

**Board of Directors:**

Jay Hagen  
Shaunna Ballas  
Dr. Sara Fagerlie  
Josh Seek  
Sarah Adams

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## SCHOOL BOARD MEETING MINUTES

Wednesday, April 26, 2023

Regular Board Meeting • 5:30pm

The Board meeting on April 26, 2023, was held in-person and also used the Zoom meeting platform.

**ZOOM BOARD MEETING INVITE:**

Join from a PC, Mac, iPad, iPhone or Android device:

Please click this URL to join.

<https://snohomishsd.zoom.us/j/98635575615?pwd=U1ZGeXZiN25zRnNGMWV4UXBNbmtsQT09>

Passcode: 772866

Or One tap mobile:

+12532158782,,98635575615# US (Tacoma)

Or join by phone:

Dial(for higher quality, dial a number based on your current location):

US: +1 253 215 8782 or +1 253 205 0468

Webinar ID: 986 3557 5615

International numbers available: <https://snohomishsd.zoom.us/j/98635575615>

**PLEDGE OF ALLEGIANCE**

President Jay Hagen called the regular meeting of the Board of Directors of Snohomish School District No. 201 to order at 5:35pm with the Pledge of Allegiance. In attendance were Ms. Ballas, Dr. Fagerlie and Ms. Adams. Mr. Seek was excused.

**PUBLIC COMMENT –**

Lane Wilkinson, is the music teacher at Centennial Middle School and Snohomish High School. He spoke to the Board about getting choir re-instated at Centennial. He would like to see the music program grow and this has been a goal of the music department. Choir is offered at Valley View and Glacier Peak. He would love for the students at Centennial to have the same opportunity.

**RECOGNITION – PSE Certificate of Merit Awards**

Darryl Pernat, Executive Director of Human Services welcomed district administrators who in turn introduced their honored classified employees as they each received a PSE Certificate of Merit Award. Karl Hareth, PSE President, also congratulated the employees. Each recipient listed below was nominated by their co-workers or supervisors for their dedication and leadership.

Keri Eggers

Paraeducator, Healthroom

Cathcart Elementary

Frank Scott

Custodian

Cathcart Elementary

Tanya Lane

Paraeducator

Central Primary

## RECOGNITION – PSE Certificate of Merit Awards (Continued)

|                            |                                 |                                  |
|----------------------------|---------------------------------|----------------------------------|
| <i>Lauri Walker</i>        | <i>Paraeducator, Healthroom</i> | <i>Cascade View Elementary</i>   |
| <i>Brook Harnett-Acuff</i> | <i>Main Office Secretary</i>    | <i>Dutch Hill Elementary</i>     |
| <i>Bibiana Penland</i>     | <i>Paraeducator</i>             | <i>Emerson Elementary</i>        |
| <i>Katie Albright</i>      | <i>Paraeducator</i>             | <i>Little Cedars Elementary</i>  |
| <i>Amy Bazile</i>          | <i>Paraeducator</i>             | <i>Machias Elementary</i>        |
| <i>Bernadette McIver</i>   | <i>Paraeducator</i>             | <i>Riverview Elementary</i>      |
| <i>Jessica Nilsen</i>      | <i>Main Office Secretary</i>    | <i>Seattle Hill Elementary</i>   |
| <i>Heather Nichols</i>     | <i>Paraeducator, Healthroom</i> | <i>Totem Falls Elementary</i>    |
| <i>Dustin Hawkins</i>      | <i>Custodian</i>                | <i>Centennial Middle School</i>  |
| <i>Michelle Walker</i>     | <i>Admin Assistant</i>          | <i>Valley View Middle School</i> |
| <i>Charmaine Gobel</i>     | <i>Main Office Secretary</i>    | <i>Glacier Peak High School</i>  |
| <i>Dawn Ellis</i>          | <i>Admin Assistant</i>          | <i>Snohomish High School</i>     |
| <i>Linda Hardy</i>         | <i>Admin Assistant</i>          | <i>AIM High School</i>           |
| <i>Jonnie Eames</i>        | <i>CTE Paraeducator</i>         | <i>CTE</i>                       |
| <i>Heidi Gauthier</i>      | <i>Assistant Analyst</i>        | <i>Human Resource Services</i>   |
| <i>Dominic Yates</i>       | <i>Maintenance</i>              | <i>Operations</i>                |
| <i>Jessica Johnson</i>     | <i>Admin Assistant</i>          | <i>Teaching &amp; Learning</i>   |
| <i>Todd Stenberg</i>       | <i>Bus Driver</i>               | <i>Transportation</i>            |

## RECESS

There was a recess for a brief reception in recognition of the PSE Certificate of Merit awards at 6:55pm for approximately 25 minutes. The regular Board meeting resumed at 7:20pm.

## AGENDA REVISION

Revised Consent Agenda:

(b) Request Approval of the Revised Personnel Report

A motion to approve the agenda revision was made by Dr. Fagerlie and seconded by Ms. Adams. The motion carried 3-0.

## APPROVAL OF MINUTES

A motion to approve minutes from the Regular Board Meeting on April 12, 2023, was made by Ms. Adams and seconded by Ms. Ballas. The motion carried 3-0.

## CONSENT AGENDA

(a) Request Approval of Warrant Issued April 1-15, 2023:

| <u>FUND</u>      | <u>DIST.<br/>DATE</u> | <u>WARRANT<br/>FROM</u> | <u>WARRANT<br/>TO</u> | <u>DIST.<br/>TOTAL</u> |
|------------------|-----------------------|-------------------------|-----------------------|------------------------|
| GENERAL          |                       |                         |                       |                        |
| ACCOUNTS PAYABLE | 04/14/23              | 633352                  | 633392                | \$11,292.83            |

**CONSENT AGENDA (Continued)**

| FUND                      | DIST.<br>DATE | WARRANT<br>FROM | WARRANT<br>TO | DIST.<br>TOTAL        |
|---------------------------|---------------|-----------------|---------------|-----------------------|
|                           | 04/14/23      | 633393          | 633506        | 1,010,201.79          |
| Electronic Transfer       | 04/07/23      | 379             | 379           | 64,995.58             |
| Electronic Transfer       | 04/14/23      | 380             | 380           | 175.96                |
| Electronic Transfer       | 04/14/23      | *               | *             | <u>172,242.87</u>     |
| TOTAL ACCOUNTS PAYABLE    |               |                 |               | <u>\$1,259,209.03</u> |
| TOTAL PAYROLL             |               |                 |               | <u>\$0.00</u>         |
| TOTAL GENERAL FUND        |               |                 |               | <u>\$1,259,209.03</u> |
| TOTAL CAPITAL PROJECTS    | 04/14/23      | *               | *             | <u>\$22.72</u>        |
| TOTAL PRIVATE PURPOSE     |               |                 |               | <u>\$0.00</u>         |
| ASB                       | 04/14/23      | 633507          | 633520        | \$18,356.86           |
| Electronic Transfer       | 04/14/23      | *               | *             | 125,409.79            |
| Cancel Warrant            | 04/14/23      | *               | *             | <u>(2,750.00)</u>     |
| TOTAL ASB                 |               |                 |               | <u>\$141,016.65</u>   |
| TOTAL TRANS. VEHICLE FUND |               |                 |               | <u>\$0.00</u>         |
| TOTAL ALL FUNDS           |               |                 |               | <u>\$1,400,248.40</u> |

## (b) Request Approval of the Personnel Report

| EMPLOYEE   | ASSIGNMENT          | LOCATION            | EFFECTIVE DATE            |
|--|---------------------|---------------------|---------------------------|
| <b>ADMINISTRATIVE</b>  |                     |                     |                           |
| <u>Retirement</u>  |                     |                     |                           |
| Paula Nelson   | 1.0FTE Principal    | Seattle Hill Elem.  | 06-30-23                  |
| <b>CERTIFIED</b>   |                     |                     |                           |
| <u>Appointment (Non-Continuing)</u>  |                     |                     |                           |
| Jessica Baker  | 1.0FTE Grade 6      | Machias Elem.       | 09-01-23                  |
| Nathan Wilford   | 1.0FTE Health/PE    | Centennial Middle   | 01-30-23                  |
| <u>Appointment (Continuing)</u>  |                     |                     |                           |
| Morgan Hoffman   | 1.0FTE Psychologist | Special Education   | 09-01-23                  |
| Amy Joynt  | 1.0FTE Psychologist | Special Education   | 09-01-23                  |
| Alexa Kazan  | 1.0FTE SLP          | Special Education   | 09-01-23                  |
| <u>Request for Revision of Dates of Previously Approved Leave of Absence</u> |                     |                     |                           |
| Charmaine Billings   | 1.0FTE CTE          | Valley View Middle  | 04-14-23 through 06-21-23 |
| Courtney Grimstad  | 1.0FTE Grade 2      | Central Primary     | 04-10-23 through 06-21-23 |
| Linsey Turski  | 1.0FTE FCS          | Snohomish High      | 09-06-23 through 01-02-24 |
| <u>Request for Leave of Absence</u>  |                     |                     |                           |
| Colleen Anderson   | 0.4FTE Music        | Riverview Elem.     | 2023-2024 SY              |
| Justin Fox-Bailey  | 1.0FTE English      | Snohomish High      | 2023-2024 SY              |
| Sara Herber  | 1.0FTE MLL          | Teaching & Learning | 05-08-23 through 06-21-23 |
| Erica Miller   | 1.0FTE Grade 1      | Machias Elem.       | 04-23-23 through 06-21-23 |
| Li Xue   | 1.0FTE Chinese      | Snohomish High      | 09-06-23 through 01-02-24 |
| <u>Retirement</u>  |                     |                     |                           |
| Debra Lamoree  | 1.0FTE Resource     | Centennial Middle   | 06-21-23                  |

**CONSENT AGENDA (Continued)**

| EMPLOYEE                            | ASSIGNMENT    | LOCATION            | EFFECTIVE DATE            |
|-------------------------------------|---------------|---------------------|---------------------------|
| CLASSIFIED                          |               |                     |                           |
| <u>Appointment</u>                  |               |                     |                           |
| Rosa Shaw                           | 4hr Custodian | Little Cedars Elem. | 05-01-23                  |
| <u>Request for Leave of Absence</u> |               |                     |                           |
| Carmen Gagnon                       | 6.5hr Para B  | Totem Falls Elem.   | 04-19-23 through 06-02-23 |
| <u>Resignation</u>                  |               |                     |                           |
| Kendall Thomsen                     | 6.5hr Para B  | Glacier Peak High   | 04-21-23                  |

- (c) Request Approval of the Interlocal Agreement with Northwest Educational Service District #189 (NWESD) for the Snohomish County Detention Center Education Program for 2023-2024
- (d) Request Approval of the Interlocal Agreement with Northwest Educational Service District #189 (NWESD) for the Northwest Regional Learning Center for 2023-2024
- (e) Request Approval of the Interlocal Agreement with Northwest Educational Service District #189 (NWESD) for the Snohomish Discovery Program for 2023-2024
- (f) Request Approval for a SHS Student to Attend the FCCLA Nationals in Denver, Colorado from July 1-7, 2023

A motion to approve the revised consent agenda was made by Ms. Adams and seconded by Dr. Fagerlie. The motion carried 3-0.

**OLD BUSINESS**

- (a) Request Approval of Policy 5006 – Certification Revocation (Second Consideration)

A motion to approve Policy 5006 – Certification Revocation was made by Ms. Ballas and seconded by Dr. Fagerlie. The motion carried 3-0.

- (b) Request Approval of Policy 5240 – Evaluation of Staff (Second Consideration)

A motion to approve Policy 5240 – Evaluation of Staff was made by Ms. Ballas and seconded by Dr. Fagerlie. The motion carried 3-0.

- (c) Request Approval of Policy 5280 – Separation from Employment (Second Consideration)

A motion to approve Policy 5280 – Separation from Employment was made by Ms. Ballas and seconded by Ms. Adams. The motion carried 3-0.

## **OLD BUSINESS (Continued)**

### **(d) Request Approval of Policy 5281 – Disciplinary Action and Discharge (Second Consideration)**

Ms. Adams said she would like more explanation regarding the sex offender crimes section. Mr. Pernat said that the policy follows the wording in the RCW. He said it doesn't mean that if a person has a misdemeanor they would not be disciplined. Termination is the most severe, other times there might be training that an employee has to do or there may be an admin leave. The items listed that follow the RCW are givens that if a person commits one of those felony crimes against children they would be discharged. She asked if we could add additional language to cover misdemeanors too. Mr. Pernat said that we would have to work with our attorney to make sure whatever is in the policy is defensible in court. Ms. Adams asked if we run background checks on people. Mr. Pernat said that we do run background checks on people when they are hired. She asked if someone committed a sex crime, they would not have to report it? When hiring someone they would have to disclose a crime if they had something on their record. All crimes come up in background checks when hired. Ms. Ballas suggested that we table this agenda item until we find out additional information. It was asked if we can require additional background checks after someone is hired or that they would have to mandatory disclose a crime. Ms. Adams said that sex crimes are gateway crimes. Mr. Pernat will check with the attorney and bring the policy back again.

## **NEW BUSINESS**

### **(a) Policy 5021– Conflicts Between Policy and Bargaining Agreements (First Consideration).**

There were no comments on the first consideration.

### **(b) Policy 6511 – Staff Safety (First Consideration)**

There were no comments on the first consideration.

### **(c) Policy 6800 – Building and Ground Maintenance (First Consideration)**

There were no comments on the first consideration.

## **SUPERINTENDENT'S REPORT**

- This is the last weekend for Glacier Peak High School Theatre's drama program, "The Little Mermaid". Snohomish High School's "Into the Woods Jr." runs May 12-21. Tickets will be available soon.
- Student Advisory Council lunches are Friday, April 28 starting at 10:15am, Thursday, May 4 at 11am at AIM, and Monday, May 8 at 11:45 at Glacier Peak High School.
- Student Advisory Council applications are available online. So far, we have received 16 applications.
- The draft Strategic Plan was received from Ms. Fertakis. It is a fantastic document. It provides us with a professional plan to guide our district. We will plan a Board Workshop to discuss it soon.

## **SUPERINTENDENT'S REPORT (Continued)**

- WASA Awards are on April 27 at 1:00pm this year. It will be held at Sno-Isle Skill Center. It is a desert only event.
- Kids in the Kitchen contest is Friday, April 28 at the Glacier Peak Commons at 4:00pm. President Hagen and Ms. Ballas volunteered to be judges.
- We have selected the Totem Falls new principal. We will announce it at the school tomorrow.
- We have interviews coming up soon for SHS Athletic Director and Executive Director for Special Ed.

## **SCHOOL BOARD COMMENTS**

- Ms. Ballas said she is enjoying the spring weather and going out to all of the schools. She is impressed by all they are doing. The learning is happening in the Consumer Science class and their garden. They are working in partnership with Machias Elementary. There is a science fair next week at Emerson Elementary. She is really excited to see the Strategic Plan.
- Ms. Adams said she loved the awards event tonight. It was amazing hearing about all of the employees.
- Dr. Fagerlie said congrats to all of the employees that won an award, and thanks to all of the staff that helped put the event on. Big kudos to the Glacier Peak High School drama class for their drama presentation.
- Mr. Seek thanked the crew that did all the landscaping out front. The awards ceremony is always good. Retirement meeting will be next and then graduations.

The regular meeting was adjourned 7:43pm.

Verified by:

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Kent Kultgen, Ed.D.  
Secretary to the Board of Directors

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Jay Hagen  
President of the Board of Directors