

**Tumwater School District
School Board Meeting Minutes**

District Office
621 Linwood Avenue SW
Tumwater, WA 98512
November 9, 2017

Board Members Present: Jay Wood, Melissa Beard, Kim Reykdal, Rita Luce

Board Members Excused: Janine Ward

Staff Members Present: John Bash, Tami Collins, Chris Woods, Laurie Wiedenmeyer, Mitch Thompson, Tammie Jensen-Tabor, Beth Scouller, Mel Murray,

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

Agenda Discussion/Approval

- Agenda Changes: John Bash stated that two items were added to the Consent Agenda. He also shared that he would like to make a statement once the Board makes a decision regarding the agenda. **Rita Luce/Melissa Beard Moved/Seconded (M.S.) to approve the agenda with the noted additions. The motion passed unanimously.**

John made a statement regarding the Veteran's Day assembly that was held at G.W. Bush Middle School today.

This afternoon I was made aware of a Veteran's Day assembly at Bush Middle School during which there was a program that included a series of 14 flags that were displayed. Those flags represented different periods of time from 1775 to the present. Having the flag there at all was an act of insensitivity and failed to meet our standards for a safe, respectful, and culturally sensitive school environment.

As part of that program, one of those flags was a Confederate flag and one of the two students holding the flag was a student of color. This leadership student was not assigned to this specific flag, but the student holders got out of order during the program.

I reached out to the family today to not only inform them of what happened, but on behalf of Tumwater School District, apologize for this incident and to assure them we will continue to look into the matter and work with all of our staff to ensure that this program and programs like it are designed and planned in such a way that e honor and respect all of our students and all of our guests. And, with that, I want

to clarify that, while some have already emailed me today and shared with me that they believe the Confederate flag is part of American History and has a place in the context of teacher about American history, it's my opinion that during these ceremonies what we're celebrating are the heroic deeds of our veterans and that in these ceremonies there is no place for this controversial history teaching. Instead I believe we simply stay to the true mission of a Veteran's Day celebration and honor our veterans. My father was a veteran and so this particular holiday holds special meaning to me individually. Beyond the regret that this happened, I want to express regret that this incident overshadows really what we should all be celebrating right now, which is the service of all our veterans here in the United States.

With that, I'll close my statement by thanking our veterans both here and all across the world for their service.

Approval of Minutes

- **Kim Reykdal/Rita Luce, M/S to approve the minutes from the October 26, 2017 meeting as presented. The motion passed unanimously.**

Student Board Representative Reports

- Patrick Williams-THS: They had their Veteran's Day Assembly with a guest speaker, a student's uncle, who gave a very moving speech. Winter sports are still competing with some teams moving on for playoffs, including swimming, volleyball, golf (in the Spring) and Everyone is preparing for upcoming mid-terms. VidMo being used by teachers as tool for improving. SBAC retakes for math and English are this week.
- Jasmine Ploettner-BHHS: BHHS also held a Veteran's Day Assembly. They had a couple speakers, including a Lt. from the Army and a leadership student's mother. There was also a video shown that was very moving. She was surprised to learn that the majority of the students at the school have a Veteran in their family. Their most recent blood drive produced 88 donors which saves about 264 lives. The final showing of the fall comedy is coming up. Cross Country had a couple great placements, volleyball is going to State as well as football. Bowling is on the 13th at Tumwater Lanes against Timberline. The food drive is going on until the 20th. One class has over 50 items so far! Cultural Fair was Wednesday with 19 different countries and three states being represented. The booths had traditional food from each country and some even had a craft. Saturday is the Wolf Country Homecoming Bazaar, which is going to be bigger this year than last year with raffle baskets and a Mrs. Clause's Snack Shack. . November 16th is the Choir's Unity Concert, which will be a fundraiser for a local cause/organization. DECA has a Snack Shack open a few days a week, run by students and they are in competition with other DECA students in the area. There are multiple concerts in December, all at 7pm.

Business/Financial

- 2017/2018 Budget Update: Mitch Thompson presented on this topic. The numbers have been submitted to ESD and approved and moved on to OSPI. He included 3-year trends and we are very close, with revenues being up just a little. There is a spike in Capital Projects coming up because of a bond sale.
- Capital Projects Report: Mel Murray presented on this topic. The money from the bond sale is the last of the funds approved in 2014 and will carry us through. He outlined the progress/status of projects throughout the district. East Olympia is the biggest project going on right now and they will have a big move coming up over winter break. Tumwater Hill is in design development. Thurston Regional Planning Council was last week and he attended

as a TSD representative. He shared that they were very pleased to have the district participating. He also talked about handrails going in at the stadium.

Public Comment

- **Public Comment- Agenda and Non-Agenda Items:** Tami Collins stated that there are four people signed up to address the Board. All four would like to talk about the flag at the assembly at G.W. Bush Middle School.

Karen Johnson spoke about the hate that the confederate flag represents, the fact that it was a symbol of the South and that those soldiers are not veterans but, in fact, were treasonous. She applauded Superintendent Bash for the work that is going on in the district around these issues.

Karen Milliman is a former teacher in the District, with most of her students going on to Bush. She volunteers regularly with homeless backpacks and sees all the wonderful things going on. She was sad and angry when she turned on her computer to read about this happening at the assembly. The flag represents something ugly in our history and we need to be done with it. She wants the District to take a stand and not allow it.

Bruce Milliman thanked Superintendent Bash for his statement. As a teacher, he wanted to share a few simple thoughts with his main message being that we have just one flag that represents us all.

Tim Voie appreciated that Superintendent Bash gave him a call to discuss the issue this evening and appreciates the steps that the District has taken in an attempt to try to alleviate people's fears and share that this is not what the District stands for. He believes this is an honest mistake with unintended consequences but of course, we do need to be very aware of our actions, to take a step back, realize the messages that we are putting out and recognize this as a teachable moment.

Jay is a veteran and thanks the schools for the wonderful programs they work to put together.

Consent Agenda

- **Kim Reykdal/Melissa Beard, M.S., to approve the Consent Agenda as presented. The Consent Agenda was approved as follows:**
 - **Employment:** Kristin Jones, Impact ParaPro, PGS; Jennifer Southworth, SpEd ParaPro, LRE; Megan McGinnis, Impact SpEd ParaPro, MTS.
 - **Adjusted Employment:** Jaime Dominoski, SpEd ParaPro, LifeSkills, THS; Alyssa Parrish, Assistant Cook, BHHS.
 - **Retirement:** Karen Abbott, ParaPro, LRE, effective last day of school 2018; Susan Warren, ParaPro, LRE, effective last day of school 2018.
 - **Co-Curricular:** Ashley Andrews, Head Girls Fast Pitch Coach, THS; Deb Nickerson, Interact Club Stipend, BHHS.
 - **Leaves:** Jennifer Field, Teacher, TMS, Medical leave starting October 27, 2017 returning December 11, 2017, per doctor's note; Trevor Knight, Teacher, TMS, FMLA leave starting October 30, 2017 returning January 16, 2018, per doctor's note; Robyn Knight, Teacher, MTS, FMLA leave starting October 30, 2017 returning January 16, 2018, per doctor's note; Ronald Smith, Teacher, MTS, FMLA leave starting December 6, 2017 returning January 2, 2018, pending doctor's note; Roberta Harris, ParaPro, LRE, unpaid personal leave starting January 11, 2018 returning January 23, 2018; Amy Jones, ParaPro, PGS, unpaid personal leave starting January 2, 2018 returning September 5, 2018; Kathy Bowman, Bus Driver,

Transportation, intermittent family medical leave starting October 23, 2017 as needed during the 17-18 school year; Cynthia Partlow, ELL Teacher, SL, FMLA leave starting October 23, 2017 returning November 8, 2017 working 4 hours a day until November 14, 2017, per doctor's note; Suzanne Hall Teacher, THS, FMLA leave starting December 7, 2017 returning January 18, 2018, per doctor's note.

- Clock Hours: K-2 Assessment Development Training, session #49972, for 6 clock hours, taught by Tara Richerson on October 30, 2017, December 13, 2017, February 22, 2018 and March 13, 2018; Ready/iReady Math Implementation and Instructional Strategies, session #50062, for 3.75 clock hours, taught by Darci Downs (Curriculum Associates) coordinating with Marchand Connolly (MTS Math IF) on January 19, spring TBD and June 8, 2018; Ready/iReady Math Implementation and Instructional Strategies, session #50028, for 3.75 clock hours, taught by Kara Frost (Curriculum Associates) coordinating with Jeanene Hill (BLE Math IF) on January 19, April 20 and June 8, 2018; SBA Prep High Yield Strategies, session #50152, for 4.5 clock hours, taught by Linda Hicks-Green and Judy Fondaw on November 28, 2017, January 11 and February 8, 2018; Threat Assessment, session #50154, for 7 clock hours, taught by John Van Dreal on November 17, 2017; MTS Resilience, session #50170, for 4 clock hours, taught by Elliott Hedin and Stephanie Brush on November 13, 17, 20, 2017 and January 5, 2018; Reading RTI, Growth Mindset and Instructional Strategies, session #50256, for 6 clock hours, taught by Mandy Jessee, Julia Athens, Dr. Joyce Gilbert on November 16, 2017, January 25, February 18 and March 7, 2018; Ready math Implementation and Instructional Planning, session #50252,f or 7 clock hours, taught by Patty Kilmer, Penny Marksheffel and Megan Fine on September 29, 2017, January 19, March 16 and June 8, 2018; Right Response Full Certification, session #50288, for 14 clock hours, taught by Scott Robbins on November 30 and December 1, 2017; Right Response Recertification, session #50285, for 7 clock hours, taught by Scott Robbins on December 7, 2017.
- Other: Add Interact Club to Activities Schedule 03; Salary Schedule 9, Principals only retro-active to July 1, 2017. Accidentally omitted from October 28, 2017 Personnel Report Salary Schedule 13, Supervisor of Special Services only, retro-active to July 1, 2017; Place Joshua Taylor (endorsed in French) in a long-term substitute assignment for 6th grade Social Studies at TMS, effective approximately November 27, 2017 (will cover a maternity leave-return date TBD).
- 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 72804514-72804548 in the amount of \$4,407,478.97; General Fund voucher numbers 72212366-72212471 in the amount of \$1,926,293.62; Capital Projects Fund voucher numbers 72011629-72011661 in the amount of \$3,486,585.01; ASB Fund voucher numbers 72440915-72440935 in the amount of \$62,957.42; Transportation-Vehicle Fund voucher numbers 0-0 in the amount of \$0 and Private Purpose Trust Fund voucher numbers 72700510-72700510 in the amount of \$102.50.
- Contracts: Blackboard, Cultures Connecting LLC, Barbara Bayer, Candyce Bollinger, Lyndsay Morris, Jon Van Dreal, Fanny Cordero, Dr. Vanessa Tucker.
- Capital Projects Change Orders: #23 for the Bush Middle School Renovations & Additions, #3 for the East Olympia Elementary School modernization; #16 for the Littlerock Elementary School Replacement, Contract Amendment #4 for the Tumwater Middle School Renovations & Additions.
- Acceptance of Contracts as Complete: CNR AD Corp. Phone System, THE; KCDA/Pacific Mobile PGS/EOE Portable Relocation; KCDA/Spectra Flooring LRE.
- Capital Projects Contracts: Tumwater High School Drafting Room Power & Data- Tapani Electric; Tumwater High School Drafting Room Architectural and Engineering Services

Contract- Tovani-Hart/Hargis Engineers; Tumwater Hill Elementary Architectural and Engineering Services Contract- TCF Architecture.

- Superintendent's Contract: 3 year contract, commencing on July 1, 2017 through June 30, 2020.
- Donation Acceptance: Black Lake Elementary's PTA is donating \$631.03 to their PBIS Program.

Other Business

- 1st Reading, Revisions to Policy 3115- Homeless Students: Enrollment Rights and Services: John Bash presented on this topic. Updates are related to changes in ESSA.

Superintendent's Report

- NMSC Update: Kris Blum presented on this topic. There are fifteen different CTE programs and 1 academic currently at New Market Skills Center. She shared enrollment trends, including the way that Youth Build students were counted once brought in. Overall enrollment held pretty stable during the summer. There seems to be an uptick in freshman interested as they are preparing for 24-credit requirements. There were four changes this year in programs offered with Digital Media Communication being dropped, Computer Hardware & Networking transitioning to Cyber-Security, Business Academy transitioning to Small Business Start-Up and Firefighting and EMS was added. The good news about the Firefighting/EMS that was added is that it does not cost anything! Currently there are 18 in one session and 16 in the other session. NMSC reached out to multiple community colleges and it seems that they no longer offer courses.

She reviewed their School Improvement Plan for the 2017-2018 school year, which is aligned with Tumwater School District's Strategic Plan. They have begun to produce newsletters and are beginning to have conversations with Dana Anderson at ESD with an assessment of communication.

Trades are having conversations with community colleges about ELA that would work within an apprenticeship.

John thanked Kris and Brian for all the work they do in managing ten different districts!

- CTE Update: Chris Woods and Brian Hardcastle presented on this topic. Tumwater FRESH are now members of FFA! Chris thanked Brian for his hard work and leadership as well as Kristin Maring for the incredible work she is doing with the FRESH students. Brian shared what FFA will look like in the FRESH program. Kristen talked about developing student leaders and introduced several students, including their vice-president. Each student introduced themselves and shared a bit about what FRESH means to them and what they have learned. One student talked about the funds they received through a grant and that they purchased native plants, using the design they created themselves. Once it is complete, there will be a stone pathway that will have information about each of the plants so that people can learn about native plants.
- Superintendent's Remarks: Cindy Tobek was national champion last year with the largest pumpkin in the Country. She came in 2nd this year and will be coming to the December 14th meeting to share this with the Board. John joined superintendent's from Yelm, Olympia and North Thurston to provide the Thurston Roundtable Group an update on the impact of new state funding legislation. He noted that reductions in the amount the district may collect from the approved levy combined with changes in how the state will fund teachers will result in less overall revenue to the district compared to the former state and levy funding model. He also

noted that the total school tax rate will increase at the same time. The next legislator meeting is January 8th at Hotel RL.

John thanked Tim Voie for his response to the issue with the flag when they spoke earlier as well as his comments at the meeting. He truly believes that this was not intentional and that there is a teacher who was really struggling with this and appreciates his support.

Caprice Hollins came and worked with Tumwater staff earlier this year and so Tumwater is on a journey. She will be working with SLCC group for a total of five meetings. The 28th is the next SLCC meeting with Caprice being there from 8-10.

Board Member Comments

- Jay Wood: He has been an FFA member since 1946 and at one time was the State Director and is especially proud and excited about getting to be a part of getting females permission to join. He enjoyed his visit with Rita to LRE and EOE as they were able to see great things going on in classrooms.
- Rita Luce: It is so amazing to visit the schools to see everything that is going on. It is so exciting to see all the possibilities with her favorite part being the classroom visits.
- Melissa Beard: It was fun to see Jasmine when she was working on tech for the Fall comedy at BHHS. Her daughter had a great time participating in the play and mentioned that tryouts for Beauty and The Beast are next week. She is very happy about FFA and she was is 4H for a very long time. She knows a lot of people who have become leaders in the community with a background in 4H/FFA. The more leadership role opportunities for students is exciting! She appreciates the opportunity to speak about the issues that our speakers brought up tonight. It is a great way for us all to see the different ways that people process and share topics that are important to them.
- Kim Reykdal: She met with John and Jennifer Gould regarding the Community Schools Model in preparation for their WSSDA presentation. She feels we are doing so much in our district to address the needs of kids in this district. We really are focusing on the whole child. Tumwater Middle School implemented student-lead conferences for the first time and she experienced it with both of her kids. She is very pleased with it and gives kudos to teachers for giving this a try.

With no further business coming before the Board, the meeting adjourned at 8:20pm

Recorded by:
Tami L. Collins

Signed this 14th day of December, 2017.

Board Member

Board Secretary