

**Tumwater School District
School Board Meeting Minutes**

District Office
621 Linwood Avenue SW
Tumwater, WA 98512
December 14, 2017

Executive Session began at 6:15 p.m. and was expected to last 30 minutes. At 6:45, the Board President, Jay Wood, announced the executive session would last another two minutes. The executive session ended at 6:47 p.m.

Board Members Present: Jay Wood, Janine Ward, Melissa Beard, Kim Reykdal, Rita Luce

Staff Members Present: John Bash, Tami Collins, Chris Woods, Mitch Thompson, Tammie Jensen-Tabor, Beth Scouler, Mel Murray,

President Jay Wood called the meeting to order at 7:00 p.m.

Agenda Discussion/Approval

- Agenda Changes: John Bash stated that agenda did not change but two additional contracts were added to the consent agenda. **Rita Luce/Melissa Beard Moved/Seconded (M.S.) to approve the agenda with the noted additions. The motion passed unanimously.**

Approval of Minutes

- **Janine Ward/Rita Luce, M/S to approve the minutes from the November 9, 2017 meeting as presented. The motion passed unanimously.**

Oath Of Office

- The Oath of Office was performed by Superintendent John Bash, to appoint Board members Melissa Beard, Rita Luce and Janine Ward.

Election of Officers

- Jay Wood called for nominations for the position of Board President. **Janine Ward/Rita Luce, M/S to appoint Jay Wood as Board President. Jay Wood called for other nominations 3 times. The motion passed unanimously.**

Jay Wood called for nominations for the position of Board Vice-President. **Rita Luce/Kim Reykdal, M/S to appoint Janine Ward as Board Vice-President. Jay Wood called for other nominations 3 times. The motion passed unanimously.**

Special Recognition

- Cindy Tobeck, 3rd grade teacher from East Olympia Elementary presented details about her pumpkin growing journey and the results that have given her award winning pumpkins two years in a row!

Public Comment

- Jay Wood outlined the rules for public comment, including how long each person gets to speak on any given topic. John Bash clarified that there was a small group that was promised 10 minutes rather than what is traditionally allowed in Board policy and that they would be going first, in order to ensure that they received the time promised to them.

Malika Lamont, Leslie Cushman and Kathryn Kravit-Smith are the three women who were promised additional time. Malika Lamont began with her statement and was followed by Leslie Cushman and Kathy Kravit-Smith. Leslie and Kathy both submitted hard copies of their statements.

Lynda Zeman and Rose Gunderson from Thurston County Coalition Against Trafficking spoke regarding a community event. Lynda distributed materials and Rose spoke about this very important issue, sharing details regarding this cause and a community event being held at the ESD here in Tumwater, to which everyone is invited to attend.

Shana Barehand spoke regarding the confederate flag incident at BMS as well as an experience that her own daughter dealt with while she was a student in Tumwater. She says that the current administrators have been good to work with, which is a change from her first experience in Tumwater all those years ago. She referenced a letter that had been sent to OPSI by the ACLU and she feels there are some good suggestions the District should consider.

Becky Lamont spoke regarding the confederate flag incident at BMS. She wants to be sure that the district is fully aware that the confederate flag is not a US flag, does not represent the United States and provided documentation to support this fact. She wants BMS to apologize publicly that they misrepresented history.

Caroline Arnis is a senior at Olympia High School. She read on-line that people were coming to the meeting tonight to speak about this issue and she wanted to come see what would happen. She wants the accurate information to be presented at an assembly just like the inaccurate information was.

Aurora Strauss-Reeves is a student at Olympia High School. She feels that school is a place of learning, especially for middle schoolers, who are creating their own opinions and just learning about politics and world news. She feels that a statement needs to come out informing the students that this is not ok and does not represent our country.

Tim Voie started by thanking Melissa Beard for her fudge delivery to Secondary Options as well as welcoming BHHS teachers to the meeting. Tim feels that this incident was a teachable moment that would force these uncomfortable conversations, which is a good thing. TEA has worked with the district regarding diversity and culturally responsive classroom management as well as with a consultant. He feels the district definitely could have done better with regard to this assembly but he, and TEA, do not feel this is a racist district. He feels we are facing the issues and working to grow and continuing to do great things.

Carole Layton introduced herself as a BHHS teacher and shared this is not the first time in Tumwater that there was a confederate flag issue, although it has never involved a teacher before. In previous years, students had confederate flags on their trucks. She says the district has never offered cultural competence training of any kind. She says that they are

very deliberate at BHHS in the way they teach the information surrounding the confederate flag to students. There is room to grow and hopes there is a plan and program put in place. She encouraged the district to include parents and students in the process.

Noel Parrish is a parent of a student at BMS, she is a single mother and bought a home here because she wanted the best education for her son. She says she has experienced more bullying of her son than she did in North Thurston. Her son told her the flag being presented at BMS wasn't a big deal because the girl who was holding the flag wasn't offended. However, she feels that the girl wasn't offended because she didn't even know what the flag meant/represented. When her son was at BLE there were issues regarding marginalized students and she felt like staff handled it well.

Jay Wood thanked everyone for their attendance and encouraged audience members to stay and listen to the school updates by our substitute student Board Reps.

Student Board Representative Reports

- Bethany Ruzicka-BHHS: Orchestra concert, choir and band performances. A holiday assembly will take place tomorrow, which starts at 8:30am. Interact club helped to wrap presents, candy grams were delivered with proceeds donated to help with children's cancer. Basketball (girls and boys) are both doing well with games coming up, girls bowling is undefeated, wrestling has first match coming up. 22 activities regarding the 422 veteran's wwwo committee suicide each day.
- Evelyn Grimm-THS: Winter Wishes assembly was held today. Each day, for the last 12 days, students received gifts. Basketball both had recent games and are doing well so far. Annual wrestling invitation is on Saturday. Community food drive by leadership collected food from neighborhoods and will take to the food bank. Concerts just happened. There is an upcoming musical that they are preparing for as well as their MLK assembly once they return from break.

At approximately 8:05pm, Jay Wood recessed the meeting for a 5 minute break. At approximately 8:10pm the meeting reconvened, with the majority of the audience having left.

Business/Financial

- 2017/2018 Budget Update: Mitch Thompson presented on this topic. Following on trend for previous years. John shared that at Thurston County Chamber the discussion
- Capital Projects Report: Mel Murray presented on this topic. John Darnell from the City of Tumwater retired. Three projects wrapping up with some rain getting in at TMS between the new/old building as well as some heating issues in the administration area. The first move at EOE will happen over winter break. He shared some details about other projects around the district, which are front-funded.

Consent Agenda

- **Janine Ward/Melissa Beard, M.S., to approve the Consent Agenda as presented. The Consent Agenda was approved as follows:**
- Employment: Connie Riley, Substitute Bus Driver Trainee, Transportation; Obadiah England, Substitute Bus Driver Trainee, Transportation; Charles Friesner, Substitute Bus Driver Trainee, Transportation; Axle Stemple, Substitute Bus Driver Trainee, Transportation; Angela Varner, Substitute Bus Driver Trainee, Transportation; Howard Zimmerman, Bus Driver Trainee, Transportation; Aubrie Grant, Impact ParaPro, THE;

- Michael Anchors, SpEd Teacher, TMS; Crystal Potter, Impact ParaPro, BLE; Craig Lester, Bus Driver Trainee, Transportation; Gus Russell, Bus Driver Trainee, Transportation; Monica Gibbs, Bus Driver Trainee, Transportation; Brian Kirkeby, Substitute Mechanic, Transportation; Mary Sorger, .5 Title Teacher, LRE; Brennan Myrum, SpEd ParaPro, THS.
- Adjusted Employment: Megan McGinnis, SpEd ParaPro, MTS; Dennis Byrd, Bus Driver, Transportation; Linda Dalzell, Bus Driver, Transportation.
 - Resignation: Samantha Reed, Bus Driver Trainee, Transportation; Tamra Sayler, ParaPro, BLE; Norman Allison, Instructor, NMSC Nicol Stevens, Instructor, NMSC.
 - Retirement: Frank Hildreth, Custodian, LRE
 - End of Temp Assignment: Rebecca Sun-Mankovich, Temporary Para Pro, THE.
 - Leaves: Judith Fondaw, Teacher, PGS, leave correction: personal leave starting December 8, 2017 returning January 2, 2018 (was previously approved on October 12, 2017 board report with December 7 start date); Larry Haggerty, Custodian, TMS, medical leave starting October 27, 2017, returning pending doctor's note; Crystal Taylor, Bus Driver, Transportation, paid medical and unpaid personal leave starting October 16, 2017, returning October 30, 2017; Margaret Cotey, Teacher, PGS, FMLA leaving starting November 8, 2017 returning December 5, 2017, per doctor's note; Cynthia Buckwalter, ParaPro MTS, paid family medical leave starting November 27, 2017, returning December 11, 2017; Tom Cundy, Bus Driver, Transportation, paid medical leave starting November 13, 2017, returning December 11, 2017; Suzan Moulton, Teacher, LRE, FMLA leave starting November 17, 2017 returning January 2, 2018, pending doctor's note; Dana Bastin Teacher, MTS, FMLA leave starting November 17, 2017 through February 9, 2018 then medical leave starting February 12, 2018 through April 9, 2018, per doctor's note; Julie Grieve, ParaPro, BMS, FMLA leave starting January 2, 2018, returning January 22, 2018, pending doctor's note; Linda Parker, Teacher, THE, FMLA leave starting May 7, 2018 through the end of the 2017/2018 school year, pending doctor's note; Angela Foresta, ParaPro, LRE, intermittent family medical leave starting September 29, 2017 as needed during the 2017/2018 school year; Julie Johnson, Teacher, MTS, FMLA leave starting December 14, 2017 returning January 16, 2018, per doctor's note; Shay Loya, Bus Driver, Transportation; Theresa Bissonnette, ParaPro, PGS.
 - Co-Curricular: Kaci Anchors, EOE, Field Day Stipend; Bruce Milliman, EOE, Building Tech Support Stipend; Kristen Crawford, EOE, LAP Family Nights Stipend; Shannon Morris, EOE, LAP Family Nights Stipend; Lori Tibbets, EOE, Choir Stipend; Lori Tibbets, EOE, Talent Show Stipend; Jane Rizika, EOE, Battle of the Books Stipend; Crystal Davis, TMS, ASB Math Club Stipend; So'oso'o Taulelei, THS Assistant Boys Basketball Coach; Marcus Whittaker, Assistant Boys Basketball Coach, THS; Dean Sawhill, Secondary Prep Stipend, BHHS; Heidi Paschal, Assistant Boys Basketball Coach, BHHS
 - Clock Hours: SBAC Preparation ELA 3-5, Session #50152 for 4.5 clock hours-Added another date, March 6, 2018 and changed from 4.5 clock hours to 4 clock hours (previously approved on November 9, 2017 board report); cancelling NMCT: Component 2 Differentiation in Instruction, session #4887 for 10 clock hours-canceled due to lack of registration; Professional Development Book Study, session #50545, taught by Kris Blum on various dates throughout the 2017/2018 school year; Mary Sorger, LRE, to teach in an area out of her endorsement for the 2017/2018 school year; Extending the Paid Driver Training Pilot Program through June 2018.
 - Other: New ASB club at TMS: Math Club, advisor Crystal Davis; Social and Emotional Learning in Washington State Schools: Building Foundations and Strategies, session #50441, for 10 clock hours, taught by OSPI on various dates throughout the 2017/2018 school year; Google 101, session #50448, for 3 clock hours, taught by Justin McKaughan and Tina Schmidt on November 6, 2017 and January 31, 2018; Google 102, session #50450, for 3 clock hours, taught by Justin McKaughan and Tina Schmidt on November 6,

2017 and January 31, 2018; Google 103, session #50455, for 3 clock hours, taught by Justin McKaughan and Tina Schmidt on November 6, 2017 and January 31, 2018; Digital Citizenship for Teachers, session #50460, taught by Justin McKaughan and Tina Schmidt on November 6, 2017 and January 31, 2018.

- Payroll and Voucher Totals: The following vouchers as audited and certified by the auditing officer, as required by RCW 42.24.080, and those expense reimbursement claims certified, as required by RCW 42.24.090, are approved for payment as follows: Payroll vouchers 72804549-72804588 in the amount of \$4,552,172.44; General Fund voucher numbers 72212472-72212617 in the amount of \$2,149,462.50; Capital Projects Fund voucher numbers 72011662-72011699 in the amount of \$3,823,031.26; ASB Fund voucher numbers 72440936-72440988 in the amount of \$117,302.33; Transportation-Vehicle Fund voucher numbers 0-0 in the amount of \$0 and Private Purpose Trust Fund voucher numbers 72700511-72700511 in the amount of \$742.73.
- Contracts: Houston Craft, Shauna M. Guinn, JoAnna Rockwood, Olga Caffee, Logan Hyer-Long, Soliant Health, Erika Dall, Levi Echman, Kelly Heagerty, Jana Heinrichs, Nicole Morrow, Tracey Olson, Paula Perryman, Brittany Swaner, Capital Business Machines, Centralia College, Laura Barnowski, Music Theatre International, ESD 113, Evergreen Christian Community, Mindsteps, Northwest Educational Development, Heartland Payment Solutions, Alek Gayton, Brenty Bryant, WB Hopkins, Lisa Wenham Design.
- Capital Projects Change Orders: #24 for Bush Middle School, #24 for Tumwater Middle School, #4 for East Olympia School and #17 for Littlerock Elementary School.
- Capital Projects BMS Stormwater Performance Agreement
- Capital Projects Contracts: New Market Skills Center Boiler Replacement
- Donation Acceptance: THE PTA donating \$2525 in the form of teacher grants; Arle Seaton donating \$500 to THE 4th grade to see the movie Wonder; Chad Stoker donating \$3000 to THE for robotics kits; Ian Edlund of String Instrument Specialists donating five violens to the TSD music program.

Action Items

- TOPA Contract Approval: Beth talked about the process and the changes, such as professional development and pay to cover when they are called in outside of contracted work days. John thanked Beth and Rosemary for their work. Kim Reykdal/Rita Luce, M.S. Motion passed unanimously.
- 2nd Reading, Revisions to Policy 3115- Homeless Students: Enrollment Rights and Services: John Bash presented on this topic. Updates are related to changes in ESSA. Melissa Beard/Kim Reykdal, M.S.. Motion passed unanimously.
- Resolution 04-17-18, Local Agency Authorizing Resolution: Mitch Thompson presented this item. Janine Ward/Rita Luce. Motion passed unanimously.
- Resolution 05-17-18, Signature Authority for the Tumwater Hill Elementary Modernization Project: Mel Murray presented this topic.
- Resolution 06-17-18, Certifying the Tumwater Hill Elementary Modernization Project Will Not Create or Aggravate Racial Imbalance: Mel Murray presented this topic.
- Resolution 07-17-18, Adoption of the Hazard Mitigation Plan: Mel Murray presented this topic.
- Resolution 08-17-18, Approval of Educational Specifications for the Tumwater Hill Elementary modernization Project: Mel Murray presented this topic.
- East Olympia Elementary Surplus: Beth Scouller presented this topic.

Other Business

- 1st Reading, Revisions to Policy 5103, Sexual Harassment: Beth Scouller presented this topic.

Superintendent's Report

- **Superintendent's Remarks:** John introduced Ava Underwood from the Black Alliance of Thurston County and shared that the meeting with social studies teachers was developed for U.S. History teachers who teach the civil war and is just the first of many meetings. Dr. Karen Johnson has agreed to facilitate forums, with more details to come. He also noted that planning is underway for student engagement at BMS addressing this issue. Mr. Bash emphasized that the manner in which we go about engaging in these conversations, which can be uncomfortable, must be mutually respectful, civil and free of personal attacks. He reported that some of the individuals wanting to be involved have chosen to engage in a disrespectful manner which includes misrepresentation and personal attacks. He explained that he will continue to protect staff from this conduct and, at the same time, continue working with the district's collaborative partners to plan our future equity and diversity initiatives. He acknowledged that there is a lot of work to be done in Tumwater on these issues this work will engage a wide cross-section of stakeholders, not just two or three people. Kim expressed the opportunities coming up with MLK and Black History Month. John shared that some planning for this is already in the pipeline, particularly for Black History Month. Specifically a travelling museum recommended by Caprice Hollins. He agrees that some more specific things need to happen at BMS. Folks that want to be involved will have the opportunity as long as the behavior is respectful, collaborative, civil and free of personal attacks. He invited suggestions from Board members and indicated that once a plan is in place, Board involvement would be appreciated by the public. John shared that he felt the picture painted of him by a few individuals focused on this incident has been negative and unfair. He stated that those who know him also know that he wants every child and parent to feel valued, respected and included in our district. He expressed appreciation to the Board for their support in addressing this matter and he looks forward to the important work that lies ahead.

Jane Rizika was appointed to serve on the Washington State Library Council and he wanted to recognize her for this amazing opportunity. The new signs down at the garden are up, including the FRESH sign. The holiday program served 559 students and 219 needy families this year...an all time high. Christy Upton and Heather Cserni worked very hard on this and will be looking at a new model because the program continues to grow each year. Scott Cutler's Aviation program at BHHS is the topic on Thurston Talk today. The WSSDA Legislative conference will be on January 28th and 29th with Jasmine Ploettner will be attending with the Board. John will be providing an update to the Board on the equity and diversity planning work at the January 11th Board meeting. He wrapped up with the winter break schedule for the school buildings and DO.

Thanks to Jennifer Gould for her help with he and Kim with a WSSDA presentation. Meagan Darrow along with Jeff Broome and John will be working with Pasco and Highline districts from WA to meet with 6 other districts from Nevada and Pennsylvania to develop a national project promoting the Community Schools initiative nation-wide through the American Association of School Administrators and The Communities in Schools Organization.

Tammy Shultz will be doing some community outreach across the district.

Board Member Comments

- **Janine Ward:** She thinks that Tumwater has a wonderful superintendent and staff. We will move forward with grace and positive outcomes. She commends everyone because it has been a bumpy road this month.

- Melissa Beard: She thanked John for all his hard work. She has the utmost respect and trust in him and is glad he is here.
- Rita Luce: There are so many holiday events going on right now where the students get to interact with the public, which she feels is a positive thing.
- Kim Reykdal: She attended the WSSDA conference and there was discussion between her and Melissa that those to who participate should share information with the board members who do not attend. She talked about the poverty training as being great and it reminded her, as tonight did, that there are so many ways in which people experience the world. She is excited for the opportunity for growth and development. Kids are individuals and unique and we all need to try to understand each other's truth. She has been a little laid up lately (broken bones) and is now more appreciative of her health.
- Jay Wood: He attended the retired teachers luncheon and enjoyed a performance by the jazz band from NTPS. COLA was the main topic of discussion. He and John went to a Chamber of Commerce celebration, with a silent auction. He wrapped up by saying that while we may have hit a crisis here in Tumwater, we can and will get better. He deeply appreciates all the extra work that John has put into this matter.

With no further business coming before the Board, the meeting adjourned at 9:00pm

Recorded by:
Tami L. Collins

Signed this 11th day of January, 2018.

Board Member

Board Secretary