

TO: MEMBERS OF THE BOARD OF DIRECTORS, WHITE PASS SCHOOL DISTRICT NO. 303

FROM: DR. PAUL FARRIS, SUPERINTENDENT

SUBJECT: REGULAR MEETING OF THE BOARD OF DIRECTORS

April 15, 2019

6:00 P.M., ROOM 205

WHITE PASS JR. SR. HIGH SCHOOL BUILDING

Minutes: 4/15/19

1. **Call to Order:** Ricky Emerson called the meeting to order at 6:03PM. Those in attendance were Mrs. Emerson, Heather Muir, Joel McMahan, Joe Fenbert, Dr. Zora DeGrandpre, Dr. Paul Farris, Angela Bowen, and Nancy Nebeker. Mrs. Emerson called upon community member, Mary Prophit, to lead all in the Pledge of Allegiance.
2. **Changes or Additions to the Agenda:** Mrs. Nebeker requested to add the following items to the agenda; B. in New Business, Hampton Lumber Mills check donation of \$1500.00 to the CTE department in the secondary school. D. in Personnel Action, Steve Hanson and Bryan DeLong, MWP Athletic Directors, recommend Heidi Perry for MWP Cheer Advisor. Mr. McMahan made a motion to accept the changes to the agenda. Dr. DeGrandpre seconded. The motion passed unanimously, (5, 0).
3. **Approval of Minutes:** Mrs. Muir made a motion to approve the March 18, 2019 Regular Meeting Minutes as written. Mr. McMahan seconded. The motion passed unanimously, (5, 0).
4. **Audience and Communications:** Mrs. Emerson gathered the list of community members who signed in to speak and explained the process of speaking at an open public meeting. She called upon individuals, one at a time.
 - A. Diana Charbeneau, referring to her perspective as a business owner, shared her concern about maintaining onsite management at the elementary.
 - B. Beth Coleman offered a brief synopsis of goings on in the secondary including report cards being mailed the 17th, Wednesday Evening of Excellence, an upcoming Honor Society party and the fact that a large amount of scholarship applications has been turned in and interviews will begin soon.
 - C. Lauren Melton, a former high school teacher, said he is concerned operating without a principal would be chaotic. He understands the constraints the district is under that the legislature is attempting to fix. He wonders in which ways we could consider rearranging the budget.
 - D. John Squires expressed he would like to hear a range of alternatives ensuring all options have been considered before making a decision.
 - E. Gretchen Fritsch offered her personal concerns regarding her young child that Nathan Coutsoubos has helped to relieve. She wonders what other solutions may exist for further consolidating extracurricular activities and districts.

- F. Jim Brazil, former teacher, shared his memories of a previous era at Packwood Elementary without a principal and does not want to repeat it.
- G. Tracy Croshaw, realtor, asserts that the Packwood community is growing. Potential families are moving in with young children who might attend White Pass, raising the FTE. She spoke with both Gary Stamper and John Hannah who have experienced oversight of multiple buildings and discussed their insights.
- H. Dean Croshaw, shared information regarding budget trends over the past few years for White Pass, stating he believes we are in good shape. He appreciates the hard work Dr. Farris has done to build a reserve and thinks that maintaining current administration is how the reserve funds should be used.
- I. Joell Tuttle thanked everyone who previously spoke and believes they all have said everything she wanted to share. She does not know the timeline involved in making the decisions and would like to be involved in subsequent meetings regarding the elementary principal position.
- J. Amelia Donahey thanked the board and Dr. Farris for being strategic in protecting as many jobs as possible and recognizes other districts are not in as good of shape. She said it is painful any time there is shifting and also wonders about consolidating districts through attrition.
- K. Mary Proffit voiced her concerns regarding the legislature taking away levy money previously approved by our community. She asked if that is a reversible decision. She also proposed that Nathan Coutsoubos apply for the Mental Health position that is not yet been filled. She hopes that the community will consider fundraising and asks what else the community members can do next.
- L. A letter was sent to the board chair by Christine Wilson requesting that it be read during the board meeting as she was unable to attend the scheduled board meeting. The board chair entered the letter into Audience and Communications. Mrs. Wilson's letter expressed questions regarding OPMA compliance related to board minutes and agenda postings on the district website.

After twelve individual comments and one letter were offered in the Audience and Communications section of the agenda, the board chair thanked them for their communication and closed the comment portion of the agenda.

- 5. **Budget Overview:** Mrs. Bowen presented the March 2019 Budget. She also mentioned June and July will be low apportionment months.
- 6. **Consent Agenda:** Mrs. Bowen explained that the general fund budget extension is due to the new salary matrix increase being adopted after the budget had been built last summer. Also, the ASB budget extension is due to having had students primarily in charge of creating their budgets for the first time for the 2018-2019 school year. They projected lower than what they ended up needing and are learning the process of accurately budgeting as close as possible.

Mr. Fenbert made a motion to approve A, Financial Reports and B, Accounts Payable and Payroll of Consent Agenda. Mr. McMahan seconded. The motion passed unanimously, (5, 0). Dr. DeGrandpre made a motion to approve C, General Fund Budget Extension and D, ASB Budget Extension of Consent

Agenda. Mr. McMahan seconded. The motion passed unanimously, (5, 0). Mrs. Muir made a motion to accept E, Darci Rashoff's resignation. Dr. DeGrandpre seconded. The motion passed unanimously, (5, 0).

7. Presentations.

- A. ICOS Report – John Kelly (Not able to attend, requested to be moved to the May 2019 meeting)*
- B. ASB Report – ASB Representative (Not able to attend)*
- C. School Spotlight – High School, (Requested to be moved to the May 2019 meeting)*
- D. Superintendent's Report – Dr. Paul Farris thanked everyone for coming. He reiterated that the budget has been a large topic at White Pass school board meetings over the last several months and referenced Mrs. Donahay's statement that districts all throughout the state are making serious cuts. Most superintendents are calling this the "McCleary Mess". One of the biggest problems is due to the elimination of what is called "staff mix". Instead of supporting districts to hire a healthy mix of well experienced staff among newer professionals to our field, they are forced, financially, to hire those with 5 or less years. Dr. Farris, along with other superintendents in our region are watching the legislature closely. Within a few years, when Seattle and Tacoma begin to feel the impending consequences, financially, superintendents expect they will listen. Adjustments from the legislature will not be made this year with the exception of Special Education. Currently districts are funded up to 13% of a district's over all Special Education population. White Pass has 20% SPED students. The district is responsible for the difference. Another complication with school budgets is that there are indeed many "buckets" of funding to look at, however, the law dictates that districts can only spend money within those allotted areas. Again, Dr. Farris shared headlines from all over the state that are able to be viewed online at E-Clippings. Everett; Vancouver, with 11.4 million in the hole; Naches, cutting 23 people; Centralia, and Spokane with 325 layoffs this past Friday, to name a few.*

Dr. Farris declared his goal is to protect positions and programs such as Band, Preschool, and ALE. When he came to our district our budget was based on an FTE of 410 and we ended the 2018-2019 year on 378 FTE. This significant FTE drop over time results in a loss of revenue. Although we are indeed receiving an increase in state apportionment, we also have an increase in overall costs above the increase of revenues. Levy dollars are down and Insurance costs are up. We project insurance costs to increase.

A lot of changes have already been executed in order to maintain the budget so that we are not yet experiencing a deficit. Prior to Dr. Farris' employment at White Pass, the district eliminated an administrative secretarial position. By the end of last year, 3 para positions, 1 maintenance position, and a teaching position at the secondary, were removed through attrition; staff who

retired or sought employment elsewhere, with the positions not replaced. Next year, another secondary teacher is giving up a class period that will not be renewed. Additionally, we have not had attorney's fees except for those associated with the potential sale of the Packwood real property. Mrs. Bowen has re-run the budget in the attempt to maximize every grant, which as previously mentioned must be managed by their respective categories. Never the less, we are utilizing those grants because it is important to fund programs. Building maintenance is also critical. Past administrative experience has shown Dr. Farris that it is important to repair now, or you will pay even more later. ESD's have created formulas for staff to student ratios. For White Pass, we should have 1.6 administrators. We have 3. We should have 22-24 teachers. We have 27. Dr. Farris offered to step into the role at the elementary. Utilizing a half time principal intern while performing dual role of superintendent and elementary principal, Dr. Farris purposes to keep the district out of the red. The balancing act is difficult, but Dr. Farris will honor, as well as he can, the important programs offered by our district. One of those programs is preschool. Our district fully funds preschool without charging parents. We are looking into possibly receiving funding support through ECAP from the state in the next year or two.

E. *Principal's Reports:*

Chris Schumaker reported student led conferences were held March 26th-28th. He gave a shout out to the maintenance and custodial crew for their hard work during spring break to take the opportunity repair and deep clean areas more difficult when students and staff are present. The secondary staff had ALICE training April 12th. Students will follow suit on April 16th. Dr. Bella Bikowsky has been onsite in March and April training staff on Restorative Justice and reviewing our discipline program. FBLA went to state last week. A health career fair was held March 26th. On April 26th grades 9-12 will attend a texting and drinking while driving assembly and demonstration experience at Mossyrock. Tardies and subsequent reasons have been the focused target of recent discipline review.

Nathan Coutsoubos thanked community members for attending the meeting. He said this community is the reason his family moved here. Health and Safety are his board report topic. Mr. Coutsoubos presented specific staff involved in physical and emotional health and safety: School nurse, Kim Innocencio, Den Mother, Eileen Kelly, and Counselor Chantel Merriman. The School performs regular fire and Lahar drills and has recently adopted the ALICE program regarding active shooter or other related threats proposed by our local sheriff department. He further explained the ALICE principles and how it is a change from previous threat assessment and safety protocol schools used to adhere to prior to Sandy Hook.

F. *ALE Update* – Brian Carter introduced himself to those in attendance as the Endorsed Trauma Informed educator. He stated the ALE, Alternative Learning Experience acronym is being replaced with DIL, Department of Individualized Learning. 8 out of 10 students, currently in the program, are maintaining a steady pace of an 80% activity rate. Sandy Carter will be having a 6-week math SBAC focus hour, preparing the students for state testing. Mr. Carter attended the WALA conference in

March. 10 years ago, there were only about 10 ALE programs statewide. Now, nearly every district in the state has some form of an ALE program. Upcoming areas of focus for districts Washington State will have to do with addressing ALE equity issues and Tier 3 MTSS interventions.

G. *Legislative Report* – Joe Fenbert likened tracking the legislative process to a plate of spaghetti. He explained the history of levies in our state from the 1950's forward and the changing role of legislature in modern times. Right now, we receive \$1.50 per 1000 and White Pass is the only district in Lewis County that does not receive levy equalization dollars. As Mr. Fenbert understands it, a possible option being entertained by the legislature is to offer districts to take 20% of the state and federal levy base which right now is \$1.50 per 1000. Mrs. Bowen currently projects, that for our district, it looks like this option may provide around an additional \$100,000.00 if it becomes available.

H. *Lou Crew* – Joe Fenbert and Brian Carter invited community member, David Germer to say a few words. Mr. Germer shared that it has been a pleasure to become involved with the Lou Crew. He said it is open to the community. They are in the beginning stages of figuring out what the program will look like, but basically, the purpose is to link students who need extra support, to stable community member mentors, who can assist in various ways.

8. Old Business: None

9. **New Business:** (A) Dr. Farris explained that on our fleet automobiles, the 1993 Chevy Celebrity, used for both Traffic Safety Education and staff trips for trainings/conferences. It has 230,000 miles. We need to obtain 3 quotes and are looking at some slightly used options. He requested the board approve the ability to move forward with the acquisition. Mr. Fenbert made a motion to approve replacing the district fleet automobile. Mr. McMahan seconded. The motion passed unanimously, (5, 0).

(B) Mrs. Nebeker presented the donation check of \$1500.00 for CTE at the secondary from Hampton Lumber Mills. Dr. DeGrandpre made a motion to accept the donation. Mrs. Muir seconded. The motion passed unanimously, (5, 0).

10. **School Board Operations:** Mrs. Emerson presented to the board that they meet either April 22nd or 29th, 2019 for a Board Workshop. She asked that each board member contact Mrs. Nebeker to state which is best for them. A confirmation will go out as soon as a consensus is obtained. Mrs. Emerson also informed all in attendance that the candidate filing week for potential school board members is open the 2nd week of May only.

11. **Board Comments:** Dr. DeGrandpre appreciates everyone and their contributions; there are a lot of things that came up tonight she has not seen before.

Mr. Fenbert read a few apology letters from White Pass students, sharing their appreciation for the Cispus events at White Pass.

Mr. McMahan thanked everyone for getting involved. Community involvement is what makes him happy about being a board member.

Mrs. Muir said it is overwhelming to see all who attended the meeting and believes both Dr. DeGrandpre and Mr. McMahan's comments hit the nail on the head.

Mrs. Emerson stated her goal was to listen and respect each person who came tonight and appreciated those offering public comment tonight who acted with the goal of being a friend and neighbor to all in attendance.

12. Executive Session: None

13. Personnel Action: Mr. Fenbert made a motion to approve A through D of Personnel Action; A, Elizabeth Chick Para Sub; B, Danette Mullins Temp Para; C, Kevin Gillispie Custodial Sub; and D, Heidi Perry Cheer Advisor. Dr. DeGrandpre seconded. The motion passed unanimously, (5, 0).

14. Adjournment: Mr. McMahan made a motion to adjourn. Mrs. Muir seconded. The motion passed unanimously, (5, 0). The meeting adjourned at 8:13PM

Respectfully Submitted by Nancy Nebeker

ATTEST:



BOARD OF DIRECTORS:







