



LAKE STEVENS
School District

BOARD OF DIRECTORS' REGULAR MEETING
January 25, 2023

**Board
Members:**

Mari Taylor, President
Nina Hanson
David Iseminger
Vildan Kirby
Paul Lund
Ken D. Collins, Superintendent/Board Secretary

**Student
Advisory
Council
Officers:**

The Lake Stevens School District Board of Directors met in a Regular Session at Stevens Creek Elementary. A Zoom option was available for this meeting that President Taylor called to order at 6:30.

ROLL CALL

All board members were present.

AGENDA/MINUTES

Director Iseminger made a motion to approve the agenda. The motion was seconded by Director Kirby and unanimously approved.

Director Hanson made a motion to approve the January 11, 2023 minutes. The motion was seconded by Director Lund and unanimously approved.

RECOGNITION OF STUDENTS, STAFF, AND COMMUNITY MEMBERS

January is School Board Recognition month and Superintendent Collins wanted to recognize our exceptional board members. Superintendent Collins stated that our five elected volunteers that serve the Lake Stevens School District are remarkable individuals. They play a crucial role in creating a vision in establishing policies and budgets as they serve as a vital link between the community and our district. Few callings are higher than theirs. They are the heart and soul of this community and we appreciate their dedication to this district. Superintendent Collins couldn't thank them enough for all the work that they do.

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President Taylor wanted to take a moment and have the board members introduce themselves. President Taylor stated she has been an elected board member for 24 years. She said all of the board members have been elected to their position from their geographic area and that they truly care about this community. Her children graduated from Lake Stevens High School and she now has a grandchild in the Lake Stevens School District. Director Taylor works for the Washington State Department of Children, Youth & Families.

Director Kirby introduced herself and stated that this is her first year on the school board. She has two students that attend Cavelero Mid High School. Director Kirby said she enjoys substitute teaching in the district because it allows her to work with students and teachers. Director Kirby enjoys being on the school board and takes it very seriously because she loves education.

Director Hanson introduced herself and said she has taught in the classroom and loves education. She talked about her three children and how she loves being home with them. She is very grateful and was excited to be at the board meeting.

Director Iseminger introduced himself and said he has been on the school board for 15 years. He had two older children who graduated from the Lake Stevens School District and has twins at North Lake Middle School. Director Iseminger is in the software industry and enjoys supporting our community. He feels every student should have the opportunity to get a good education. Superintendent Collins presented a 15-year WSSDA certificate to Director Iseminger.

Director Lund introduced himself and stated that he loves to volunteer on the school board and was always jealous when his wife had the opportunity to volunteer at their children's school. He said it has been an absolute delight to serve on the school board for 13 years.

Superintendent Collins introduced himself and said he has worked in the Lake Stevens School District for 32 years and 39 years in education. Superintendent Collins came to this community in 1990 and he stated he knew he wanted this to be his home. He started in the district as a coach and teacher, then LSHS Principal, Assistant Superintendent of Human Resources, and now Superintendent. He feels this is one of the best communities and school districts there is. Superintendent Collins had three children who graduated from Lake Stevens High School.

REPORTS OF SCHOOL BUILDINGS AND PROGRAMS

Principal Pewitt welcomed everyone to Stevens Creek Elementary. He said his leadership team would be presenting their Tiers Program. Principal Pewitt stated systems are great because they provide opportunities, and the people who buy in are what makes it work. An example that Principal Pewitt used was that Stevens Creek was short a substitute for a first-grade class, their first-grade team divided the students up and each took a group of students into their classroom. Principal Pewitt said those are the things we hold dear to our hearts. That is powerful.

Teresa Nickerson, Counselor at Stevens Creek talked about attendance data. Their attendance data stated 62% of their students were attending 90% of the time. That data is impactful. To address this, they started with a punch card system. Five to Thrive for the first five punches. When students attend school, they receive a hole punch in their card, then staff celebrate and encourage students so they can turn in their punch cards and receive an incentive. Staff is tracking their attendance and having one on one conversations to see what students need to encourage them to come to school. Once a month students are invited to a smoothie bar or breakfast and staff talks to them about how excited they are to have them in the building. All staff greet students with a smile and tell them how happy they are to see them. They celebrate attendance every day. Our data has greatly improved and their attendance is becoming powerful to them. Counselor Nickerson said Kindergarten attendance has also been impacted. Kindergarten teacher Ms. Fiske did a video on a day in the life of a kindergartner. The video showed spelling, numbers, dates, reading, weather, drawing, shapes, where I am, and how I feel, all PBIS strengthening tools. They want everyone to know kindergarten is robust learning that happens every day.

Counselor Nickerson also explained Callbacks. Callbacks are used to support student engagement and improve student learning. Student callbacks are engagement practices demonstrating respect in the building. The goal is to have 100% participation in a callback. Counselor Nickerson said our students know how to respond, complete any hand movements and then freeze. All talking should stop and their eyes should be on the speaker.

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Dean of Students, Marie Chudnofsky wanted to talk about the lunchroom at Stevens Creek. They have incorporated The Golden Spatula which are daily mini lessons on ABCs of etiquette and Creek Essentials. The staff teaches lunchroom expectations such as simply placing a napkin on your lap and throwing it away when they are finished. Student Spotlight highlights the students that don't always get to shine and gives them a sense of belonging.

Teacher, Becky Selby spoke on Family Connections at Stevens Creek. She stated that their families are so important and they want to build relationships and bring families in to interact. Under Construction Literacy Night was a great way to have families come in, go to classrooms and see activities while talking to teachers. Their Veterans Day Assembly also was a great event to connect with families as they honored the Veterans.

Dean of Students Marie Chudnofsky talked about the Candy Lane Lights and a gift drive they have every winter. Stevens Creek families donated and supplied Christmas gifts for 31 students that were in need. It is a magical time, a great program and they appreciated all of the support they received from families.

Principal Pewitt discussed the Stevens Creek house system. The house system shrinks their school into small groups and creates great opportunities. The teachers seize the opportunity to help students that need extra support. Student leaders shared a few stories regarding the house system and how it helped them. The leaders stated that they help students even if they are not in their houses. They said they are four houses and one family.

Counselor Nickerson told everyone that the house leaders went through an interview process to earn their position. They were taught to shake hands, make eye contact, and lean in. It is extraordinary. These students work for this position and they can rock an interview. They are amazing and we are so proud of them.

Director Lund thanked all of the house leaders, how engaged they were, and how they understood what their teachers were presenting. He thanked them for coming to present.

Director Kirby thanked the students for being at the board meeting.

Director Hanson spoke on how the students gave everyone a wonderful greeting making them feel welcome when they walked in the door. She told them how awesome they were and thanked them for coming to the board meeting.

President Taylor said this was an amazing way to get to know Stevens Creek.

COMMUNITY COMMENTS

Cynthia Tamlyn gave kudos to Principal Pewitt for a great presentation. She also wanted to speak about secondary students on an Individualized Education Plan. Mrs. Tamlyn would like to see career classes taught in eighth grade so students have an opportunity to explore and know their career choices after graduation. She would like to see students that struggle and that are not in the limelight have a bright future.

President Taylor called for any other community comments. Hearing none, she closed this portion of the meeting.

DECISION ITEMS

Consent Agenda:

Director Iseminger made a motion to approve the "Consent Agenda" items:

1. Warrant Nos. 306589 - 306760 - \$741,226.47 (E: 13/23);
2. the Personnel Report: certified employment of Kristen Machen, Nichole MacKinnon, Courtney Shipley, and Diane Zapfee; classified employment of Vennila Deivandran, Caitlyn Stubbers, and Alma Vizcarra; resignations of Britney Baker, Ashley Ball, Jackie Grove, and Morgen Slomchinski (E: 14/23); the co-curricular report (E: 15/23); and the Auxiliary, Student and Casual Labor Worker Hourly Rate Schedule for 2023 (E: 16/23);
3. A donation in the amount of \$599.03 from Highland PTA (E: 17/23); a donation in the amount of \$500.00 from Microsoft/Benevity (E: 18/23); a donation in the amount of \$400.00 from Microsoft/Benevity (E: 19/23); a donation in the amount of \$220.00 from the Leavenworth Chamber of Commerce (E: 20/23, and a donation amount of \$652.00 from Lake Stevens Middle School PTSA (E: 21/23);

The motion was seconded by Director Lund and unanimously approved.

Director Iseminger made a motion to approve the travel of the LSHS Choirs to New York City to perform on May 26 – 29, 2023 (E: 22/23). The motion was seconded by Director Lund and unanimously approved.

Director Iseminger made a motion to approve the attendance of six, potentially seven students who participate in the MOS US National Competition, CTE Leadership Program, at the CERTIFIED National Conference/U.S. Microsoft Office Specialist National Championship competition which will be held in Orlando, FL from June 26 – 28, 2023 (E: 23/23). The motion was seconded by Director Lund and unanimously approved.

Director Kirby made a motion for the approval of the final acceptance of the public works projects (E: 24/23). The motion was seconded by Director Hanson and unanimously approved.

DISCUSSION ITEMS

Assistant Superintendent Teresa Main spoke about Policy 1250 Board of Director's Travel: Individual board members shall be entitled and encouraged to attend meetings, conferences, hearings, and workshops outside the school district which can assist them in meeting their responsibilities within approved budget limitations. This policy has not been changed since 1982 and since then, statutes have been recodified, therefore, the policy only has the RCW changed to the current numbering. We will be compliant with the correct statute. Board members shall inform the Secretary of the Board of their attendance and travel plans for conferences and workshops. All out-of-state travel by board members must be approved in advance by the board. Travel and attendance expenses will be reimbursed in accordance with Policy No. 3050.

Assistant Superintendent Main also talked about Policy 3050 TRAVEL Procedures: Board members shall inform the Secretary of the Board of their attendance and travel plans for conferences and workshops. Assistant Superintendent Main stated we want to make sure we are current with the practice. This policy has not been changed since 1986 and since then, statutes have been recodified, therefore, the policy only has the RCW changed to the current numbering. In 1986 we were using travel agencies when the policies were created.

With respect to the procedures, the following has been updated: Named the mileage chart, added 'or designee' where appropriate, update the public carrier section to remove using a travel agency and use an online option with a district credit card, added car rental/rideshare language, mileage can be determined by a driving directions application, updated vacation during travel with no reimbursement for additional lodging or meals added more non-reimbursed items, and forms are available on the District's website. Those are the updates for those two policies.

Director Iseminger stated he is pleased they are looking at the policies.

Assistant Superintendent Main also talked about the modification of Policy 1365 Reporting Improper Governmental Action: The District encourages the reporting, consistent with the district's procedures, of improper governmental action by any District officer or employee and will protect employees against retaliatory employment actions for reporting improper governmental actions when the reports are made in compliance with this policy and related procedures.

District officers and employees are prohibited from taking retaliatory action against an employee because the employee has in good faith reported alleged improper governmental action in accordance with this policy and related procedures.

The Superintendent/designee shall establish procedures for receiving and acting on employee reports of improper governmental actions and responding to allegations or retaliation.

This policy has minor updates; noting the district's procedures, adding "designee" to the Superintendent, and updating the statute designation. The procedures have been updated with the following: Added definitions, updated who the complaint will be filed with, allows the employee to report to the appropriate governmental agency in the case of an emergency or if the employee believes the adequate investigation was not done by the district. The agencies are listed. Other changes are: How an employee may not be eligible for protection, and retaliation procedures have been enhanced with specific instructions for the employee and employer. The clarity in the procedures will give better guidance to both the employee and the District.

Assistant Superintendent Main also discussed Policy 5038 CHILD CUSTODY. She said our schools are receiving court-ordered temporary protection orders and restraining orders that relate to our students and their academic records. Frequently, there is confusion on how to interpret these orders, therefore we have created procedures to help the school with what they are allowed and not allowed to do with respect to student records and student contact.

This board policy will define our actions while balancing compliance with FERPA and the court order.

WSSD recommended this school board policy and it gives clarity to the schools on what they can and cannot disclose to parents and/or guardians. This also us to enter any physical restrictions into SafeVisitor.

INFORMATION ITEMS

LSHS Athletic Director Jason Pearson was excited to talk about spring, fall, and winter athletics. This was the first fall where we have taken off restrictions due to the pandemic. The fan capacity was outstanding! It was such a relief not to remind everyone to put a mask on, or wrestlers and basketball players needing Covid testing three times a week. When spring 2022 restrictions were lifted, it felt normal again. Last spring, the track was the largest we have ever had.

Athletic Director Pearson talked about fall and winter highlights. They had great participation this year. This year the NLMS and LSMS 7th grade football teams joined together and they now have a new logo/mascot, a Bulldog Pirate! He also talked about the Cavelero fall and winter numbers increasing and that they were extremely successful.

Athletics Director Pearson was excited to also talk about the LSHS celebrations. Last spring track and field were 4A State Champions. He stated volleyball took 2nd place in State, and cross-country placed top ten at State. The Lake Stevens High School football team was the 2022 4A State Champions. Athletic Director Pearson said that was an exciting community event!

Athletic Director Pearson talked about the Boys Basketball Alumni Night where they celebrated the 1961 Team. The historic museum set up the building and had old and new pictures of the team. The LSHS coach invited the 1961 players that attended the game to come

talk to the LSHS team during halftime. It was a great community event. He also said a few weeks ago LSHS celebrated 100 years of Girls' Basketball. They had a 1924 picture of the team and Coach Randy Edens invited team members and coaches from the seventies, eighties, and nineties to the celebration.

Athletic Director Pearson ended on an exciting note talking about the girls wrestling dual match vs Everett on Senior Night.

Four years ago, the girls and boys wrestling teams split and now the girls' team consists of 35 girls. Seven of those nine are the original girls. The group that started are seniors now. Athletic Director Pearson said these are rock star kids.

BOARD COMMENTS

Director Lund stated the celebrations were so amazing and thanked LSHS for bringing the community together. Director Lund spoke to the wonderful recognition for his fellow board members and himself. He stated the board loves the work they do and taking this journey together knowing their hearts are aligned because they want to do the right thing for the students and schools. The presentation today was phenomenal. He enjoyed the students participating and loved the connection between the Stevens Creek houses. It is very cool to see the student leaders' energy and how they knew what they were talking about with collecting attendance data and seeing the value of the data. Director Lund thanked Stevens Creek for hosting the school board meeting. Director Lund also wanted to thank Assistant Superintendent Main for all that she does with policies and for keeping everyone updated and current on the information.

Director Kirby said the fun and creativity of the athletic events and not needing to mask and distance is wonderful. She also said sports are a big part of this community. Director Kirby stated that she was amazed at the Stevens Creek climate and how they involve the students in an awesome way to connect staff, students, and families. Director Kirby appreciated how the leadership students greeted everyone, making eye contact and making everyone feel welcome. She said how much she appreciates the board and their leadership. She expressed how our hearts are in the same place, and we are here for the kids. She thanked Assistant Superintendent Main for the policy information and thanked Athletic Director Pearson for his sports report.

Director Iseminger was thankful for the warm energy of Stevens Creek Elementary and to see how the house system lights up the students. He shared how the house extension and close-knit family they were describing are the things you learn in school life and are life-long lessons on how you interact with others. Director Iseminger thanked Athletic Director Pearson for showcasing all the great things they are doing at LSHS. Director Iseminger is happy that the athletes, regardless if they win or lose, have fun. He also thanked Dr. Collins for delivering his 15-year board accolade. He said that the board gets along so well and is very dedicated to this community. He said this is a great place to live and have your kids grow up. Director Iseminger said it is a great pleasure to serve on the board and he appreciates the gifts and recognition.

Director Nina Hanson was delighted to learn about the four houses and one family. She loves Stevens Creek and appreciated their energy. You can see the enthusiasm and great energy on the students' faces. All of the staff's hard work shows through the students. Director Hanson said she ran for the school board and moved to Lake Stevens because she loves the school district. She stated how she feels included on the board and considers them her family. Director Hanson wanted to thank Assistant Superintendent Main for her policy work and for keeping the board updated.

Director Taylor echoed the comments regarding the outstanding leadership students from Stevens Creek and the great support they have from staff. She said the students light up when talking about their school. Director Taylor stated that she had been reflecting on the agenda, the amazing teachers, the leadership students, and the athletic performance report. It is a cool way to think about what is important and what is demonstrated. She said she appreciates everyone.

EXECUTIVE SESSION

At 8:23 pm, President Taylor stated a one-hour Executive Session was necessary to discuss the performance of an employee. At 9:23 pm, President Taylor reconvened the Regular Meeting with no action taken during the Executive Session.

ADJOURNMENT

With no objection by the other directors, President Taylor adjourned the Regular Meeting.

President

Secretary