potentially join the programs, and addressed questions regarding committees, and suggested adding committee's information on the website.

Brooke Hammett was at the meeting representing parents from Poulsbo Elementary to support staff.

Suzi Crosby made public comments regarding comments from teachers lately, and similar concerns of parents. The budget continues to grow, and additional collaboration is needed.

Greg Enright was a teacher for 26 years, and is a community member. The issues are the same from 20 years ago, nothing has changed. Bonds are coming up and you are losing staff and the community.

Loretta Byrnes made public comments regarding the annual budget, and the extra or unspent funds from year to year, and para-educators on special education buses.

~~Stacie Schmechel read a letter sent to the Board on May 23, 2016 from KCMT regarding a thank you to Mr. Mercer.~~ **Stacie Schmechel read a letter sent to the Board on May 23, 2016 from KCMT requesting the district to consider a full-time director/manager to run their performing arts center.**

### **6.4 Student Representative Reports**

Sorana Nance provided the Board with an update on Kingston High School sports, recently ASB elections, an added Moving UP Program, and scholarship and award ceremony coming up. Created an "Atta Bucks" for the students from staff.

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

The Education Department provided an overview of accountability measures. Transgender guidance is a hot topic right now, with several states filing lawsuits against the new rules regarding the directives.

## 6.6 Board Comments

Beth Worthington prepped for this meeting last week with Patty and Cindy, and spoke with Community and Staff. She wrote a letter with Patty regarding staff concerns, and has listened regarding the toxicity going around right now. She advocates moving forward with positivity. Had a chance to meet with District Administration and they are people that are really prepared to do the work and are very committed, there is appreciation for each of them. The Board will retake the WSSDA survey again. Beth will be participating in both the North Kitsap High and Kingston High scholarship and award ceremonies, as well as the Native American Honoring Ceremony.

Jim Almond was interested in combining the two athletic programs and will check into it. He is also interested in the PAL program, and it was nice to see Greg Enright again. Jim will be attending both high school graduations.

Glen Robbins looks at the SEIU poster and it states united we stand and united we fall, and it is important to have a strong relationship. A shout out to the speech and debate teams, as well as the Kingston Middle School Band. He will be attending the Native American Honoring ceremony. He thanked staff for the great CTE Ceremony. Glen was pleased to be part of the alumni committee whom awarded 10 scholarships.

Cindy Webster-Martinson attended the CTE dinner and it was great to see the hard work the students have done throughout the year. She attended the Equity Conference, the key part was "Excellence through Equity", and ways to close the achievement gaps through equity. Thank God the \$1.5 million fund balance was there so that it could be spent. Cindy is looking forward to improved communications and working together.

## 7. Action

### 7.1 Consent Agenda

**Glen Robbins made a motion to accept the consent agenda items 6.1.1 through 6.1.16, Jim Almond seconded the motion. The motion was approved unanimously by the Board.**

**7.1.1** The regular meeting minutes of May 12, 2016 were approved by the Board as written.

**7.1.2** The special meeting minutes of May 19, 2016 were approved by the Board as written.

**7.1.3** General Fund Vouchers 113084-113186 and Payroll through May 13, 2016 in the amount of \$794,701.47, Capital Project Fund Voucher 2096 in the amount of \$286,538.58, and ASB Fund Vouchers 43283-43296 in the amount of \$11,856.79 were approved by the Board.

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

**7.1.5** A Donation to the District was received from Michael Loceff in the amount of \$4,200 as a gift of a Telescope LX-200, 14" RCX-400, and Televue Lenses and Scope Buggies.

- 7.1.6** Policy 3210 was adopted by the Board as written.
- 7.1.7** Inter-government Cooperative Purchasing Agreement with South Kitsap School District for dairy products was approved by the Board as recommended.
- 7.1.8** 2016-2017 West Sound Tech Inter-district Cooperative Agreement was approved by the Board as recommended.
- 7.1.9** CareerStaff Unlimited Addendum to Contract for Occupational Therapist Lisa Bogan was approved by the Board as recommended.
- 7.1.10** CareerStaff Unlimited Addendum to Contract for Occupational Therapist Tiffany Brush was approved by the Board as recommended.
- 7.1.11** Agreement for eDataDoc Cooperative with Puget Sound ESD for access to GoalView was approved by the Board as recommended.
- 7.1.12** 2016-2017 Contract Agreement with Holly Ridge Center for Early Intervention Services was approved by the Board as recommended.
- 7.1.13** Memorandum of Understanding with CKSD for FY 2017 Impact Aid Grant was approved by the Board as recommended.
- 7.1.14** Out of State Field Trip for KHS Speech & Debate to Salt Lake City, UT was approved by the Board as recommended.
- 7.1.15** 2016-2017 Blended Learning Contract with FuelEd for PAL program curriculum was approved by the Board as recommended.
- 7.1.16** 2016-2017 User Block Contract with FuelEd for digital delivery of courses for PAL students was approved by the Board as recommended.

## **7.2 Student Fees/ASB Fees**

The 2016-2017 recommended student fees schedule has been prepared for Board review and discussion.

**Jim Almond made a motion to approve the Student Fees and ASB Fees with exclusion of the debate fees, and for the District to cover the cost of the 11<sup>th</sup> grade PSAT Test. Cindy Webster-Martinson seconded the motion. The motion was discussed, voted on, and the vote of the Board was Jim Almond nay, Glen Robbins aye, Beth Worthington aye, and Cindy Webster-Martinson aye. The vote of the Board was 3 in favor of the motion and 1 opposed. The motion moved forward.**

**Beth Worthington amended the motion to include the cost of the PSAT for 11th grade students to the portion of the fees covered by the District, Glen Robbins seconded the motion. The amendment was discussed, voted on, and the vote of the Board was Jim Almond nay, Glen Robbins aye, Beth Worthington aye, and Cindy Webster-Martinson**

aye. The vote was 3 in favor of the motion and 1 opposed. The amendment to the motion moved forward.

Beth Worthington made a second amendment to the motion to remove the debate fees from the student fee schedule and to bring it back for discussion at the next meeting. Glen Robbins seconded the motion. The amendment to the motion was discussed, voted on, and the Board unanimously approved the amendment to the motion.

**7.3 Resolution 05-02-16 Authorizing Financial Support for Network for Excellence in Washington Schools (NEWS)**

Financial support for the Network for Excellence in Washington Schools (NEWS) in enforcing the Washington Supreme Court's public education rulings in the McCleary v. State case in the amount of \$6,000.

Cindy Webster-Martinson made a motion to approve Resolution 05-02-16 Authorizing Financial Support for Network for Excellence in Washington Schools (NEWS), Beth Worthington seconded the motion. The motion was discussed, voted on, and the vote of the Board was Jim Almond nay, Glen Robbins aye, Beth Worthington aye, and Cindy Webster-Martinson aye. The vote was 3 in favor of the motion and 1 opposed. The motion moved forward.

**7.4 Pearson Lift Station and Sewer Award of Bid**

The bid opening for the Pearson Sewer Project was held on May 24, 2016. The bid tabulation and recommendation has been prepared for Board action.

Jim Almond made a motion to accept the Pearson Lift Station and Sewer Award of Bid, Beth Worthington seconded the motion. The motion was discussed, voted on, and the vote of the Board was Jim Almond nay, Glen Robbins aye, Beth Worthington aye, and Cindy Webster-Martinson aye. The vote was 3 in favor of the motion and 1 opposed. The motion moved forward.

**7.5 Liaison position descriptions for City of Poulsbo, and Washington Interscholastic Activities Association**

The draft liaison position descriptions have been developed for Board review.

Glen Robbins made a motion to approve the liaison position descriptions for the City of Poulsbo, and Washington Interscholastic Activities Association, with the change of the word "elected" to "appointed", Jim Almond seconded the motion. The motion amended discussed, voted on, and the Board unanimously approved the motion.

Beth Worthington made an amendment to the motion to replace the work "elected" with "appointed", Glen Robbins seconded the motion. The amendment to the motion was discussed, voted on, and the Board unanimously approved the amendment to the motion.

**8. Management**

**8.1 Reports**

**8.1.1 Establishment of 2016-2017 ASB Clubs & Accounts**

Kelly Pearson, Executive Director of Business and Finance provided the Board with an overview of the 2016-2017 ASB Clubs & Account, and answered Board questions.

**8.1.2 Budget Status Report, April**

Kelly Pearson, Executive Director of Business and Finance provided the Board with an overview of the Budget Status Report, April, and answered Board questions.

**8.1.3 2016-2017 Board Meeting Schedule**

Patty Page, Superintendent provided the Board with a preliminary draft of the 2016-2017 board meeting schedule, and answered Board questions.

**8.1.4 Policy 6114, and 6700 (1<sup>st</sup> read)**

Policy 6114, and 6700 have been provided to the Board for review with the WSSDA recommended changes highlighted.

**8.1.5 Procedure 2418P and Resolution 06-01-16 Two Credit Graduation Waiver (1<sup>st</sup> read)**

Policy 2418P and Resolution 06-01-16 have been provided to the Board for review and adoption at the June 9, 2016 School Board meeting.

**8.1.6 Board News, PTA Meetings (invites), Forum Dates**

Jenn Markaryan will begin attending the regular Board meetings, and publicizing Board actions. There will be an outreach to the PTSA's to see if Board members can be invited to their meetings, and to look at adding some Community Forums. Review the Community Partnership charter for review by the Board.

**8.1.7 Responses to Recommendations from Joint Tribal Meetings**

Travis Smith, Director of Learning Support, provided the Board with an overview of the responses to the recommendations provided by the Suquamish and S'Klallam Tribes from the Joint Tribal Meetings. Add the Healing of the Canoe

**8. Agenda Planning**

Remove policy 6700 from the consent agenda for further review and add to future agenda. Add the Board Communications to the management reports.

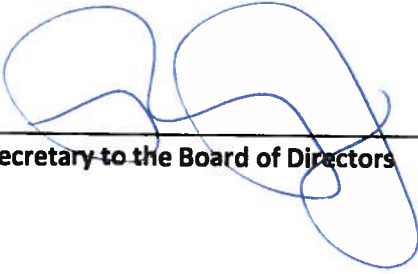
**9. Executive Session for review of personnel performance and Superintendent Evaluation and is expected to last approximately 60 minutes.**

**The public session was closed at 8:15 p.m. and the executive session opened at 8:20 p.m.  
The executive session was closed and the public session opened at 9:10 p.m.**

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

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

The regular meeting adjourned at 9:10 p.m.



**Secretary to the Board of Directors**



**Board President**

PRESS RELEASE

May 26, 2016

Contact: Chris Fraser, (360) 271-6644, cfraser@washingtonea.org

***Vast majority of North Kitsap teachers say they have no confidence in superintendent***

Ninety-seven percent of North Kitsap School District teachers say they have no confidence in Superintendent Patty Page. Eighty-eight percent of NK teachers participated in the No Confidence vote this week.

Among the many major concerns about Page's tenure in North Kitsap has been her top-down leadership style which teachers state has created a working climate fraught with fear, intimidation, and retribution at the district level and a consistent and significant disconnect between the district office and employees in our schools. An overwhelming number of teachers say that the concerns they raise are mischaracterized, minimized, discounted, and dismissed.

Along with continuous micromanaging from the Superintendent, Fraser says, members are questioning the unusually high budget reserves which were built by shortchanging students and the community. Fraser says the teachers' concerns are shared by a large number of NKSD employees in other unions as well as parents who are aware of the day-to-day working environment in our schools.

The No Confidence vote is the next step in what has been an ongoing discussion of the deterioration of district leadership. NKEA has shared concerns with district administration since 2012. The results of the first comprehensive climate survey, completed in 2013, were shared privately with district administration and the School Board. After talking with NKSD School Board President Beth Worthington in the fall of 2015, NKEA asked members to complete another comprehensive survey to gather fresh data. The impetus for the second survey was to get a pulse check from teachers and to have updated data for the Board.

"The No Confidence vote points to the fact that the situation is deteriorating for our teachers and other school employees," Fraser says. "It's long past time for the NKSD School Board to take concrete steps to address our concerns as it is becoming more and more difficult to provide our students with the quality education they deserve."

Fraser says that NKEA members are troubled because, "We do our best work in a collaborative environment where we use our collective expertise to provide our students the opportunity to achieve in an academically challenging and supportive program. We firmly believe in our shared mission and our number one priority is our students' well-being and growth. Sadly, the environment in our schools is wreaking havoc on morale and getting in the way of allowing us to do our best work supporting students."

"We are still waiting for an honest and transparent acknowledgement from the district that the concerns we have been raising since very shortly after Patty Page took the helm are legitimate," Fraser says. "Our data points out how critical the situation is and that it continues to get worse. Climate conditions need to improve or leadership needs to change. NKSD's students, employees, and our community deserve better."

Fraser says NKEA members expect the Board Directors, alone or in pairs, to take time to meet with employee groups to discuss serious concerns. "The School Board employs the superintendent and we are counting on them to fulfill their responsibility."



**From:** [Redacted]  
**To:** [Redacted]  
**Date:** [Redacted]

**From:** "Page, Patrice" <PPage@nkschools.org>  
**Date:** May 24, 2016 6:01:55 PM PDT  
**To:** Laura Callender <[Redacted]>  
**Cc:** Human Resources <hr@nkschools.org>, Schoolboard <Schoolboard@nkschools.org>, "Cindy L. Webster-Martinson" <CWebster@nkschools.org>, "Almond, James" <JAlmond@nkschools.org>, "Worthington, Beth" <BWorthington@nkschools.org>, "Robbins, Glen" <gdrobbins@nkschools.org>, Bill Webb <bwebb@nkschools.org>, "Willits, Christopher" <CWillits@nkschools.org>, "Walser, Christy" <CWalser@nkschools.org>, <[Redacted]>, <[Redacted]>, <[Redacted]>  
**Subject:** Re: NKSD Facility Aide - NK Auditorium

We appreciate your thoughts and are glad to know how much Mr. Miller has helped.

Patty

Sent from my iPad

On May 23, 2016, at 9:10 AM, Laura Callender <[Redacted]> wrote:

Dear North Kitsap School District Board of Directors, Superintendent Page, Assistant Superintendent Willits, and Human Resources Department Coordinator Walser:

I am writing in regards to the imminent departure of NKSD employee JC Mercer. Mr. Mercer has been the facilities aide who has worked side by side with many organizations including (but not limited to) Kitsap Children's Musical Theatre (KCMT), InMotion Performing Arts Studio, (not to mention in-district choirs and bands) while my children have participated in events both in community and school functions. His outstanding customer-service oriented approach has always, without fail, fostered collaborative, creative, and pleasant relationships with organizations and patrons. JC is not just a district employee; he is a friend to all as well as an invaluable partner to our organizations.

It was with great sadness that I learned that Mr. Mercer is categorized as a substitute/on-call employee and that North Kitsap School District does not consider its performing arts facility critical enough to warrant a full-time, permanent coordinator or director. Kitsap Children's Musical Theatre relies on Mr.

Mr. Mercer's expertise for running a production in the Performing Arts Center. His technical knowledge and skill allows KCMT to run flawless performances with highly advanced lighting and sound design, and without his consistent presence that could not happen. Other staff are not nearly as highly skilled nor as reliable as Mr. Mercer, and I feel strongly that NKSD will be unable to provide the same level of service and performance to the community without his expertise.

While Mr. Mercer is classified as a substitute/on-call employee, he provided services at the level of a full-time Performing Arts Center Director. His management of the facility from unlocking the doors all the way to running the advanced performance technology has been comparable to other Performing Arts Center Directors in the area. Other school districts, for example Bremerton School District, employ a full-time director/manager to run their performing arts centers, and I believe that North Kitsap deserves and requires the same. I strongly encourage you to consider a model similar to that of Bremerton, as it has been very successful in bringing in community and creating a partnership between community and schools.

The North Kitsap auditorium is the only facility of its kind in the immediate community and is even utilized by organizations from Bainbridge Island and Kingston. Organizations in the community have grown to rely on the school district to provide the service of its auditorium AND Mr. Mercer in order to provide culture, entertainment, and enjoyment through performing arts. I strongly believe that without a conversion to a full-time, permanent director of the auditorium, the community will suffer a great loss.

While I understand that school districts do not create jobs for specific individuals, I believe that North Kitsap School District should create a job for which any person, including Mr. Mercer who is certainly qualified and an exemplary candidate, can apply. I believe a position to run the Performing Arts Center is long overdue and would go a long way in not only maintaining community relationships and events, but also in strengthening and increasing use of the facility, thus increasing potential revenue and/or funds for maintenance. Please reevaluate the structure of your auditorium staffing to provide a consistent, well-trained, full-time, permanent director position.

Thank you for your consideration,  
Laura Callender  
Kitsap Children's Musical Theatre  
Secretary, Board of Directors

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## Attachments