

CASHMERE SCHOOL DISTRICT #222
Regular Board Meeting
December 15, 2025

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

Declaration of Quorum: Board members Roger Perleberg, Nick Wood and Sara Pipkin were present. There were nine others present, including Superintendent Johnson.

1.0 Flag Salute – Chairman Aaron Bessonette led the Pledge of Allegiance.

2.0 Approval of Agenda – Chairman Aaron Bessonette noted the CHS Student Report would be added following the Board Report as this item was omitted by accident.

On a motion by Nick Wood, the Board approved the agenda as modified.

6.0 Action Items

6.1 Installing of New Board Members / Oath of Office – Roger Perleberg & Aaron Lowers – Roger Perleberg and Aaron Lowers were administered the Oath of Office by Chairman Aaron Bessonette.

3.0 Reports, Correspondence and Program

3.1. Board Report – Board member Roger Perleberg shared positive remarks about the recent State Championship football game held at Husky Stadium. Chairman Aaron Bessonette and board member Sara Pipkin also commented on the overall experience, highlighting not only the players' efforts but also the strong support from the student body and the Cashmere community.

3.2. CHS Student Report – ASB Treasurer Brooke Chalmers provided the Board with updates on current athletic events, club activities, and upcoming CHS events. She highlighted the upcoming basketball game to be held this Friday during which Cashmere alumna Hailey Van Lith's jersey number will be retired. Ms. Chalmers also noted that this week is Winter Spirit Week at CHS. In addition, she shared that she and three fellow band members had the opportunity to audition for the Western International Band Clinic, recently held in Seattle WA. Ms. Chalmers stated it was a very rewarding experience.

3.3. Superintendent's Report

3.3.1. Budget / Enrollment Update – Business Manager Bo Charlton provided the Board with an enrollment update, noting that the district had gained a few students over the past month, bringing the annual average enrollment to 1,530, which is approximately 4.5 students under budget. Mr. Charlton also shared that early discussions are underway regarding enrollment and staffing projections for the 2026–2027 school year.

- 3.3.2. Board Policy 6220 “Bid Requirements” – 1st Reading – Business Manager Bo Charlton presented the Board with Board Policy 6220, “Bid Requirements,” for a first reading. He reviewed recent changes to competitive bidding thresholds that affect the dollar amounts referenced in the district’s policy and directed the Board to the draft policy in their packets, where the revised amounts were highlighted in red. Mr. Charlton noted that the policy would be brought back to the January board meeting for a second reading and approval.
- 3.3.3. Field Renovation Phase 2 – Superintendent Johnson presented the Board with information provided regarding the renovation of the middle school softball field. He explained that this work was originally planned for last summer in conjunction with the high school baseball field renovation but was delayed due to logistical reasons, which is why it is being brought forward again at this time.
- 3.3.4. Vale Membrane Roof – Superintendent Johnson presented the Board with information regarding the Vale membrane roof. The membrane portion of the roof is located in the center portion of the building. This section of roof is the original roofing that was installed in 1991. While the 35-year-old section of roof has been well-maintained, it has reached the end of its useful life and is in need of replacement. He shared photos documenting the poor condition of the roof and explained that there are currently two options: repairing the roof with a coating, which would be a “temporary fix” that would extend its life for a couple additional years, or fully replacing the membrane roof at an estimated cost of \$250,000. He brought this item forward to ensure it is on the Board’s radar early in the budgeting process for next year. He shared that he would follow up with the board once he had more firm information regarding options and related cost for each.

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 Sara Pipkin, the Board approved the November 24, 2025 and the December 1, 2025 minutes as presented.

5.2. Approval of Warrants and Financial Reports

Pay date of December 12, 2025: Warrants #327463 - #327552 totaling \$245,837.53

General Fund	\$229,161.06
ASB	\$14,610.81

Pay date of December 31, 2025: Payroll in an amount not to exceed \$1,873,000.00, including benefits.

On a motion by Nick Wood, the Board approved the warrants and payroll as presented.

6.0 Action Items

- 6.2 Board Approval – Washington Integrated Student Support Protocol – Assistant Principal and LAP Director Rhett Morgan presented an extensive overview of the district’s current LAP program. He went on to also provide the Board with an overview of the Washington Integrated Student Support Protocol (WISSP). WISSP is a statewide framework used by Washington schools to identify and support students’ academic and non-academic needs in a coordinated manner. The framework emphasizes the use of data to identify students who need support, with a focus on early identification, prevention, and equity.

Mr. Morgan noted that WISSP is a new state requirement and shared that, in developing the plan, he found the district’s current practices already align with the protocol. He explained that the plan will be housed at the district level and will not be submitted to OSPI for review, but will be available if requested during a future audit.

On a motion by Sara Pipkin, the Board approved the Washington Integrated Student Support Protocol as presented.

During this time, the meeting was briefly paused to present former board member Paul Nelson with a recognition plaque in appreciation of his twelve years of exceptional dedication and commitment to the education of the students of the Cashmere School District.

- 6.3 CTE Health Sciences Instructional Materials Purchase – 2nd Reading – CTE Director Rebecca Swanson was present to provide the Board with CTE Health Sciences Instructional Materials Purchase for a second reading.

On a motion by Nick Wood, the Board approved the CTE Health Sciences Instructional Materials Purchase.

- 6.4 Board Policy 1111 “Oath of Office” – 2nd Reading – Superintendent Johnson presented the Board with Board Policy 1111 “Oath of Office” for a second reading.

On a motion by Sara Pipkin, the Board approved Board Policy 1111 “Oath of Office” as presented.

- 6.5 Board Policy 3225 “School-Based Threat Assessment” – 2nd Reading – Superintendent Johnson presented the Board with Board Policy 3225 “School-Based Threat Assessment” for a second reading.

On a motion by Aaron Lowers, the Board approved Board Policy 3225 “School-Based Threat Assessment” as presented.

- 6.6 Board Policy / Procedure 3230 “Student Privacy and Searches” – 2nd Reading – Superintendent Johnson presented the Board with Board Policy & Procedure 3230 “Student Privacy and Searches” for a second reading.

On a motion by Sara Pipkin, the Board approved Board Policy 3230 “Student Privacy and Searches” as presented.

6.7. Personnel Report –

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

Name	Position	FTE Request/Reassignment
Rose Shook	CMS – 6 th Grade Teacher	Retirement
Osvaldo Ibarra	Vale – Custodian	Retirement
Alejandra Gonzalez	Vale – SpEd Paraprofessional	Resignation

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

Name	Position	FTE Request/Reassignment
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3. Recommendation for Employment/Transfer/Return from Leave of Absence

Name	Position	FTE Comments
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3a. Contract Approvals/Renewals 2025-2026

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

Position	FTE Comments
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5. Status of Staff Vacancies Posted, this date:

Position	FTE Closes
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CO-CURRICULAR/SUPPLEMENTAL POSITIONS

1. Resignations/Releases

Name	Position	Comments
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2. Non-Renewals

Name	Position	Comments
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3. Recommendations for Employment/Renewals: Co-Curricular Contracts for Activities

Name	Position	Comments
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On a motion by Sara Pipkin, the Board approved the Personnel Report.

7.0 Discussion Items – There were no discussion items.

8.0 Executive Session – Board Chairman Aaron Bessonette requested a brief executive session on a personnel matter with no action to follow per RCW 42.30.100(1)(g).

On a motion by Roger Perleberg, the Board moved into executive session at 7:25 PM.

On a motion by Nick Wood, the Board moved out of executive session at 7:35 PM.

- 9.0 Adjournment – On a motion by Sara Pipkin and there being no further business to discuss, Board Chairman Aaron Bessonette adjourned the meeting at 7:36 P.M.

Secretary

Chairman