

North Kitsap School District #400
Regular Meeting of the Board of Directors
July 14, 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

Patty Page, Superintendent

Kori Henry, Recording Secretary

1. **Call to Order 5:00 p.m.**
2. **Executive Session-** There was not executive session needed prior to the meeting.

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

3. **Pledge of Allegiance led by Steve Gallington**
4. **Agenda Changes**
Added agenda item 6.4 Board statement regarding superintendent goals, and agenda item 6.5 personnel recommendation addendum.
5. **Communications**
 - 5.1 **Superintendent Comments**
 - ESY (extended school year) for Special Education students, and Summer Camp are currently going on. Today the 5th graders were testing their ROV's in the water. Kim Eimers set summer school up, and the extent of activities and it being free for all students has made it very successful. At the high school level we have had credit recovery in the past, but this year original credit classes have been offered as requested by parents. 220 to 230 kids are enrolled in the summer camp program.
 - Kitsap County Comprehensive Plan is being updated and the property that is owned by us in Silverdale is considered rural residential, which makes it unusable for us. The urban growth area was not expanded so the next formal opportunity to change would be in four years. The ground work will be completed to try to change the classification of that property in four years.
 - Four of us attended a Hattie conference in Washington DC, and it was an excellent conference, and it provided strategies for student improvement.

5.2 Public Comments

Stacie Schmechel made public comments regarding agenda item 6.2, and 6.3.

William Kelley made public comments regarding Poulsbo Cooperative Preschool, and the request to extend the use of Breidablik for the duration of the 16-17 school year.

5.3 Legislative Report- Cindy Webster-Martinson

ESSA is still ongoing and there are several working groups putting a proposal together, and Cindy is on the District and School committee.

5.4 Board Comments

Bill Webb will discuss his comments under agenda item 6.2.

Jim Almond has had an interesting summer with his troop. He also attended the City Council meeting and they discussed the Pokeman Go game, acquiring property along the right-of-way, the Mayor's office being open for visits, and the relocation of bathrooms at the downtown park.

Beth Worthington discussed setting the Superintendent's goals for 2015-2016 in public format during the summer, as was the 2013-2014, and 2014-2015 in public meetings. Thanked Cindy for aptly running the meeting during her absence. Beth met one on one with five members of the staff and community, met with Senator Rolfes regarding reliance on levy dollars, met with Greg Wahl, Board President of South Kitsap to discuss their Superintendent search process, and spoke with Sheila Jakubik, Board Director of Bainbridge Island to also discuss their superintendent search process. Beth recommended submitting an application for WSSDA's Board of Distinction. The 3rd quarter donations are wonderful and are very proud to be part of the community that supports education. Beth had an opportunity to attend summer camp and discuss project management with the 4th and 5th graders, it was a highlight of her summer.

Glen Robbins missed volunteering at the schools, and will attend summer camp. Has received several phone calls and met with Sheila Jakubik, Board Director of Bainbridge Island regarding their Superintendent search process. Found out that there were a few student that received students of the year that he would like recognized. Thanked William Kelley for attending the meeting and bringing it to the Board's attention on the use of Breidablik. 3rd quarter donations are wonderful and is thankful to the community.

Cindy Webster-Martinson will save her comments for agenda item 6.2.

6. Action

6.1 Consent Agenda

Bill Webb made a motion to accept the consent agenda items 6.1.1 through 6.1.14, Cindy Webster-Martinson seconded the motion. The motion was approved unanimously by the Board.

- 6.1.1** The regular meeting minutes of June 23, 2016 were approved by the Board as written.
- 6.1.2** The special meeting minutes of June 15, 2016 were approved by the Board as written.
- 6.1.3** The special meeting minutes of July 7, 2016 were approved by the Board as written.
- 6.1.4** General Fund Vouchers 113402-113516 and Payroll through June 30, 2016 in the amount of \$5,000,714.34, General Fund Voucher 113517 in the amount of \$250,047.36, ASB Fund Vouchers 43323-43345 in the amount of \$50,833.38 were approved by the Board.
- 6.1.5** Personnel Recommendations were approved by the Board as recommended.
- 6.1.6** Resolution 07-02-16 setting compensation and benefits for the unrepresented central office personnel by adoption of the salary scheduled was approved by the Board.
- 6.1.7** Donations for 3rd Quarter, March through May 2016 the District received gift donations totaling \$5,217.00, and cash donations totaling \$78,485.33, the total donations for the 3rd Quarter were \$83,702.33. Donations received for June include \$2,945.76 from PMS Music Boosters for reimbursement of expenses for Choir Field Trip to Seattle EMP and Choir Tickets, \$3,854.50 from Hilder Pearson PTA for purchase of risers for school performances, \$23,433.05 from Vinland PTSA for the purchase of playground equipment, \$6,328.15 from KMS Band Boosters to cover cost of transportation and lodging for May 2016 band trip to Victoria, BC, and \$4,204.60 donation from NKHS Choir Boosters for transportation costs for choir fieldtrips. The Board accepts the 3rd Quarter donations and the donations received in June 2016 as recommended.
- 6.1.8** Resolution 07-01-16 cancelling stale warrants in the amount of \$126.36, was approved by the Board as recommended.
- 6.1.9** Bates Technical College Inter-local Cooperative Agreement for Educational Services for 2016-2017 was approved by the Board as recommended.
- 6.1.10** Inter-district Agreement for Educational Services to students with disabilities with Central Kitsap School District was approved by the Board as recommended.
- 6.1.11** Request for proposals for yearbook services was advertised, a total of four companies submitted bids for opening on June 6, 2016. Based on the bids received the District Administration is recommending that the contract for yearbook services be awarded to Jostens Yearbooks. The Board approved the award of bid as recommended.

6.1.12 Request for approval to surplus transportation vehicles was approved by the Board as recommended.

6.1.13 Request for proposals for nursing services was advertised, during the open period six companies submitted bids. Based on the bids received, the District Administration recommends the contract for nursing services be awarded to School Health Consultants, Inc. The Board approved the award of bid as recommended.

6.1.14 Materials Adoptions recommended from IMC has been approved by the Board.

6.2 Superintendent Contract

Per Procedure 1630P the Board needs to review the Superintendent Contract on or before July 1 based on the evaluation process and other circumstances, the time was extended by resolution to July 14, 2016.

Beth Worthington made a motion to approve the Superintendent's Contract for 2016-2017 as written, Bill Webb seconded the motion. The motion was discussed, voted on, and the Board unanimously approved the motion.

6.3 2016-2017 Superintendent Goals

The Board has set Superintendent Goals for 2016-2017, and every goals addresses each part of the Strategic Plan.

Bill Webb made a motion to table the 2016-2017 superintendent goals, Cindy Webster-Martinson seconded the motion. The motion was amended, discussed, voted on, and the vote of the Board was Jim Almond aye, Glenn Robbins aye, and Bill Webb aye, Beth Worthington nay, and Cindy Webster-Martinson nay. The amendment passed with a vote of three in favor and two not in favor of the motion.

Bill Webb made an amendment to the original motion to table the superintendent goals to discuss at a later date, and Jim Almond seconded the motion. The amendment was discussed, vote on, and the vote of the board was Jim Almond aye, Glenn Robbins aye, and Bill Webb aye, Beth Worthington nay, and Cindy Webster-Martinson nay. The amendment passed with a vote of three in favor of the motion and two not in favor of the motion.

6.4 Statement from North Kitsap School Board

The Board created a statement from the Board regarding Patty's review and goals to submit to the press.

Bill Webb made a motion to approve the statement from the School Board regarding the Superintendent goals with the change of word "proposed" in paragraph 4, Cindy Webster-Martinson seconded the motion. The motion was amended, discussed, voted on, and the Board unanimously approved the motion.

Bill Webb made a motion to amend the original motion to change the word “proposed” in paragraph 4, Jim Almond seconded the motion. The Board discussed the motion, voted, and the Board unanimously approved the motion.

6.5 Personnel Recommendation Addendum

Beth Worthington made a motion to accept the personnel recommendation addendum, Bill Webb seconded the motion, the motion was discussed, voted on, and the Board unanimously approved the motion.

7. Management

7.1 Reports

7.1.1 Superintendent Search Process

Glen Robbins, Director would like to invite the Bainbridge Island School Directors out to discuss the Superintendent search process they used, it was very transparent and their community was impressed with the process they used. Add to the August 18th agenda.

7.1.2 Materials Adoption Recommendations from IMC

Tim Garrison, Director of Curriculum and Instruction provided the Board with an overview of Materials Adoption Recommendations from IMC, and answered Board questions. These recommendations will be moved to the consent agenda for approval at the August 18th meeting.

Jim read into record RCW’s 28A.405.030 and RCW 28A.405.040 (see attachment to the minutes).

7.1.3 Board Communication/Board Community Engagement

Have a five minutes intersession in the meeting to engage with the public. Have members of the public write down the questions and during the board meeting answer the questions during this section. Posts the questions and answer on the website. Allow a question and answer portion added to the meeting similar to a study session before the general meeting begins.

8. Agenda Planning

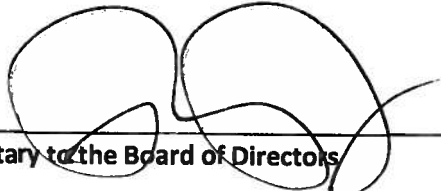
Add Materials Adoption Recommendations from IMC to consent agenda, add Superintendent Search to the agenda item 5.1, and add 2016-2017 Superintendent Goals for action.

9. Executive Session


There was no executive session needed this evening.

10. Adjournment at p.m. 7:51

The regular meeting adjourned at 7:51 p.m.



Secretary to the Board of Directors



Board President

The Things They Carried: a collection of historical fiction stories about the Vietnam War; an antiwar novel

1. Contains excessive profanity and obscenity. "If you don't care for obscenity, you don't care for the truth". New York Times said "much of the powerful language cannot be quoted in a family newspaper", so why would we wish our students to read it?
2. Contains sick violence beyond typical war violence: "a soldier ties a friend's puppy to a claymore mine and blows it up", soldiers torture a baby buffalo, "deaths often described in detail", "a lot of gore.", "mutilated dismembered corpses described in great detail", "devastating".
3. Confuses history with fiction: "deals in versions of the truth", includes many stories that constitute questionable history.
4. Preaches against all wars. "A true war is never moral" "If a story seems moral, do not believe it." "There is no rectitude. There is no virtue." Yet Washington schools are instructed to teach patriotism, (RCW 28A.405.030 & RCW 28A.405.040) and our county is especially numerous in military dads and moms.
5. This book was written for adults and should not be on high school reading lists.

One Hundred Years of Solitude: written by a native Colombian about village life over many generations; "memory, prophecy, illusion reality are mixed and made to look the same"; "earthy, lusty, weird, bizarre, grotesque", includes incest. The author has senile dementia.

RCW 28A.405.030

Must teach morality and patriotism.

It shall be the duty of all teachers to endeavor to impress on the minds of their pupils the principles of morality, truth, justice, temperance, humanity and patriotism; to teach them to avoid idleness, profanity and falsehood; to instruct them in the principles of free government, and to train them up to the true comprehension of the rights, duty and dignity of American citizenship.

RCW 28A.405.040

Disqualification for failure to emphasize patriotism—Penalty.

(1) No person, whose certificate or permit authorizing him or her to teach in the common schools of this state has been revoked due to his or her failure to endeavor to impress on the minds of his or her pupils the principles of patriotism, or to train them up to the true comprehension of the rights, duty and dignity of American citizenship, shall be permitted to teach in any common school in this state.

(2) Any person teaching in any school in violation of this section, and any school director knowingly permitting any person to teach in any school in violation of this section is guilty of a misdemeanor.

STATEMENT FROM NORTH KITSAP SCHOOL BOARD

North Kitsap School Board has given the Superintendent a favorable evaluation and set the proposed 2016-17 Superintendent Goals to align with the Strategic Plan, which includes improving stakeholder satisfaction.

The Board operates in an environment of trust that has developed between the Board and the Superintendent over time. This trust is built on the work performed by the district staff that is shared with the Board in the form of reports and presentations that are reviewed at every Board Meeting. The Board asks questions and gets appropriate and competent answers. NKSD staff understands the nature of their work, understands the District's mission and consistently provides outcomes that meet expectations and advance our NKSD mission. The Board feels well-informed and is pleased with the reports provided and the work being performed by the district. The Board is particularly pleased with the approval of a three year NKEA contract in April of this year. NKEA and the district were able to work together for a mutually beneficial agreement. All of this positive work is the result of the work of Superintendent Page and the qualified, capable and dedicated staff that she leads.

The Board recognizes the feedback delivered by NKEA this spring in the form of a no-confidence vote shows discontent with the Superintendent. While NKEA discontent is in contrast to the Board's opinion of confidence, both realities are true. The Board considered gathering more information to somehow reconcile these two realities. In the end, we felt that reconciliation would require proving one reality and dismissing the other, creating winners and losers. The Board believes the work of NKSD is important; it must be done well; and it requires staff to be content and proud of their work. On behalf of the community, the Board expects everyone in the district to work together with the purpose to build a better understanding that leads to contented staff accomplishing our mission of success for all students. This is what is best for our future success.

The proposed 2016-17 Superintendent Goals are balanced with one goal addressing each part of the Strategic Plan. The goal focusing on stakeholder support and satisfaction includes five action points: 1) Actively promote the positive work of the district. 2) Restore the relationship with NKEA. 3) Develop an understanding of issues and concerns. 4) Create a plan to promote stakeholder satisfaction. 5) Conduct a survey of staff, parents, students and community members.

This proposed 2016-17 Superintendent goal reflects the commitments made this spring, which are:

- Increase involvement in committee work to assist in guiding the future.
- Establish regular meetings with NKEA leadership to foster a strong relationship, share mutual concerns and together find solutions.
- Develop a plan to hear thoughts and concerns throughout the district.
- Conduct a survey of staff, parents, students and community members in the fall. It will be facilitated by a third party, the results will be shared and improvements will be made.

NKSD STRATEGIC PLAN 2014-2020

Success for All Students: We will empower our students to become competent, creative, compassionate and contributing citizens.

- Deliver instruction aligned to standards
- Use instructional strategies to maximize student engagement and learning
- Build and maintain a talented and effective workforce
- Create safe and nurturing learning environments
- Provide a variety of opportunities to meet the diverse needs of all students

Stakeholder Support and Satisfaction: Student learning experiences will be supported and enriched by fostering effective communication and purposeful stakeholder engagement.

- Optimize communication strategies which enhance transparency
- Continuous district improvement based on stakeholder input
- Increase stakeholder engagement

Effective & Efficient Operations: Support student success through strong fiscal management, facilities planning and effective systems.

- Responsible allocation and expenditure of funds to meet district goals
- Responsible stewardship of district assets
- Clear and effective management systems