



# *Olympia* School District

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Draft

## Board of Directors

Carolyn Barclift  
Russ Lehman  
Rich Nafziger  
Michelle Parvinen  
Bob Shirley  
Adam Buchholz,  
*Student Representative*

William V. Lahmann, Superintendent

## MINUTES OF A REGULAR MEETING OF THE BOARD OF DIRECTORS SEPTEMBER 24, 2007

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, September 24, 2007, at Pioneer Elementary School, 1655 Carlyon Avenue SE, Olympia, Washington 98501. Also attending were Vice President Carolyn Barclift, Directors Russ Lehman, Michelle Parvinen and Bob Shirley, Student Representative Adam Buchholz, and Assistant Superintendent Jim Crawford. Superintendent Bill Lahmann was unable to attend.

President Nafziger led the Pledge of Allegiance.

### INTRODUCTION OF NEW OSD STAFF

Beth Scouler, Human Resources Director, recognized administrators (Alice Drummer from Centennial Elementary School, Ernie Rascon from Hansen Elementary School, Marcela Abadi from Lincoln Elementary School, Chris Woods from Pioneer Elementary School, Martha Roth from Reeves Middle School and Matt Grant from Olympia High School) who, in turn, introduced their new staff members.

### FOCUS ON PIONEER ELEMENTARY SCHOOL

Chris Woods, Principal of Pioneer Elementary School, welcomed the Board and introduced those Pioneer staff members who were present. He commented on the challenges they had faced during the past year of construction and the process they had employed to consider and establish goals for the school, the classroom, and individually, to create the best possible learning environment for all students. Mr. Woods reviewed the steps they had taken to identify students who were at risk, or potentially at risk, and the interventions they have developed. He also provided a brief overview of the School Improvement Process at Pioneer, including a summary of 2006-07, a summary of their current SIP process, and a look ahead. He concluded with a video presentation, *"The ABC's of Pioneer,"* created by students and staff.

### VICE PRESIDENT BARCLIFT MOVED TO APPROVE THE MINUTES OF THE REGULAR MEETING OF SEPTEMBER 10, 2007. DIRECTOR SHIRLEY SECONDED. SIX AYES; MOTION CARRIED.

There were no audience members who wished to address the Board regarding agenda items.

### COMMUNITY COMMENT

**Zandra Brown** – She said Thurston County Youth Football is using the stadium every Saturday from 8:00am to 9:00pm, and they are not following Policy 4260, as air horns are being used and music is being piped through the PA system. She said traffic congestion is also an issue, and holiday use, which was to have been occasional, is constant: there was a soccer game on 4<sup>th</sup> of July, football on Labor Day—a pattern seems to be developing.

Ms. Brown also addressed the funding cuts that have been proposed, specifically the cut to transportation. She referenced the two- or three-block backups that occur in the morning at Pioneer Elementary School, making it impossible for some neighbors to exit their street for some twenty minutes each day, and said budget cuts would result in more kids driving themselves, as well as more parents

driving their kids, further increasing the congestion. She suggested kids who live within a mile of the high school could be ineligible for parking privileges.

Jeff Carpenter said he had spoken with the co-directors of Thurston County Youth Football, and they had confirmed the use of air horns by visiting teams; they have spoken with those teams about this issue and they will be checking for air horns at the gate in the future. He said they had been playing music for their cheerleaders, but that will be stopped. He noted that their Jamboree had created a major traffic problem, but that will be rectified next year by more careful scheduling.

**Eileen Thomson** – as a parent of one high-achieving child and one special needs child, she reported that her special needs daughter is a fully-participating 8<sup>th</sup> grader at Washington Middle School and has experienced remarkable growth in one academic year. She asked the District to set the bar high for every student in the district and not allow budget constraints to reduce the services needed for the development and education of special needs students. She said she would welcome an opportunity to meet with the Board for further discussion.

**Ryan Hall** has a 3<sup>rd</sup> grader at Pioneer and is concerned with what she read about budget cuts. She said she has a niece with special needs who has made real progress, and she doesn't want that progress to be jeopardized. She said transportation is a real issue and taking away the buses would eliminate a viable "green" option for parents, who would likely be driving their students to school much more often. She asked for an explanation of half-day planning and collaboration days and the interruption to learning those days create. She also noted the importance of programs, like physical education, that may be the link for holding a student's interest and keep them coming to school.

**Linnea Comstock** complimented the District for the education her children are receiving, and noted her concern about budget cuts. She suggested the District put their Science curriculum review on hold and await the recommendations of the State Board of Education and the Office of the Superintendent of Public Instruction.

President Nafziger asked Matt McCauley, Assistant Superintendent of K-12 Teaching & Learning, to meet with Ms. Comstock.

In response to the comments on budget cuts, as a result of an article\* in *The Olympian*, President Nafziger asked Directors Lehman and Shirley why they had chosen to publish their budget proposals in the newspaper rather than bring them to the full Board. Director Shirley responded that copies were available at the back table, and he passed copies to the Board members. He expressed his concern about potential violation of the Open Public Meetings Act and whether it was appropriate for him to communicate with more than one other Board member about policy issues. President Nafziger clarified that the budget cut proposals made by the two Board members had not been discussed with the Board, and an open discussion would occur when the Budget process begins.

*\*The referenced article follows these Minutes.*

CONSENT AGENDA

**DIRECTOR PARVINEN MOVED TO APPROVE THE CONSENT AGENDA AS PRESENTED. DIRECTOR SHIRLEY SECONDED. SIX AYES, MOTION CARRIED.**

**1 SCHOOL DIRECTORS**

**1.1 Board Meeting Schedule**

- Monday, October 8, 6:30 pm, **Regular Board Meeting**, Knox Center
- Monday, October 15, 6:30 pm, **Study Session** (Budget Process), Knox Center
- Thursday, October 18, 6:30 pm, **Strategic Plan Meeting**, Knox Center
- Saturday, October 20, 9:00 am, **Strategic Plan Meeting**, Knox Center
- Monday, October 22, 6:30 pm, **Regular Board Meeting**, Hansen ES
- Tuesday, November 13, 6:30 pm, **Regular Board Meeting**, Knox Center
- Monday, November 19, 6:30 pm, **Study Session** (Graduation Requirements), Knox Center
- Monday, November 26, 6:30 pm, **Regular Board Meeting**, Washington MS

**2 CERTIFICATED PERSONNEL**

**2.1 Certificated Personnel Report**

The Board approved two changes in position status, one reduction in contract, one leave of absence, three increases in contract and seven new contracts.

*CHANGES IN POSITION STATUS – Effective September 1, 2007*

**Carpenter, Jeff** – Coordinator, Health, Nursing and P.E. Approved change from OEA unit position to certificated administrative non-represented supervisory position.

**Morsette, Ron** – Director, Technology. Approved change from OEA unit position to certificated administrative non-represented supervisory position.

*REDUCTION IN CONTRACT – Effective the 2007-08 school year.*

**Barnes, Tamara** – Psychologist with Student Support. Approved .40 FTE continuing reduction in contract (from 1.0 to .60).

*LEAVE OF ABSENCE*

**Hallett, Kelly** – Grade Four at Centennial Elementary School. Approved .20 FTE childcare leave of absence (from .20 to .0) effective September 28 through December 18, 2007.

*INCREASES IN CONTRACT*

**Bailey, Maurine** – Special Education at Reeves Middle School. Approved .40 FTE continuing increase in contract (from .60 to 1.0) effective the 2007-08 school year.

**Cummings, Laura** – Special Education at Garfield Elementary School. Approved .30 FTE continuing increase in contract (from .50 to .80).

**Stientjes, Mary Jo** - Grade Four at Centennial Elementary School. Approved .20 FTE increase in contract (from .8 to 1.0) effective September 28 through December 18, 2007. (Filling FTE vacated by Kelly Hallett's leave of absence.)

*NEW CONTRACTS – Effective the 2007-08 school year*

**Bridges, Carmen** – Grades Two and Five at Roosevelt Elementary School. Approved .40 FTE one-year leave replacement contract (beginning September 24, 2007). (Filling FTE vacated by Vicki Horton's .20 FTE and Diana Berglund's .20 FTE leaves of absence.)

**Caranci, Leann** - Kindergarten at McLane Elementary School. Approved .50 FTE one-year leave replacement contract. (Filling .50 of the 1.0 FTE vacated by Patricia Patrick's leave of absence.)

**Dally, John** – Wood and Cabinet Shop at Olympia High School. Approved .60 FTE one-year retire/rehire contract. (Filling a portion of the FTE vacated by Mr. Dally's retirement.)

**Nelson, LaDonna** – Grade One at Centennial Elementary School. Approved 1.0 FTE provisional contract. (Filling FTE vacated by Bob O'Donnell's transfer to Technology.)

**Reid, Kathryn** – Special Education at McKenny Elementary School. Approved .80 FTE one-year retire/rehire contract. (Filling FTE vacated by Stacy Shenkel's leave of absence.)

**Tradewell, Carrie** – Kindergarten at L. P. Brown Elementary School. Approved .50 FTE provisional contract. (Filling FTE vacated by Mora Croarkin's transfer to McLane Elementary School.)

**Wells, Christine** – Special Education at Centennial and Roosevelt Elementary Schools. Approved .60 FTE continuing contract.

**3 CLASSIFIED PERSONNEL**

**3.1 Classified Personnel Report**

The Board approved the Classified Personnel Report dated September 24, 2007.

**3.2 Ratification of Agreement**

The Board ratified the collective bargaining agreement between the Olympia School District and Teamsters Local No. 252 Food Service Employees, for the period September 1, 2007 though August 31, 2010.

**4 PUPILS & PROGRAMS**

**4.1 Overnight Field Trips**

The Board approved the following overnight field trips:

- **CHS** – Cispus Environmental Learning Center, Randle, WA; Future Farmers of America Leadership Camp; DEVELOP LEADERSHIP SKILLS; 6-9 students, one advisor (male students to be chaperoned by an FFA advisor from another school), October 5-6, 2007.
- **OHS** – Seattle, WA; DECA Fall Leadership Conference and Western Region Leadership Conference; TEAM BUILDING, LEADERSHIP WORKSHIPS, MEET WITH COLLEGE RECRUITERS, MENTORING FROM NW BUSINESS LEADERS, MOTIVATIONAL SPEAKERS; 20 students, one teacher, two parent chaperones; November 17-20, 2007.

**4.2 iGrant Application for Title V Grant**

The Board approved the OSPI online iGrant application for the Title V Innovative Programs federal grant. Each year, our district becomes eligible to apply for an allocation of federal funds (Title V) to support innovative program implementation. These funds have typically been used in conjunction with libraries and innovative curricular program. In the 2007-2008 school year, our Title V grant will support content area literacy and provide alternative literacy materials for students at our elementary and middle schools, and support content area literacy in Social Studies, Science, and Mathematics at our high schools. The amount of the grant is estimated to be approximately \$9,800.

**6 BUILDINGS & GROUNDS – NEW CONSTRUCTION**

**6.1 Final Acceptance – LP Brown ES Modernization & Additions**

The Board authorized final acceptance of the LP Brown Modernization & Additions project, as substantially completed in September 2006.

**8 FINANCES**

**8.1 Approval of Vouchers**

The Board approved cancelled warrants totaling \$253,126.85, and the following expenditures: Associated Student Body Fund Voucher Nos. 29708 through \$29746, in the total amount of \$47,451.55; Capital Projects Voucher Nos. 9443 through 9512, except 9466, in the total amount of \$997,812.85; and, General Fund Vouchers Nos. 139645 through 139648, 136667, and 139722 through 139819, in the total amount of \$538,211.43.

REGULAR AGENDA

**1 SCHOOL DIRECTORS**

**1.1 Request for One-Time Waiver of Section IV D) 5) c) of Policy 4260, Facility Use**

The Olympia High School Alumni Association has requested the use of OHS facilities to celebrate the 100 year anniversary of OHS before and after the Homecoming football game on October 5. The Alumni association is in the process of obtaining a permit from the Olympic Regional Clean Air Authority and the City of Olympia for a bonfire and static fireworks display.

Board Policy 4260 prohibits pyrotechnic displays used in or adjacent to Ingersoll Stadium. Pending required city and air authority permits, and compliance with conditional uses of the stadium, the administration recommends Board approval of a one-time only exemption to Board Policy 4260, to enable the Alumni Association to use Olympia High School facilities for their centennial celebration events.

Mr. Crawford noted that the District had been working with the Alumni Association to enable them to hold a bonfire celebration, in keeping with a historical tradition, and a brief fireworks display immediately following the football game. The bonfire has essentially been scaled to more of a campfire, for 40 minutes in a metal container of a specified size, to be held in the infield. The

Association will be responsible for set up, maintenance and clean up, and is working with the appropriate agencies to acquire the necessary permits.

The fireworks display would be approximately five minutes and be a “static,” ground level display held on the Henderson field, immediately following the game and viewable from the stadium. The Olympia City Council will be reviewing the proposal on October 2<sup>nd</sup>, and their approval is required. Phone calls have been placed to adjacent neighborhood associations.

**DIRECTOR SHIRLEY:**

**“I MOVE APPROVAL OF A ONE-TIME EXEMPTION TO BOARD POLICY 4260, SECTION VI, E) 5) c)—PROHIBITING PRYOTECHNIC OR OTHER VISUAL DISPLAYS—BE PROVIDED FOR A PROPOSED FIREWORKS DISPLAY BY THE OLYMPIA HIGH SCHOOL ALUMNI ASSOCIATION AT HENDERSON FIELD IMMEDIATELY FOLLOWING THE HOMECOMING FOOTBALL GAME ON OCTOBER 5, 2007. THIS EXEMPTION, IN RECOGNITION OF THE 100<sup>TH</sup> ANNIVERSARY OF OLYMPIA HIGH SCHOOL, IS PROVIDED SUBJECT TO THE ALUMNI ASSOCIATION SECURING ALL REQUIRED PERMITS AND COMPLYING WITH ALL OTHER DISTRICT POLICIES AND PROCEDURES, AND OBTAINING THE LEVEL OF INSURANCE COVERAGE SATISFACTORY TO THE ASSISTANT SUPERINTENDENT, FISCAL AND OPERATIONS AND IN KEEPING WITH DISTRICT POLICY.”**

**DIRECTOR PARVINEN SECONDED THE MOTION. SIX AYES; MOTION CARRIED.**

**Jim Kainber** thanked the Board on behalf of the Alumni Association for their support of their 100<sup>th</sup> Anniversary activities and their approval of the fireworks display. President Nafziger made reference to, and recommended, a book on the history of Olympia High School authored by Mr. Kainber.

The Board discussed appropriate procedures for sharing information with the public and other Board members. Director Shirley reiterated his concerns with the Open Public Meetings Act. President Nafziger suggested that the article could have been sent to the District to be forwarded to Board members, or that it could have been introduced at a meeting prior to publication in the newspaper. Vice President Barclift expressed her understanding that it was not inappropriate for Board members to share information; violation would come if they then engaged in dialogue, or solicited a response prior to a public meeting.

The meeting was adjourned at 8:05 pm.

Respectfully submitted,

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Jim N. Crawford, Acting Secretary

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Rich Nafziger, President

# *A Path Forward for the Olympia School District*

By Directors Russ Lehman and Bob Shirley

September 20, 2007

The Olympia School District, like many districts in Washington State, is facing challenges on multiple fronts. While generally a strong and successful district, it is clear “business as usual” is no longer an option.

There is now a broad consensus that OSD must teach students skills for the 21<sup>st</sup> Century--skills that were not required in the past. To produce graduates who will be effective and responsible citizens, and who will be prepared for either higher education or the workplace, requires teaching different skills and knowledge than even 10 years ago. Yet we are teaching some subjects from books woefully outdated, in classrooms designed for their grandparents’ generation, and in an educational system created when the country had an agricultural economy.

Our district is fortunate to have many highly qualified, motivated professionals who deliver the services we provide. But they are being asked to do so within a work environment modeled upon a manufacturing workplace from the mid-twentieth century. Like all of us in our own workplaces, our staff will be happier and more effective when their environment is better suited to their responsibilities.

As if these challenges aren’t enough for the district, we are handcuffed by an education finance system that is a vestige of a bygone era. The state vastly under funds education and the result is a district budget that is unsustainable and wholly insufficient to meet students’ needs.

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The finances of the Olympia School District require immediate discussion and action on options to reduce spending for 2008-09, especially those reduction options that would require substantial lead-time to implement. The district will likely end 2007-08 with an ending fund balance (EFB) of 2.9%, and if no adjustments are made in 2008-09, the EFB will be 0.9%. To keep from falling behind—let alone improving our financial health—we must cut a minimum of \$2.3 million. We must act now.

Consistent with the findings and recommendations of the citizen Budget Advisory Group, we propose the Board begin to make structural changes in the budget process and act now to ensure an EFB between 5 and 10 percent for 2008-09, and at the same time begin to create a 21<sup>st</sup> century workplace for our professionals. We believe actions to take should begin with:

- *Eliminate up to \$1 million in expenses not supported by state funds:*  
The district spends nearly \$1 million more on pupil transportation than is supported by state funding for pupil transportation. The board should discuss immediately cutting that expenditure for 2008-09 to the state funded amount. Now is the time for the discussion and decision making as we cannot implement in September 2008 a change decided next August.

- *Treat our Principals like the professionals and leaders they are with a new performance and skills based compensation program:*

The board should direct the administration to create a compensation structure for principals that rewards leadership and the acquisition of knowledge and skills. This will be a model that can be used to determine compensation for our top managers in place of the one-size-fits-all current approach which treats our building leaders as if there are all the same.

- *Schedules that permit teacher improvement:*

The board and administration should work with the teachers' union for the creation of a teaching schedule that contains one half-day each week for collaboration and skill development, and one half-day each week for classroom preparation. Such a change in working conditions will require greater resources than are available today, but we must plan now for the future at the same time we seek the full funding of basic education by the State.

- *Choose and implement additional cuts that require substantial lead-time to implement:*

In addition to transportation reductions, the board should start immediately the process of examining budget details (forms F-195 and F-196) to choose other cuts necessary to balance the budget.

- *Join the Network for Excellence in Washington Schools' (NEWS) lawsuit*

The district should immediately join the broad coalition of teachers, parents, community groups and dozens of school districts seeking a level of state financial support that meets the needs of school districts attempting to provide a 21st Century education for students.

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The primary reason the OSD budget is unsustainable is a state funding system that drastically under funds basic education costs. The paramount duty of the state is to fund common school education. It falls short in many ways: it under funds pupil transportation; it limits funds needed for special education; and it funds outmoded notions of basic education (e.g., funds five high school class periods per day when all communities want six class periods per day).

Until the state provides full funding for basic education, the district must reduce expenses to maintain the quality of education in the district. However, the Board should look forward and plan for a time when basic education is fully funded.

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Budget cutting is difficult and time consuming. We offer these suggestions for immediate discussions because as time goes by the range of available options narrows.

Budget reduction discussions can make it seem impossible to envision an improved educational effort in our schools. We offer a partial vision of improvements that can be made with full funding of basic education so we do not lose sight of the goal of improved education while we engage in the difficult efforts before us and the community.