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Olympia School District

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Board of Directors
Carolyn Barclift
Russ Lehman
Rich Nafziger
Michelle Parvinen
Bob Shirley
Rachel Reclam,
Student Representative

William V. Lahmann, Superintendent

MINUTES OF A REGULAR MEETING OF THE BOARD OF DIRECTORS MAY 7, 2007 – 6:30 PM

A regular meeting of the Olympia School District Board of Directors was called to order by President Rich Nafziger at 6:30 pm on Monday, May 7, 2007, at the Knox Center, 1113 Legion Way SE, Olympia, Washington 98501. Also present were Directors Russ Lehman, Michelle Parvinen and Bob Shirley, Student Representative Rachel Reclam and Superintendent Bill Lahmann. Vice President Carolyn Barclift was out of town.

AGENDA

The Pledge of Allegiance was led by President Nafziger.

DIRECTOR LEHMAN MOVED TO APPROVE THE MINUTES OF THE REGULAR BOARD MEETING OF APRIL 16, 2007. DIRECTOR PARVINEN SECONDED THE MOTION. FOUR AYES; MOTION CARRIED.

The Board presented the 2007 Staff Recognition Awards to well-deserving staff members who were nominated by their District peers: Terri Korst, *“The Playmaker”*; Cissy McCormick, *“The Trailblazer”*; Ernie Rascon, *The Conductor*; Gayle Luce, *“The Sparkplug”*; Keitlyn Watson, *“The Bridge Builder”*; Joan Moore, *“The Innovator”*; Chris Sogn, *“The Instructor”*; Mary Golden and Michele Neely, who tied for *“The Unsung Hero”*; *“The Champions of Difference”*: Wendy Hughes, Howard Keck and John Naughton; and, from Capital High School, *“The Dream Team”*, James Anderson, Amelia Foor, Matthew Herinckx, Dale Knuth, Shawn Riley, Kelli Samson, Elizabeth Shine and Caroline Street.

Audience members who wished to address the Board regarding agenda items were identified.

COMMUNITY COMMENT

Loren Michael Freeman addressed the funding of special education with reference to a recent judgment by the court, and as to ongoing budget considerations for 2007-08.

CONSENT AGENDA

DIRECTOR LEHMAN MOVED TO APPROVE THE CONSENT AGENDA AS PRESENTED; DIRECTOR SHIRLEY SECONDED THE MOTION. FOUR AYES; MOTION CARRIED.

1 SCHOOL DIRECTORS

1.1 Board Meeting Schedule

- Monday, May 14, 6:30 pm, **Study Session (2007-08 Budget)**, Knox Center
- Thursday, May 17, 6:30 pm, **Strategic Plan Meeting**, Knox Center
- Monday, May 21, 6:30 pm, **Regular Board Meeting**, Garfield ES
- Saturday, June 2, 9:00 am, **Strategic Plan Meeting**, Knox Center
- Monday, June 4, 6:30 pm, **Study Session (2007-08 Budget)**, Knox Center
- Thursday, June 7, 4:00 pm, **Retirees’ Ice Cream Social**, CHS
- Monday, June 11, 6:30 pm, **Regular Board Meeting**, Knox Center
- Thursday, June 14, 6:00 pm, **Graduation-Avanti HS**, Knox Auditorium
- Monday, June 18, 7:00 pm, **Graduation-Olympia HS**, St. Martin’s Pavilion
- Tuesday, June 19, 7:00 pm, **Graduation-Capital HS**, St. Martin’s Pavilion
- Tuesday, June 26, 6:30 pm, **Regular Board Meeting**, Knox Center

- 1.2 Washington Interscholastic Activities Association (WIAA) Enrollment & Delegation of Authority**
The Board approved the Washington Interscholastic Activities Association annual renewal for 2007-2008.

2 CERTIFICATED PERSONNEL

2.1 Certificated Personnel Report

The Board accepted five retirements and one resignation, and approved one termination, seven leaves of absence, four reductions in contract, one increase in contract and one new contract:

RETIREMENTS

Bergholz, Barbara – Grade Four at McLane Elementary School. Effective at the end of the 2006-07 school year.
Huhta, Harlyn – Grade One at Garfield Elementary School. Effective at the end of the 2006-07 school year.
Parr, Sallie – Special Education at McLane Elementary School. Effective at the end of the 2006-07 school year.
Roray, Carla – Grade Two at McLane Elementary School. Effective at the end of the 2006-07 school year.
Siffert, Diane – Grade Four at Roosevelt Elementary School. Effective at the end of the 2006-07 school year.

RESIGNATION

Goodman, Kristi – Grade Three at Garfield Elementary School. Effective at the end of the 2006-07 school year.

TERMINATION

Grosey, John – Math at Olympia High School. Effective at the end of the 2006-07 school year. (Mr. Grosey did not sign and return his Letter of Intent for employment for the 2007-08 school year by the deadline of April 16th. A letter was sent to Mr. Grosey noting the passed deadline, and offering to extend the deadline May 1st. The letter stated specifically that failure to receive his signed Letter of Intent by May 1, 2007, would be interpreted as a rejection of the offer of employment. No response from Mr. Grosey was received by May 1st.)

LEAVES OF ABSENCE

Costello, Craig – Counselor at Washington Middle School. Requests a one-year .20 FTE leave of absence (from 1.0 to .80) effective the 2007-08 school year.
Frey, Amy – Kindergarten at Hansen Elementary School. Requests a one-year .50 FTE childcare leave of absence (from 1.0 to .50) effective the 2007-08 school year.
Havens, Cristy – Grade One at McKenny Elementary School. Requests a one-year 1.0 FTE childcare leave of absence effective the 2007-08 school year.
Piper, Marilyn – Science at Washington Middle School. Requests a one-year .20 FTE leave of absence (from 1.0 to .80) effective the 2007-08 school year.
Powers, Colleen – English at Olympia High School. Requests a full-time leave of absence effective the second semester of the 2007-08 school year.
Ryan, Patricia – Grade One at Pioneer Elementary School. Requests a one-year .50 FTE family-related leave of absence (from 1.0 to .50) effective the 2007-08 school year.
Tuzzolino, Susan – English at Olympia High School. Requests a full-time leave of absence effective the first semester of the 2007-08 school year.

REDUCTIONS IN CONTRACT

Edwards, Joan – Grade Three at Garfield Elementary School. Requests a continuing .50 FTE reduction in contract (from 1.0 to .50) effective the 2007-08 school year.
Jorgenson, Janene – School Nurse at Olympia High School. Requests a continuing .40 FTE reduction in contract (from 1.0 to .60) effective the 2007-08 school year.
Kaiyala, Dona – Grades Two and Three at Centennial Elementary School. Requests a continuing .50 FTE reduction in contract (from 1.0 to .50) effective the 2007-08 school year.
Tallman, Janet – Grade One at Pioneer Elementary School. Requests a continuing .80 FTE reduction in contract (from 1.0 to .20) effective the 2007-08 school year.

INCREASE IN CONTRACT

Bailey, Maurine – Special Education at Reeves Middle School. Request a .40 FTE increase in contract (from .60 to 1.0) effective April 16, 2007 through June 22, 2007.

NEW CONTRACT

El-Sokkary, Mohamed – Social Affective Block Teacher at Olympia High School. Request a provisional 1.0 FTE contract effective the 2007-08 school year.

3 CLASSIFIED PERSONNEL

3.1 Classified Personnel Report

The Board approved the Classified Personnel Report dated May 7, 2007.

4 PUPILS & PROGRAMS

4.1 Instructional Materials Committee Request

The Instructional Materials Committee submitted a list of recommended materials for the Board's review. The materials will be available in the K-12 Teaching & Learning office until the next regular Board meeting.

6 Buildings & Grounds – New CONSTRUCTION

6.1 Change Order 6 – Reeves Middle School Additions and Modernization

The Board approved Change Order No. 6 in the amount of \$29,364.92 for library shelving at Reeves Middle School.

8 FINANCES

8.1 Approval of Vouchers

The Board approved the cancellation of listed warrants totaling \$117,060.64, and approved the following expenditures: Associated Student Body Voucher Nos. 29298 through 29350, in the total amount of \$86,393.68; Capital Projects Voucher Nos. 9222 through 9249, in the total amount of \$1,319,480.48; and, General Fund Voucher Nos. 138614 through 138759, in the total amount of \$435,777.94.

8.2 Mitigation Agreement – Woodbury Crossing, D.R. Horton, Inc.

The Board approved a mitigation agreement with D.R. Horton, Inc., for the development of Woodbury Crossing, formerly known as College Place, located south of Mud Bay Road and west of Kaiser Road. The development consists of 241 single-family dwelling units and 141 multi-family dwelling units. An earlier mitigation agreement, approved by the Board in August 2006, was not recorded, and is being replaced by this revised agreement to reflect the development now proposed.

REGULAR AGENDA

1 SCHOOL DIRECTORS

1.1 OSD/Tumwater School District Boundary Review

Director Bob Shirley and Jim Crawford, Assistant Superintendent, Fiscal & Operations, presented a proposal from the Tumwater School District (TSD), as well as Resolution 435 in support of the petition of the Carlyon North Neighborhood Association to alter the boundary between Tumwater School District and Olympia School District.

Colleen McDonald spoke on behalf of the neighborhood association, noting that the existing boundary is an invisible line that affects kids in a significant way.

DIRECTOR SHIRLEY MOVED TO ADOPT RESOLUTION 435, AS PRESENTED. DIRECTOR LEHMAN SECONDED THE MOTION.

Howard Lloyd, Chad Austinson, Wendy Eisler, Colleen McDonald, Jeff Van Dyke, Dan Penrose and Uriel Iniquez offered support for the resolution, thanked for Board for their consideration and encouraged the Board with the thought that they would long be remembered as the Board that fixed the boundary problem. There was a common theme of bringing the neighborhood community together, and the benefits to the community of a neighborhood school.

President Nafziger thanked Director Shirley and Mr. Crawford for their service on the committee and the effort they expended on behalf of the process. The vote was called:

Four ayes; motion carried.

1.2 Second Reading Proposed Policy 6922 – School Facilities

Director Lehman presented a draft policy, for second reading and adoption, designed to ensure equitable student access to athletic equipment and facilities at Capital High School (CHS) and Olympia High School (OHS). Through an electronic presentation and photographs, he described the differences in the existing track facility at CHS versus the track facility at Ingersol stadium, and addressed the prevailing sentiment at CHS of “second-class” status and discontent. He described the track conditions at CHS as “embarrassing”. In terms of the planned improvements to the CHS track, he said there is no reason for it to be inferior in quality to the OHS track.

In terms of what “equity” means in this instance, Director Lehman said he thinks it means the track at CHS should be the same as the track at OHS; in this case same means same quality of surface. In recognition of different assets, he suggested that while OHS has the stadium, whereas CHS has no space for a stadium, the inclusion of a steeplechase water pit at CHS would be an example. He noted that a shared facility is not equity. He said for CHS students to travel to Ingersoll for track events when they actually have their own track is not equitable—it is simply necessary to improve the track at CHS to the same high standards as the OHS track.

Jim Crawford reviewed the differences in the projects at the two high schools. He reiterated his understanding that during planning for the 2003 bond campaign, Ingersoll was to be a shared facility for football, soccer and track. In response to questions with regard to the longevity of the two surfaces, he stated that the longevity issue relates mostly to thickness—the track planned for CHS is not as thick as the existing track at Ingersoll—and therefore the Ingersoll track is softer. But there does not appear to be any credible evidence of safety issues at either Ingersoll or the proposed project at Capital. Aesthetics is a primary difference, according to architects of both track projects, with the primary difference as the track at OHS is red; the track in the base bid at CHS will be black. He added that the original bid for the CHS track provided an alternative that would add an additional layer, which would be red in color. He said the cost of accepting the alternative bid for the red layer would be \$36,000. In response to questions from the Board, Mr. Crawford indicated that funding for additions to the original bid would most likely come from undesignated capital improvement funds. He also responded to a question about the cost of the addition of a steeplechase pit at CHS is unknown, stating that it would depend on the design, location and construction, and he had heard numbers ranging from \$5,000 to \$45,000.

President Nafziger reasoned that if defining equity between the two high schools is equitable access to equipment and facilities, he doesn't immediately make the connection to installing a steeplechase pit to a running track, and would need to know what all the other components of equity are. He then asked if the proposed policy, which speaks to equipment and facilities, referred to expenditures by the District, and how it would relate to booster clubs and other resources. What does equity in facilities mean?

Director Lehman responded that there are two issues: equity overall and equity as it relates to the track project scheduled to begin construction in June. Certainly, he said, it is not the intent of the proposed policy, nor is it practical to assume, that equity can be created overnight. Clearly, he said, there are dramatic inequities between the two schools right now beyond the track facility. The goal of the policy is that when a project is planned and implemented all effort is made to assure equity between the two schools. This would also ensure that when we do a bond, equity becomes part of the fundamental principle of any design or construction that occurs between the two schools.

Director Lehman noted that while CHS does not have the space to duplicate the track facility, feature for feature, the installation of a feature such as the steeplechase pit would be a step toward equity. He talked about conversations he has had with community members who remember the trade off for Ingersoll being located at OHS was that a swimming pool would be located at CHS or later, that CHS would have the Performing Arts Center. He said these are inequities that cannot be quickly resolved, but the track is a current issue that could resolve one equity issue now. He also noted that in spite of recollections that the Ingersoll track was the District's track to be used equally by both high schools, there has been only one CHS meet at Ingersoll ever, and that occurred just last year because they couldn't compete safely on their own track. He concluded that equity will only occur over a period of time, as manifested by projects we undertake on a regular basis.

President Nafziger asked the Superintendent for his opinion on the impact of passing the proposed policy, particularly as to having equitable equipment and facilities at each school, and the two specific proposals Director Lehman is recommending. Director Lehman responded that it certainly

was not the intent that CHS could now come to the administration and say “give us a turf field because the policy says so,” and he reiterated such was not the intent of the policy. The intent is, he went on, that right now, with the project in front of us, we assure every effort toward equity. He added, it is not to build a new field, although those discussions need to occur over time as projects occur, likely starting with the next capital improvements bond. Superintendent Lahmann stated that technically, as written, it means if we do something at one school we need to do it at the other within a reasonable period of time. If the understanding is that a steeplechase pit at CHS offsets a triple jump at Ingersoll we would want to make that clear for future discussions in later years.

It was agreed the policy relates to facilities and equipment purchased by the District only, and would not impact funding by booster clubs, ASBs or other school fundraising efforts. It was further agreed that the policy should refer to “Ingersoll Stadium”, not “Ingersoll Football Stadium”.

Kevin Wright, coach at CHS, suggested that being able to hold track meets at the school eliminates many difficulties encountered in holding a meet across town, in terms of student and staff attendance and the ability to recruit volunteers. He also noted that it creates community pride; and he addressed the issue of injuries resulting from unsafe conditions. He said they were assured many times that the CHS track would be improved to equal the quality of the facility at Ingersoll.

Nick Schmidt, a graduate of CHS and student member of the Facilities Committee, said he agreed about the misconceptions regarding the athletic facilities. He stated there hadn't been a lot of west side support, and CHS needs its own identity. He said it was time to look at capital projects and alternate who goes first, as it seems CHS is always second in line, with the theater as an example. He concluded, we should not concentrate on the past but move forward to ensure closer equality for all students in the future, including facilities, sports facilities, academics and capital spending.

Marty Brown, Max Brown, Ed Thorpe, Margaret Penn, Lucille Carlson, Bill Beattie and Mike Snodgrass continued the discussion, reiterating that Ingersoll has not been a shared facility, and there has been a lack of equality in facilities for a long time. It was noted that the standards are not and have not been the same, and all the athletic facilities at CHS are seriously lacking in the quality of improvements existing at OHS, reaching far beyond the track. It was stated that with the newly-remodeled building, it is a time for optimism and a great opportunity for the school to reinvent itself. It was again noted that not everyone remembers Ingersoll being described as the only track facility for the District. It was also again noted that there is much more at issue than the track facility, when all our kids deserve the very best, and the equity issues reach far beyond athletics. It was also suggested that a policy may not be needed in order to do the right thing.

DIRECTOR LEHMAN MOVED FOR THE ADOPTION OF PROPOSED POLICY 6922. DIRECTOR SHIRLEY SECONDED THE MOTION.

Director Lehman reiterated as fact that inequity is present between the two high schools, and the athletic facilities at CHS need attention. He said whatever was agreed in the past with regard to the sharing of Ingersoll's track facility, it is now before the Board again and they must do what is right for these facilities at CHS, and right a long standing wrong. He reminded the Board that the athletic facilities at CHS are used by Griffin, Marshall, Jefferson, and Evergreen State, as well as the students at CHS, and noted that the cost for a steeplechase feature could be recovered through renting it, specifically to Evergreen. He said while the District can't build more fields at Capital, we can do some other things to begin to right the wrongs of the past.

Director Parvinen stated she did remember that the intent for Ingersoll was to be a shared facility, but she also remembers that the track at CHS was to be of equal quality. She stated she is in favor of a policy that reminds us we are striving to give all our kids the best we possibly can.

Director Shirley stated that the policy does not require identical equipment and facilities, and it does not preclude improvements at one school in advance of similar improvements at the other, and it should not be read as meaning that whatever is done at one must be done at the other. He went on to say that whenever something built at one school is to be built later at the other, it should be of the same or improved quality. He suggested the striking of "football" from the policy. He noted since students spend substantially more time practicing than competing, all facilities need to be safe and should be of similarly high quality.

President Nafziger asked about athletics for Avanti High School, noting that students at all the high schools should have equitable access to its facilities. He said the Board should be focused on equitable access for all high schools and comparable expenditures for students at each school, and should include physical education, not just competitive athletics. Director Lehman suggested discussions regarding physical education might be addressed separately at a later date. Superintendent Lahmann agreed that the policy, as proposed, specifically addresses athletic equipment and facilities, and does not refer to physical education. He interpreted the last sentence of paragraph one as meaning improvements constructed at one school, after having been in place at the other school, would be constructed based on equal specifications. He noted that "a reasonable time" may not mean the same to everyone, but could mean an extended period of time, or it could be sooner. It was also noted that any Avanti student who wanted to participate in competitive athletics was able to do so at the high school of his residence.

After discussion, it was moved and seconded to amend the second paragraph to read: "The exception to this policy is that Ingersoll Stadium is the only stadium for the District.", and to strike the third paragraph in its entirety.

As to the motion to approve Policy 6922, as amended: **FOUR AYES; MOTION CARRIED.**

4 K-12 TEACHING & LEARNING

4.1 K-12 Curriculum Review & Adoption Process

Matt McCauley, Executive Director, and Debbi Hardy, Curriculum Director, K-12 Teaching and Learning, presented to the Board information related to the middle school mathematics review process and lessons learned for future curriculum reviews. Mr. McCauley reviewed the steps taken and the points believed to have worked in the process and those that did not. He also gave the Board an overview of recommendations that evolved from the process.

The Board asked several questions relating to advance notification and allowing for every voice to be heard. It was noted that the curriculum work plan presented in January would be modified as a result of this study and the lessons learned.

Maribeth Duffy spoke of her concerns with the points raised in the K-12 memo to the Board, of many omissions from the memo, and questions it brought to her mind. She described the process as flawed from the beginning, and addressed specifically several of the items within the memo. She said there was a lot more to be done, and parents and teachers were not actually heard by the District.

There being no further business to come before the Board, the meeting was adjourned at 9:54 p.m.

Respectfully submitted,

Bill Lahmann, Secretary

Rich Nafziger, President