

SHELTON SCHOOL DISTRICT NO. 309
REGULAR SCHOOL BOARD MEETING, MARCH 26, 2019
PAGE 1

The Shelton School District Board of Directors met in regular session at 6:00 p.m. on March 26, 2019 in the Oakland Bay Junior High Commons.

Board members present: Chairman Sandy Tarzwell, Vice-Chairman Sally Karr, Sally Brownfield, Keri Davidson and student board representative Jillian Abbe.

Staff members present: Superintendent Dr. Alex Apostle, Alison Nutt, Linda Arnold, Brenda Trogstad, Robert Herron, Bob Trondsen, Don Welander, Jenny LaFrenier, Pam Farr, Karen DeWitt, Aaron Miller, Dean McCoy, Trish McCoy, Jennifer Deyette, Travis Smith, Eric Barkman, Carey Murray, Jacquie MacAlevy, Trevor Leopold, Deena Alley, Mike Speaks, Chris Lacey, Chad Youngquist, John Johnson, Kim Goldsby and Sara Jenkins, among others.

Others present: Gordon Weeks, Jack Stark, Judy Stark, Andy Conklin, Matt Welander, Patricia Dugger, Lisa Perry and Heidi McCutcheon, among others.

CALL TO ORDER

President Tarzwell called the meeting to order at 6:00 p.m. Brenda Trogstad led the Pledge of Allegiance.

ADOPTION OF AGENDA

Keri Davidson made a motion to adopt the agenda. Sally Karr seconded the motion and the motion passed 4-0.

REPORTS AND RECOGNITIONS

Dr. Apostle and board members recognized Jacquie MacAlevy who will be leaving her position as Communications Specialist at the end of the week. Dr. Apostle said Jacquie was very instrumental in helping pass the bond issue and has raised the standard in regards to communicating with our families and community.

4.01 – Report on the 2019 Academies of Nashville Study Visit:

Don Welander, Lisa Perry and Heidi McCutcheon reported on the Academies of Nashville Study Visit they attended in early March along with five Shelton High School staff members.

Don said the high school teachers who attended this trip were not health science teachers, but a mix of staff who could promote different academies. Don learned about the various certification fields in the Nashville Academies. Washington and Tennessee have very different standards for receiving certifications, with Washington being one of the hardest. Don also spoke about an organization called PENCIL which is a non-profit organization that links strategic partnerships between community groups and the academies providing resources for students. Advisory Boards are also a very important piece.

Lisa Perry, Community Relations Manager for Sierra Pacific Industries, thanked the school district and the Pacific Mountain Workforce Development Council for the opportunity. She said she was excited to learn how the business community is involved in the Academies of Nashville and said she and Sierra Pacific Industries are committed to being involved in the Shelton academies.

SHELTON SCHOOL DISTRICT NO. 309
REGULAR SCHOOL BOARD MEETING, MARCH 26, 2019
PAGE 2

Heidi McCutcheon, Executive Director of the Shelton-Mason County Chamber of Commerce, said inspiring is the best word to sum up her Nashville experience. In 2015 the Chamber did a survey and businesses stated they wanted the opportunity to be involved in the schools. The academy method really drove that home for her. The Chamber Board encouraged her to go on the trip and they are wholeheartedly supportive in being involved with our academies.

Keri Davidson thanked Lisa and Heidi for taking time out of their busy schedules. Keri attended the Academies of Nashville trip several years ago for our Health Science Academy.

Jillian Abbe has heard a lot of good things this year about the Health Science Academy and thinks academies will be a great addition to Shelton High School.

Sally Brownfield commented that it was exciting to see the networking in our community and everyone coming together to support not just our students but the future of our community.

Dr. Apostle also thanked Lisa and Heidi for taking the time to travel to Nashville and said their enthusiasm is already making a difference. He believes with supporters like Sierra Pacific and the Chamber we will go to the next level for our students.

4.02 – Report on CSI/Advisory:

Pam Farr and Deena Alley reported on CSI/Advisory classes. We are very committed to CSI but discovered there are things we want to do differently. We have been using Career Guidance Washington but have found it is not meeting the needs of our students. That is what led to forming an Advisory Review Committee. The committee determined the need to include workplace readiness skills. They have been reviewing vendors and have staff at all four secondary schools with demo accounts with two vendors and will give the committee their feedback. We will see some other vendors after spring break. Reconfiguration is the perfect time to do this since we will no longer be sharing buildings and teachers so each building will be able to decide what's best for them. The union has also been heavily involved in their discussions. Pam and Deena will report back to the board when they know more about what the schedule, plan and curriculum will look like.

4.03 – Student discipline update:

Pam Farr explained that the state has updated the rules and regulations regarding student discipline which are coming into play this year and next.

Changes include:

- More focus on Positive Behavior Intervention Supports (PBIS)
- Increased communications with parents
- Less exclusionary practices, especially for minor behavior infractions
- No classroom exclusions for truancy
- Provision of educational services during suspensions
- More equitable discipline practices focused on improving behavior rather than punishment

SHELTON SCHOOL DISTRICT NO. 309
REGULAR SCHOOL BOARD MEETING, MARCH 26, 2019
PAGE 3

Things that stay the same include:

- Students will be held accountable for high standards of behavior
- The new rules do not mean that students will not have consequences when they display inappropriate or dangerous behaviors

How we are preparing:

- Convened a Discipline Work Group in October with representatives from each of our schools
- Updating and revising Skyward discipline codes to align with the new reporting requirements
- Defining major/minor offenses
- Identifying alternatives to classroom exclusion
- Updating discipline referral forms
- Updating suspension and expulsion forms
- Determining how to provide services during suspension

Pam reported that all of our schools are in the process of implementing PBIS and we have been sending teachers and paras to conferences and will also be implementing PBIS on our buses. We have had the good fortune to be included in an OSPI grant that is providing some of the funding for the conferences.

4.04 – Junior High sports and athletic eligibility:

Trevor Leopold, Patricia Dugger, Matt Welander, Andy Conklin, Mike Speaks, Sara Jenkins and Jack Stark spoke regarding junior high sports.

Patricia is currently a junior at Shelton High School who plays varsity fastpitch. She spoke about the importance of prior experience/knowledge of a sport starting before the 9th grade and that many parents can't afford to pay for that experience. Starting sports opportunities at the middle school level and at different times of the year is important.

Matt Welander spoke about the drug problem in our community and that being involved in sports has a direct impact on students not getting involved with opiates.

Andy Conklin spoke about the high cost of playing recreational youth sports in Mason County and that we are underserving our students who don't have an opportunity to participate because of the cost.

Mike Speaks spoke about tying middle school and high school sports together and the importance of beginning in the 7th and 8th grades and the expectations, accountability and discipline it provides students.

Sara Jenkins spoke about the dance team and the importance of teaching the basics and foundations at the middle school level before coming to Shelton High School.

Jack Stark came to Shelton in the fall of 1969. He spoke about the programs the district had at the 7th and 8th grade level in the past and how that related to the past successes in Shelton sports.

SHELTON SCHOOL DISTRICT NO. 309
REGULAR SCHOOL BOARD MEETING, MARCH 26, 2019
PAGE 4

Students competed very favorably at the high school level when they had the opportunity to compete at the middle school level. During this period of time attendance rates and GPA's improved in the district.

Trevor reported on the following:

- Elementary school is where skills should be learned and taught
- Middle school and junior high is where skills are sharpened and athletes are exposed to many different sports
- High school is where skills are perfected and athletes start to specialize in sports they like
- We currently offer no sports at the elementary level
- The proposal for sports offerings at the 7-8 grade level beginning next year is:
 - Fall sports (September/October) – girls soccer, football, cross-country, cheer
 - Winter sports (November/February) – bowling, girls basketball, wrestling, boys basketball, dance
 - Spring sports (February/May) – volleyball, track and field
 - We would participate in the Tri County League with other middle/junior highs
- The proposal for sports offerings in grades 5-6 by the 2020-2021 school year is:
 - Volleyball, basketball, wrestling and track
 - Broken down by 5th and 6th grade with daily practice and participation against other local schools
- The proposal for sports offerings in grades K-4 by the 2020-2021 school year is:
 - Basketball, soccer, wrestling, track
 - 1 month sessions
 - High school students officiate
 - 2-3 practices per week
 - Games on Saturdays

Keri Davidson asked when a decision would be need regarding this proposal. Trevor said he has a meeting with the Tri County League on April 11th so a decision before then would be helpful.

Sally Karr asked where we would put all of these sports programs. Trevor said this proposal actually makes gym space better the way the sports seasons are spread out. Sally also asked about the need for more coaches and volunteers and if that was a concern. Trevor said that are a lot of people excited and interested.

Sally Brownfield said we need to be financially responsible and asked what the strategy was for sustaining such a program. Dr. Apostle said with everything Trevor is proposing tonight the cost is minimal vs. the opportunities for students. For \$75,000 the first year we can launch everything we heard tonight which is not much money for 4,000 + kids. Athletics and co-curricular programs go hand in hand with everything we are trying to do in our school district. Great school districts need a strong co-curricular program as their foundation. If kids are involved in activities they tend to do better academically. Our kids have not had that opportunity for many years.

All board members were in agreement with the proposal and gave Dr. Apostle the direction to move forward.

SHELTON SCHOOL DISTRICT NO. 309
REGULAR SCHOOL BOARD MEETING, MARCH 26, 2019
PAGE 5

Trevor also spoke briefly about athletic eligibility. The committee working on this came to a consensus yesterday to propose that to participate in sports you have zero "F" grades with increased grade checks. More refinement is still needed regarding the committee's work on athletic eligibility so this issue will be brought back to the board for their review at a later date.

4.05 – Snow waiver days:

Linda Arnold reported that yesterday we received official notice from OSPI that we were granted the 4 waiver days which means we will maintain our full funding for 180 days but we still have 21.5 hours of instructional time to make up. The proposed make-up schedule is as follows:

April 12	PLC day – <i>attend full day</i>	1 ½ hours gained
April 26	PLC day – <i>attend full day</i>	1 ½ hours gained
May 10	PLC day – <i>attend full day</i>	1 ½ hours gained
May 24	½ day training – <i>attend full day</i>	3 hours gained
June 7	Original last day of school – <i>attend full day</i>	4 ½ hours gained
June 10	Scheduled snow make up day – <i>attend full day</i>	6 hours gained
June 11	Scheduled snow make up day – <i>attend 3.5 hours;</i> <i>2 ½ hour early release (new last day of school)</i>	3 ½ hours gained

Dr. Apostle commented that we have worked very closely with the union on this proposal. Keri Davidson made a motion to approve the proposed snow make-up schedule as presented. Sally Karr seconded the motion and the motion passed 4-0.

4.06 – OSPI Asset Preservation Program condition update:

Robert Herron gave the OSPI Asset Preservation Program condition update for Evergreen Elementary and Olympic Middle School, which is a requirement for any building built after 2000 in which state funds were received. Robert said our scores are higher than many other buildings the same age. Olympic Middle School's score actually increased since we replaced the roof. When Robert submits his annual report to OSPI he must list the date the school board was provide this information.

4.07 – New program at Olympic Middle School and Oakland Bay Junior High:

Eric Barkman and Carey Murray spoke about the new program next year at Olympic Middle School and Oakland Bay Junior High for grades 5-8.

- Oakland Bay Junior High will be more closely aligned with what you would see as a middle school
- Both schools will have similar master schedules
- They are still working on the athletic program for both schools
- They will have a period of WIN similar to the elementary schools
- There will be time for advisory in each building
- Oakland Bay will have some CTE funding
- Report cards and grading practices are still being worked on
- This year both buildings jointly did professional development which was well received
- They have completed several parent nights and both buildings have completed registration for next year

SHELTON SCHOOL DISTRICT NO. 309
REGULAR SCHOOL BOARD MEETING, MARCH 26, 2019
PAGE 6

- Eric and Carey have been meeting weekly all year to collaborate and they plan to continue next year possibly every other week

4.08 – February budget status report:

Brenda Trogstad gave the budget status report for February 2019 and reviewed the balances in each fund. She said the district is doing well financially. We received a small bus this month so we will see the Transportation Vehicle Fund go down next month. She is also preparing a Drake Scholarship update for the board so they know how much in scholarships they can award this year.

CONSENT AGENDA

Sally Karr made a motion to approve the consent agenda. Sally Brownfield seconded the motion and the motion passed 4-0. The board:

- Approved minutes from the March 12, 2019 regular board meeting;
- Approved out-of-state travel to Washington, D.C. on April 10-13, 2019 for the Evergreen Elementary Asst. Principal and three teachers to attend the Center for Applied Linguistics Spanish Literacy Institute: Fostering Spanish Language and Literacy Development;
- Approved overnight travel to Pasco, WA on April 12-13, 2019 for the Shelton High School track and field team to participate in the Pasco Invitational;
- Approved overnight travel to Chewelah, WA on April 25-26, 2019 for Shelton High School FFA students to participate in the State Forestry CDE;
- Approved out-of-state travel to San Diego, CA on June 29-July 3, 2019 for Tamar Peck to attend the 2019 American Sign Language Teacher Association Conference;
- Approved out-of-state travel to Las Vegas, NV on August 20-24, 2019 for Sherry Simon and Jennifer Simpson to attend the Photoshop World Conference;
- Approved the personnel report (see Attachment #1);
- Approved General Fund Warrant Nos. 130147015 through 130147056 in the amount of \$194,316.99;
- Approved Associated Student Body Fund Warrant No. 130406138 in the amount of \$1,770.00;
- Approved Associated Student Body Fund Warrant Nos. 130406139 through 130406144 in the amount of \$10,100.43;
- Approved Associated Student Body Fund Warrant Nos. 130406145 through 130406146 in the amount of \$259.47;
- Approved Associated Student Body Fund Warrant No. 130406147 in the amount of \$42.96; and
- Approved Associated Student Body Fund Warrant No. 130406148 in the amount of \$10.00.

DISCUSSION AND ACTION ITEMS

6.01 – Memorandum of Understanding with the Squaxin Island Tribe:

Sally Brownfield said the school district and the Squaxin Island Tribe have been working on this MOU for quite some time engaging the Squaxin government and community as well as the school district. The MOU will allow both parties to talk together and learn together in order to create an environment that promotes closing the opportunity gap, and increase the graduation rate for Native American students as identified under the Every Student Succeeds Act (ESSA).

SHELTON SCHOOL DISTRICT NO. 309
REGULAR SCHOOL BOARD MEETING, MARCH 26, 2019
PAGE 7

The MOU has been vetted by both Squaxin's attorney and the school district's attorney. It thoroughly outlines and details the great relationship between the tribe and school district. It has already been passed by the Squaxin Tribal Council and after school district approval the two entities will come together for an official signing.

Keri Davidson made a motion to approve the MOU between the school district and the Squaxin Island Tribe. Sally Karr seconded the motion and the motion passed 4-0.

SUPERINTENDENT'S REPORT

Dr. Apostle reported that he has been spending a tremendous amount of time talking about staffing and budget with Brenda Trogstad and Linda Arnold. We've had numerous meetings trying to strategize to maintain a quality program and at the same time taking into consideration any possible reductions and how we would handle that.

BOARD MEMBER COMMENTS

Jillian Abbe:

- This Thursday the Shelton High School band and choir will be having an enrichment concert for elementary students during the school day.
- The Shelton High School spring musical will be April 11-13 and April 18-20 at 7:00 p.m. each night. They are doing Shrek the Musical this year.

Keri Davidson:

- Keri congratulated Jillian for being named Queen of the Forest for this year's Forest Festival.
- She missed the last board meeting because she was at middle school registration night with her daughter.
- She enjoyed the ribbon cutting ceremony for the Early Learning Center.
- Keri is on the WSSDA Nominating Committee and reminded board members that everyone should have received an e-mail about the elections. She said she would like to see Shelton School District with 100% participation this year and asked board members to let her know if they had questions.
- She participated in parent/teacher conferences and is always so impressed on how well the teachers know her daughters and to see how much they care.
- This afternoon she attended the Department of Health meeting as a board member. The group received statistics on the opioid crisis. The Department of Health also wanted to remind everyone that we have had 2 people die in the community this year from the flu and it's not too late to get a flu shot.

Sally Brownfield:

- As a WSSDA board member Sally will be facilitating the WSSDA Spring Region 5 meeting on April 30th in Aberdeen. She commented that there are so many things going on in education right now that it's really wide open on how we can be proactive in our roles.
- She spent 3 days last week in SeaTac at an OSPI Native Education Advisory Committee meeting.

SHELTON SCHOOL DISTRICT NO. 309
REGULAR SCHOOL BOARD MEETING, MARCH 26, 2019
PAGE 8

- Next week she will be working for 3 days at the Washington State Indian Education Conference which is being held at the Little Creek Resort. She volunteered to oversee all of the workshops.
- In February she took in a 5 year old who will be starting kindergarten next year.

Sally Karr:

- Sally attended the recent Reconfiguration Work Group meeting and said Pam Farr and Robert Herron are doing an amazing job with all the moving parts that go into this process.
- She had an opportunity to testify before the Senate Education Committee regarding Substitute House Bill 1340 which has to do with ALE programs.

Sandy Tarzwell:

- Sandy has been doing a lot of reading on bills coming out of the legislature.
- She has started reviewing the scholarship notebook cover sheets and will be in the Shelton High School library on April 12th to go through the actual notebooks.
- May 16th is Senior Awards Night so the board will need to schedule student interviews for their Drake Scholarship Award in early May.
- The Really Big Shoe concert benefiting homeless students is March 31st.

EXECUTIVE SESSION

At 8:16 p.m. Chairman Tarzwell announced the board would take a 5-minute recess and then enter into executive session on personnel for approximately 45 minutes with possible action to follow.

ACTION TAKEN AS A RESULT OF EXECUTIVE SESSION


The board returned to regular session at 9:06 p.m.

Sally Karr made a motion to approve a 3.1% salary increase for non-represented staff. Sally Brownfield seconded the motion and the motion passed 4-0.

Sally Karr made a motion to approve the reorganization of district administrators for next year and related salaries. Sally Brownfield seconded the motion and the motion passed 4-0.

ADJOURN

Chairman Tarzwell declared the meeting adjourned at 9:09 p.m.


Chairman, Board of Directors


Secretary to the Board

**Shelton School District #309
Personnel Action Requested for
Board Meeting of March 26, 2019**

REVISED REPORT – March 25, 2019

Employment with the District will be on a conditional basis pending completion of a State and National background clearance, with the fee to be paid by the applicant, as well as a clearance based upon the “Washington State Sexual Misconduct Disclosure Release” forms and proper certification.

ADMINISTRATIVE

Resignations/Retirements

Pam Farr – Executive Director of Teaching and Learning; District. Retirement effective June 30, 2019, per letter dated March 23, 2019.

CERTIFICATED

New Hires / Rehires

Aimee Rowland – Emergency Substitute Teacher; District. Beginning March 11, 2019, to be used as needed in the District.

Supplemental Contracts

Katie Albrecht – Planning Period Buy-Out for 3rd Trimester. Oakland Bay Jr. High.

Kelly Lester – Summer School Coordinator; Elementary Level. Beginning March 8, 2019, for the 2018-19 Summer School Session.

Colin McGrane – Summer School Coordinator; Middle Level. Beginning March 11, 2019, for the 2018-19 Summer School Session.

Angelique Gourley – Summer School Coordinator; Secondary Level. Beginning March 22, 2019, for the 2018-19 Summer School Session.

Michele Waters – Building Leader; Mt. View Elementary. Beginning February 25, 2019, for the remainder of the 2018-19 school year. This fills the position vacated by Cindy Vernon.

Alisa Lennox – Afterschool Tutor; Shelton High School. Beginning March 18, 2019, for the remainder of the 2018-19 school year.

CLASSIFIED

New Hires / Rehires

Grayson Atkinson – Para Educator (LAP); Mt. View Elementary. This is a temporary position beginning March 4, 2019. This fills the position vacated by Brian Howell.

Jill Cari – Substitute Secretary/Clerical and Substitute Para Educator; District. Beginning March 13, 2019, to be used as needed in the District.

Brian Carney – Information Technology Specialist II; District. Beginning March 21, 2019. This fills the position vacated by Chad Trogstad.

Rebecca Giddings – Para Educator, Special Services; MTV. Beginning March 25, 2019. This fills the position vacated by Shanda Arnold.

Katie Diamond – Communications Specialist; District. Beginning April 9, 2019, this fills the position vacated by Jacquie MacAlevy.

Luke Fiedler – Aquatics Director; SHS Pool. Beginning March 18, 2019. This fills the position vacated by Nyles Toguchi.

Tre Fisher – Substitute Para Educator; District. Beginning March 13, 2019, to be used as needed in the District.

Adriann Green – Substitute Para Educator; District. Beginning March 12, 2019, to be used as needed in the District.

Holly Holcomb – Para Educator (LAP); Bordeaux Elementary. Beginning March 12, 2019, this fills the position vacated by Anne Riener.

Andrew Knight – Asst. Track Coach; Shelton High School. Beginning March 4, 2019, this fills the position vacated by Cathy Cole.

Matt Lowe – Asst. Track Coach; Shelton High School. Beginning March 19, 2019, this fills the position vacated by John Sells.

Ebby McAvoy – Substitute Para Educator; District. Beginning March 13, 2019, to be used as needed in the District.

Trivian Nault – Classified Building Leadership; Oakland Bay Jr. High. Beginning September 1, 2019, for the 2018-19 school year.

Mark Prince – Para Educator; Bordeaux Elementary. This is a temporary position beginning March 7, 2019. This fills the position vacated by Robyn May.

Natassja Ralph – Substitute Para Educator; District. Beginning March 14, 2019, to be used as needed in the District.

Duncan Roessner Lopez – Para Educator (Bilingual); Shelton High School. This is a temporary position beginning March 8, 2019. This fills the position vacated by Gerardo Olguin.

Margaret Rodriguez – Para Educator (Bilingual); Shelton High School. Beginning March 18, 2019, this fills the position vacated by Alberto Brand Drummond.

Katherine Rohr-Smith – Para Educator; Mt. View Elementary. This is a temporary position beginning March 14, 2019. This fills the position vacated by Ashley Austin-Hughes.

Supplemental / Extra Curricular

Sheryl Cannon-White – Intramural Advisor; Book Folding. Session III, Olympic Middle School, Jan. 7, 2019 – Feb. 7, 2019.

Jennifer Coppo – Intramural Co-Advisor; Guys Gotta Sing. Session III, Olympic Middle School, Jan. 7, 2019 – Feb. 7, 2019.

Jennifer Farley – Intramural Advisor; Babysitter's Club. Session III, Olympic Middle School, Jan. 7, 2019 – Feb. 7, 2019.

Elizabeth Johnston – Intramural Advisor; Tabletop Games. Session III, Olympic Middle School, Jan. 7, 2019 – Feb. 7, 2019.

Haley Manson – Intramural Advisor; Basketball. Session III, Olympic Middle School, Jan. 7, 2019 – Feb. 7, 2019.

Matt Montoya – Weight Room Supervisor (PM); Shelton High School. 3rd Trimester.

Joshua Munro – Weight Room Supervisor (AM); Shelton High School. 3rd Trimester.

Paul Nakhla – Intramural Co-Advisor; Guys Gotta Sing. Session III, Olympic Middle School, Jan. 7, 2019 – Feb. 7, 2019.

Jorge Nelson – Assistant Musical Director; Shelton High School. For the 2018-19 Spring Musical.

Marnie Striplin – Intramural Advisor; Yearbook. Session III, Olympic Middle School, Jan. 7, 2019 – Feb. 7, 2019.

Ava Taylor-Sisk – Intramural Advisor; Eat Right Future Bright. Session III, Olympic Middle School, Jan. 7, 2019 – Feb. 7, 2019.

