



# HOCKINSON SCHOOL DISTRICT

*Preparing all students for lifelong success*

Hockinson School District Board of Directors  
Regular School Board Meeting

March 25, 2024

6:00 p.m.

LOCATION: HSD Community Center & Zoom  
HSD Calendar has a link to join the Zoom meeting

## MINUTES

### **I. Board Meeting/Call To Order**

*Board Chair, Teresa VanNatta called the meeting to order at 6:00 p.m.*

#### **A. Establish Quorum**

*All members present, Kat Stupka joined virtually.*

#### **B. Land Acknowledgement Patrick**

*Patrick Carter read: Honoring those who came before us and served as traditional stewards of the land is vital to acknowledging the long-standing history of Southwest Washington. This area is home to the Cowlitz Indian Tribe and has been for thousands of years. The land enabled the Cowlitz People to flourish with its rich resources and today we must appreciate the persistence of the Cowlitz People and the important role they play in our region.*

#### **C. Pledge of Allegiance**

### **II. Approval Of The Agenda**

*Teresa VanNatta asked if there were any amendments/walk-ins on the Agenda. No changes tonight. She asked for a motion to approve the Agenda as is. Patrick Carter made a motion to approve the Agenda as is and was seconded by Gordon Smith. All members present (in-person & virtual) voted in favor of the motion. Motion carried.*

### **III. Communications**

#### **A. Welcome Community Members**

*Teresa VanNatta welcomed all those attending.*

#### **B. Excuse Any Absent Board Members**

*All members present.*

## C. Reports

### 1. Board Share Out

*Patrick Carter shared that he's attended some of the spring sports. He also visited the 5th grade leadership class. It was great to connect with them and see what they've been working on. He suggested that next year maybe a few of the board members could connect with them and the middle school early in the school year. Teresa VanNatta shared that she attended the Silver Social, Louise Tucker was the guest speaker. She's looking forward to the next one on April 9th. Gordon Smith attended the jazz festival, great to see them win first place. He also attended the swim awards dinner. He acknowledged the swim coach; she teaches 5-6 schools (co-op). Anne-Elissa Carter attended a track meet at the middle school and parent night for spring sports at the high school; it's great to see the involvement of students in sports.*

### 2. Student Reps

#### a) HHES: Eli Carter, Jolynn Holmes & Ashleigh Harvey

*The students were from the leadership class. They handed out maps and Eli explained to the board what the x's meant, where volunteers/visitors should park & handicap parking should only be used for those with handicaps. The student garden is almost ready to plant. The high school is building a garden cart for produce that can be shared with the community. The sorting tables, milk dispensers, and being respectful were other topics the students touched on.*

#### b) HMS: Dani Williams & Isabella-Garcia (did not attend)

*Dani shared news from the middle school. She is a student leader and STEM ambassador, lunches are better at the MS than the elementary school, working on respect, having their first dance since Covid, spirit week coming up. STEM will be showcasing their projects at the Vancouver Mall on Saturday, March 30th; her project is a lego marble run.*

#### c) HHS: Avrie Kellogg & Ava Hall - were unable to attend.

### 3. Superintendent, Steve Marshall

*Superintendent Marshall shared that he had just come from the CTE meeting at the high school. Tim Fox has really grown the program, 20+ members involved currently.*

#### **HHS Student Artwork on Display in Southwest Washington Regional Art Show**

*Five amazing submissions from Hockinson High School students were selected for the 2024 Southwest Washington Regional Art Show, including:*

- Brooklyn Slaby - "Friendly Feline" (painting)
- Izak Nairis - "Late Prehistoric Primitive Fired Pinch Pot" (clay/ceramic piece)
- Anna Nadal - "To the Sea of Wonder" (clay/ceramic piece)
- Nora Tormanen - "On the Mountainside" (charcoal/pencil drawing)
- Sarah DeRoos - "Living on Water" (clay/ceramic piece)

*At the March 20 awards ceremony, Sarah DeRoos received an ESD Award, which was given to 20 pieces that align with the Washington State Arts K-12 Learning Standards, including creativity, composition and technique. Nora Tormanen, Anna Nadal, and Izak Nairis received Honorable Mention.*

#### **VR Goggles Open a World of Place-Based Learning at HHES**

*Hockinson Heights Elementary School is stepping into the future with Virtual Reality (VR) goggles for classroom lessons. The goggles, purchased with Parents Working Together (PWT) fundraising dollars, will be used to immerse kids in exploring a variety of subjects. This innovative, experiential approach opens a world of place-based learning to HHES students.*

*Fourth graders in Mrs. Ruestig's class put the goggles to use for the first time on March 8. Fourth grade students are studying Asia for their multicultural unit this spring, and this VR exploration of landmarks in Asia will add a new perspective to their research. "I thought it was really cool. This could be really big because it could be used in the classroom to transport you to another place," said Maci Pacheco, 4th grade student at Hockinson Heights Elementary.*

**Steven Marshall, Superintendent**

17912 NE 159<sup>th</sup> Street, Brush Prairie, WA 98606 • Tel: 360.448.6400 • Fax: 360.448.6409 • www.hocksd.org

*Potential uses for VR in the classroom include visiting countries around the world, traveling the path of a white blood cell through the body, and following along with an interactive story.*

*The VR goggles have been welcomed with excitement by some HHES parents and suspicion by others.*

*"The HSD embraces traditional and innovative instructional resources. We have a diversity of learners and we do our best to meet these varied needs and provide them with different ways of accessing content," said Superintendent Steve Marshall. "While some might view this as 'big brother' technology, it isn't. It is essentially a modern View Master that brings our curriculum to life."*

*Ashla Green, PWT President, agrees. "Virtual reality gives teachers a tool to take students places a school bus cannot. It engages the kids and makes learning accessible for more students," said Green.*

### **HSD Students Poised to Show What They Know on SBAC Tests**

*We're gearing up for Smarter Balanced Assessment Consortium (SBAC) standardized tests in April and May. This time of year is an opportunity for students to showcase their hard work and progress. In order to reduce testing fatigue and set students up for success, we have shorter testing windows spread across more days this year. We encourage families to mark these dates on your calendar so students will be present and ready for the upcoming SBAC tests:*

- *HHS: April 22-26, 2024 and May 20-24, 2024*
- *HMS: May 6-31, 2024*
- *HHES: May 6-31, 2024*

### **School Funding at Stake if SBAC Participation Rates Dip Below 95%**

*The SBAC test plays a role in school funding, which directly impacts the quality of education and resources available to our students. Schools and districts that fall below a 95% participation rate on SBAC tests jeopardize eligibility for state or federal funding, awards and recognitions. Last year, participation rates in Hockinson were below or dangerously close to that 95% threshold.*

*In a small school district like ours, participation rates are impacted significantly when even one student opts out - as are overall tests scores. When a student opts out, it counts as a zero for the HSD! Student participation helps to inform our families and our schools of how well our students are progressing, on an individual and collective basis. We really are committed to preparing our students for future success and this performance data is valuable feedback for teachers and helps the HSD set goals and plan for professional development and other supports. The SBAC is more than just an assessment of student learning—it's a vital contribution to our schools' success.*

### **HMS Cultivating Spirit and Student Leadership**

*Principal Bess Colpron and Vice Principal Sid Slom have been hard at work enhancing a positive and cohesive school culture at HMS. The pair regularly take "culture pulses" to gauge the student body's collective morale. Spirit weeks are one of those pulses.*

*During the school's first Spirit Week of the year, Mrs. Colpron and Mr. Slom noticed most students only dressed up for Friday's Color Wars. The pair set out to change that. After all, Spirit Weeks are intended to be a fun and exciting way to unite the student body and enhance school culture. Colpron and Slom did some campaigning prior to the second Spirit Week and motivated students to participate. It worked, and more students dressed up. Colpron and Slom reinforced student participation daily by complimenting students on their school spirit, featuring them in school photos, and making rounds around the lunchroom to talk to students about their outfits for the day. By the third Spirit Week, student participation skyrocketed, even among students who had not participated in prior weeks. Colpron observed the student body buzzing with excitement throughout the week. This time around, it was the students who approached Colpron and Slom to talk about their outfits.*

*Colpron and Slom introduced the Spirit Trophy to keep this momentum going. At each pep assembly, the trophy is awarded to the grade level who showed the most spirit and kept in the winning grade's pod.*

*HMS Leadership Conference*

**Steven Marshall, Superintendent**

17912 NE 159<sup>th</sup> Street, Brush Prairie, WA 98606 • Tel: 360.448.6400 • Fax: 360.448.6409 • www.hocksd.org

Five HMS students attended the HMS Leadership conference in Kelso, WA on February 27. The conference fosters leadership skills, builds confidence, and cultivates student leaders' passion for making a positive impact on their schools and communities. HMS student leaders engaged in team building workshops, networking, and group discussions with other middle school student leaders.

HMS students enjoyed the conference and left with the main takeaway that being a leader is about stepping outside your comfort zone and engaging with others they may not be familiar with yet.

### **The HSD Communications Survey is Now Open!**

It's that time of year again. Let us know how we're doing! We'd love to hear your feedback about the communications that you receive from your school and the district. Your insights are valuable to us, so please take a moment to share your thoughts and let us know how we can continue to improve our communication with you and your family. This survey will be open through April 12. We're listening!

How was your communications survey feedback from last year put into action?

Last spring, HSD families provided feedback about school and district communications through our annual survey. Your input is important to us and helps us improve! Here are the changes that we made this year based on your feedback on the 2023 survey:

- You let us know that most families prefer to receive school information in e-newsletters (94%) and on social media (60.7%). We refocused our efforts to producing frequent e-newsletters and posting timely school news to social media.
- Families asked for more information in order to make the most of opportunities available to students. In e-newsletters this year, we spotlighted student voices about favorite classes, extracurricular activities, and how they're planning goals for the future. We have also been intentional about providing registration links and deadlines.
- Open-ended comments asked for better consistency across communications from all three schools and the district. We heard you; our school and district level communicators meet once per quarter to collaborate on communications, coordinate messages and share the ways that we're communicating them with parents.

### **2022-23 HSD Annual Report Available Now**

Each year, we publish an annual report with information about Hockinson School District for the previous school year. This includes enrollment, budget, facilities, demographic, standardized test score, and attendance statistics. [Read the 2022-23 annual report here!](#)

### **Hawks Flock to Spring Sports**

Did you know that 270 HHS students turned out for a spring sport? That's 37% of the school's student body! We want to thank our Hockinson community for providing these opportunities for our students. Levy dollars make it possible to offer Baseball, Softball, Girls Golf, Girls Tennis, Boys Soccer, and Boys and Girls Track to our high school student-athletes. More numbers like this will be shared in Superintendent Steve Marshall's spring "By the Numbers" message to HSD families.

### **Recognizing Record-Setting Relay Teams**

Although we are just weeks into the 2024 Track and Field season, three relay teams have set HHS School Records:

Girls 4x800 Scarlett Sanders, Julia Ritton, Graysen Aldridge, Lyla Taylor

Boys 4x800 Carter Hymas, Skylar Picard, Liam DeViney, and Ian Guasco

Boys "DMR" Liam DeViney, Carter Hymas, Lucas Fosterman, and Ian Guasco

And the Girls "DMR" team narrowly missed the school record by 2 seconds at the Tiger Invite this past Saturday

### **PWT, Families and Students Prove We "Coin" Do It!**

HHES students and families made a big investment in literacy last week by raising nearly \$7,000 in the school's Coin Challenge organized by PWT. That's a lot of change that will bring about a positive change in the HHES Library! So far this year the HHES community has raised over \$11,000 to expand the

**Steven Marshall, Superintendent**

17912 NE 159<sup>th</sup> Street, Brush Prairie, WA 98606 • Tel: 360.448.6400 • Fax: 360.448.6409 • [www.hocksd.org](http://www.hocksd.org)

*school's book collections. The upcoming Spring Scholastic Book Fair (March 25-29) will be the final chapter in the school's library fundraising efforts.*

#### **HSD Facilities Committee Survey**

*Be on the lookout for a short survey from the HSD Facilities Planning Committee also during the week of March 25. The committee will be asking families for their input on its list of facility improvement priorities (above).*

#### **Lastly, some important dates:**

*April 1-5: Spring Break*

*April 8: 2024-25 Kindergarten registration opens*

*April 12: Final day of HSD Communication Survey*

*April 15: Deadline for HPSF Scholarships*

#### **4. Citizen Advisory Committee Update**

*Kat Stupka attended the March 4th meeting. The meeting was action packed, with presentations by the Main Street Team, Citizens for Hockinson and Keila Dean, the Special Education Director. The minutes for the meeting are on the website.*

#### **5. Legislative Update**

*Patrick Carter gave a brief update. One bill that was signed was funding for more paraeducators at schools. Schools are still underfunded. Our legislators were receptive to hearing the needs of schools.*

#### **D. Community Input On Agenda Or Comments**

Public comment is welcome. So that the planned business of the Board may proceed in a timely manner, a total of 30 minutes maximum is allocated to public comment, with each speaker expected to limit their remarks to 2 minutes. Zoom software will be used to receive public comment. Please review Policy 1400 Meeting Conduct, Order of Business & Quorum. The Board also reminds participants to treat each other with courtesy, honesty and respect. Listen willingly to each other, even when opinions differ. Share accurate information. Honor the District's policies to promote consistency and safety. respect each other's time by adhering to the time limit. Thank you.

*Megan McChesney, Natalie Hessel, James Walter & Courtney Tomlinson attended tonight's meeting and gave an update from the last Facilities Planning Committee (Discussion Item C.) Topics: the need for a new elementary school, resurfacing the high school track, turf needed at the high school-field could be used year round, covered play area at the middle school, improvements made in the high school MPR, ES parking lot, ES fencing on the north side of the campus, ES security/safety updates needed. Teresa VanNatta asked a question about the high school field use, approximately 20 games are held on it a year; with turf the field could be used year-round, it could also generate funds if rented out for outside events. Hockinson is one of the only districts in Clark County without turf. The team said they have had feedback from lots of different backgrounds. Now to determine how to fund the projects/updates that need done.*

#### **IV. Approval Of The Consent Agenda - AE & Patrick**

*Teresa VanNatta asked for a motion to approve the Consent Agenda. Anne-Elissa Carter made a motion to approve the Consent Agenda and was seconded by Patrick Carter. All members present (in person & virtual) voted in favor of the motion. Motion carried.*

#### **A. March 2024 Vouchers**

**Steven Marshall, Superintendent**

17912 NE 159<sup>th</sup> Street, Brush Prairie, WA 98606 • Tel: 360.448.6400 • Fax: 360.448.6409 • www.hocksd.org

1. General Fund Checks	101032-101032	\$7,000.00
2. Capital Projects Checks	5085-5085	\$324.68
3. General Fund ACH Checks	232400277-232400302	\$29,549.79
4. Capital Projects ACH Checks	232400270-232400270	\$6,600.00
5. ASB ACH Checks	232400271-232400276	\$561.88
6. General Fund Checks	101033-101065	\$66,802.20
	Voids/Cancellations	\$2,534.99
7. ASB Checks	11786-11792	\$8,402.71
	Voids/Cancellations	\$575.00
8. General Fund Checks	101066-101124	\$284,941.01
9. General Fund Checks	101125-101132	\$21,178.43
10. Capital Projects Checks	5086-5086	\$1421.25
11. ASB Checks	11793-11805	\$12,154.76
12. General Fund ACH Checks	232400303-232400319	\$107,814.71
13. General Fund ACH Checks	232400324-232400328	\$727.73
14. ASB ACH Checks	232400320-232400322	\$208.16
15. Comp Tax Wire Transfer	202300018-202300018	\$.01
16. Comp Tax Wire Transfer	202300019-202300020	\$446.15
Actual February 2024 Payroll	\$1,995.341.28	
Actual March 2024 Payroll	\$2,033.195.18	

**B. Budget**

1. February 2024 Budget Status Report
2. March 2024 Enrollment Report

**C. Approval of Previous Months Board Minutes**

1. February 26, 2024
2. March 11, 2024

**D. Public Records Request Update**

**E. Personnel**

1. 2023-2024 School Year Non-Matched Endorsements (WAC 181-822-110)

**Steven Marshall, Superintendent**

17912 NE 159<sup>th</sup> Street, Brush Prairie, WA 98606 • Tel: 360.448.6400 • Fax: 360.448.6409 • www.hocksd.org

Staff Name	Endorsement(s) Held	Non-Match Course(s)
Stephanie Evans	French, ELA, ELL	05060 - Musical Theatre 05053 - Theatre Comprehensive 05055 - Theatre Acting/Performance *District will work with Stephanie to get a Theatre endorsement or lifetime sub certificate
George Throop	Elementary Education (K-8)	24050 - Spanish for Young Learners 24051 - Spanish Immersion 24052 - Spanish 1 (8th Grade) *George has completed testing for Spanish, but needs to add endorsement
Thomas Royce	Science Biology	03165 - AP Physics *District will work with Tom to get endorsement or lifetime sub certificate

2. Limited Certificates

- a) Elizabeth Tucker, Request conditional teaching certificate with Special Education endorsement for Elizabeth Tucker so that we may assign her to a long term substitute position for an employee on leave of absence.

3. Certified New Hires

- a) Savannah Wetherill, Eff. 24-25, Speech Language Pathologist, 1.0 FTE  
b) Samantha Voigt, Eff. 24-25, Occupational Therapist, 1.0 FTE  
c) Benjamin Nelson, Eff. 24-25, School Counselor, MS, 1.0 FTE

4. Leave Of Absence (LOA)

- a) Rebecca Smarr's LOA has been extended through the remainder of the school year.

5. New Extracurricular Assignments

- a) Mallory Henker, 24-25 SY, HS Volleyball Varsity Coach  
b) Tony Ayala, 24-25 SY, HS Soccer, Girls Varsity Coach

6. Extracurricular Resignations/Non-Renewal

- a) Gracie Birkinbine, Eff. 3/11/24, HS Fall/Winter JV Cheer Coach  
b) William Bradley, Eff. 3/18/24, HS Swim Asst. Coach Girls/Boys

F. Contract Approvals

1. HiCap Program Approval  
2. Special Programs, Stepping Stones, Registered Behavior Technician, Alexis Marona 3/25/24 - 6/17/24

G. Out of District Travel

1. HHS FBLA Conference, 4/24/24 - 4/27/24, Spokane, WA. 16 students & 2 chaperones. Advisor: Tracy Turner

**Steven Marshall, Superintendent**

17912 NE 159<sup>th</sup> Street, Brush Prairie, WA 98606 • Tel: 360.448.6400 • Fax: 360.448.6409 • www.hocksd.org

## **V. Discussion Items**

### **A. Budget Status Update**

*Aaron Villanueva gave the Board a budget update*

### **B. Calendar at a Glance**

*The Board reviewed the calendar to make sure they were staying on track.*

### **C. Facilities Planning Committee Presentation**

*Presentation was given during public comment.*

## **VI. Action Items**

### **A. Approval of the Annual Assets Preservation Report**

*Dave Wilson was in attendance for any questions the Board may have. He explained this is an annual report that he does. He also informed the Board he just did a training up in Tumwater, WA to become certified to do assessments that need to be done every few years. He cannot do Hockinson's assessments but Washougal School District's maintenance supervisor also became certified and they can be like a co-op and access each other's districts. This will save money for the district.*

*Teresa VanNatta asked for a motion to approve the Annual Assets Preservation Report. Gordon Smith made a motion to approve the Annual Assets Preservation Report and was seconded by Anne-Elissa Carter. All members present (in-person & virtual) voted in favor of the motion. Motion carried.*

### **B. Approval of the 24-25 School Year Calendar**

*Superintendent Marshall explained that the HSD staff voted 68% for calendar A and 32% for calendar B. Calendar A starts before Labor Day and the last day of school will be June 11th if we have no snow days added on.*

*Teresa VanNatta asked for a motion to approve Calendar A. School will start on August 28, 2024 and end on June 11, 2025 if we have no snow days. Anne-Elissa Carter made a motion to approve calendar A and was seconded by Gordon Smith. All members present (in-person & virtual) voted in favor of the motion. Motion carried.*

### **C. Approval of the 24-25 Board Meeting Calendar**

*The Board discussed when to do the July Work Session/Retreat. They decided on Thursday, July 25th. It was noted that the March meeting will be the 2nd to last Monday due to Spring Break and there would only be one meeting in June due to the WASA/AWSP Conference. One meeting in November due to the WSSDA conference and one meeting in December due to Winter Break.*

*Teresa VanNatta asked for a motion to approve the 24-25 Board Meeting Calendar. Gordon Smith made a motion to approve the 24-25 Board meeting calendar and was seconded by Patrick Carter. All members present (in-person & virtually) voted in favor of the motion. Motion carried.*

### **D. Approval of Subsequent Resolution 23-24-02 (per Resolution 21-22-07)**

#### **Authorizing the use of Fund Balance Committed for Technology Supplies for Students**

*Teresa VanNatta asked for a motion to approve Resolution 23-24-02, authorizing the use of fund balance committed for technology supplies for students. Gordon Smith made a motion to approve Resolution 23-24-02 and was seconded by Anne-Elissa Carter. All members present (in-person & virtual) voted in favor of the motion. Motion carried.*

### **E. Approval of Chromebook Purchase**

*Board approval is needed to make a purchase greater than \$25,000. Chromebooks will be purchased for grades 5th, 6th, 9th & 10th; beginning in the 24-25 school year. The lowest bid to purchase the chromebooks came in at \$272,227.34. Teresa VanNatta asked for a motion to approve the purchase of the Chromebooks for \$272,227.34. Patrick Carter made a motion to approve the purchase of the chromebooks for \$272,227.34 and was seconded by Gordon Smith. All members present (in-person & virtual) voted in favor of the motion. Motion carried. Discussion followed in regards to Technology funding;*

**Steven Marshall, Superintendent**

17912 NE 159<sup>th</sup> Street, Brush Prairie, WA 98606 • Tel: 360.448.6400 • Fax: 360.448.6409 • www.hocksd.org



each year \$150,000 goes in the technology budget, there will probably not be funds in the 24-25 school year to do this (this started 3 years ago-Dave Olson).

#### F. Approval of ES Classroom Technology Voice Amplification System

Board approval is needed for a purchase greater than \$25,000. The voice amplification system will cost \$67,878.43. Teresa VanNatta asked for a motion to approve the purchase of the ES classroom technology voice amplification system. Anne-Elissa Carter made a motion to approve the purchase of the ES classroom technology voice amplification system for \$67,878.43 and was seconded by Patrick Carter. All members present (in-person & virtual) voted in favor of the motion. Motion carried.

#### G. Approval of Interlocal Agreement between Clark County and Hockinson School District (for the Hockinson Heights Elementary School Flashers and Crosswalk)\$400K grant - happening this summer

Superintendent Marshall explained this project has been in the works for several years. The County is going to install crosswalks, flashers & to make it ADA accessible. The Board needs to approve the interlocal agreement between HSD & Clark County, the funds are coming from a grant and will cover the \$400,000 project. Teresa VanNatta asked for a motion to approve the Interlocal Agreement between Clark County and Hockinson School District. Gordon Smith made a motion to approve the Interlocal Agreement between Clark County and Hockinson School District and was seconded by Anne-Elissa Carter. All members present (in-person & virtual) voted in favor of the motion. Motion carried.

#### H. WSSDA Policies - 2nd Reading

Teresa VanNatta asked for a motion to approve WSSDA Policies numbers 5280, 5005, 5271 and 2090. Gordon Smith made a motion to approve policy numbers 5280, 5005, 5271 and 2090 and was seconded by Anne-Elissa Carter. All members present (in-person & virtual) voted in favor of the motion. Motion carried.

1. Policy 5280 - Separation from Employment - Encouraged - WSSDA has revised this policy to clarify the school board's role in the process of terminating staff. The board's role differs depending on the type of employee that is being terminated. *The inclusion of this sentence "A notice of probable cause for discharge will include notice of any appeal rights the employee may have and notice of the appeal process" serves two purposes. First, it ensures compliance with the statutory obligations outlined in RCW 28A.400.340, which requires that discharged classified and certificated employees receive notification of their appeal rights. Second, it maintains consistency with the sentence structure in the second paragraph below, addressing the notice of appeal rights for discharged classified employees.* *The words "or nonrenewal" have been omitted because there is no provision for classified nonrenewal under the law. Classified employees do not possess statutory provisional status or continuing contract rights, as certificated employees do.* *RCW 28A.405.210 and RCW 28A.405.300 grant the superintendent the authority to issue notices of probable cause to certificated employees, not the school board. The superintendent determines whether to issue a notice of probable cause, not the school board. So, it's not necessary that the school board render decisions about discharges or nonrenewals of certificated employees.*
2. Policy 5005 - Employment and Volunteers: Disclosures, Certification Requirements, Assurances and Approval - Essential. WSSDA reviewed and revised this policy based on SB 5123 - Use of Cannabis- Employment Discriminations. This new law prohibits employers from discriminating against hiring or retaining an employee based on a positive drug test for past cannabis use. SB 5123 prohibits employers from discriminating against a person in hiring based on the person's use of cannabis off the job and away from the workplace.

**Steven Marshall, Superintendent**

17912 NE 159<sup>th</sup> Street, Brush Prairie, WA 98606 • Tel: 360.448.6400 • Fax: 360.448.6409 • www.hocksd.org

