

CASHMERE SCHOOL DISTRICT #222  
Regular Board Meeting  
October 20, 2025

Call to Order: Board Chairman Aaron Bessonette called the meeting to order at 6:00 P.M.

Declaration of Quorum: Board members Nick Wood, Paul Nelson and Roger Perleberg were present. Board member Sara Pipkin was absent. There were eighteen others in attendance, including Superintendent Johnson.

- 1.0 Flag Salute – Board Chairman Aaron Bessonette led the Pledge of Allegiance.
- 2.0 Approval of the Agenda – On a motion by Roger Perleberg, the Board approved the agenda as presented.
- 3.0 Reports, Correspondence and Program
  - 3.1. Board Report – Board member Roger Perleberg shared he recently attended the WIAA Executive Board District 5 meeting held in Moses Lake, WA. Mr. Perleberg shared that he and Athletic Director, Jeff Carlson, had both attended and it was a good meeting. Board Chairman Aaron Bessonette shared positive remarks about the feedback he's received from staff and administrators and the start of the school year.
  - 3.2. CHS Student Report – ASB President Eliana Thomas was present to provide the Board with a student report. Ms. Thomas highlighted various upcoming events such as the Choir concert to be held at the middle school on October 29<sup>th</sup> and opening week for the fall play, A Midsummer Night's Dream. She went on to share what a success homecoming week had been, highlighting both the talent show and record sales for this year's homecoming dance!
  - 3.3. Superintendent Report –
    - 3.3.1. Enrollment / Fiscal Update – Business Manager Bo Charlton provided an update on the district's enrollment and fiscal status. Mr. Charlton reported that the district's financial position is aligning closely with budget projections. He noted a slight decrease in enrollment for the month of October and stated that enrollment levels will continue to be monitored throughout the school year, as they directly impact district funding. Mr. Charlton also reported that the Year-End process is concluding this week and indicated that a comprehensive report will be presented at the November Board meeting.
    - 3.3.2. District & Building Websites Update – Superintendent Johnson introduced Technology Assistant Brian Bailey and asked him to provide an overview of the recently revamped district and building websites. Mr. Bailey reported that the technology department has spent the past several months updating

both the district and building websites, noting that the previous versions were outdated and in need of improvement. He explained that the redesigned sites now offer enhanced content organization, with key parent-focused areas—such as calendar, enrollment details, and quick links—more prominently highlighted for ease of use.

- 3.3.3. K-12 Counseling / SEBMH Plan – Superintendent Johnson noted tonight’s presentation would focus on the current status of K–12 counseling. He reported that the recent wellness survey achieved over 90% student participation. Vale principal Sean McKenna began by acknowledging Shelley Seslar’s instrumental role in launching this work, which has been in development for the past two years as part of the district’s Social Emotional Behavioral Mental Health (SEBMH) Plan. Ms. Seslar is the Managing Director for Behavioral Health Services at the NCESD who specializes in student safety and well-being. A K-12 Counseling and SEBMH Plan is a coordinated, districtwide framework that outlines how a school system will support student’s academic, social-emotional, behavioral, and mental-health needs from kindergarten to 12<sup>th</sup> grade.

Mr. McKenna presented the Board with the [attached](#) PowerPoint outlining the plan’s development, the accompanying plan and resources document, and the various areas it addresses. The presentation also covered procedures for recognizing, screening, responding to, and documenting incidents. He emphasized that the plan and resources document is a living, continuously updated resource.

Ms. Seslar expressed appreciation for the efforts of all staff involved and highlighted the strong practices already in place at the building level. She also outlined several areas where additional support is needed and expressed appreciation to Mr. McKenna for developing the plan and resources document, which she shared has been highly valuable and will now be utilized by other districts. Superintendent Johnson concluded the update by expressing gratitude to the NCESD for its essential support and ongoing contributions to the district’s success.

- 3.3.4. 2025-26 School Improvement Plans – Superintendent Johnson asked for an administrator at each of the buildings to focus their presentations for the Board on one of the following pillars; Instructional Excellence, Student Engagement, Belonging, and Well-Being and Parent and Community Engagement. He went on to add today’s presentations will explore the district’s commitment to ensuring a quality education for every student and will be followed by a visit to each of the schools by the Board where each of the school’s SIP plans will be covered in depth.

Middle school principal, Sara Graves, focused on Pillar 1 – Instructional Excellence. Ms. Graves shared key commitments and strategies, including providing rigorous, equitable instruction, setting clear and aligned goals for student growth, and exploring innovative tools such as AI to support teaching and learning.

Vale Elementary principal, Sean McKenna, focused on Pillar 2 – Student Engagement, Belonging and Well-Being. Mr. McKenna shared key commitments and strategies, including promoting K-12 social and emotional learning and developing and implementing a K-12 counseling plan.

Lastly, high school principal, Craig MacKenzie focused on reviewing Pillar 3 – Parent and Community Engagement. He also outlined key commitments and strategies, including prioritizing parent connections and expanding outreach with the district's network of community partners, such as Rotary, Kiwanis, CVCH, and the Cashmere Library and Museum.

4.0 Visitors – there were several visitors present, but none elected to speak.

5.0 Consent Agenda –

5.1 Approval of Board Minutes – On a motion by Nick Wood, the Board approved the September 22, 2025 and October 13, 2025 minutes as presented.

5.2 Approval of Warrants and Financial Reports

Pay date of October 10, 2025: Warrants #327152 - #327231 totaling \$695,758.64

|              |              |
|--------------|--------------|
| General Fund | \$680,198.99 |
| ASB          | \$15,559.65  |

Pay date of October 31, 2025: Warrants #327247 - #327289 totaling \$88,975.82

|              |             |
|--------------|-------------|
| General Fund | \$64,447.13 |
| ASB          | \$24,528.69 |

Pay date of October 31, 2025: Payroll in an amount totaling \$1,905,811.35, including benefits.

On a motion by Paul Nelson, the Board approved the warrants and payrolls as presented.

6.0 Action Items

6.1 Personnel Report –

**1. Retirements/Resignations/Releases/Terminations, etc.**

| Name | Position | F' Request/Reassignment |
|------|----------|-------------------------|
|------|----------|-------------------------|

**2. Requests for Leave/Transfer/Change in Hours/Additional or New Assignment**

| Name | Position | F' Request/Reassignment |
|------|----------|-------------------------|
|------|----------|-------------------------|

**3. Recommendation for Employment/Transfer/Return from Leave of Absence**

| Name        | Position                     | F' Comments            |
|-------------|------------------------------|------------------------|
| Sara Carter | Vale – SpEd Paraprofessional | TReplaces Sydney Smith |
| Holly Burns | Vale – SpEd Paraprofessional | EReplaces Leslie Wood  |
| Maria Mora  | Vale – SpEd Paraprofessional | New Position           |

**3a. Contract Approvals/Renewals 2025-2026**

**4. Recommendation/Request for Approval of Positions to be Posted**

| Position | F' Comments |
|----------|-------------|
|----------|-------------|

**5. Status of Staff Vacancies Posted, this date:**

| Position | F' Closes |
|----------|-----------|
|----------|-----------|

**CO-CURRICULAR/SUPPLEMENTAL POSITIONS**

**1. Resignations/Releases**

| Name | Position | Comments |
|------|----------|----------|
|------|----------|----------|

**2. Non-Renewals**

| Name | Position | Comments |
|------|----------|----------|
|------|----------|----------|

**3. Recommendations for Employment/Renewals: Co-Curricular Contracts for Activities**

| Name         | Position                          | Comments                                                        |
|--------------|-----------------------------------|-----------------------------------------------------------------|
| Tyler Theiss | CHS – Head Golf Coach             | New Position                                                    |
| Pat Loftus   | CMS – Asst Girls Basketball Coach | Replaces Kaci Weeks                                             |
| Jake Lyons   | CHS – Asst Girls Basketball Coach | Replaces Mylissa Bennett                                        |
| Aster Dotson | CMS – Asst Girls Basketball Coach | Replaces Julianna Herrington<br>(one-year only maternity leave) |

On a motion by Roger Perleberg, the Board approved the Personnel Report.

- 6.2 Career and Technical Education (CTE) 4-Year Plan Approval – High school principal, Craig MacKenzie was present on behalf of CTE Director, Rebecca Swanson to share the Career and Technical Education (CTE) 4-Year Plan with the Board and seek their approval.

On a motion by Nick Wood, the Board approved the CTE 4-Year Plan as presented.

- 6.3 Athletic Director – 8<sup>th</sup> Grade Participation Proposal – Athletic Director, Jeff Carlson was present to provide the Board with a proposal for 8<sup>th</sup> grade girls participation in the CHS girls basketball program. Mr. Carlson shared that per WIAA rules, 1A schools may allow 8<sup>th</sup> grade students to participate in high school basketball under the conditions that if participation numbers are fewer than 16, 8<sup>th</sup> graders may be utilized for the remainder of the season. Once this condition is met, school must determine the level of play allowed, obtain school board approval and obtain league (SCAC) approval. Mr. Carlson noted that several SCAC schools have recently taken advantage of this WIAA rule. He stated he anticipates this request for girls' basketball to be a one-year solution, due to strong 8<sup>th</sup> grade interest and participation at the middle school level.

On a motion by Nick Wood, the Board approved for 8<sup>th</sup> grade girls' participation in the CHS girls' basketball program for one year.

- 7.0 Executive Session – Personnel RCW 42.30.110 (F) – No Action – Superintendent Johnson requested an executive session on a personnel matter with no action to follow per RCW 42.30.110(1)(g).

On a motion by Paul Nelson, the Board moved into executive session at 7:34 PM.

On a motion by Roger Perleberg, the Board moved out of executive session at 9:00 PM.

- 8.0 Adjournment – On a motion by Nick Wood and there being no further business to discuss, Board Chairman Aaron Bessonette adjourned the meeting at 9:01 PM.

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Secretary

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Chairman