

MINUTES
of the Regular Meeting of the Board of Directors
of the ENUMCLAW SCHOOL DISTRICT #216
7:00 p.m., District Office
March 16, 2009

I — PRELIMINARY

A. Call to Order:

The regular meeting of the Board of Directors was called to order by Cathy Dahlquist, President of the Board of Directors, at 6:59 p.m. in the boardroom of the district office.

B. Pledge of Allegiance:

Nolan Bailey, Enumclaw Middle School student, led the pledge of allegiance to the flag.

C. Roll Call:

All board members were present.

D. Minutes:

Mrs. Merrill moved and Mr. VanHoof seconded a motion to approve the minutes of the regular board meeting of February 23, 2009 and the special board meeting March 9, 2009 as printed. Motion carried.

II — BOARD OF DIRECTORS/COMMUNICATIONS

A. Board Communications:

Mrs. Merrill was excited to share how much she enjoyed the high school's fantastic production of *Titanic*. She encouraged everyone to attend and said one hundred students were involved in the production. Mr. Cassell added that he will go to another performance to see the cow!

Mr. VanHoof stated that he had attended a WIAA meeting in Fife. The discussion was about sportsmanship. He congratulated our high school athletes on their great season and thanked the parents and community for their support of our teams. Mr. VanHoof said the athletes represented Enumclaw well.

Mr. Weyer has been doing research on the energy bill which is around \$500,000 per year for our district. He requested that staff be mindful of conserving energy and turning out lights when rooms are uninhabited. He added that a teacher's job might be saved by conserving energy. Mr. Weyer also stated that the board will be holding its annual retreat on April 17th. Strategic goals will be developed for the coming year. He asked those who have ideas regarding goals and objectives to email board members.

B. Enumclaw Middle School:

Mrs. Dahlquist introduced Enumclaw Middle School Principal, Steve Rabb. Mr. Rabb shared that he was here to celebrate middle school and shared a bit of history regarding the beginning of middle schools. The Carnegie Report distinguished that providing for the needs of middle school students is a unique responsibility. The discipline-based structure wasn't working but finding the balance between providing a safe and nurturing haven for students and maintaining academic rigor to prepare students for high school was a challenge. During the middle level years, students transition from childhood to adulthood. Systems are necessary that are developmentally responsive and combine the best of academic rigor. Over the last ten years, the middle school has worked to capture the essence of this report and Mr. Rabb is proud of the work that has been done. The number one recommendation is to have adults in the building that understand these students. On that note, Mr. Rabb introduced Dr. Brian Patrick, Dean of Students, who is a nice fit at the middle school. Dealing with discipline matters, Mr. Rabb said that Dr. Patrick understands the underlying reasons for behaviors which makes him very effective in working with students. Mr. Rabb next introduced EMS counselor, Ms. Erika Gonzales, who has worked at middle schools for her ten year career. She understands middle school so well, from negotiating conversations between parents/children, playing games with students to get to know them, to showing compassion by walking to and from school with a new student. Mr. Rabb said going above and beyond is part of who they are. People make a great school. Ms. Gonzalez shared that she is passionate about this amazing time when children move to being a young adult. Everything about the student is in flux – bodies, emotions, relationships and developing values. She shared that the middle school has implemented a Peer Mediation program and has trained 6th through 8th grade mediators to participate. Ms. Gonzalez shared that the students help put out fires and it provides students with the tools to promote peaceful conflict management – skills they will carry through life. She introduced peer mediators Matteo Molieri, Nolan Bailey, Kennedy Burnes, Jessica Snoen and Shay Larsen. Dr. Patrick shared that Ms. Gonzales did research on peer mediation programs and then attended the training. He stated that they depend upon these students as mediators and this is the difference between learning versus teaching. Students learn how to be mediators and then teach others. Each of the poised students then articulately shared different aspects of peer mediation, from the qualities required to be a good mediator, to why the program is successful. They also shared the components of the training program and the practical application of what they learned. The students concluded their presentation by stating that they are mini-counselors who help others solve problems, agree to a solution, and sign a contract.

Mrs. Dahlquist asked how they were chosen to participate. Students go through an application process and then, because there were so many qualified applicants, they used a blind drawing. Mrs. Merrill asked if the students use their skills at home. Jessica responded that it makes it easier to deal with conflict. Mr. Cassell asked if the mediation process is making a difference. Kennedy replied that it does make a difference and if a problem continues, students can come back to them. Nolan stated that they generally aren't dealing with big problems, but misunderstandings. Mr. Cassell applauded the students for bringing their peers face-to-face to solve problems and said, things change when people talk. Dr. Patrick shared that the mediators aren't involved in discipline issues although after a student has been disciplined, students may have a peer mediation. He concluded that they are building capacity and assisting students in developing skills to solve their own problems.

C. Superintendent's Report:

Mr. Nelson stated that he would be presenting an update based on the community meeting and moving forward with the K-12 Late Arrival proposal. He wanted to share back-up information that the board received in their packets and he felt would be good for the audience to see. Mr. Nelson used a PowerPoint presentation to take people through the steps of the K-12 Late Arrival process. He began by sharing the original proposal and the input received at the community meeting from both staff and community members. The remainder of the presentation included the modified proposal which changed the staff collaboration time to Friday afternoons for 75 minutes at all schools. Mr. Nelson also shared the impact of budget reductions on staff collaboration and data that showed how districts of equal size were implementing staff collaboration time. Supporting literature and research were cited along with high school WASL data showing improvements with the implementation of late arrivals at EHS. The positive impact of collaboration time on classroom instruction and student achievement was stressed. Mr. Nelson concluded his presentation with the modified proposal which was on Friday afternoons for 75 minutes district-wide.

D. 2009 - 10 Budget Update:

Mr. Nelson stated that the Budget Update presentation was viewed by the board at their board work study meeting. A letter was sent home with all students and was embedded in the *Connection* in the Courier Herald. He wanted to share the same information on camera and before the audience. Mr. Nelson stated that it is the paramount duty of the state to fund K-12 education. He said that the current budget for 2008-09 is stabilized and we are feeling good about that. Unfortunately, projected enrollment for next year is down 70-100 students. The budget shortfall at the state level is devastating. At the beginning of state budget discussions, a \$3 billion shortfall was projected and has grown to \$9-10 billion. The state's general fund pays for public education. Less and less money is being allocated. This is key to the reason districts are struggling financially. The Federal American Recovery and Reinvestment Act signed by President Obama will include Title One and IDEA money for states but no one knows how that will flow from the state level to school districts or what the requirements will be for the funding. When staff and community were asked to share their thoughts on budget reduction, Mr. Nelson received more responses to this question than any other. The reductions in our system are as follows:

- K-12 System: \$1,354,950
 - These reductions include: moving back to ½ day kindergarten (full-day was funded by I-728 money which has received significant cuts. District is moving forward with fee-based full-day program); classified staff reductions; eliminating 6th grade camp and the elementary swim program; move to .5 counseling program at elementary; eliminating TOSA positions at EHS; Literacy Camp (self-sustaining with grant monies); increased staffing formula 6-12; Athletic Director at EHS (Mr. Tubbs has done a great job for many years. Moving these duties to the four person administrative team); reduction of 6-12 SIC monies; shifting CTE monies to cover administration responsibilities of program.
- System Administration: \$337,300
 - Reductions to all system administration departments; Superintendent contract 2 days; 9-12 late arrival; Leadership Team advance and opening day adjustments.
- Aligning Staff with Enrollment and Program: \$318,200

- 2.2 FTE; Grant in-directs; system athletics (thinking strategically and aligning with others in league); PE/music schedules (aligning staffing with enrollment – not eliminating programs).

This information has been communicated in as many ways as possible with meetings in each of the buildings, a parent letter, *Connections* newsletter, and on the website. Next steps will be to watch for the budget forecast from the state and then the actual budget from our legislature. District office will collaborate with EEA and PSE to try to minimize the impact on staff. In the past, the district has been able to balance staffing issues with attrition (people leaving or retiring). That is not happening this year. Mr. Nelson feels a moral obligation to notify staff of changes as soon as possible. Every staff member at-risk has been contacted. We do not want to lose good people. A Community Meeting to discuss the budget will be held March 24, 2009 in the EHS Library at 6:30 p.m.

Mrs. Dahlquist asked board members if they wished to add anything at the end of Mr. Nelson's presentation. Mr. Cassell stated this has been very painful as the reductions touch programs and people that are dear to our hearts. It is difficult knowing we may not get them back for awhile. It has not been an easy process.

Mrs. Dahlquist asked if anyone present wished to address the board as a whole. She clarified the procedures for this portion of the meeting, stating that those who wished to share need to come to the front, state their names and limit their remarks to three minutes. She reminded everyone that the board does not comment and asked everyone to be respectful, and as the middle school peer mediators shared, be active listeners. Mrs. Dahlquist assured the audience that the board cares about their thoughts.

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

Mr. Ian Nissen introduced himself and stated that he has a problem with late arrival. He shared that he had researched collaboration and felt if it is not a requirement, maybe the high school should go to school full days and reduce the added bus routes.

Mrs. Lu Blair, mother of eleven children, said that she knows Mr. Nelson and how difficult the decisions are to make. She believes that children are always the number one concern in his decision making and sometimes we have to slim back. Mrs. Blair stated that sometimes in order to have a breakthrough, you have to have a breakdown. She commended the board for making the children the priority and thanked them for making hard decisions. Mrs. Blair concluded by assuring the board that the people in the community are supportive and that she is grateful to be a part of this district and community.

Mrs. Diana Perry, mother of two students at Black Diamond Elementary, thanked Mr. Nelson for sharing the statistics. She was very happy to get to hear the specifics on the early dismissal proposal and believe the kids are our future, anyone of whom could be a future president! Mrs. Perry appreciated the open meeting and commended the superintendent for sharing information.

Mrs. Judith Puzon, a working mother of two small children, shared that she would like to request that the district reconsider the Friday early dismissal and change it to Wednesday morning so that staff are fresh and receive maximum benefit from the collaboration time. She said it is not about her and her children, she would make Wednesday morning work because it is the smart choice. People are tired by Friday afternoon.

IV — ADMINISTRATION/BUSINESS

A. Payroll and Vouchers:

Mr. Stocker presented the list of top ten expenditures in the district as follows: Puget Sound Energy; White River School District, City of Enumclaw; Food Services of America; K & L Gates; Muckleshoot Indian Tribe; Toshiba America Business Solutions; Overlake Hospital Medical Center; Micro Computer Systems, and Solution Tree, Inc. Fuel costs were down \$3,000 this month from last year.

After reviewing all vouchers, Mr. VanHoof moved and Mr. Weyer seconded to approve payroll and general fund vouchers #44834 through #45013 in the amount of \$494,508.98; associated student body fund vouchers #19444 through #19499 in the amount of \$56,873.85; and ratification of the general fund payroll warrant issue for February in the amount of \$2,899,487.90.

B. Consent Agenda:

1. Donation of \$1,000 from Gateway Concert Band to EMS and EHS music programs
2. Donation of \$5,000 from Enumclaw Rotary Club to EHS Choir program for sound shells
3. Donation of \$1,223.92 from Westwood PTA to Westwood for a document camera
4. Personnel Report

The consent agenda was presented by Mrs. Dahlquist.

With gratefulness and appreciation for all the gifts our district receives, Mr. Cassell moved and Mrs. Merrill seconded a motion to approve the following items on the consent agenda:

1. Donation of \$1,000 from Gateway Concert Band to EMS and EHS music programs
2. Donation of \$5,000 from Enumclaw Rotary Club to EHS Choir program for sound shells
3. Donation of \$1,223.92 from Westwood PTA to Westwood for a document camera
4. Personnel Report

Employment with the district will be conditional upon the district's receipt of a criminal conviction history record that is clear of any convictions, adjudications, protective orders, final decisions or criminal charges in accordance with Washington State Law.

Classified:

A. New Employees:

1. Ruth Vesey, health room professional, Westwood, effective 3.2.2009
2. Kristine Sharick, kitchen assistant, Black Diamond, effective 2.27.2009
3. Annette Vranizan, office manager, Westwood, effective 3.1.2009

B. Transfer:

1. Marina Koch, health room professional, from Westwood to TMMS, effective 3.3.2009

Supplemental:

A. Resignation:

1. Jodie Maras, assistant volleyball coach, EMS, effective fall 2009

B. Rehire:

1. Bob Averill, head girls water polo, EHS, effective 3.1.2009

C. New Hire:

1. Tim Bartholomew, assistant fastpitch coach, EHS, effective 3.1.2009
2. Todd Moser, assistant fastpitch coach, EHS, effective 3.1.2009
3. Mike Eckart, assistant fastpitch coach, EHS, effective 3.1.2009
4. Kenneth DeMan, assistant water polo coach, EHS, 3.1.2009

Mrs. Dahlquist called for questions. Mrs. Merrill asked if enough money had come in to purchase the sound shells at the high school. Funding has been received to make the purchase. Mrs. Dahlquist expressed her gratitude for the gifts to our district. Motion carried.

C. K-12 Late Arrival:

Mr. Cassell moved that the board approve a K-12, one hour, early dismissal time on Friday afternoons. Mrs. Merrill seconded. Mrs. Dahlquist called for questions. Mr. Cassell stated that his motion was a different proposal from the 75 minute early dismissal that had been originally proposed. Defending his proposal, he stated the schools in the data had one hour collaboration times. Mr. Cassell also felt teachers could expand the early dismissal time by using the 30 minutes of time at the end of the day if they choose. He felt it would be more open ended time than the late arrival. Mr. Cassell's hope is that staff can accomplish their work in the hour. The schedule would release elementary students at 2:30 and high school/middle school students at 1:30 p.m. Mrs. Merrill responded that the high school currently has 2 hours of collaboration time on late arrival days and a couple of the surrounding districts have 90 minutes. She expressed her surprise at not hearing ahead of time the proposal that was made in the motion and wanted to hear from Mr. Nelson and the other board members in regard to this. Mr. Cassell said he had talked to a teacher in another district who felt one hour was adequate and liked the afternoon. Mr. Weyer stated that he believed strongly in focusing on student learning. He loves the *Learning by Doing* book and the four questions the district is using in its focus on learning. Mr. Weyer further explained that he believes using the four questions in a consistent manner will improve student learning. He supports staff collaboration but is concerned about having either late arrival or early dismissal times because it takes away from student learning time. Mr. Weyer believes a lot of good input was received at the board discussions and the community meeting. In his research, he found a district in Illinois that used a collaboration approach that required no time embedded in the school day. Mr. Cassell reminded Mr. Weyer that a motion was on the table and discussion needed to revolve around the motion. Mr. VanHoof stated that he had called staff in other districts to see what their collaboration looked like. He said most were for 60 minutes and staff shared how it improved learning for kids and they were adamant that it made them better teachers. Not only did their instruction improve, but it united the building staff. Mr. VanHoof believes the 60 minutes would work. Mr. Cassell said, essentially, everyone would end up with 75 minutes. After asking if everyone had shared, Mr. Nelson stated that he was incredibly thankful for the board members and their thoughtful approach to this. He knew it was not an easy one for them. Mr. Nelson said that, as practitioners, embedded staff collaboration time is valued and changes who teachers are in the classroom and how they work with kids. In his eyes, this is changing learning time for the positive. He believes the results will show that

without question. Mr. Nelson said he didn't quite have the words to respond to the change from 75 to 60 minutes. He could not say that 60 minutes of collaboration time is what certificated and classified staff would want. They were looking forward to 75 minutes. Mrs. Dahlquist shared that she is very supportive of teacher collaboration time and the success it has been so far. She supports K-12 staff time at the 75 minutes that was originally recommended. Mrs. Dahlquist liked the modified proposal which was based on community input. She spent much time on emails and phone calls and reiterated that she supports 75 minute staff collaboration time. Mr. Weyer stated that he would like to continue the discussion on whether to have embedded time. Mrs. Dahlquist reminded him that a motion was on the table and the discussion would be around that motion. Mrs. Merrill stated that she agreed with Mrs. Dahlquist and had come prepared to share what staff had said about collaboration time. She has respect for the research that has been done and would support the recommendation of the superintendent. Mrs. Merrill continued that late arrival time at the high school was successful and this would be a big reduction in time for them. Mr. Weyer stated his displeasure regarding the way the discussion was going but would support the motion. Mr. Cassell again stated that, according to his data, White River, Puyallup and Orting all had 60 minutes of collaboration time and that seems to be the standard. Mrs. Dahlquist called for the vote on the motion for a K-12 60 Minute Early Dismissal on Fridays. Mr. Cassell, Mr. VanHoof, and Mr. Weyer approved. Mrs. Dahlquist and Mrs. Merrill opposed. Motion carried.

D. General Fund Report:

Mr. Stocker presented the General Fund Report. 45.55% of the budget has been expended with 48.98% of revenues in.

The beginning of the year fund balance was \$3,967,246.81. Total resources available: \$24,830,517.75. Expenditures to date: \$20,353,458.34. Transfer amount to debt service for energy: \$21,344.92; inventory: \$32,120.87 and debt service: \$42,689.82. Ending fund balance: \$4,380,903.80. Reserve for I-728 Grant revenues: \$444,469.70. Unreserved balance: \$3,936,434.10.

Capital Projects beginning fund balance was \$50,890.38 with an ending balance of \$26,803.40.

The Debt Service Fund beginning fund balance was \$2,207,605.22 with an ending balance of \$2,026,792.70.

ASB Fund beginning fund balance was \$354,365.85 with an ending balance of \$451,247.52.

Transportation Fund beginning fund balance was \$432,133.58 with an ending balance of \$685,366.09.

Mrs. Dahlquist asked Mr. Nelson if an executive session was necessary. Mr. Nelson stated that he would need a ten minute executive session to discuss land acquisition. Mrs. Dahlquist announced the board would take a ten minute break and reconvene at 8:45 p.m. for a ten minute executive session.

V — EXECUTIVE SESSION

No land acquisition decisions or motions were made during the executive session.

VI — BOARD PROCESS DEBRIEF

The board came out of executive session at 8:55 p.m. to debrief the board meeting and share any concerns they had about the process.

VII — ADJOURNMENT

This meeting adjourned at 9:11 p.m.

President, Board of Directors

Secretary, Board of Directors