

**Tumwater School District  
School Board Meeting Minutes**

District Office  
621 Linwood Avenue SW  
Tumwater, WA 98512  
January 11, 2018

Board Members Present: Jay Wood, Janine Ward, Melissa Beard, Kim Reykdal, Rita Luce, Jasmine Ploettner (BHHS Student Rep), Patrick Williams (THS Student Rep)

Staff Members Present: John Bash, Chris Woods, Laurie Wiedenmeyer, Mitch Thompson, Tammie Jensen-Tabor, Tammy Shultz, Gayle Swartz, Beth Scouller, Todd Caffey, Rene Cruikshank, Tim Voie, Cally Stroud, Lisa Alonzo

President Jay Wood called the meeting to order at 7:00 p.m.

**Agenda Discussion/Approval**

- Agenda Changes: John Bash stated there had been an addition to Tab 3 – Contract Approvals. There was also the addition of an Action Item – 2<sup>nd</sup> Reading, Policy 5013, Sexual Harassment. **Janine Ward/Rita Luce Moved/Seconded (M.S.) to approve the agenda with the noted additions. The motion passed unanimously.**

**Approval of Minutes**

- **Kim Reykdal/Melissa Beard M/S to approve the minutes from the December 14, 2017 meeting as presented. The motion passed unanimously.**

**Equity & Diversity Planning Update**

- John Bash introduced Dr. Karen Johnson who is the lead partner and consultant working with the district in regards to Diversity and Equity. Dr. Johnson is a community leader and organizer with extensive experience in assisting organizations and groups. She hopes that in her role with the district they will be able to work together with parents and educators to create an educational climate where everyone has the opportunity to excel.

Mr. Bash reviewed the policy level planning that is taking place, which includes School Board workshops, Board review, Strategic Planning Implications, Needs Assessment and School Board member engagement/listening with individuals and groups.

He stated that the Cultural Competence and Training with Caprice Hollins continues and the district will host the American History Traveling Museum which is an interactive exhibit depicting the history of African Americans. The Museum will be at both TMS and BMS February 5 and 6<sup>th</sup>.

Planning is underway for the use of district ACT days to conduct additional professional development around equity and diversity. The long-range work includes the review of system policies, structures and processes to ensure culturally responsive teaching/learning decisions and programs.

Work is also being done to increase Community Engagement and diversify the district's work force. An Equity and Diversity web page is under construction to update and inform the public about newly developed/expanded policy decisions and initiatives as they are planned and implemented. It will be used to announce upcoming events and will link students and families to existing supports and resources.

Mr. Bash reviewed the increased 4 and 5-year graduation rates in the district and as well as the increased graduation rates of several sub-groups.

Mr. Bash asked for questions and/or input from the board and Jay Wood stated that he is pleased we have a plan and is amazed at the amount of work that is going on in the district. He stated that Tumwater will be better when we get through with the work.

### **Special Recognition**

- Tumwater School District Board of Directors: Mr. Bash thanked the school board members for their volunteer service to the community. Each member was presented with a gift of appreciation. Janine, Rita and Melissa received formal certificates of election. Kim Reykdal received two VIP Program certificates for advanced leadership and equity. Mr. Bash read the Proclamation from Jay Inslee designating January 2018 as School Board Recognition Month.

### **Student Board Representative Reports**

- Patrick Williams- THS: Shared that winter sports are kicking off league play. There will be a rival game against BHHS Friday and it will be a double header. He stated that there would be a MLK assembly at THS and that THS Student News is being produced and updating students about what is going on at the school. The winter musical is Guys & Dolls and will take place during February.
- Jasmine Ploettner-BHHS: Shared that DECA went to local competition and 30 students participated. The Rifle team, wrestling and both basketball teams as well as the bowling team are doing well. BHHS will also be having a MKL assembly on Friday. The annual Art Exhibition takes place during the week of 1/16/18. The winter musical is Beauty and the Beast and will start on Thursday, January 18<sup>th</sup>. The school is now doing their daily announcements via You-Tube.

### **Superintendent Statement**

- Mr. Bash had nothing else to add.

## Public Comment

- Lisa Alonzo stated that 10 people had requested to address the board. Jay Wood outlined the rules for public comment, including how long each person get to speak on any given topic.

Todd Caffey, counselor at THS, thanked Dr. Johnson for her words. He has worked at THS for 13 years. The Cultural Awareness Club are doing a lot of great work. Five of the club members recently spoke at a staff meeting about what it is like to be a student of color at Tumwater High School. There were tears from the teachers, presenters and the crowd. The panel will be presenting at BMS as well. The club is excited about opportunity to tell their story.

Malcolm Miller spoke about the Thurston County Human Trafficking Coalition. They will be hosting a Community Conversation with an expert panel on Monday, January 22<sup>nd</sup> at the Capital Event Center at 6:00pm. He stated that human trafficking is using force to control other people to provide services against their will. The number one day for human trafficking is Super Bowl Sunday. He distributed event materials and encouraged everyone to attend.

Malika Lamont stated that it has been 2 months since the Confederate Flag incident at BMS and she feels that nothing has been done and there has been no accountability. She complimented Mr. Bash on his PowerPoint but does not feel what the District is doing is sufficient. She stated that after doing more research, she found that some equity language had been deleted from the Strategic Plan and that there must be a process. She feels that working with one person of color (Dr. Johnson) is not sufficient.

Ruju Russell is a student from BMS stated that there has been no change at BMS and it is not easy being a student of color at BMS. She shared a poem that she had written.

Lanessa Inman stated that the YWCA has been a partner with TSD for 10 years and that they are proud to be a partner. They have suggestions regarding the assessment of racial tension, equity in schools, and involving parents and students in the process. The document she was referring to was sent to Mr. Bash.

Kathy Kravit-Smith asked that the district provide leadership and correct the record for youth at BMS. She would like the students at BMS told about the flag and the mistake that was made.

Kathryn Akeah requested that there be regular agenda items regarding the equity project moving forward. She wants to stay informed as a parent and expects regular updates. She wants to district to remain open and transparent.

Leslie Cushman from the United Churches of Olympia discussed the need metrics and measurement so that we can see if the goal is being met. She discussed the need of having a target and working toward it. She truly appreciated the mentions of working with youth and parents.

Amiyah Bernard is a student at THS and a member of the Cultural Diversity Club. She discussed how she has experienced racism at THS. She stated that being a person of color is very difficult in the Tumwater School District.

Brad Blackburn is a student at THS and a member of the Cultural Diversity Club. He has been at student in the district since kindergarten, with the exception of be at Pleasant Glade Elementary for one year. He discussed how important it is for the Cultural Diversity Club to communicate with middle school students to help them be aware of how to handle racism in their schools.

### Consent Agenda

- **Janine Ward/Rita Luce, M.S., to approve the Consent Agenda as presented. The Consent Agenda was approved as follows:**
- Employment: Danika Werner, .5 SpEd Multi-Age Teacher, MTS, 1 yr only; Ian Forster, ParaPro, PGS, 1 yr only; Kelly Jenkins, SpEd ParaPro, PGS, 1 yr only; Rebecca Trehuba, SpEd ParaPro, BMS, 1 yr only; John Ganther, Bus Driver Trainee, Transportation, Substitute; Fatima Mbarki, SpEd ParaPro, BMS, 1 yr only.
- Adjusted Employment: Jennifer Wilbur, SpEd ParaPro, EOE, 1 yr only.
- Resignation: Jefferson Chase, Bus Driver, Transportation, Effective December 29, 2017; Janet Scougale, ParaPro, BHHS, Effective March 5, 2018.
- Retirement: Ed Brewer, Custodian/Grounds, NMSC, Effective December 31, 2017; Reynold "Sam" Sanborn, Skilled Groundskeeper, B&G, Effective October 1, 2018.
- Leaves: Emily Weber, Counselor, THE, unpaid personal leave starting March 30, 2018 returning April 9, 2018; Kimberly Randazzo, Teacher, PGS, unpaid personal leave starting February 26, 2018 returning March 6, 2018; Penny Jennings, ParaPro, MTS, Unpaid personal leave from January 2, to February 5, 2018 and May 29, 2018 through the end of the school year; Mary Kay Nahygyor, Teacher, BLE, FMLA leave starting approximately April 20, 2017 through the end of the 2017/2018 school year, pending doctor's note.
- Co-Curricular: Cooper Johnson, Assistant Wrestling Coach; Maria Lowry, Assistant Track Coach, BHHS.
- Clock Hours Correction: Cancelling NBCT: Component 1 Content Knowledge, session #48874 for 6 clock hours- cancelled due to lack of registration (previously approved on September 14, 2017 board report); Right Response Advanced Recertification, session #50955, for 7 clock hours, taught by Scott Robbins on May 11, 2018; Right Response Advanced Recertification, session #50948, for 7 clock hours, taught by Scott Robbins on March 9, 2018; Right Response Advanced Certification, session #50949, for 14 clock hours, taught by Scott Robbins on March 15 and 16, 2018; Right Response Advanced Certification, session #50951, for 14 clock hours, taught by Scott Robbins on May 17 and 18, 2018.
- Other: Creation of Payroll Coordinator and revision of Schedule 20, effective 1/11/18; Reclassification of Jennifer Bush, Payroll Specialist and Angela Spriggs, Payroll Lead to Payroll Coordinator, effective 1/11/18.
- Payroll and Voucher Totals: The following vouchers as audited and certified by the auditing officer, as required by RCW 42.24.080, and those expense reimbursement claims certified, as required by RCW 42.24.090, are approved for payment as follows: Payroll vouchers 12804589-72804624 in the amount of \$4,456,268.05; General Fund voucher numbers 72212618-72212726 in the amount of \$1,844,786.88; Capital Projects Fund voucher numbers 72011700-72011717 in the amount of \$2,395,401.93; ASB Fund voucher numbers 72440989-72441014 in the amount of \$20,904.02; Transportation-Vehicle Fund voucher numbers 0-0 in the amount of \$0.00 and Private Purpose Trust Fund voucher numbers 72700512-72700512 in the amount of \$1,480.22.
- Contracts: Delbert Richards, Karen Johnson, DSHS, Rosalie This
- Capital Projects Change Orders:
- 2019 Extended Field Trip Request: A.G. West Black Hills High School to perform during Spring Break at Disneyland in Anaheim, California.

- Donation: Peter G. Schmidt Elementary's PTA is donating \$10,000 to the building budget.

### Action Items –

- 2<sup>nd</sup> Reading, Policy 5013, Sexual Harassment: There were no changes from the 1<sup>st</sup> reading. **Kim Reykdal/Melissa Beard M/S to approve Policy 5013, Sexual Harassment as presented. The motion passed unanimously.**

### Other Business -

- 1<sup>st</sup> Reading, Revisions to Policy 3120, Enrollment: John Bash presented this topic. Janine Ward clarified that the language was added district may conduct investigations is added language

### Superintendent's Report

- Safety Report/Emergency Preparedness: John Bash introduced Laurie Wiedenmeyer, who presented on this topic. She stated that all sites now have safety teams in place. A district safety team is also in place and consists of members from each site. We are currently working to update Rapid Responder. Gayle Swartz discussed a new threat assessment system that was developed by the Salem Keizer School District.

Detective Rollman was introduced as the new SRO who will be working with the high schools. He was born and raised in Tumwater and has children in the district. He has served as a coach and has been an officer for 20 years. He is excited to be a part of the district.

Detective Boling has been with the district for one and a half years now. He has two students at East Olympia Elementary. He will continue to work at the middle schools.

- SIP Report/Approval: Chris Woods presented this topic. He stated that SIP plans are evolving to include the social and emotional needs of our students. Although the plans vary from school to school, there are some similarities. The format has four areas that are addressed:
  1. Strengths & Challenges
  2. Safety and Communication
  3. Goals to address equity & academic gaps
  4. Action Plans

TMS will be utilizing the Appreciative Inquiry Process which consists of:

1. Dreams
2. Best of what is
3. Develop goals
4. Develop instruments to measure goals
5. Identify staff to lead
6. Follow the SIP process

Kim Reykdal stated that she is excited to see a strength based approach

- Early Learning Update: Tammy Shultz presented this topic. She stated there has been very good representation from many groups. They are working to teach as many special education students as possible and increasing the number of peer models they have. They have seen a lot of progress: Headstart and ECEAP have an additional 42 students being served this year. They are continuing to increase the number of Child Find events and other community outreach opportunities.

- Superintendent's Remarks: Mr. Bash shared projections around school funding. He thanked Mitch Thompson for all of the work he has done. He stated that while the district is receiving more state money, we are losing levy money. The bottom line is a deficit of \$2,560,271.96.

The annual staff meeting road show will begin in late January and all sites will be visited by the end of February.

The WSSDA Legislative Conference will be held on Sunday, January 28<sup>th</sup> on the Capitol Campus. Kim, Rita and Jasmine plan on attending.

Mr. Bash presented the tentative agenda for the Board Meeting scheduled for 1/25/18 at Black Hills High School.

### **Board Member Comment**

- Janine Ward: "I've really enjoyed what everyone had to say." "Cudos to Mr. Caffey for the outstanding work at THS. You're causing a ripple effect, keep growing that circle!" She also suggested that a resource officer should attend the human trafficking presentation on January 22<sup>nd</sup>. She also said that it is nice to have the positive feedback from the community. It is hard being on the school board and is thankful for the appreciation.
- Melissa Beard: Melissa shared that she was feeling overwhelmed with the information shared and had no further comment.
- Rita Luce: Rita stated that she appreciates hearing from the students because they are the ones in the trenches, many times that's the only way the board hears what's going on in the schools.
- Kim Reykdal: Kim stated that she is very excited to see all the positive information that is being spread through social media, for example the BHHS PE Department and the girls wrestling team. She thanked for everyone who spoke to share their truth. It is appreciated.
- Jay Wood: Jay had the opportunity to meet with the legislators. He stated that one major change is that the democrats control the senate. The next legislative meeting will be Feb 5 at the Red Lion.

The Board members discussed Committees and Assignments for the year and made no changes.

With no further business coming before the Board, the meeting adjourned at 9:27pm.

Recorded by:  
Lisa Alonzo

Signed this 25<sup>th</sup> day of January, 2018.

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Board Member

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Board Secretary