Inspiring Excellence

LAKE STEVENS
School District

Lake Stevens School District |12309 22nd St. NE | Lake Stevens, WA 98258-9500
425-335-1500 (office) | 425-335-1549 (fax)

# BOARD OF DIRECTORS' REGULAR SESSION MINUTES
## December 10, 2025

**Board Members:**
Mari Taylor, President
Paul Lund
David Iseminger
Brian Kesler
Ryan Dickson
Mary Templeton, Superintendent/Board Secretary

**Student Advisory Council Officers:**
Aashisri Bendalam
Afebia Aemere
Ginelle Sarpong

The Lake Stevens School District Board of Directors met in a Regular Session at the Educational Service Center. 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: President Mari Taylor, Director Paul Lund, Director David Iseminger, Director Brian Kesler, Director Ryan Dickson, Superintendent Dr. Mary Templeton and SACo members Aashi Bendalam, Afebia Aemere and Ginelle Sarpong.

### AGENDA/MINUTES

Director Lund made a motion to approve the December 10, 2025 Agenda. The motion was seconded by Director Iseminger and unanimously approved. Director Iseminger made a motion to approve the November 12, 2025 Regular Meeting Minutes. The motion was seconded by Director Lund and unanimously approved.

### RECOGNITION OF STUDENTS, STAFF, AND COMMUNITY MEMBERS

Lake Stevens Middle School Principal Mike Randles and Associate Principal Jamie Sinning introduced the Lake Stevens Middle School Students of the Month for November: Addison Rova, Kaden Teigen, Ryan Allen, and Zion Kanehen. Kaden Teigen was unable to attend. North Lake Middle School Principal Brad Ables and Associate Principal Kelly Goodsmansen introduced the North Lake Middle School Students of the Month for November: Esperanza Galinda, Max Pester, Lucy Wright, and Drew Burton. Cavelero Principal Shannon Tarrach and Dean of Students Michael Moore introduced the Cavelero Mid High School Students of the Month for November: Nathan Haile, Easton Phipps, Lael Kim, and Rosemary Leos. Nathan Haile was unable to attend. Lake Stevens High School Principal Leslie Ivelia and Associate Principal Alex Johns introduced the Lake Stevens High School Students of the Month for November: Carrigan MacDonald, Firdauz (Kimi) Nureni, Harshita Sinha, Fallon Stubbers, Kai Crandall, Emerson Cummins. Assistant Superintendent of Human Resources John Balmer introduced the APPLE Award Recipients: Krystal Boals, Megan Britton, Alex Iverson, Ruthann Larson, Parker Mugho, and SACo President Aashi Bendalam and SACo members presented the SACo Award to bus driver Kenneth Walker. Mr. Walker was unable to attend.

Superintendent Templeton gave the Oath of Office to Director Ryan Dickson, District No. 4 and Director Brian Kesler, District No. 5.

A break was taken approximately from 7:41 p.m. to 7:50 p.m. President Taylor welcomed everyone back.

### REPORTS OF SCHOOL BUILDINGS AND PROGRAMS

No building and program reports at this time.

## COMMUNITY COMMENTS

President Taylor opened the floor for community comments. Matt Randall, a science teacher at Cavelero, shared that he has been with the Lake Stevens School District for two years and has 19 years of experience in education. He spoke about Professional Learning Communities (PLCs), offering both encouragement for the work that has begun this year and ideas for future development.

Hearing no further comments, President Taylor closed this portion of the meeting.

## DECISION ITEMS

### Consent Agenda:

Director Iseminger made a motion to approve the "Consent Agenda" items: Approval of the November 2025 vouchers and invoices have been examined, audited, and allowed by the Board of Directors; that the sum of said payroll and/or vouchers and invoices amounting to $1,620,990.93 is covered by warrants numbered 319134 to 319265 and manual warrants listed below, drawn on the General, Capital Projects & ASB Fund(s) (E:217/25). Approval of the November 2025 vouchers and invoices have been examined, audited, and allowed by the Board of Directors; that the sum of said payroll and/or vouchers and invoices amounting to $8,449.08 is covered by warrants numbered 319069 and manual warrants listed below, drawn on the Capital Projects Fund (E:218/25). Approval of the sum of said November 2025 voids have been examined, audited, and allowed by the Board of Directors; that the sum of said voids amounting to ($8,449.08) is covered by warrants numbered 319069 drawn on the Capital Projects Fund (E:219/25). Approval of the November 2025 have been examined, audited, and allowed by the Board of Directors; that the sum of said payroll and/or vouchers and invoices amounting to $3,413.20 is covered by warrants numbered 9000012539 through 9000012577 and manual warrants listed below, drawn on the General and ASB Fund(s) (E:220/25). Approval of the sum of said December 2025 voids have been examined, audited, and allowed by the Board of Directors; that the sum of said voids amounting to ($3,963.90) is drawn on the General Fund (E:221/25). Approval of the December 2025 vouchers and invoices have been examined, audited, and allowed by the Board of Directors; that the sum of said payroll and/or vouchers and invoices amounting to $3,391.66 is covered by warrants numbered 000000009 and manual warrants listed below, drawn on the General & ASB Fund(s) (E:222/25). Approval of the December 2025 have been examined, audited, and allowed by the Board of Directors; that the sum of said payroll and/or vouchers and invoices amounting to $1,964.29 is covered by warrants numbered 9000012578 through 9000012597 and manual warrants listed below, drawn on the General and ASB Fund(s) (E:223/25). Approval of the December 2025 vouchers and invoices have been examined, audited, and allowed by the Board of Directors; that the sum of said payroll and/or vouchers and invoices amounting to $1,033,942.18 is covered by warrants numbered 319268 - 319390 and manual warrants listed below, drawn on the General, Capital Projects & ASB Fund(s) (E:224/25). Personnel Report: Classified Employment: Stephanie Elkins Non-Rep ESC Administrative Asst. to Superintendent, Kellie Gibbs non-Rep Maintenance Operations Asst. Supervisor, Corey Vento PSE-Lake LSHS Para Transitions Program, Marissa Cameron PSE-Lake SUN Para – Library/Gen Support, Kristina Kasper PSE-Lake STC Para 1:1 Specialized Programs, Faith Benson PSE-Lake HLC Para 1:1 Gen Support, Jalon Lumar PSE-Lake NLMS Para 1:1 Gen Support, Ashleigh Dengah PSE-OP Maintenance Operations Office Professional, Jessi Lopez Coach LSHS Boys Wrestling Asst. Coach, Leslie Poirier Coach LSHS Unified Soccer Head Coach, Leslie Poirier Coach Unified Basketball Head Coach, Tiffany Jumper Coach LSHS Unified Track Head Coach, Dawn Hiatt Coash LSHS Girls Wrestling Asst. Coach; Volunteers: Kenneth Hudson Volunteer Coach LSHS, Brian Nupen Volunteer coach LSHS; Resignations: Evan Wellman Classified LSHS 11/25/2025, Jamie Smith Classified ELC 01/04/2026(E:225/25); Approval of the Co-Curricular Report (E:226/25). Approval of the November 30, 2025 payroll sum of said payroll and/or vouchers and invoices amounting to $13,642,459.04 is covered by warrants numbered 319070 to 319133 and manual warrants listed below, drawn on the General Fund(s) (E:227/25). Approval of a donation of a grant from Stevens Creek PTA to Stevens Creek Elementary in the amount of $500.00. These funds will be used for Stevens Creek Candy Lane & Light Festival as well as the giving Tree/Toy (E:228/25). Approval of a donation of a grant from Stevens Creek Elementary PTA to Stevens Creek Elementary in the amount of $347.00. These funds will be used for supplies & material for their Veterans Day Assembly (E:229/25). Approval of a donation from Sunnycrest Elementary PTA in the amount of $26,041.72 to Sunnycrest Elementary. These funds will go towards playground equipment (E:230/25). Approval of a donation from North Lake Middle School PTSA for the purchase of scooters for the PE Department in the amount of 498.32 (E:231/25). Approval of a donation in the amount of $1,000.00 from Glenwood Elementary PTA to Glenwood for a kindness even put on by Brian Williams, founder of Think Kindness (E:232/25). Approval of a donation from the Lake Stevens Education Foundation (LSEF) for the fall Innovative Teaching and Learning in the amount of $8,205.21 (E:233/25). Approval to surplus tech. equipment items (E:234/25). The motion was seconded by Director Lund and unanimously approved.

Director Lund made a motion to approve the revision of Policy #6008: Instructional Materials. The motion was seconded by Director Kesler and unanimously approved by a roll call vote (E:235/25).

Director Kesler made a motion to approve a new Policy #5463: Accommodating Students with Adrenal Insufficiency. The motion was seconded by Director Lund and unanimously approved by a roll call vote (E:236/25).

Director Lund made a motion to nominate Vice President Iseminger for President for the 2025-2026 calendar year. The motion was seconded by Director Dickson. Director Iseminger made a motion to nominate President Taylor for Vice President for the 2025-2026 Calendar Year. The motion was seconded by Director Lund and both nominations were unanimously approved (E:237/25).

Director Kesler made a motion to approve to appoint member(s) to a committee to write the pro/con statements for the Snohomish County Local Voters' Pamphlet. The motion was seconded by Director Iseminger (E:238/25).

Director Dickson made a motion to approve the Final Acceptance of the Public Works Projects. The motion was seconded by Director Lund and unanimously approved (E:239/25).

The Facilities and School Planning and Construction Departments have reviewed the work of the contractors listed below on the following public work projects for adherence to contract documents, specifications, and public work requirements.

Projects

Install two fan motors at Lake Stevens HS (Harris)
Roof repair at Cavelero MHS (WTI)

Service Calls

Service dishwasher at North Lake MS (3Wire)
Miscellaneous fire alarm panel repairs at various schools (COSCO Fire)
Service sound system at Lake Stevens HS (Dimensional Communications)
Service walk-in cooler at Lake Stevens HS (Hoover)
Replace curtain assembly at Cavelero MHS (NWAP)
Replace keypad at North Lake MS (Pye Barker)
Service water heater connection at Glenwood ES (Quality Electric)

All items on the construction punch list have been completed and all the necessary paperwork to accept the projects has been received.

Director Dickson made a motion to approve Resolution No. 23-25: Acceptance of the Educational Specifications for Skyline Elementary. The motion was seconded by Director Iseminger and unanimously approved by a roll call vote (R No. 23-25).

## DISCUSSION ITEMS

There were no Discussion Items at this time.

## INFORMATION ITEMS

Assistant Superintendent of Human Resources John Balmer provided a PLC update. Dr. Balmer reviewed October's work, highlighting the three core PLC principles: a focus on learning, a collaborative culture with shared responsibility, and a results orientation, grounded in a shared mission, vision, values, and goals.

The December update focused on progress toward building a collaborative culture across the district. Monthly administrator meetings now center on a key PLC component, include principal sharing, self-assessment of implementation, and discussion of next steps. Dr. Balmer emphasized that collaboration is a means to improve student learning, not an end in itself.

Schools are building collaborative cultures through meaningful teams, dedicated collaboration time, and a focus on the "right work" - what students need to learn, how to support those who are struggling, and how to extend learning for those who are proficient. Additional efforts include establishing team norms, building leadership capacity, providing tools and resources, monitoring progress, celebrating successes, and fostering reciprocal accountability to support student achievement.

## SUPERINTENDENT'S UPDATE

Superintendent Mary Templeton is incredibly impressed with our students - they are truly shining. Reflecting on the many accomplishments this fall, from the Mary Poppins production selling out its final shows, to the LSHS Volleyball team winning the State Championship, the football team earning second place after an exciting near-comeback, and the E Sports Team, Rocket League placing third in State - it's been an extraordinary season. And this is just a small sampling. Our AP Government students are heading home with challenging coursework and digging in after attending the board meeting for an assignment. Yes!

## BOARD COMMENTS

Director Kesler recognized the Students of the Month and the Apple Award winners. He shared that during his previous time on the board, he never experienced a live Board meeting due to COVID, so it was truly wonderful to see students, families, and staff in person. He noted that as the students spoke, he kept thinking about the "cocoon of support" surrounding them - parents, teachers, friends, bus drivers, and many others who offer encouragement every day.

He extended his congratulations to all of the award recipients and offered special thanks to the SACo members for demonstrating leadership, sharing their voices, and providing such unique insights to these proceedings. He also thanked Director Dickson for stepping up to join the School Board, as well as all of the work being done by Director Stanton and his team, and Dr. Balmer with the PLC.

Director Kesler added that he is proudly biased: he is a 100% believer in and supporter of American public schools. Despite challenges or concerns, he believes that taxpayer-supported, tuition-free public education is the best deal in America, giving families the greatest opportunity for a strong education and a solid start in life. He emphasized his strong support for public schools - especially Lake Stevens schools.

Director Dickson thanked Director Kesler and welcomed him. He shared how exciting it is to be here and how much he appreciates the warm welcome. He looks forward to the important work ahead and recognizes the tremendous effort that goes into every board item - the level of detail and intentionality put into each word and sentence. He noted that even something as simple as choosing energy-efficient windows when it is budget-friendly reflects a deep commitment to the community: being responsible stewards of public funds while also doing the right thing for the environment. He closed by expressing his enthusiasm for contributing to the great work happening in the district and once again thanked everyone for the warm welcome.

Director Iseminger welcomed the new board members and shared his gratitude for their willingness to be here, to run, and to serve. He acknowledged that the work can be demanding, but few things are more gratifying than seeing how the board's efforts positively impact the community and, most importantly, the kids.

He noted that he still has two children in the district. One of their teachers received an APPLE Award, and he knows another recipient well. Hearing his children talk at the dinner table about what they experience each day - their excitement and the support they feel - echoes the many voices of students who as Director Kesler described as having a "cocoon" that helps them feel smarter, more capable, and more accomplished.

Director Iseminger expressed how happy and grateful he is to be part of this work. He congratulated the Students of the Month, the APPLE Award recipients, and all others recognized. He offered a special congratulations to the volleyball team, noting with a smile that he is biased - he was the "video dad." He also celebrated the football team's success, noting their remarkable comeback from two touchdowns behind and the grit they showed. Of the last four state championships, Lake Stevens has won two and finished second this year - a testament to the determination, capacity, and work ethic of the students. He added that the Mary Poppins production a couple of weeks ago and the band's performance at last night's basketball game were both outstanding.

Director Lund congratulated the new board members and shared how delighted he is to serve alongside such an outstanding Board of Directors, a phenomenal district of professionals, and truly amazing students. He noted that it is a wonderful journey to be part of. He welcomed Director Kesler back and said he appreciated his "bias." He also shared how much he enjoyed getting to know Director Dickson at the conference and how fun it was to meet his family.

Director Lund congratulated the Students of the Month and the Apple Award recipients, adding that he, too, knew a couple special APPLE honorees this evening. He thanked Mr. Randall for his comments and Dr. Balmer for speaking on the PLC work, expressing excitement about the direction the district is headed.

He congratulated the volleyball team and shared that he watched as many games as possible, noting to Director Iseminger that his daughters were phenomenal. He also recalled speaking with one of the football players after the championship game. When he told the student he had played really well, the student responded confidently, "We'll come back next year." Director Lund said what a wonderful outlook that was.

He closed by thanking the SACo students for their awards and offered special appreciation for the beautiful tribute written for bus driver Kenneth Walker, saying, "Well done, and thank you."

SACo Vice President Afebia Aemere welcomed Director Kesler and Director Dickson, noting how meaningful it is to see a group of adults who truly care about student voice. She congratulated the volleyball and football teams, as well as all of the award recipients.

SACo President Aashi Bendalam gave a shout-out to the Students of the Month, including SACo member Lael Kim. She congratulated the Apple Award recipients and recognized SACo honoree, bus driver Kenneth Walker. She also welcomed Director Kesler and Director Dickson, sharing her excitement about engaging in meaningful conversations with the new board members and noting that it is going to be a great year.

Aashi thanked Dr. Anderson, Mr. Stanton, Mr. Weatherbie, and Dr. Balmer for all they do, and she gave a special shout-out to Mrs. Pollestad for her many contributions.

SACo Secretary Ginelle Sarpong congratulated all of the Students of the Month, along with the APPLE and SACo award recipients, noting what an amazing accomplishment it is. She welcomed the two new board members and thanked Dr. Balmer for his presentation. She also expressed her appreciation to Mrs. Pollestad for everything she does.

President Taylor thanked everyone for a wonderful evening. She expressed her appreciation to Mrs. Pollestad for serving the board so exceptionally well. She also recognized the Student Advisory Council, noting that Grace was one of its founding members. Along with Kaitlyn, Grace came forward with the idea to create a Student Advisory Council and even brought a policy proposal to the board. President Taylor shared her gratitude for Grace's leadership in launching this important work, especially knowing it would not directly benefit her as a graduating senior. She commended the SACo students for their meaningful contributions and thanked everyone for a great night. She welcomed the new board members, wished everyone a wonderful evening, and encouraged all to take care.

## ADJOURNMENT

With no other objections from other directors, President Taylor adjourned the Regular Session at 8:45 p.m.

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President Secretary