

**MINUTES**  
**of the Regular Meeting of the Board of Directors**  
**of the ENUMCLAW SCHOOL DISTRICT #216**  
**6:30 p.m., District Office**  
**February 28, 2011**

**I — PRELIMINARY**

**A. Call to Order:**

The regular meeting of the Board of Directors was called to order by Chris VanHoof, President of the Board of Directors, at 6:30 p.m. in the boardroom of the district office.

**B. Pledge of Allegiance:**

Mr. Howell led the pledge of allegiance to the flag.

**C. Roll Call:**

All board members were present.

**D. Minutes:**

Mrs. Merrill moved and Mr. Nickson seconded a motion to approve the minutes of the regular and special board meetings of January 18, 2011, and the special board meeting of January 31, 2011, as printed. Motion carried.

**II — BOARD OF DIRECTORS COMMUNICATIONS**

**A. Board Communications**

Mr. Nickson reported that he and Mr. Nelson attended the WASA Legislative Conference where they were able to meet and have good discussions with our state senators and legislators. The three talking points were: 1. Budgets and the lack of stability (losing \$780,000 from our budget and the potential loss of five K-4 teachers); 2. Local control (state proposes to streamline the administration of education which would eliminate school boards); 3. The impact of budget cuts on students and achievement with the legislators. Mr. Nickson encouraged grassroots involvement in making calls to legislators protesting the cuts to education budgets. He said other issues are getting more attention.

Mr. VanHoof shared that he attended the entrance interview with the state auditors and district staff. He said the auditors would present their district findings at the exit meeting. The auditors stated they like coming to Enumclaw to a nice office and an accommodating staff. This year they are auditing transportation, ASB, open public meetings, and other financial areas.

Mr. VanHoof offered congratulations to the EHS State Wrestling Champions. They have had championship teams three out of the last four years. He commended the team on the fine way in which they represented our community. When Mr. VanHoof attends the WIAA meetings, he

hears that the coach and team are well respected. There will be a parade down Cole Street next Monday, March 7<sup>th</sup>, at 4:30 pm. The team will also attend the March 21<sup>st</sup> board meeting.

Will Holland reported that spring sports started today. He also shared that he and several other students were at the Tacoma Dome to watch the wrestlers and then attended the gymnastics and girls basketball competitions. It was a trifecta! Mr. VanHoof congratulated the girls' gymnastics team for their near miss at a state championship by less than a point.

## **B. Superintendent Report**

Mr. Nelson continued his conversation from last meeting regarding the budget. The district has been hit with retroactive cuts this year. For our system, this is \$330,000 that we were counting on. 85% of the budget goes to staff contracts. We hope this will not continue year after year. As staffing and reserves are considered, will money be taken away next year? As Mr. Nickson stated, legislators are planning for the next biennium. The mantra being shared is, "It is the paramount duty of the state to fund public education, before other things. That's what is constitutional." Class sizes in our elementaries will increase if we lose 5 teachers. These are not small adjustments. Cutting \$2.1 million two years ago and \$1.2 million last year wasn't easy, but we are at the end of where we can reduce. As other districts are put under the microscope, it is difficult to maintain accountability when we are losing the checks and balances because of staff reductions. The results are devastating. The budget is the huge piece. What will happen in the future for capital projects when we need state matching funds as growth occurs in the district. The state is proposing a change in the governance structure by appointing a state secretary of education to replace local control. We need to involve ourselves in these issues and pay close attention to what is happening at the state level.

Mr. Nelson discussed the anomaly today with the weather. While he was in Olympia, he was receiving calls regarding the weather. Mrs. Dahlquist had taken them onto the legislative floor to show them how the process works and staff in Enumclaw was worried as it was snowing hard. The Cabinet had made some decisions by the time Mr. Nelson arrived back in the district. It is very rare that we send students home early but we couldn't predict what was going to happen in three hours. The decision was made to send students home. Parents were very supportive. Mr. Nelson explained that we are trying to be thoughtful and make decisions based on the safety of our students.

The Enumclaw Schools Foundation inaugural Mardi Gras event is Tuesday, March 8<sup>th</sup>. It is a monumental day. The ESF Board is now comprised primarily of community members. He expressed his sincere appreciation to the foundation for getting this event off the ground!

While attending a conference, Mr. Nelson heard speaker Darrell Scott, father of Rachel Scott who was the first student shot at Columbine. Mr. Scott started an organization that works with schools, spreading a message of kindness and the chain reaction it creates. Rachel had written a paper on the importance of being kind just weeks prior to her death. On the back of her dresser, her parents found that Rachel had drawn her hands and wrote that one day her life would impact the world. After the conference, Mr. Nelson received a call from a staff member at Rachel's Challenge. They will be doing a program at KING 5 TV and Mr. Nelson will be attending with six others. White River has implemented the program. One of the key pieces is anti-bullying which is in a policy before the board. He asked that they look through this lens when reviewing the policy this evening.

Mr. VanHoof commented that he saw the school early dismissal posted on the website and received a call from the School Messenger. He thanked staff for making personal phone calls to each home to assure there would be a parent at home when the children arrived.

### **C. High School Update: CORE/Choice**

Mr. Nelson introduced EHS Principal Jill Burnes, and Assistant Principal Paul Iacobazzi who were present to update the board on the impact of the CORE/Choice program.

Mrs. Burnes stated that they were excited to share results of the program. She said they would be sharing what the program is and looking at results from their first semester data. The background of the program was reviewed:

- EHS Mission: Ensuring ALL students meet graduation requirements and ensure all students have access to support enrichment and learning opportunities
- The Three Big Ideas of a Professional Learning Community
- The focus on the last two of the four guiding questions: How will we respond when students don't learn and how will we respond when students already know it?
- One Driving Force: a willingness to do whatever it takes
- Goals: 1) Increase on-time graduation rates; 2) Increase the number of students taking AP courses; 3) Decrease student discipline referrals; and 4) Decrease the number of D's and F's

Mr. Iacobazzi and Mrs. Burnes shared first semester data:

- The number of students taking AP classes has increased from 3% to 16% in 7 years.
- The number of students with D's has decreased 33% and the number of students with F's has decreased 36% over last year.
- Discipline referalls have decreased by 41% overall from last year.
- Other positive results: AP teachers are able to cover more curriculum and have more time for review and testing preparation; several teachers are piloting CORE Plus; small group interventions have been developed; leadership students are working hard to create a culture that recognizes academics, athletics, activities, and ALL students.

At the conclusion of the presentation, the board was thanked for their support. Appreciation was expressed for Friday PLC time and the opportunity to be innovative.

In response to questions from the board, Mr. Iacobazzi stated that he believed the reduction in discipline referalls might be attributed to students being more focused and the relationships between teachers and students. Mrs. Burnes said kids understand that CORE isn't a punishment. Teachers are communicating that they care and won't let students fail. Other thoughts expressed were that staff and students are mutually accountable; grades are being checked more frequently by parents and students; the importance of keeping the "choice" in Choice – wanting choices to be student interest driven; monitoring kids in the Commons; the number of students using the Commons has decreased; library use is up; and students are spending time in their AP and CTE classes. Mrs. Burnes said they are working on developing other Choice options. Mr. Cassell asked how the policy on electronic device usage was being enforced. He feels we are more lax than other schools. On the subject of weighting AP grades, Mr. Parker concurred that it is an illegal practice in public schools.

Mrs. Burnes stated that there will be an AP Parent Night on March 17<sup>th</sup> (Note: since changed to March 22<sup>nd</sup>) at 6:30 p.m. It is for 6<sup>th</sup> – 12<sup>th</sup> grade students and parents to hear about the AP offerings and get detailed information. The meeting will be advertised and a School Messenger

call made. Kathy Ross is taking the lead on the event and will invite students who have taken AP courses and are now in college or are taking their first AP class in high school to share. The percentage of students passing the AP classes was discussed and clarified. Mr. Iacobazzi stated he believes CORE/Choice will improve our passing rates. Mrs. Burnes commented that they are continuing professional development for AP teachers by sending them to the AP Institute. Mr. Cassell said it would be exciting to see the AP scores improve and be able to tie it to CORE/Choice. Mrs. Merrill stated that the higher number of students taking the classes is exciting to see. She asked if students are struggling to pay the AP fees. Mrs. Burnes responded that they are struggling and are finding a way to assist students.

Mr. Nelson asked the board to go back to the August meeting and remember the excited administrators who shared their CORE/Choice plan. It required dedication from staff and trust to allow them to be innovative and bring back results. He stated how proud he is of the work and commitment Mrs. Burnes and Mr. Iacobazzi have made to positively affect students with amazing innovation and results. Mrs. Burnes responded that their phones are ringing with people who want to visit and hear about the program which began in Tumwater. She said there will soon be a network of schools from which to learn and grow.

#### **D. Classified Employee Appreciation**

Mr. Nelson said that the 240+ classified staff members in the district would be honored the week of March 14<sup>th</sup>. Stating that classified staff provides the infrastructure that makes it all work, the staff will be honored with treats during that week. PSE President, Kristin Millard, was introduced and presented with the official proclamation from the board. Mr. Nelson expressed his appreciation to Kristin, who is in the technology department, and the staff. He thanked the classified staff for all they do for our kids and staff.

If you run into a classified staff member, Mr. VanHoof encouraged people to be sure to thank them – whether on the bus, in the office, or around town.

Mr. VanHoof asked if anyone present wished to address the board as a whole to please step forward and state their name and complete an information card for the board secretary. He explained we want to properly record and recognize those who present during the meeting.

### **III — HEARING OF PERSONS DESIRING TO ADDRESS THE BOARD AS A WHOLE**

No one present wished to address the board.

### **IV — ADMINISTRATION/BUSINESS**

#### **A. Payroll and Vouchers:**

Mr. Madden presented the list of top ten expenditures in the district as follows: McKinstry Company LLC; Green River Community College; Muckleshoot Indian Tribe; Toshiba Financial Services; Puget Sound Energy, City of Enumclaw; Food Services of America; Associated Petroleum Products; NW ESD 189; and Speech Connections.

Mrs. Hancock asked if students can attend any community college for Running Start. Mr. Madden responded that they can. The district gets 7% of the funds for these students. He also said he would get the cost per Running Start student as requested.

Mr. Madden shared a list of the local businesses with which the district did business this month. Mr. Cassell said it was nice to see the dollar amount for local business last month as he was able to share it with a local businessman. Mr. Madden said he would have that next month. The district is pleased to support local businesses and purchase their products. Mr. VanHoof reminded the audience that the board receives their packets a week ahead to review and ask any questions regarding the vouchers.

After reviewing all vouchers, Mr. Cassell moved and Mrs. Hancock seconded to approve general fund vouchers in the amount of \$933,849.09; capital projects fund in the amount of \$26,671.29; associated student body fund in the amount of \$35,026.49; transportation fund in the amount of \$570,229.85; and ratification of the general fund payroll warrant for January in the amount of \$2,700,339.21.

Motion carried.

**B. Consent Agenda:**

1. Donation of \$10,000 from the Helac Corporation to 6<sup>th</sup> Grade Camp
2. Donation of \$500 from Boeing (matching gift for Corey Cassell's volunteer time) to EHS
3. Donation of \$2,500 from Southwood PTA to Southwood for purchasing Gizmos science program & training
4. Donation of \$559.87 from Sunrise PTA to Sunrise for classroom enhancements
5. Donation of \$21,609.27 from 6<sup>th</sup> Grade Camp Boosters 2010 to 6<sup>th</sup> Grade Camp 2011
6. Personnel Report

The consent agenda was presented by Mr. VanHoof. He expressed his appreciation for the generous donations. Mrs. Merrill moved and Mr. Nickson seconded to approve the following items on the consent agenda.

1. Donation of \$10,000 from the Helac Corporation to 6<sup>th</sup> Grade Camp
2. Donation of \$500 from Boeing (matching gift for Corey Cassell's volunteer time) to EHS
3. Donation of \$2,500 from Southwood PTA to Southwood for purchasing Gizmos science program & training
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6. Personnel Report

**Certificated:**

- A. Retirements:
  1. Sandra Fitzpatrick, teacher, Black Diamond, effective 6.17.2011
  2. Cindy Strom, teacher, Sunrise, effective 6.17.2011
- B. Leave Request:
  1. Nichole O'Brien, teacher, Sunrise, effective 2011-12 school year

**Classified:**

- A. Resignation:
  1. Karrie Carey, driver, transportation, effective 2.4.2011

- B. Change of Assignment:
  - 1. Jane Zaputil, from paraeducator to ISS paraeducator, Kibler, effective 3.1.2011
- C. New Hire:
  - 1. Eric Robb, driver, transportation, effective 2.7.2011

**Supplemental Contracts:**

- A. New Hire:
  - 1. Austin Rogers, assistant fastpitch coach, EHS, effective 2.28.2011
  - 2. Stephanie Kellogg, assistant track coach, EHS, effective 2.28.2011
  - 3. Abraham Kellogg, assistant track coach, EHS, effective 2.28.2011
  - 4. Patrick Thomas, assistant track coach, EHS, effective 2.28.2011
- B. Rehire:
  - 1. Mike Sando, assistant track coach, EHS, effective 2.28.2011

Motion carried.

**C. Second Reading:**

Policy 4215: Use of Tobacco on School Property

Mr. Nelson stated that this is the second reading for Policy 4215 and reviewed the changes. He recommended board approval of this policy.

Mr. Nickson moved to accept Policy 4215: Use of Tobacco on School Property. Mrs. Hancock seconded. A short discussion followed. Motion carried.

**D. First Reading:**

Policy 3207: Prohibition of Discrimination, Harassment, Intimidation, and Bullying

Mr. Nelson stated this is first reading for this policy. As a school system, it is a very important policy. This policy includes major changes and includes four keys areas: do we have something in place for prevention, intervention, retaliation, and who is our compliance officer. The policy adds clarity on what we want our culture to be and updates key language. This is a policy that can be used in hearings and when talking to parents who have a struggling student. It is important to have clear guidelines and this language is from WSSDA. Mr. Parker reviewed the policy with Mr. Nelson and they are comfortable bringing this language to the board. Mr. Nickson said he can see the intention of the policy and the strength is in prevention and intervention. Mr. Nelson stated that the policy will open conversations with our principals once the board sets the vision. Mrs. Burnes, Mr. Rabb and Mrs. Callison have committed to attend the Rachel's Challenge presentation with Mr. Nelson. The personalization at the high school will help students feel they can share their concerns. Mr. Nickson commented that whatever the board determines for policy needs to go to the staff to set the expectation. Mr. Nelson said that this will be implemented systemically to get the message out to administrators and help students who feel they are being bullied to navigate the system and get support. Mr. Parker added that he has been thinking about the prevention piece since meeting with Mike and how that could be implemented along with Rachel's Challenge. He would like to infuse the strategies in health classes, with elementary counselors, and in middle school PE and health programs. Mr. VanHoof commented that this is a hot topic. Articles regarding bullying are often in the E-clippings he receives. He was glad to see the district taking action on this. Mrs. Hancock asked about having to designate a compliance officer by August 1, 2011. Mr. Nelson acknowledged

that we are required to do that. She also recommended some changes to the language. Mrs. Aaby will make the changes and send them out to the board. They will determine whether they want this policy on the agenda for second reading as information or for action.

**E. Resolution # 960: Interlocal Agreement with ESD #112 for Services Related to School Facilities and Operations**

Mr. Madden stated that Mrs. Lockyer, Mr. Marlow and he met with the ESD #112 Construction Services Group to discuss the infrastructure throughout the district and their services as related to that. Rather than have to go out for a bid process, we can go through the ESD and they will provide the services for us. A number of years ago, this same group was hired to help us in the hiring of an architect. It is their area of expertise and they have given us an idea of the costs for the infrastructure. It is a good option for small districts to use ESDs as it saves money. Mrs. Lockyer added that she worked for ESD #112 and agreed that this is the option that is most beneficial to us. Mr. Nickson asked how much time would be saved. Mrs. Lockyer responded that is the expertise of the engineers that is the necessary part, not the time involved. Mr. Madden added that this is the only ESD that has the Construction Services Group. Mr. VanHoof asked if all of the buildings require infrastructure. Mrs. Lockyer responded that they do and there is a huge range of needs in the buildings. Mrs. Hancock asked what the budget amount is. Mr. Madden said it is \$36,000. The necessary work will go out to bid or small services will be used.

Mr. Nickson moved and Mr. Cassell seconded to approve Resolution # 960: Interlocal Agreement with ESD #112 for Services Related to School Facilities and Operations. Motion carried.

**F. General Fund Report:**

Mr. Madden presented the general fund report. 38.37% of the 2010-11 budget has been expended with 41.36% of revenues received. He added that the budget funds are a moving target this year with \$330,000 in cuts. Important decisions will have to be made, depending on the final state budget. Mr. Nickson asked how the budget cuts will show. Mr. Madden said the funds will be taken out over the next months. No board action is required to change the budget. He stated that he doesn't anticipate having to freeze spending, but it could happen.

Mr. Madden shared graphs to show the revenue and expenditure comparisons.

The beginning of the year fund balance was \$5,149,683.97. Total resources available: \$22,732,123.25. Expenditures to date: \$17,012,219.46. Transfer amount to debt service for energy: \$42,800.00; grant carry-over: \$200,000.00; inventory: \$30,000.00; unreserved designated: \$294,000.00; reserve of 5% per board policy: \$2,216,844.00; and unreserved contingency: \$350,000.00. Unreserved ending fund balance: \$2,564,914.87.

Capital Projects beginning fund balance was \$795,724.49 with an ending balance of \$1,093,261.87.

The Debt Service Fund beginning fund balance was \$3,087,873.87 with an ending balance of \$2,071,292.61.

ASB Fund beginning fund balance was \$235,602.06 with an ending balance of \$438,718.44.

Transportation Fund beginning fund balance was \$628,516.46 with an ending balance of \$398,557.98.

Mr. VanHoof asked Mr. Nelson if an executive session was necessary. Mr. Nelson stated that he would need a 10-minute executive session for the purpose of discussing real estate acquisition. No action would be taken. Mr. VanHoof announced the board would take a 5-minute break before moving to executive session at 8:25 p.m. and would reconvene at 8:35 p.m.

#### **V — EXECUTIVE SESSION**

The board came out of executive session at 8:35 p.m. to extend their session for 10 minutes. The board returned to open session at 8:45 p.m. No action was taken.

#### **VI — BOARD PROCESS DEBRIEF**

The board debriefed the meeting.

#### **VII — ADJOURNMENT**

This meeting adjourned at 8:55 p.m.

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President, Board of Directors

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Secretary, Board of Directors