

**Tumwater School District
School Board Meeting Minutes**

District Office
621 Linwood Avenue SW
Tumwater, WA 98512
June 21, 2018

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

Excused Board Members: Janine Ward

Staff Members Present: John Bash, Tami Collins, Mel Murray, Beth Scouller, Laurie Wiedenmeyer, Jim Brittain, Tammie Jensen-Tabor

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

Agenda Discussion/Approval

- Agenda Changes: John Bash stated that there are no changes to the agenda as previously published. **Rita Luce/Melissa Beard, Moved/Second to approve the agenda as presented. The motion passed unanimously.**

Approval of Minutes

- **Kim Reykdal/Melissa Beard, M/S to approve the minutes from the May 24, 2018 meeting as presented. The motion passed unanimously.**

Business/Financial

- 2017/2018 Budget Update: John Bash presented.
- 2018/2019 Budget Planning Update: John Bash presented. He began by recognizing Jim Brittain, who will be starting with Tumwater on July 1, 2018. He shared the 2018-19 budget survey results. We continue to hover around 300 participants, including parents, employees, etc. Counseling Support and Guidance as well as Safety and Security are rated high, as far as importance. He talked about some planning, including the increase in K-3 staffing, behavioral support paras, safety upgrades/projects and a pilot transition kindergarten planning at Black Lake Elementary in an attempt to help kids be ready to start kindergarten. There will be a full boundary review next year, at the elementary level. He gave a reminder of the budget planning parameters, that the Board gave to him and are shared with voters. He talked a bit about some state salary emerging questions and public information. He compared Tumwater with Mossyrock because of recent social media posts comparing Mossyrock with Tumwater. According to the Mossyrock superintendent, the increases that their teachers will be receiving represents their attempt to catch up with other districts, like Tumwater. He noted that there is an error in his slide, that shows that Tumwater teachers receive 12 additional paid days but Tumwater teachers actually received 33.5 additional paid days in 2017-18. (This slide was

corrected following the meeting). He discussed the inequitable state funding and gave three examples, including the Everett School District that will receive 24% more teacher salary funding compared to Tumwater. Based on OSPI projections, by 2019, 95% of the districts in the State will receive more money per student than Tumwater and the state's method for funding has very little to do with the actual cost of housing in any region. He noted that this is unfair to the staff, students and parents in Tumwater.

- Capital Projects Report: Mel Murray presented. School was out on Tuesday and by Wednesday, 30 projects were put in to motion. He shared information about all the projects going on around the district.

Special Recognition

- Jasmine Ploetter: John Bash started by thanking Jasmine for representing the student body by always being prepared and participating in many events outside of the standard board meetings. Melissa Beard presented Jasmine with a certificate, honoring her time on the Board.
- Susan Larson: Although she was not able to be presented, Jim Anderson shared some details about the video put together by Susan Larson.

Policy Update

- Equity Policy Input Themes: John began by thanking Dr. Karen Johnson for all of her time and guidance throughout this process. He shared some of the graduation, discipline and attendance data, across the State, which is the *WHY* of this policy work process. The survey results were reviewed and categorized by Tami Collins, Lisa Alonzo and Michelle Napoleon. He shared some of the observations made by these three people as well as the results.

John outlined the School Board policy development process, including 1st readings, 2nd readings and adoption and procedure development by the Superintendent. He asked to Board to let him know what they wanted their next steps to be on this particular policy. It was suggested that it could be on the agenda for the July workshop. If any members have feedback, please contact him.

John introduced Dr. Karen Johnson. She pointed out that she coincidentally wore red tonight and is in support of our teachers and wants them to work to help the Superintendent speak out to law-makers regarding the inequities occurring in our State. She quoted Dr. Seuss' 'Oh the places you will go' and John F. Kennedy in speaking about the work that the Board is doing.

Public Comment

- Agenda and Non-Agenda Items: Tami Collins stated there are 12 people signed up to address the Board.

Jon Pettit: Is a parent of a THS student. He wants to speak on the Ensuring Education and Racial Equity policy. He has one son who qualifies as a person of color. He has another child, who is not. His two children have not ever experienced or seen racism. He wants the Board to share specifics, such as all the students who have been victims of racism. He wants the Board to table this policy until there is a completely revamped document, not simply adjust this one.

Tim Voie: Speaking regarding contract negotiations. TEA members are in attendance tonight to have the Board understand the issues that are important to them. Class size is the first concern and he shared some data provided by OSPI regarding class size across the state. Fair compensation is the next issue and he claims that the TSD is receiving an over 18% increase in funding. He stated that he didn't think that the District should be comparing to Mossyrock. He listed districts that are not receiving any regionalization money but giving increases. The third issue is staff and student safety. Students are showing violent and aggressive behaviors, more frequently. Students are suffering because of evacuations and the learning stops. Students and teachers are stressed.

Tony Griego: His pronouns are he/him. He is in support of this policy and frustrated to hear the lack of enthusiasm. The definitions in the policy are commonly used in an educational setting. He doesn't want to blame a kindergartener for things they learned at home but wants teachers to be ready to have these discussions.

Heather Alexander: She agrees with the definition of racism. She spoke about her grandfather, who helped to negotiate slaves after the war. Those who were freed asking to have a parade and although many objected, her grandfather gave permission. He was invited to celebrate with them and was presented the flag that was made by the freed women. It has been passed down to her family and now returned to the town where it was created. Black and white people celebrated together. There is not racism in the Tumwater School District. She will not vote for future levies if this policy is passed.

Sara Klein: They are frustrated that John Bash just received another raise of 8%-9% and they have not received anything. She loves her school and loves her principal. She would love to stay in Tumwater but if there are positions paying more in other districts, she will be searching elsewhere.

Jay Wood responded to the false claim that Superintendent Bash has received a raise of 8%-9% by stating that is not correct and that there will be no raise provided while there is an unsettled contract.

Rhonda Crawford: She has been a teacher in the district for over 25 years. She feels the district is not providing a professional wage and the lower class sizes. She read a letter from Tina Schmidt, who is resigning. Tina stated that she became frustrated, underutilized and unsupported over this past year. She claims she shared her frustrations with John Bash and Chris Woods and they were dismissed.

Tyler Nelsen: His daughter brought him the draft of the policy. He was disturbed. Racism happens between all races.

Amanda Egan: She spoke to the fact that someone showed up in class to say that the owners needed to vacate due to rent not being paid. NMSC says they are not responsible to ensure rent is paid. It is the business owner. The new school is downtown near a tattoo parlor and a tavern.

Sherri White: She has been in the district for nine years. Life Skills teachers have all left the district due to low pay and lack of support from the district office.

Consent Agenda

- Rita Luce/Melissa Beard, M.S., to approve the Consent Agenda as presented. The Consent Agenda was approved as follows:

- Employment:

Tabatha Lofland	SpEd ParaPro	THE	Continuing 2018/2019	TAP
Corey Fleischer	SLP	DO	Continuing 2018/2019	TEA
Shelby Albert	Learning Assistant	NMHS	Summer program	NMSC
Madeline Brooke	Learning Assistant (FRESH Counselor)	NMSC	Summer program	NMSC
Lori McCracken	Lifeskills Teacher	BMS	Continuing 2018/2019	TEA
Debbie Daniels	Teacher	SO/NMSC	Continuing 2018/2019	TEA
Amelia Lyman	Physical Therapist	DO	Continuing 2018/2019	TEA
Casey Rouse	Teacher	EOE	1 Year Only 2018/2019	TEA
Jennifer Mettler	Teacher	EOE	1 Year Only 2018/2019	TEA
Michelle Feist	Teacher	EOE	Continuing 2018/2019	TEA
Megan Decker	Teacher	THE	1 Year Only 2018/2019	TEA
Natalie Fillippone	ParaPro	PGS	Continuing 2018/2019	TAP
Mark Prince	ParaPro	BHHS	Temporary	TAP
Nadia Carrasco	ParaPro	BHHS	Continuing 2018/2019	TAP
Heather Mueller	Teacher	BLE	Continuing 2018/2019	TEA
Kristen Olson	Teacher	BLE	Continuing 2018/2019	TEA
Alaura Caton	Teacher	MTS	Continuing 2018/2019	TEA
Kyle Fiala	Transportation Supervisor	Transportation	Effective 7/2/2018	Admin
Nicole Jones	ParaPro	LRE	Continuing 2018/19	TAP

- Adjusted Employment:

Stephanie Pedigo	ParaPro	BLE	Continuing 2018/2019	TAP
Lisa Hopkins	ParaPro	BLE	Continuing 2018/2019	TAP
Angela Foresta	Health Room ParaPro	LRE	Continuing 2018/2019	TAP
Andrew Caffey	Learning Assistant (FRESH Counselor)	NMSC	Summer program	NMSC
Lindella Brasche	Teacher	MTS	Continuing	TEA
Desiree Finnell	ParaPro	BHHS	1 year only for 2018/19	TAP
Kristin Jones	ParaPro	PGS	Continuing 2018/2019	TAP
Ian Forster	ParaPro	PGS	Continuing 2018/2019	TAP
Richelle Marshall	ParaPro	LRE	Continuing 2018/2019	TAP
Reid Hosford	ParaPro	LRE	Continuing 2018/2019	TAP

Kiersten Smith	ParaPro	LRE	Continuing 2018/2019	TAP
Ashley Strobl	ParaPro	LRE	Continuing 2018/2019	TAP
Jennifer Wilbur	ParaPro	EOE	1 year only for 2018/19	TAP
Kristy Boyd	Teacher	BLE	Continuing 2018/2019	TEA
Virginia (Jade) Williams	Instructor Prof. Medical Careers	NMSC	Continuing .8 FTE 2018-19	NMSC
Laurence O'Neal	Substitute Bus Para	Transportation	Substitute	TAP
Megan Hatcher	Substitute Bus Para	Transportation	Substitute	TAP

➤ Resignation:

Mary Pilon	Teacher	BHHS	Effective at the end of the 2017/2018 school year	TEA
Jordan Kellogg	Administrative Secretary	NM	Effective June 22, 2018	NM Class
Casey Thorpe	Campus Supervisor/ParaPro	BMS	Effective at the end of the 2017/2018 school year	Non Rep/TAP
Lesa Kimbrel	ParaPro	THS	Effective June 19, 2018	TAP
Tina Schmidt	TOSA	DO	Effective at the end of the 2017/2018 school year	TEA
Jennifer Clark	Teacher	BLE	Effective at the end of the 2017/2018 school year	TEA
Gabrielle Taheri	Teacher	MTS	Effective at the end of the 2017/2018 school year	TEA
Julia Athens	Teacher	THE	Effective at the end of the 2017/2018 school year	TEA

➤ Retirement:

Barbara Chin	ParaPro	THS	Effective June 19, 2018	TAP
Brian Clements	Lead Skilled Grounds	B&G	Effective August 31, 2018	PSE

➤ Co-Curricular:

Courtney Volta	Head Dance Coach	BHHS		NONE
Kristi Martin	Summer School Teacher - Math	THS		NONE
Emma-Kate Schaake	Summer School Teacher - ELA	THS		NONE
Cindy McNeely	Summer School Teacher - Social Studies	THS		NONE
Eric Schlytter	Summer School Instructor - Drones Workshop	NMSC		NONE

Preston Gillihan	Summer School Instructor - Profession Medical Careers	NMSC	NONE
Paul Poston-Barnes	Summer Session I Dean of Students	NMSC	NONE
Julie Hawks	Summer School Teacher - Go 4th	PGS	NONE
Melinda McGill	Summer School Teacher - Go 4th	PGS	NONE
Kelsey Lincoln	Summer School Teacher - Go 4th	PGS	NONE
Barret Daniels	Summer School Teacher	TWEC	NONE
Jason Medina	Summer School Instructor - Automotive Services Tech	NMSC	NONE

➤ Leaves:

Marcy Lunsford	Cook	BHHS	Paid/unpaid family illness leave starting May 22, 2018, returning pending doctor's note
Sonja McCully	ParaPro	BLE	Medical leave starting May 7, 2018 through the end of the 2017-18 school year
Kimberly Randazzo	Teacher	PGS	Unpaid personal leave for the 2018-19 school year
Jeri Denyer	ParaPro	BHHS	Medical leave starting May 29, 2018 through the end of the 2017-18 school year
Sara Crimmins	Impact ParaPro	EOE	Unpaid personal leave beginning May 16, 2018 through May 30, 2018

➤ Other:

Recommend approval of Right Response Advanced Certification, session #72766, for 14 clock hours, taught by Scott Robbins on August 16 and 17, 2018
Recommend approval of Right Response Advanced Recertification, session #72767, for 7 clock hours, taught by Scott Robbins on August 21, 2018 (Admin only)
Recommend approval to reclassify Director of Financial Services (Schedule 08A) to Executive Director of Financial Services

Recommend approval of 2018-2019 salary schedules for Administrators; Principals; Classified Supervisors; and Non-Represented Network Technicians, Managers and District Office Support Staff (Schedules 7, 7A, 8A, 8B, 9, 10, 13, 13A, 15, 18 and 20), effective July 1, 2018
Recommend approval of 2018-2019 salary schedule (21) for TOPA District Office staff on July through June contracts, effective July 1, 2018
Recommend approval to issue Communication Allowances for the 2018-2019 school year
Recommend approval to issue July contracts for the 2018-2019 school year
Recommend approval to issue all summer school contracts for the 2017-2018 school year
Recommend approval to issue National Board stipends for 2017-2018
Recommend approval to issue July contracts for Principals, Administrators, and Supervisors for the 2018-2019 school year
Recommend approval of First Aid and CPR Courses (for TOPA and Health Services Staff), session #72883, for 4 clock hours, taught by George Schoettle on June 20, 2018
Recommend approval of Attendance and Truancy Interventions and Procedures in the Tumwater School District, session #72983, for 3 clock hours, taught by Brian Hardcastle
Recommend approval for David Heywood, BHHS, to teach in area out of his endorsement for the 2017-18 school year
Recommend approval for Tashona Bailey, BLE, to teach in area out of her endorsement for the 2017-18 school year
Recommend approval for Joshua Dube, BMS, to teach in area out of his endorsement for the 2017-18 school year
Recommend approval for Georgia Duff, BMS, to teach in area out of her endorsement for the 2017-18 school year
Recommend approval for Rochelle Rinn, BMS, to teach in area out of her endorsement for the 2017-18 school year
Recommend approval for Michael Anchors, TMS, to teach in area out of his endorsement for the 2017-18 school year
Recommend approval for Cherie Andreassen, TMS, to teach in area out of her endorsement for the 2017-18 school year
Recommend approval for Sondra Bailey, TMS, to teach in area out of her endorsement for the 2017-18 school year
Recommend approval for Rylee Tripp, TMS, to teach in area out of her endorsement for the 2017-18 school year
Recommend approval of Google Certified Educator Level 1, Independent Study, session #73203, for 12 clock hours, taught by Tina Schmidt June 19 - August 31, 2018
Recommend approval of Google Certified Educator Level 2, Independent Study, session #73206, for 10 clock hours, taught by Tina Schmidt on June 19 - August 31, 2018

➤ Corrections:

Christa Williamson, Summer Session II Dean of Students, NMSC (was previously approved as Christa Williams on May 24, 2018 board report)

- 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 0-0 in the amount of \$842,500.47; General Fund voucher numbers 72213419-72213528 in the amount of \$924,567.93; Capital Projects Fund voucher numbers 72011865-72011866 in the amount of \$392,845.76; ASB Fund voucher numbers 72441163-72441206 in the amount of \$94,259.68; Transportation-Vehicle Fund voucher numbers 72900027-72900027 in the amount of \$267,673.86 and Private Purpose Trust Fund voucher numbers 0-0 in the amount of \$578.57.
- Contracts: Saint Martin's University, Karen Mabwa, Black Mesa, Stender Constructin, First-In Training and Education, Eastern Washington University, Caprice Hollins, The Loft, Fosbre Academy of Hair Design, Cherie Felts, Kristina Kwon PhD, Adam Shell Industries, HAAS Enterprises, Top Echelon Contracting, LLC, Kelly W Morgan, GRuB, Joseph Julson, Olympia School District, Red Lion Hotel.
- Capital Projects Change Orders: #10 for the EOE Modernization construction contract; #1 for the EOE security camera system; #2 for the BHHS and BLE Energy Management System Replacements Upgrades.
- Capital Projects Acceptance of Contracts as Complete: TMS and BMS renovations and additions.
- Capital Projects Contract Awards: KBH Construction, BM Electric LLC, KCL Excavating, Custom Security, Daktronics.
- Capital Projects Easement: THE Modernization Easement for new PSE primary power line.

Action Items

- Resolution 16-17-18, Acceptance of Final Commissioning Report for LRE Replacement Project: Mel Murray presented this item. **Melissa Beard/Kim Reykdal, M.S. to approve the Resolution 15-17-18, Tumwater Hill Constructability Review as presented. The motion passed unanimously.**

Superintendent's Report

- Superintendent's Remarks: The Board agreed to extend the July workshop to a later end time.

Board Member Comments

- Rita Luce: There were outstanding speakers at graduation this year. They made you really think and she is so impressed by their wisdom at such a young age.
- Jay Wood: He agreed with Rita's opinion of graduation. He went to Chamber of Commerce this week and talked about fireworks being illegal in Tumwater.
- Melissa Beard: Thanked Tami, Lisa and Michelle for their work on the equity survey results. Graduations were lovely and inspiring. Her daughter just finished her freshman year and she feels supported and appreciated at school. She thanked them for all they do for students.
- Kim Reykdal: Enjoyed the graduations and was pleased to see the biggest SO class size to date. Equity planning through the ESD has been challenging, but worth it and sometimes a pause is good. Her mantra is all kids are our kids. She appreciates everyone who came to speak tonight. She has an incoming freshman and she appreciates her kids' teachers. And thanks to all those who continue to work over the summer.

The regular meeting recessed for executive session at 8:33pm for a short break. The Executive Session began at 8:35pm and was scheduled to last 30 minutes. At 9:05pm, the Executive Session was extended for 10 minutes. Executive Session ended at 9:14pm. The regular meeting re-convened at 9:14pm. With no further business coming before the Board, the regular meeting adjourned at 9:15pm.

Recorded by:
Tami L. Collins

Signed this 12th day of July, 2018.

Board Member

Board Secretary