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by the Board at its
next meeting.

**MINUTES OF THE BOARD OF DIRECTORS MEETING
OLYMPIA SCHOOL DISTRICT
August 26, 2002**

REGULAR MEETING AGENDA

The regular meeting of the Board of Directors of the Olympia School District was called to order by President Parvinen at 7:00 p.m., Monday, August 26, 2002, at Rogers Elementary School, 2001 26th Avenue NE, Olympia, Washington. Present were: President Parvinen, Directors Barclift, Keeffe, Lehman and McGee, and Superintendent Lahmann.

Duke Kuehn led the flag salute.

MINUTES

DIRECTOR BARCLIFT MOVED AND DIRECTOR KEEFFE SECONDED APPROVAL OF THE AUGUST 12, 2002, REGULAR MEETING MINUTES, AS PRESENTED. MOTION CARRIED, WITH DIRECTORS LEHMAN AND MCGEE ABSTAINING.

**IDENTIFICATION OF AUDIENCE MEMBERS
WHO WISH TO SPEAK TO AGENDA ITEMS**

Stephanie Johnson asked to speak to Agenda Item 1.2, Policy No. 5145 and Policy No. 4137, Commercialism in Schools.

COMMUNITY COMMENT

Mr. Jay Manning spoke to the Board requesting permission for his son, Graydon, to practice two days a week with the Capital High School Cross-Country team. His son is in eighth grade at Jefferson Middle School, and Jefferson does not offer a cross-country program. Mr. Manning commented that Cross-Country Coach Jerry Miller supports Graydon's participation in two practices a week. Mr. Manning also commented that his son will not be eligible to compete in cross-country meets with the team, except for races that are in "open" divisions. He said WIAA rule 17.17.2 allows for this. He said he was not sure who would make the final approval, and said someone suggested he approach the Board on this. Superintendent Lahmann said he needs to do some more research. He said there are some coaches who do not accept middle school students at the high school level for a variety of reasons. He said he needs to research who makes the final decision. He said he also wants to research the ramifications of this decision for other sports. He commented that there are differences of opinion at the two comprehensive high schools, and he wants to be fair and consistent. President Parvinen asked if Board members had had any experience with this. Director McGee said no, and Director Keeffe said he assumed this has been a high school decision. Director McGee agreed that there is not a lot of consistency between the two high schools. Director Keeffe asked if the research took a day or two, would it hurt Graydon's chances of turning out? Mr. Manning said no. Graydon Manning said he wants to run with the Capital High School team. He said someone did last year, and he wants to this year. He felt it would only be fair. Director Lehman asked if Graydon had any experience in competition. Graydon said he has run in California and in Nebraska. He has also run in other meets in the Seattle area. The Board asked Superintendent Lahmann to further investigate the issue.

ITEMS BROUGHT UP BY MEMBERS OF THE BOARD

Director Barclift commented that the Administrative Retreat was great. She said the administrators got a tour of the district with Superintendent Lahmann as the tour guide. She also noted that Superintendent Lahmann had some very interesting facts on each of the sites.

Director Barclift said the Board members had discussed October 8 as a possible date for a Board retreat. Director McGee said he thought the date would be okay, and Director Lehman said he would be available.

ACTION ON CONSENT AGENDA

With the addition of certificated personnel approvals, **DIRECTOR BARCLIFT MOVED AND DIRECTOR McGEE SECONDED APPROVAL OF THE FOLLOWING CONSENT AGENDA ITEMS. MOTION CARRIED.**

1. SCHOOL DIRECTORS

1.1 Board Meeting Schedule

- Monday, September 9, 2002, 7:00 p.m., Regular Board Meeting, Rogers Elementary School, 2001 26th Avenue NE, Olympia, Washington.
- Monday, September 23, 2002, 7:00 p.m., Regular Board Meeting, Roosevelt Elementary School, 1417 San Francisco Avenue NE, Olympia, Washington.
- Monday, October 14, 2002, 7:00 p.m., Regular Board Meeting, Rogers Elementary School, 2001 26th Avenue NE, Olympia, Washington.
- Monday, October 28, 2002, 7:00 p.m., Regular Board Meeting, Olympia High School, 1302 North Street, Olympia, Washington.

2. CERTIFICATED PERSONNEL

2.1 Certificated Personnel Report

Release from Contract

Simone Boe - Grade Four at Hansen Elementary School, released from 2002-03 contract effective August 20, 2002.

Promotion

Paul Anders - Assistant Principal at Jefferson Middle School, from Dean of Students at Jefferson Middle School to Assistant Principal at Jefferson Middle School, effective the 2002-03 contract year (beginning 8/1/02).

Leaves of Absence

Jennifer Martin - Grade One at McKenny Elementary School, a one-year-only .50 FTE leave of absence (from 1.0 to .50) effective the 2002-03 school year.

Carol Seaman - English at Olympia High School, a one-year-only 1.0 FTE leave of absence effective the 2002-03 school year.

Susan Tuzzolino - English at Olympia High School, a one-year-only .20 FTE leave of absence (from 1.0 to .80) effective the 2002-03 school year.

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Increases in Contract

Jennifer Anderson - Science and Technology at Reeves Middle School, a one-year-only .50 FTE increase in contract (from .50 to 1.0) effective the 2002-03 school year.

Lylas Aust - Integrated PE and Music at Garfield and Boston Harbor Elementary Schools, a continuing .20 FTE increase in contract (from .60 to .80) effective the 2002-03 school year.

Mary Elizabeth Faro - Social Service Provider at Olympia High School, an increase in contract from a continuing .50 FTE to a continuing 1.0 FTE.

Anna Richart - Vocal Music at Reeves Middle, Boston Harbor Elementary, McLane Elementary, and Roosevelt Elementary Schools, a continuing .333 FTE increase in contract (from .50 to .833), effective the 2002-03 school year.

New Contracts

James Anderson - English and Debate at Capital High School, a .60 FTE contract issued effective the first trimester of the 2002-03 school year.

Fran Brothers - Preschool at Madison Elementary School, a continuing 1.0 FTE contract issued effective the 2002-03 school year.

Randy Edwards - Intermediate Grade Teacher at Lincoln Elementary School, a one-year-only 1.0 FTE contract issued effective the 2002-03 school year.

Linda Gressette - School Nurse at McKenny Elementary, Pioneer Elementary and Washington Middle Schools, a continuing 1.0 FTE contract issued effective the 2002-03 school year.

Crystal Guthrie - Eighth Grade Block at Reeves Middle School, a one-year-only .50 FTE contract issued effective the 2002-03 school year.

Betty Kinerk - Special Services at Hansen Elementary School, a one-year-only 1.0 FTE contract issued effective the 2002-03 school year.

Michael Minton - Math at Capital High School, a one-year-only 1.0 FTE contract issued effective the 2002-03 school year.

Kathy Nolan - Grade One at McKenny Elementary School, a one-year-only .50 FTE contract effective the 2002-03 school year.

Sharon Radonovich - School Psychologist with Special Services, a one-year-only .30 FTE contract issued effective the 2002-03 school year.

Matthew Samson - Alki Program at Reeves Middle School, a continuing 1.0 FTE contract issued effective the 2002-03 school year.

Chris Sonnenstuhl - Special Education at Olympia and Avanti High Schools, a continuing .80 FTE contract issued effective the 2002-03 school year.

Adam Teachout - Sixth Grade Block at Reeves Middle School, a one-year-only .50 FTE contract issued effective the 2002-03 school year.

Marsha Venables - Kindergarten at Boston Harbor Elementary School, a continuing .50 FTE contract issued effective the 2002-03 school year.

Dave Williams - Math at Jefferson Middle School, a one-year-only 1.0 FTE contract issued effective the 2002-03 school year.

2.2 Executive Session

An Executive Session was held for personnel, legal and real estate matters.

3. CLASSIFIED PERSONNEL

3.1 Classified Personnel Report

The Board approved the August Classified Personnel Report as submitted.

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4. PUPILS AND SCHOOL PROGRAMS

4.1 Student Travel Request

Avanti High School Teacher Brenda Daniels requested approval to take two Avanti High School students to Mt. Rainier, August 23-25, 2002, for a computer business and leadership conference. Superintendent Lahmann approved the travel in accordance with Policy No. 6153.

8. FINANCES

8.1 Approval of Vouchers

The Board approved General Fund Vouchers 117614 through 117767 in the amount of \$169,312.78, General Fund Vouchers 117768 through 117799 in the amount of \$44,259.50, Capital Projects Fund Vouchers 6715 through 6726 in the amount of \$210,268.41, and ASB Fund Vouchers 22617 through 22667 in the amount of \$62,297.86, dated August 26, 2002, and warrants were issued in their payment.

8.2 Financial Report

Board members received the July 2002 Revenue and Expenditures for the General, Debt, Capital Projects, ASB and Transportation Vehicle Reports.

REGULAR AGENDA

1. SCHOOL DIRECTORS

1.1 Strategic Plan

Shelley Carr, Director of Communications, introduced Duke Kuehn, facilitator of the strategic plan process. Mr. Kuehn presented the draft Strategic Plan, 2002-07, to the Board. Mr. Kuehn said it was a joy to work with the people on the Futures Team, that they were a very collaborative group and very focused. He spoke about the process which included clarification of the mission and vision of the district, and the creation of critical strategic initiatives. The plan went to site councils and employee groups. These groups looked at the initiatives and indicated action plans for near, short and long-terms to make them happen. These were brought back to the Futures Team and synthesized down. He said people talked across lines on how to work together. Strategic Initiatives for the attention of the district include: high standards and expectations for all students, supportive learning environment, employees as partners, collaboration and shared decision-making, and well-managed resources. He said there were additional initiatives identified that speak specifically to the Board which include: communication; recruiting, retention and retraining of personnel; fair and equitable treatment; and commitment to the Strategic Plan. Mr. Kuehn commented that he has facilitated a lot of strategic plans over the years, but he could not think of another group of people who worked so hard and with a level of civility and enjoyment of each other to come to agreement. He said he was quite impressed. He also said there were many opportunities for collaboration. Director Parvinen said she is looking forward to hearing more about the collaboration with Reeves Middle School. Ms. Carr introduced Futures Team members present, Renee Young, Bruce Walton, Pam Farr, John McGee and Michelle Parvinen, and gave each a Certificate of Appreciation. Certificates will be sent to the other members. President Parvinen also expressed her thanks to Superintendent Lahmann and Shelley Carr for their efforts and hours of work. Director Lehman asked Mr. Kuehn what he wanted to have happen now and how the plan would work in a direct way. Mr. Kuehn said he would hope the Strategic Plan would be

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1.1 Strategic Plan (continued)

discussed annually at a Board retreat to check its progress. He said the last page has performance measures to identify indicators. He said the Board can take on initiatives or hand them off to the administration, but they hold the district to be responsible. Director Lehman said it sounded to him like the plan relies in large part on site councils, and asked if the site councils are equipped to do so. Mr. Kuehn said some are and some are not. Superintendent Lahmann said the design of this plan is different than what the Board has been used to. He commented that most strategic plans work from the top down, but this one is from a bottom-up action plan process. He said the ability of the site councils is all over the place. He said what might come out of this is how to provide support and training for groups that need assistance. Director Keeffe said he found the draft plan a little unnerving after having been through two others. He

asked when the plan is handed out if the district is going to ask the site councils to show how their schools are going to move forward with their action plans. Mr. Kuehn commented that the site councils must include the initiatives in their data-driven plans. Director Keeffe said that, as a Board member, he would tell those who go off in a different direction that they must show him something that has results that can be measured. Garfield Elementary School Principal Bruce Walton said this is the second strategic planning process he has been involved with in the district. He said there are a lot of ideas, and it was great to see sharing of those ideas rather than recreating the wheel. He said the process will allow for diversity of thinking and innovation to take place to go forward with the goals. He cautioned that the list should not be considered inclusive, that some schools will do even more. Renee Young said, as a teacher, she has not always been able to do this type of thing. She said the breadth of this plan is huge. She said teachers feel they are on the bottom of the educational process, but working with the Futures Team was very empowering. She said the plan is much more bottom up than top down. She said she felt that, as a professional, she is being asked how she can make this happen. She commented that when the district taps the energy and enthusiasm of staff, there will be surprises about the outcome. She said that some important things did not make it into the plan. She said the district does have some trouble with communication and that is something that needs to be fixed. Director Barclift said she felt there needs to be an administrative retreat twice a year rather than once, perhaps somewhere around the mid-winter break, to discuss what has happened this year and what could happen the following year. Director Keeffe said that when the site councils build a plan, he would like them to explain how they are going to get there.

1.2 Policy No. 5145 and Policy No. 4137, Commercialism in Schools

Shelley Carr commented that the administration was asked to create policy reflecting current practices of the district related to advertising and commercialism. She said the surveys that were taken were a good starting point. She said she looked at this information, along with an array of other policies, and formed the foundation for a first draft. She said the district currently follows Policy No. 5145. Procedural items that were listed under Policy No. 5145 were moved and made into procedures. Ms. Carr commented that Policy No. 4137 might be better placed under Section 1000. She said the language has been changed to be more philosophical.

Stephanie Johnson said she had been at the community forum at Capital High School last spring on this issue. She said she and several other parents were curious about what was happening in the district's schools, so they went to seven schools to get a base-line of information. She commented that she was pleasantly surprised to find that there is not rampant advertising in our schools. She noted that staff has been taking a common sense approach about things they get in the mail and most of it gets thrown away. She said she is pleased that

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1.2 Policy No. 5145 and Policy No. 4137, Commercialism in Schools (continued)

the district is moving forward and making the policy stronger. She said she heard that California has banned soda machines from the elementary schools. She commented that people across the nation are interested in restricting advertising in the schools. She said media literacy is important, that it helps students learn objective viewpoints on how to make decisions. She felt students need to be given these skills. President Parvinen asked if there was anything that alarmed or concerned her when she walked through the schools. Ms. Johnson said the media literacy issue is a big thing. She also said that she felt that fundraising is not necessarily always voluntary. She said she would like the district to encourage parents to find alternative ways to raise funds that do not involve students.

Director Barclift said she felt it needs to be made more clear that individual schools can impose greater restrictions within their own buildings. Director McGee wondered who would be making decisions in the schools about advertising in yearbooks, school newspapers, students organizers and event programs. Superintendent Lahmann said that right now it is the principal. Director McGee said that the added wording "appropriate to the school environment" needs to be more clear. Director McGee said this is a good foundation, but it will be important to review

within a year because it is a complex set of issues. Director Lehman said this is a huge step forward from where the district was. He noted that Policy 4137 was taken from the Milwaukee Principles for Corporate Involvement in the Schools, but that some things were left out and he wondered why. Ms. Carr said she was trying to create a policy that reflects current practices. He said he felt that item 1 from the Milwaukee Principles should be included, "Corporate involvement shall not require students to observe, listen to, or read commercial advertising." He said this is directed at Channel 1. Director Keeffe agreed that this is directed at Channel 1, but he felt it need not be included. He commented that a future board can change the policy at any time. Superintendent Lahmann said this was looked at with newspapers in mind. He said classrooms have newspapers in them and the papers are full of advertising, but the administration did not want to eliminate papers from the classrooms. Director Lehman said that made sense, but that it specifically says students shall not be required to read commercial advertising. Director Lehman felt that Item 3 of the Milwaukee Principles would be good in policy but not procedures. It states, "Since school property and time are publicly funded, selling or providing free access to advertising on school property outside the classroom involves ethical and legal issues that must be addressed." He wondered what would be the best structure to review advertisements. He commented that right now that is under the guidance of the Superintendent. Ms. Carr reiterated that she tried to develop a policy that reflects current practices. Director Keeffe asked if this meant that all the boards on the baseball fields and advertising on vending machines would have to come off. Director Lehman said he did not feel it precluded anything, but it provides a means for a final arbiter. Director Lehman said he would leave out Item VI of Policy No. 4137 because he felt it was too vague. He said it should lay out appropriate or non-appropriate ways to recognize sponsors. He commented that, regarding Procedure No. 4137P, the words "non-educational" should be struck and replaced with "all." He also felt that Item 3 under Distribution is too vague, that it does not give anyone guidance. He felt that if something is inappropriate for one school, it should be inappropriate for all schools. Regarding Item 4, Director Lehman felt that perhaps these decisions could be made by the site councils. Director McGee commented that it is more timely for the administration to make the decisions. He said the site councils do not meet often enough. He commented that the Superintendent or designee makes more sense because he is the one person who meets with the Board and is the arbiter for what the community wants. President Parvinen said she personally likes the way it is written. Superintendent Lahmann said that, because of the large

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1.2 Policy No. 5145 and Policy No. 4137, Commercialism in Schools (continued)

volume of stuff the district gets, any group making the decision would have to meet on a regular basis. Director Barclift said she felt it is highly appropriate for the Superintendent or designee make these decisions, that individual schools can be more restrictive than what the policy says. Director McGee said, regarding point 4, he would like to think more about educational versus non-educational. Director Keeffe agreed noting that discussion will be ongoing. Regarding point 4, he said he does not have a problem with the Superintendent or designee making the decision. He said the old policy was really vague, and he appreciates getting a policy that is more clear. Director Lehman said media literacy needs to be part of the discussion. He commented that Los Angeles will be banning soda in all their schools to be effective in 2004. He said the district needs to think about the health of kids versus money for the district. He extended his thanks to Shelley Carr for getting the policy closer. Director Barclift said she sees the issue of pop as a nutrition issue, and that she is confident the Board will give it serious consideration. Director Keeffe said he read an article in U.S. News about "Supersizing America" and asked that copies be made for the Board. He said he has always seen advertising and nutrition as separate issues.

9. Items Brought Up by Persons Present

Kim Shorten said she has two children at Centennial Elementary School. She said she is interested in how class sizes are being decided. She said if the school needs to hire another teacher, she would like to see that happen soon. She said it is easier on students to have a teacher now rather than backtracking and trying to fix it. Superintendent Lahmann said the

administration will be looking at figures before school starts, but that some people do not register their children until school starts. Director Lehman asked if it is difficult to get teachers at the last minute. Superintendent Lahmann said that that is not usually a problem.

10. Board Member Comments

Director Lehman asked about the timeline for the Capital Facilities Plan. Director of Facilities and Operations Bob Wolpert said he would like to know a time for the Board to have a study session in September or October. He said the plan will be addressed at a regular meeting in October.

11. Future Agenda Items

President Parvinen commented that the item "Cost Versus Funding of Mandated Programs" was added as a future agenda item. She said this came from the budget study session.

The Board recessed into Executive Session at 10:15 p.m. to discuss personnel issues and legal matters.

The Board reconvened and adjourned at 10:40 p.m.

Respectfully submitted,

Secretary

President