



Minutes for the Regular Meeting of the Board of Directors Monday, June 8, 2015

The Board of Directors held a Regular Board Meeting on Monday, June 8, 2015. The meeting began at 6:00 p.m. and was held at the Mead School District Administration Office. Directors Farley, Denholm, O'Connor and Olson were present. Director Green was excused. Also attending were Superintendent Tom Rockefeller, Assistant Superintendents Ralph Thayer, Wayne Leonard, Susana Reyes and Ken Russell and Executive Director Heather Havens. Assistant Superintendent Pam Veltri and Executive Director Jared Hoadley were excused.

I. Approval of Agenda

Director O'Connor made a motion to approve the agenda, as amended (a travel proposal authorizing students from Mead and Mt. Spokane to attend the HOSA National Conference was added as an action item under "New Business.") Director Denholm seconded the motion. The motion carried unanimously.

II. Approval of Minutes

Director Olson made a motion to approve the minutes of the Regular Board Meeting of May 26, 2015, as presented. Director O'Connor seconded the motion. The motion carried unanimously.

III. Remarks for the Good of the Schools

Retiree Recognition - Human Services Assistant Superintendent Ralph Thayer read the names of the 18 employees retiring this year and presented each in attendance (seven individuals) with a *Certificate of Appreciation*. Board members extended congratulations, thanks and best wishes to the following men and women who represent a combined 436 years of service to the Mead School District:

Sharon Andrews (Admin Assistant, Maintenance, 24 years), **Susan Cameron** (LAP teacher, Midway, 29 years), **Bonnie Costello** (Para-Ed, Mead HS, 22 years), **Claudia Couch** (CTE teacher, Mt. Spokane, 37 years), **Shirley Fairfax** (HR Specialist, 21 years), **Mike Fleming** (Physical Education teacher, Mead HS, 40.5 years), **Cindy Flood** (Business Services Director, 17 years), **Terry Lack** (Band teacher, Mead HS, 18 years), **Dean Lenz** (Art teacher, Mead HS, 13 years), **Linda Martin** (Science teacher, Mead HS, 30 years), **Mike McLaughlin** (Physical Education teacher, Mt. Spokane, 33 years), **Glen Mowery** (Bus Driver, 20 years), **Luisa Paolone** (Admin Assistant, Mead HS, 17 years), **John Royer** (Maintenance Director, 22 years), **Cheryl Sikes** (Admin Assistant, Mt. Spokane, 11.5 years), **Martin Stoddard** (Bus Driver, 9 years), **David Stott** (Science teacher, Mt. Spokane, 37 years) and **Carol Tadlock** (English/Yearbook teacher, Mead HS, 35 years).

Human Services Assistant Superintendent Ralph Thayer introduced Dr. Irene Gonzales, the recommended candidate to be the new principal at Prairie View Elementary School, and Josh Westermann, the recommended candidate to be the new principal at Midway Elementary School. Dr. Gonzales comes to the Mead School District from Spokane Schools where, for the past two years, she has been the principal at Franklin Elementary. Prior to that she was an Executive Director with Spokane for ten years. Mr. Westermann, this past year, served as an elementary principal assistant for Spokane Schools splitting time between Westview and Indian Trail.

Ned Wendle, Director of Facilities and Planning, announced the Mead School District has closed on a 68-acre future school site located on Five Mile Prairie.

Learning Services Assistant Superintendent Ken Russell shared two news items from Riverpoint Academy. (1) Teachers Regan Drew and John Marshall received an MIT Lemelson Excite Award, one of only 35 in the country. This allows RA to compete for a Lemelson-MIT InvenTeams grant of up to \$10,000. (2) Ms. Drew and Mr. Marshall have been honored with an invitation to attend and present at the "White House Maker Faire" June 12-13, 2015, in Washington D.C. For the two of them this is an all-expense paid trip.

Learning Services Executive Director Heather Havens, along with a standing-room only parent audience, attended a special ceremony at Evergreen Elementary celebrating student learning - particularly student growth over the course of the 2014-2015 school year. This was a first-time event for Evergreen.

Director Farley, on behalf of Director Green, praised the end-of-school events she had the opportunity to attend including the Mountainside band concert and the Mead High School Dance Team "Spring Show."

Greg Bade, parent of a son/football player who is a sophomore at Mead High School, addressed the board about the head football coaching situation at Mead High School, including the non-renewal and subsequent reinstatement of Sean Carty, and the Spokesman article published following the reinstatement. Mr. Bade clarified quotes from the Spokesman news story stating he never intended to make remarks that would hurt Mead High School or the Mead School District. After summarizing the seven-month non-renewal/reinstatement process, Mr. Bade stated he does not see the benefit to kids of continuing to push for the removal of Coach Carty. He is therefore "laying down his arms." He has a son who wants to play football . . . other athletes may elect not to play and some may transfer. Mr. Bade publicly affirmed his family would be loyal to Mead and to the kids. They will look for ways to be supportive. It is time to move forward. He concluded by saying he wants to be a good role model so kids will see how adults handle situations such as this.

Rob Dammarell, parent of a Mead High School sophomore who plays football, addressed the board as a concerned - not disgruntled - parent. (He expressed his disappointment that the football parents who had concerns were labeled "disgruntled.") The general impression communicated to concerned football parents from the Mead High School football staff and athletic department has been "leave kids to us . . . we don't want your input." Mr. Dammarell thanked Assistant Coach Tony Layton for his inspiration and his wife Kari for the football team "den" nights. He praised Ken Russell for welcoming the Dammarell children to the Mead High School community seven years ago. His son, a three sport athlete since elementary school, is not sure if he will play football next year but Mr. Dammarell did report his son wants to continue to attend Mead High School. Mr. Dammarell thanked/praised English teacher Olinda Martin and track head coach John Mires.

Superintendent Rockefeller reported all six Mead School District graduation ceremonies were well-attended, very nice celebratory events. The upcoming military service of graduates was acknowledged and it was announced that the Mead School District Class of 2015 received over eight million dollars in scholarships. Director Farley, who attended both the Mead High School and Riverpoint Academy ceremonies, positively commented on the uniqueness of each school's ceremony. Director Olson reported the Mt. Spokane commencement exercises were very orderly, the kids were polite and it was his pleasure to hand out diplomas.

Kari Layton, mother of a graduating Mead High School student/football player, stated she would be unable to sleep if she did not address the board following the comments of Mr. Bade and Mr. Dammarell. Ms. Layton, a Mead graduate and concerned parent, spoke of the "age of excellence" she and other concerned parents experienced as Mead students. She additionally expressed her opinion that concerned football parents were treated poorly including six months of ambiguity surrounding whether or not Mr. Carty would be non-renewed as the football coach. She contended that, throughout the process, integrity (demonstrated by concerned parents) was not met with integrity (from the Mead School District) despite the fact that concerned parents "kept coming to the table." Addressing Ms. Layton, Superintendent Rockefeller expressed his disagreement with the assertion that parents were treated poorly and without integrity.

IV. Continuing Business

A. Second Reading Policy & Procedure 5010 Revision Nondiscrimination and Affirmative Action

Keri Hutchins, Human Services Director, presented a revision to Policy & Procedure 5010 - Nondiscrimination and Affirmative Action - for second reading consideration. The last time this policy/procedure was updated was November 28, 2011.

During the recent Consolidated Program Review it was brought to the district's attention this policy and procedure must be updated/revised to comply with OSPI revised rules (effective December 2014) and recent guidance from the U.S. Department of Education Office for Civil Rights. The revisions include the requirements listed in Chapter 392-190 WAC and in OCR's guidance on Title IX and sexual violence/harassment/bullying.

WSSDA Sample Policy 5010 and Sample Procedure 5010 were used as templates. No changes were recommended at the first reading.

A question regarding preferential treatment of friends and family members was brought forward. Ms. Hutchins explained the training supervisors/administrators receive regarding hiring. This training includes the use of a hiring rubric designed to eliminate preferential treatment. Following discussion the board asked Ms. Hutchins to bring forward a separate nepotism policy for their consideration.

No changes were recommended at the second reading.

This was a non-action item.

**B. Second Reading Policy & Procedure 5011 Adoption
Sexual Harassment**

Keri Hutchins, Human Services Director, presented Policy & Procedure 5011 - Sexual Harassment - for second reading consideration. If adopted this would be a new policy/procedure for the Mead School District.

During the recent Consolidated Program Review it was brought to the district's attention this policy and procedure should be adopted to comply with OSPI revised rules (effective December 2014) and recent guidance from the U.S. Department of Education Office for Civil Rights. The draft policy and procedure include the requirements listed in Chapter 392-190 WAC and in OCR's guidance on Title IX and sexual violence/harassment/bullying.

The presented draft policy/procedure are identical to WSSDA Sample Policy 5011 and Sample Procedure 5011.

No changes were recommended at the second reading.

This was a non-action item.

V. New Business

A. Consent Agenda

Director Denholm made a motion to approve the Consent Agenda, as presented. Director Olson seconded the motion. The motion carried unanimously.

**B. Resolution 15-8
Citizens Boundary Review Planning Committee**

Superintendent Rockefeller presented Resolution 15-8, Citizens Boundary Review Planning Committee, for board consideration.

Because of the increasing number of students residing in the Mead School District, coupled with the expected impact on student space availability because of lower class size legislation and all-day kindergarten, it is anticipated the Mead School District will, in the near future, need to consider the addition of a third middle school (grades 6-8) or 1-2 new elementary schools. New schools means current elementary, middle and high school boundaries must be reviewed and revised.

Resolution 15-8 authorizes the formation of an advisory Citizens Boundary Review Planning Committee and the selection of patrons of the district to equitably represent the district on this committee. It is anticipated the committee will begin work in the fall of 2015, with a final recommendation presented to the board in June of 2016.

Director Denholm made a motion to adopt Resolution 15-8, Citizens Boundary Review Planning Committee, as presented. Director O'Connor seconded the motion. The motion carried unanimously.

**C. First Reading Policy & Procedure 4130 Revision
Title I - Parent Involvement**

Learning Services Executive Director Heather Havens presented a revision to Policy and Procedure 4130, Title I - Parent Involvement, for first reading consideration. The last time this policy/procedure was updated was February 13, 2006.

During the recent Consolidated Program Review it was brought to the district's attention that, in addition to involving parents in an annual evaluation of the content and effectiveness of the district's Title I - Parent Involvement policy/procedure, said policy/procedure should be brought before the school board for their review each year, even if no revisions are recommended.

Because it has been nearly ten years since Policy and Procedure 4130 have been revised it is recommended both be updated to reflect current WSSDA sample policy and procedure language.

This spring parent meetings took place at both Shiloh Hills and Evergreen. At those meetings parents had the opportunity to suggest changes to the policy and procedure. No changes were recommended.

Discussion included the criteria used to identify Title schools and the rationale for deleting references to programs we currently do not offer and/or have access to from the policy.

No first reading changes were recommended.

This was a non-action item.

**D. Mt. Spokane/Mead High Student Travel Request
National HOSA Conference**

Human Services Assistant Superintendent Ralph Thayer, filling in for Student Services Executive Director Jared Hoadley, presented a request for five Mt. Spokane students and two Mead High students to travel to Anaheim, California, June 23-28, 2015, to participate in HOSA Nationals. Mt. Spokane biomed teacher Raeleen Epperson and Jeff Naslund, incoming Mead High assistant principal, will serve as chaperones for the trip.

The estimated cost of the trip is \$1,216 per student. The student/parent contribution is \$310 for airfare plus meals and extra expenses. All other expenses will be covered by district CTE funds.

Director Olson made a motion to approve the request for seven Mt. Spokane/Mead High biomed students, and chaperones Raeleen Epperson and Jeff Naslund, to travel to Anaheim, California, to take part in HOSA Nationals, June 23-28, 2015. Director O'Connor seconded the motion. The motion carried unanimously.

VI. Reports

A. Learning Services Report

Learning Services Assistant Superintendent Ken Russell presented a preview of upcoming - Class of 2020 - graduation requirements. These new requirements increase the number of credits needed to graduate to 24. He reported 70% of students currently meet these new requirements. A focus for Learning Services, in the 2015-2016 school year, will be building the necessary course infrastructure for the remaining students (30%) to meet the new graduation requirements.

At the next board meeting Dr. Russell will be presenting, for first reading consideration, a revision to Policy/Procedure 2410, Graduation Requirements. The major recommended revision to both the policy and procedure will be the removal of all references to Advisory/Culminating Projects. The state legislature, starting with the Class of 2015, removed this project as a graduation requirement. The Mead School District elected to continue this requirement for the Class of 2015. Going forward it is recommended the Advisory/Culmination Project program be removed as a

graduation requirement. Monies currently budgeted for the Advisory/Culminating Project program could then be redirected to help fund the implementation of Core 24.

Parent feedback following Seniors Presentations/Student Led Conferences has always been positive. To help fill the void left by the elimination of these presentations/conferences, both Mead High and Mt. Spokane will be exploring new ways to invite parents to come and celebrate student learning.

B. Superintendent's Report and Discussion Items

Superintendent Rockefeller reported he had nothing additional to share.

VII. Executive Session

Prior to calling for an Executive Session Director Farley, taking personal offense to earlier comments made regarding the football coach situation at Mead High School and the assertion that, in some manner, Superintendent Rockefeller had not handled the situation with integrity, reminded those in attendance that he does not know of many, if any, superintendents who would facilitate a meeting with a football coach and members of a concerned parent group on a Sunday to help resolve a contentious situation. He concluded by stating he "could not sleep" if he did not address the claim that concerned parents were treated poorly and without integrity.

At 7:00 p.m. Director Farley called for an Executive Session of approximately 45 minutes for the purpose of reviewing the performance of a public employee.

At 7:45 p.m. Director Farley returned the meeting to Open Session. No other business was discussed and no action was taken.

VIII. Adjourn

The meeting was immediately adjourned at 7:45 p.m.

President

Secretary