

CASHMERE SCHOOL DISTRICT #222
Regular Board Meeting
March 22, 2020

Call to Order: Chairman Tom Christensen called the meeting to order at 6:59 P.M.

Declaration of Quorum: Board members Ted Snodgrass, Roger Perleberg, Nicholas Wood and Paul Nelson were present. There were forty-three others in attendance including Superintendent Johnson.

- 1.0 Flag Salute – Chairman Tom Christensen led the Pledge of Allegiance.
- 2.0 Approval of the Agenda – On a motion by Nicholas Wood, the Board approved the agenda as presented.
- 3.0 Reports, Correspondence and Program
 - 3.1 Board Report – Chairman Christensen spoke to the success that many of our graduated students have had in their post high school career. He congratulated the post season success we have seen in these students in the various activities they have pursued after high school.
 - 3.2 CHS Student Report – ASB Secretary Elizabeth High and ASB Treasurer Peyton Brown updated the Board on the various activities happening at the high school. Ms. High stated leadership had been highlighting students and staff on a weekly basis and this has been going very well. She also spoke to the Board about the musical the drama department has been working on named the Drowsy Chaperone. This musical will be streamed online March 26th and 27th. Ms. Brown communicated the group had been organizing a spirit week for the following week with different dress up themes for each day. She stated four senior girls and four senior boys had been selected for royalty. Lastly, Ms. Brown stated Spring sports would begin on April 5th.
 - 3.3 Superintendent Report –
 - 3.3.1 Enrollment/Fiscal Update – Business Manager Angela Allred gave an enrollment and fiscal update to the Board stating there was some good news to report as enrollment was currently up about 6.5 over FTE bringing our average up to 4.4 over what we budgeted for the school year. Ms. Allred communicated she had done some preliminary analysis of the ending fund balance and it looked like the district would be on track to meet the fund balance for the year. Ms. Allred also spoke to the Board in regards to the annual audit that is currently being conducted, stating she had received word that the financial portion of the audit had wrapped up.

- 3.3.4 State Assessment Update – High School Assistant Principal and Director of Assessment, Scott Brown shared the most recent information on assessments for the State of Washington. He shared information highlighted in the Washington Assessment and Accountability Strategic Waiver Request for the 2020-21 school year that had recently been released by OSPI. The purpose of applying for this waiver would allow for states to submit requests to waive some requirements for assessment and accountability for the 2020-21 school year. The proposed student assessment plan for spring of 2021 aims to drastically reduce testing burdens on students, families, schools, and school districts across Washington while also fulfilling the need to obtain precise, representative estimates of students’ academic proficiency levels.
- 3.3.5 High School Valedictorian Selection Process – High School Principal Tony Boyle spoke to the Board in regards to the current valedictorian selection process. He stated that he would like to recommend some changes in this selection process adding there were currently nine valedictorians in this year’s senior class alone. The high school has come up with new guidelines and a new system to help identify valedictorians. Mr. Boyle stated he would like to begin phasing this new system in starting with this year’s 9th grade students. Mr. Boyle said it was important to honor those students’ who have gone above and beyond and deserve to be named valedictorian. Superintendent Johnson thanked Mr. Boyle and added this item would need to be brought back to the board for a discussion/action item at a later date.
- 3.3.6 High School Principal Hiring Process/Timeline Update – Superintendent Johnson spoke to the Board about the high school principal hiring process and timeline. He stated a posting had been set up and had gone out on a state and national level. He added a screening committee, made up of a diverse group of Cashmere School District staff members, had met recently and had identified four finalists after screening applicants all day. Superintendent Johnson added each candidate would be participating in a staff meet and greet as well as also spend time with the high school office staff, and participate in a more formal interview to be conducted at the district office. Lastly, he hopes to organize a parent meet and greet for each finalist, via Zoom, if possible.
- 3.3.2 Co-Curricular Activities and Facility/Grounds Usage Update – Athletic Director Jeff Carlson spoke to the Board in regards to co-curricular activities and facility/grounds usage. Mr. Carlson stated fall sports were in full swing, with a football game happening on this very night! He added there were two weeks left for fall sports. Mr. Carlson stated there were some good news to report in this area as we are now able to increase the number of fans at our sporting events. Every rostered player is now given four tickets.

In regards to the facility use requests, Mr. Carlson said we are finally able to loosen some of the restrictions and are beginning to use our grounds. One example of this is youth baseball will have their tryouts this weekend. Mr. Carlson also spoke to middle school sports, stating fall sports will begin on April 12th. In an effort to help students get conditioned prior to starting the regular season, out of season conditioning workouts have also started and will continue through the following week. These conditioning sessions will be held in the middle and end of the day to accommodate the hybrid schedules. Mr. Carlson stated it was very exciting to connect with kids again and get them back to working out with our coaches.

- 3.3.3 COVID Update – Superintendent Johnson began by stating this update would likely take quite a bit of time as there would be a lot of information to cover. He began by stating kids and staff are struggling in this uncharted territory. Superintendent Johnson offered his sincere gratitude to the entire staff that has been here since day one. He spoke on the many areas that had to be revamped to accommodate the new learning models such as how quickly the staff converted from in person to remote school, getting meal services up and running, transportation accommodations, the addition of 400 Chromebooks, and the decision to move into a hybrid schedule so that we could see every student, every day. He went on to state every opening phase was vetted by Dr. Butler. Superintendent Johnson shared how we came back to school because many of our students were failing, as well as struggling socially and emotionally. For those reasons, we offered the opportunity to come back to in person instruction.

Superintendent Johnson reviewed the new recommendations supported by WASA, CDC and the WHO that support a return to full time instruction following all of the guidelines set forth; masking, distancing, hand washing, etc. At this time the state is reviewing the new 3-foot guidelines as the option for full time would currently not be a possibility given classroom spacing and staffing under the current 6-foot directive. Superintendent Johnson shared how we are still seeing academic gaps in students clearly indicating we need more time with kids. He spoke on the recent studies of child mental health, noting the social and emotional piece and its importance as many students are struggling. Superintendent Johnson added many kids aren't able to work through some of these struggles on their own and need the support of the relationships they've built with staff members and peers.

Superintendent Johnson discussed the current vaccination data for the district stating approximately 70% of our staff has been vaccinated. He stated the governor should make an announcement this week in regards to the 3 and 6-foot proclamation. He reiterated many organizations have expressed their support for social distancing of 3 feet, but this is not currently allowed per the current governor's proclamation.

Superintendent Johnson stated there is a lot of work to be done before we can come back to full time instruction. He noted if given the opportunity to come back with the new 3-foot guidelines, a parent and staff survey would be put out as we would want

to know how many families want their kids to stay remote. The staff feedback would also be collected including what staff would need if a decision was made to provide a full day, in person option. Superintendent Johnson recognized the staff's hard work and believes they will need time to shift and switch gears again. There are many areas to consider such as classroom set up, meals, transportation, electives/specialist, expanded pick up and drop off, etc. He stated we will continue to plan and be ready should the governor approve of the change to 3 feet social distancing and should the board approve a full-time, in-person option. When this happens, the district will hold a special meeting and not wait for the next regular scheduled board meeting.

- 4.0 Visitors – There were several parent, student, and staff visitors in attendance. One parent, Brian Chance was present to address the Board. He thanked the Board for the opportunity to speak to the group. He began by thanking the district administration staff and his appreciation for the hard work that has been done to get the kids back in school. He stated he has a son at Vale Elementary. Mr. Chance talked about the fifteen years he has been in the area and how the school district was the number one reason for moving here. He spoke about how appreciative he was of how quickly things moved back in the fall, to get the kids back in person. He added these years are the most formative for younger children such as his own, and of the importance of being in school full days. Mr. Chance again thanked the Board, and most importantly the teachers as he knows the importance of the relationships they build with their students. He hopes we can get back to school in person all day, very soon.

Parent, Colleen Malmassari also addressed the Board at this time. She seconded much of what Mr. Chance stated but reiterated the importance of a safe return for our kids only when safe to do so. Ms. Malmassari questioned the current incident rates and noted Cashmere as being listed in the top four areas with highest rates.

Middle school student Sarah Beatrice Kelzenberg was present to read a letter to the Board. In her letter, she expressed her concerns with the current middle school mascot. She believes the Chieftain mascot is degrading and the school deserves a mascot that honors the community and asked the Board to consider changing it. Superintendent Johnson thanked Ms. Kelzenberg for coming and sharing her thoughts and opinions. He stated it was great to have a young lady from our community so eloquently advocating for their beliefs. Mr. Johnson explained our district has already been in communication with different tribal groups to hear their perspective. He noted we are engaging with them and listening and learning a lot from these great conversations. Middle school principal Sara Graves also explained being present at these gatherings and how the tribe expressed they would like to remain involved in the conversations for change. Superintendent Johnson spoke on House Bill 1356 which would ban the use of Native American names, symbols or images as public school mascots, logos or team names. He stated we will know soon as the legislative session on this will be over and a decision in this area will be made.

- 5.0 Consent Agenda –

5.1 Approval of Board Minutes - On a motion by Roger Perleberg, the Board approved the February 22, 2021 minutes as presented.

5.2 Approval of Warrants and Financial Reports

Pay date of March 12, 2021: Warrants #318476 - #318550 totaling \$199,693.84
General Fund \$193,948.75
ASB \$5,745.09

Pay date of March 31, 2021: Warrants #318567 - #318623 totaling \$214,541.31
General Fund \$171,841.79
Capital Projects \$37,305.93
ASB \$5,393.59

Pay date of March 31, 2021: Payroll in an amount totaling \$1,515,852.67, including benefits.

On a motion by Roger Perleberg, the Board approved the warrants and payroll as presented.

6.0 Action Items –

6.1 2021-2022 District Calendar – On a motion by Nicholas Wood, the Board approved the district calendar for the 2021-2022 school year.

6.2 Personnel Report –

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

| Name | Position | FTE Request/Reassignment |
|-------------|-----------------|---------------------------------|
|-------------|-----------------|---------------------------------|

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

| Name | Position | FTE Request/Reassignment |
|-------------|-----------------|---------------------------------|
|-------------|-----------------|---------------------------------|

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

| Name | Position | FTE Comments |
|-----------------|-------------------------------|-----------------------|
| Miriam Cisneros | CMS – TBIP Instructional Para | Replaces Tyler Theiss |
| Cindy Huber | CMS – Building Secretary | Replaces Jan Wells |

3a. Contract Approvals/Renewals 2020-2021

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

| Position | FTE Comments |
|-----------------|---------------------|
|-----------------|---------------------|

5. Status of Staff Vacancies Posted, this date:

Position

FTE 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 |
|-------------|-----------------|-----------------|
|-------------|-----------------|-----------------|

| | | |
|---------------|---------------------------|--------------------------|
| Larry Michael | CHS – Asst Softball Coach | Replaces Makenzie Bremer |
|---------------|---------------------------|--------------------------|

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

6.3 Surplus Property – On a motion by Paul Nelson, the Board approved to surplus the following items:

- 1987 Chevrolet Passenger Van (Full Glass)

7.0 Executive Session – Superintendent Johnson requested a 15-minute 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 8:44 PM.

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

8.0 Adjournment – On a motion by Nicholas Wood and there being no further business to discuss, Chairman Christensen adjourned the meeting at 9:01 PM.

Secretary

Chairman