Inspiring Excellence

LAKE STEVENS
School District

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BOARD OF DIRECTORS' REGULAR MEETING
February 26, 2025

Board Members:
Mari Taylor, President
Nina Hanson
David Iseminger
Vildan Kirby
Paul Lund
Mary Templeton, Superintendent/Board Secretary

Student Advisory Council Officers:
Riley Boerger
Aashisri Bendalam
Yostina Mosa

The Lake Stevens School District Board of Directors met in a Work Session at Glenwood Elementary at 4:30 p.m. for School Improvement Plan Presentations. A Zoom option was available for this Work Session.

The Lake Stevens School District Board of Directors met in a Regular Session at Glenwood Elementary. A Zoom option was available for this meeting that President Taylor called to order at 6:30 p.m. followed by the pledge of allegiance.

ROLL CALL

Present: Mari Taylor, David Iseminger, Nina Hanson, Paul Lund, Vildan Kirby, Dr. Mary Templeton and SACo members Riley Boerger, Aashisri Bendalam and Yostina Mosa.

AGENDA/MINUTES

Director Lund made a motion to approve the February 26, 2025 Agenda. The motion was seconded by Director Kirby and unanimously approved. Director Hanson made a motion to approve the February 12, 2025 Regular Meeting Minutes and February 18, 2025 Special Meeting Minutes. The motion was seconded by Director Iseminger and unanimously approved. Director Lund abstained because he was unable to attend the February 18, 2025 meeting.

President Taylor stated that the second board meeting of the month is held at various schools so the board can hang out and see all of the cool things happening in the schools. She added that this also provides an opportunity for the community to get to know the board members, who introduced themselves.

Director Lund shared that he has been on the board for 15 years. He and his wife, Holly, moved to Lake Stevens in 1986. They have three children who attended the Lake Stevens School District, now aged 32, 34, and 36. He expressed how much they enjoyed living in the community and how great it is to visit the schools to see the wonderful things happening.

Director Iseminger introduced himself, noting that he has been on the board for 18 years. He had two students graduate from the Lake Stevens School District and currently has two students at Cavelero Mid High School. He enjoys visiting schools and seeing the positive activities taking place. For his day job, he has worked at Microsoft for over 20 years in various roles. He thanked everyone for the opportunity to be there and expressed his excitement for the evening.

Director Kirby shared that she and her husband moved to Lake Stevens in 2013 for the great school district. They have twin boys who attend Lake Stevens High School. She expressed her appreciation for being there.

Director Hanson introduced herself, mentioning that her family moved to Lake Stevens in 2020 from Mill Creek, originally coming from Minnesota. She has three wonderful children: a 2-year-old, a 6-year-old in kindergarten, and a 10-year-old. She enjoys being involved in the community and spending time at the Farmer's Market in the summer. She thanked everyone for having them.

Superintendent Dr. Templeton shared that she is in her ninth month as superintendent and is thrilled to be part of the Lake Stevens community. She acknowledged the great success of the district and expressed her gratitude for being a part of it. She highlighted the significance of the community passing the construction bond, which will positively impact the district's future. She noted that the district continues to grow because of its excellent schools.

SACo President Riley Boerger introduced SACo, explaining that it is a policy formed to collect and promote student voice. SACo members attend every board meeting and hold individual meetings every other week.

SACo Vice President Aashi Bendalam, a junior at Lake Stevens High School, introduced herself. She shared that SACo publishes newsletters, manages Instagram, and offers other resources to support student voice.

SACo Secretary Yostina Mosa, also a junior at Lake Stevens High School, introduced herself and expressed her excitement to be there.

President Taylor introduced herself, stating that she has been on the board for a long time. Her children went through the Lake Stevens School District, and she currently has grandchildren attending the district. For her day job, she works for the Department of Children, Youth, and Families, ensuring there are enough Early Childhood Assistance Program (ECAP) slots. She celebrated the passing of the bond with a big hoorah.

REPORTS OF SCHOOL BUILDINGS AND PROGRAMS

Glenwood Principal Jen Johnson shared updates on their Gatorific Force and SIP goal for reading growth. They are focusing additional resources on learners with disabilities, aiming to increase their ELA proficiency from 24.6% in 2024 to 40% on the 2025 SBA, compared to 77.2% of general education peers.

She also highlighted a student in the REACH program who has overcome many barriers since joining Glenwood in 1st grade. Through teamwork between REACH staff and his general education teacher, Devin has made great strides in reading and math. Devin's perseverance and growing sense of belonging have helped him spend more time with general education peers. Glenwood is incredibly proud of Devin - one amazing Gatorific Gator!

Glenwood aims to boost student engagement to strengthen their sense of belonging and self-efficacy. In Spring 2024, students reported a 66% favorable rating for belonging and 61% for self-efficacy on the Panorama Survey. Their goal is to increase both by at least 5% in Spring 2025 for grades 3-5.

This year, they have focused on increasing classroom engagement using non-verbal gestures and sentence stems, as well as refining Tier 2 small group instruction during WIN time. January's data cycle meetings helped assess student progress and guide next steps. Guests are invited on a 20-minute "Glenwood Galaxy" journey to visit classrooms, meet skilled "Jedi Masters," and see student achievements and teamwork in action.

COMMUNITY COMMENTS

President Taylor opened the floor for community comments. Hearing none, President Taylor closed this portion of the meeting.

DECISION ITEMS

Consent Agenda:

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

1. Approval of the February 28, 2025 Warrant Nos. 315871 to 316027 - $776,242.07 manual warrants drawn on the General, Capital Projects & ASB Fund(s) (E:33/25).
2. Personnel Report: Certified Employment: Catalina Salazar Occupational Therapist, Tami Tilford ELC Preschool Teacher; Classified Employment Carl Aylesworth LSHS Temp 1:1 Para, Faith Benson HLC Temp 1:1 Para, Jennifer Fenn SKY Temp Resource Room Para, Lilly Hartman HLC 1:1 SLC Para, Cara Mackie HLC Temp Para, Roxanna Mead HLD 1:1 SLC Para, Diana Ruiz, SKY 1:1 Elementary Para, Xiaohua Sun, LSMS 1:1 SCL Para, Bethany Walker SUN 1:1 Elementary Support Para, Kristyn Zeddies LSHS TRUST Para; Resignations: Thomas Nguyen Technology ESC 1/31/2025, Kristyn Zeddies Paraeducator LSHS 2/7/2025;

Retirements: Chris Checchetto Certificated SpEd 6/20/25 (E:34/25). Approval of the Co-curricular Report (E:35/25)

3. Approval of the acceptance of a donation from Hillcrest PTA to Hillcrest ASB in the amount of $20,000.00 (E:36/25). Approval to Surplus Asset/Equipment items (E:37/25).

The motion was seconded by Director Lund and unanimously approved.

Director Kirby motioned to approve to award a contract for Network Upgrades at Hillcrest and Stevens Creek Elementaries and the Early Learning Center to Ednetics, Incorporated in the amount of $478,634.07, plus tax. The motion was seconded by Director Hanson and unanimously approved (E:38/25).

Director Hanson motioned to approve to award a contract for Wireless Equipment Upgrades at Cavelero Mid-High School and Hillcrest, Mt. Pilchuck and Sunnycrest Elementaries to Ednetics, Incorporated, in the amount of $337,288.95, plus tax. The motion was seconded by Director Iseminger and unanimously approved (E:39/25).

DISCUSSION

Assistant Superintendent of Human Resources John Balmer discussed Policy 4161: Civility in the Workplace. A civility policy establishes clear expectations for respectful workplace dialogue. It helps prevent hostility, personal attacks, and disruptive behavior that can undermine a safe, collaborative work environment. Educators perform best when they feel valued and respected. A civil policy will allow our staff to focus on their primary task - educating our students.

This proposed policy is aligned with WSSDA model policy with a few additions specific to Lake Stevens (para 1: violates social norms and point 8 under expectations: refrain from gossip, etc.). Disagreements are natural in any school community or organization, and a civility policy promotes solutions rather than conflict. It reinforces the importance of respect, understanding, and courtesy.

This policy is a part of the district's responsibility to create and maintain a safe, civil, respectful, and inclusive learning community. This policy clearly lists expectations and defines uncivil conduct. Additionally, stakeholders are provided with clear steps for addressing uncivil conduct, while outlining the obligations of bystanders and supervisors.

INFORMATION

CTE Director Dan Tedor provided updates on Career & Technical Education (CTE), highlighting its hands-on, skills-based approach that prepares students for various industries. CTE combines academics with technical training, enabling students to explore career pathways, earn industry certifications, and develop essential skills for college and the workforce.

By removing barriers and ensuring equitable access to Career & Technical Education (CTE), Lake Stevens empowers students to succeed in high-demand careers and make informed postsecondary choices. CTE is dedicated to the Foundation for Excellence, with 30 certified staff and 9 classified staff serving over 4,900 students in the Lake Stevens School District.

CTE follows a Universal Design for Learning, emphasizing student engagement, diverse learning methods, and the application of knowledge. This structured progression of learning experiences leads students to postsecondary education, apprenticeships, and workforce opportunities. Student outcomes demonstrate success in both college and career pathways, including improved graduation rates, increased postsecondary training, and higher college enrollment. Notably, 99.6% of students earned college credit through CTE Dual Credit, and 81.4% attained industry-recognized credentials.

CTE programs give students a head start in the workforce, supporting their confidence and self-worth, regardless of their chosen career path. Director Tedor and DECA teacher Mr. Will also highlighted DECA and its role in preparing emerging leaders and entrepreneurs for careers in marketing, finance, hospitality, and management at both the high school and college levels worldwide.

The CTE Microsoft Office National Team spoke about their journey to Nationals including struggles and accomplishments. CTE DECA students presented information on the DECA experience including activities, conferences and competitions to help students develop the knowledge and skills they need to be successful citizens, workers and leaders.

SUPERINTENDENT'S UPDATE

Superintendent Templeton thanked the students for their presentations. She shared that what she heard reflects what they strive for with all 10,000 students - independence, overcoming challenges, attention to detail, patience, community, connections, friendships, and a bright future. These reflections warm her heart.

BOARD COMMENTS

Director Hanson thanked the amazing leaders who met at 4:30 to share their SIP presentations. She enjoyed visiting classrooms and learning about social-emotional learning activities. She expressed appreciation to Dr. Balmer for the policy work and Dan Tedor for the CTE updates. She also praised the students for their incredible presentations.

Director Kirby thanked Glenwood for hosting the Board Meeting. She enjoyed visiting classrooms and was amazed by how teachers build meaningful connections with students. She expressed appreciation for everyone's hard work and celebrated the great numbers in social-emotional learning, sense of belonging, and attendance. Director Kirby congratulated SACo member Georgiy Lapin on being named a National Merit Finalist.

Director Iseminger thanked the building administrators and leadership for their work during the Work Session. He acknowledged the strong scores and emphasized the importance of holding high expectations and maintaining accountability to meet the Foundation for Excellence. He expressed gratitude to Glenwood for hosting the meeting and shared his excitement about the addition of doors at Glenwood. He highlighted the exceptional students, educators, and community members, stating that the schools should reflect that excellence. He also thanked the CTE programs for their impressive presentations and looks forward to more exceptional accomplishments.

Director Lund thanked Glenwood for hosting and shared how inspiring it is to visit buildings and see the wonderful work happening. He expressed gratitude to the principals for presenting their School Improvement Plans, recognizing their passion and commitment to student success. He emphasized the collective focus on ensuring no student falls through the cracks. Director Lund thanked Dr. Balmer for his policy work and Dan Tedor for his updates, noting he has the best job ever. He appreciated hearing stories of overcoming challenges, highlighting how they build character. It's exciting to see Lake Stevens on the world stage, and he encouraged everyone to keep doing amazing things!

SACo President Riley Boerger thanked Glenwood for hosting, sharing that it was a true pleasure to be there.

SACo Vice President Aashi Bendalam thanked everyone for their hard work. She expressed appreciation to Dr. Balmer for the policy updates and gave a special shoutout to DECA and Microsoft students, recognizing their amazing accomplishments.

SACo Secretary Yostina Mosa thanked everyone and shared how much she enjoyed visiting the classrooms. She expressed her gratitude to all those in attendance.

President Taylor thanked everyone and expressed special appreciation to the wonderful host, Principal Jen Johnson, along with her staff and family members. She also thanked CTE Director Tedor and Mr. Hill, noting that transitions in public schools aren't always visible, especially when it comes to how we think about different changes. She praised how much CTE has evolved, calling it extraordinary. President Taylor thanked everyone for their hard work and celebrated the amazing students doing incredible things.

ADJOURNMENT

With no objections from the other directors, President Taylor adjourned the Regular Session at 8:04 p.m.

President

Secretary