

**Minutes of a Regular Meeting of the Board of Directors of
OLYMPIA SCHOOL DISTRICT 111
January 22, 2007**

A regular meeting of the Olympia School District Board of Directors was called to order by President Rich Nafziger at 7:00 pm on Monday, January 22, 2007, at McLane Elementary School, 200 Delphi Road SW, Olympia, Washington 98501. Also in attendance were Vice President Carolyn Barclift, Directors Russ Lehman, Michelle Parvinen and Bob Shirley, and Superintendent Bill Lahmann. Student Representative Rachel Reclam was not in attendance.

President Nafziger led the Pledge of Allegiance.

FOCUS ON MCLANE ELEMENTARY SCHOOL

Marcela Abadi, acting principal at McLane Elementary School, welcomed the Board and introduced staff members who were present. Staff and students provided an overview of various activities they are doing school-wide to improve student achievement. Students enjoyed drilling Board members and the Superintendent on graphs and percentages.

January is designated as School Board Appreciation month, and the McLane students closed with a tribute to the Board.

The Board engaged in a discussion, led by Director Shirley, pertaining to the need to place all meeting materials on the website in advance of the meeting.

DIRECTOR PARVINEN MOVED TO APPROVE THE MINUTES OF THE REGULAR BOARD MEETING OF JANUARY 8, 2007. DIRECTOR LEHMAN SECONDED THE MOTION. FIVE AYES; MOTION CARRIED.

There were no audience members who indicated a desire to speak to agenda items. There were no audience members who indicated a desire to speak under Community Comment.

CONSENT AGENDA

VICE PRESIDENT BARCLIFT MOVED TO APPROVE THE CONSENT AGENDA AS PRESENTED. DIRECTOR PARVINEN SECONDED THE MOTION. FIVE AYES; MOTION CARRIED.

1 SCHOOL DIRECTORS

1.1 Board Meeting Schedule

- Monday, February 5, 6:30 pm, **Study Session (Drop Out Committee Report)**, Knox Center
- Saturday, February 10, 9:00 am, **Strategic Plan Kickoff**, Knox Center
- Monday, February 12, 7:00 pm, **Regular Board Meeting**, Knox Center
- Thursday, February 15, 6:30 pm, **Strategic Plan Meeting**, Knox Center
- Monday, February 26, 7:00 pm, **Regular Board Meeting**, Marshall MS
- Monday, March 12, 6:30 pm, **I-728 Public Hearing**, Knox Center
- Monday, March 12, 7:00 pm, **Regular Board Meeting**, Knox Center
- Thursday, March 15, 6:30 pm, **Strategic Plan Meeting**, Knox Center
- Monday, March 19, 6:30 pm, **Study Session (2007-08 Budget)**, Knox Center
- Monday, March 26, 7:00 pm, **Regular Board Meeting**, LP Brown ES

2 CERTIFICATED PERSONNEL

2.1 Certificated Personnel Report

The administration recommends approval of one release from contract, one reduction in contract and one new contract:

RELEASE FROM CONTRACT

Oberhansly, Jane – Kindergarten at McKenny Elementary School. Release from 2006-07 contract effective January 12, 2007.

REDUCTION IN CONTRACT

Horton, Vicki – Grade Five at Roosevelt Elementary School. Approved a continuing .20 FTE reduction in contract (from 1.0 to .80) effective the 2007-08 school year.

NEW CONTRACT

Bilka, Amy – Kindergarten at McKenny Elementary School. Approved a one year .50 FTE contract effective the 2006-07 school year, beginning January 16, 2007.

3 CLASSIFIED PERSONNEL

3.1 Classified Personnel Report

The Board approved the Classified Personnel Report dated January 22, 2007.

4 PUPIL & PROGRAMS

4.1 Overnight Field Trip

The Board approved the following overnight field trip:

- ◆ **Reeves Middle School**, ALKI Program; Camp Delany at Sun Lakes State Park, Coulee City, WA; STUDY OF WA STATE HISTORY AND EARTH SCIENCE; 53 students, two teachers, 15 parents; May 29 through June 1, 2007.

8 FINANCES

8.1 Approval of Vouchers

The Board approved cancellations dated 1/9/07 and 1/11/07 totaling \$849.97, and the following expenditures: Associated Student Body Fund Voucher Nos. 28925 through 28981, in the total amount of \$46,966.99; Capital Projects Voucher Nos. 9069 through 9088, in the total amount of \$409,931.24; and, General Fund Voucher Nos. 137727 through 137853 (except 137729), in the total amount of \$434,504.48.

8.2 Financial Report – December 2006

The Board approved the December 2006 Revenue & Expenditure Reports for the Associated Student Body, Capital Projects, Debt Service, General, and Transportation Vehicle Funds.

8.3 Facility Use Agreement – Hansen Elementary School

The approved a request for a one-year extension to a facility use agreement with the Reformation Orthodox Presbyterian Church to use Hansen Elementary School for Sunday worship services.

REGULAR AGENDA

1 SCHOOL DIRECTORS

1.1 2007-08 School Year Calendar

Beth Scouller, Human Resources Director, will ask the Board to approve the proposed 2007-08 School Year Calendar; taking the Board through a review of changes to the proposed calendar.

DIRECTOR SHIRLEY MOVED TO APPROVE THE 2007-08 SCHOOL YEAR CALENDAR AS PRESENTED. DIRECTOR BARCLIFT SECONDED THE MOTION. FIVE AYES; MOTION CARRIED.

1.2 Annual Work Plan

The Board continued its discussion of President Nafziger's proposal for an annual work plan, with the focus being on issues and topics of concern to Board members and the administration. Superintendent Lahmann reviewed the administration's work plan, and the worksheet the Cabinet uses weekly to maintain a 12-month planning calendar.

Director Shirley provided a review of his recommendations for discussion at a strategic plan meeting. President Nafziger asked the Board to review the materials they were given and email their thoughts and topics they would like to see considered during this calendar year to the district office for distribution to Board members.

SUPERINTENDENT'S REPORT / HOT TOPICS

- ◆ Student Support has been unable to locate a highly-qualified transitions coordinator as previously authorized by the Board. As an interim solution, an individual has been located who is interested in a half-time position; the full-time position will be re-posted in the spring for next school year.
- ◆ Strategic Planning Process
 - Revisions to strategic planning calendar noted.
 - Six applicants have submitted a letter of interest in serving on the committee as a community representative. The letters will be reviewed and a decision is expected later this week.
 - The first of the strategic plan documents were placed on the District website today.
- ◆ Capital High School will present "Rachel's Challenge" on Thursday, January 25th at 7:00 pm. Rachel Joy Scott was the first student killed at Columbine High School on April 20, 1999.

BOARD MEMBER COMMENTS / FUTURE AGENDA ITEMS

- ◆ The Board will consider the start and end times of its meetings at the next Board meeting, February 12, 2007. President Nafziger indicated his intent to have meetings end by 10:00pm.

The Board recessed to Executive Session at 8:32 pm for purposes of reviewing the Superintendent's mid-year performance and contract; the meeting was reconvened at 9:10 pm.

DIRECTOR LEHMAN MOVED, PURSUANT TO SECTION 9 OF THE CONTRACT BETWEEN THE OLYMPIA SCHOOL DISTRICT AND THE SUPERINTENDENT, THAT THE SCHOOL DISTRICT NOT EXTEND THE CONTRACT ANOTHER YEAR. DIRECTOR SHIRLEY SECONDED THE MOTION.

Director Lehman clarified that his issue was not with the performance of the Superintendent, but rather with language that gives a superintendent a guaranteed severance package. He noted that if, as early as this November, there were three new Board members and the Board determined they wanted to go in a different direction, they would be precluded from doing so. He went on to say he considered it imprudent to commit funds in such a way.

Vice President Barclift stated that the appropriate manner for making such a change in the Superintendent's contract would be to negotiate and discuss a severance package.

Director Shirley noted that clearly the Board has the option of changing the duration of the contract, and stated that he sides with Director Lehman, finding that extending the contract to 2010 is not appropriate.

President Nafziger stated that the terms are very common in superintendents' contracts, common in fields that are very competitive, and the risk of some sort of severance arrangement is very theoretical, as he has seen no indication a risk is present. He said the greater risk would be that we would lose the Superintendent to another district, as it is very competitive out there; there are districts looking for good superintendents all over the state and raiding each other's districts. That is not a theoretical risk, it's a very real risk.

As to the motion on the table not to extend:

TWO AYES, THREE NAYS; MOTION FAILS ADOPTION.

VICE PRESIDENT BARCLIFT MOVED TO APPROVE THE SUPERINTENDENT'S CONTRACT BE EXTENDED TO AN ENDING DATE OF JUNE 30, 2010. DIRECTOR PARVINEN SECONDED THE MOTION. THREE AYES, TWO NAYS; MOTION CARRIED.

The meeting was adjourned at 9:25 pm.

Respectfully submitted,

Bill Lahmann, Secretary

Rich Nafziger, President