

**Board Meeting Excerpt**  
**Daily v. South Kitsap School Board**  
**May 19, 2021**



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SUPERIOR COURT OF WASHINGTON  
FOR KITSAP COUNTY

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JEFFREY DAILY, )  
 )  
Plaintiff, )  
 )  
v. ) Case No. 21-2-01233-18  
 )  
SOUTH KITSAP SCHOOL BOARD, )  
 )  
Defendant. )

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BOARD MEETING EXCERPT

May 19, 2021

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Present:

President Eric Gattenby  
Vice President John Berg  
Director Jeffrey Daily  
Director Rebecca Diehl  
Director Liz Sebren  
Superintendent Tim Winter

TRANSCRIBED BY: Cynthia M. Allen, RMR, CRR, CRC  
Court-Approved Transcription

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2 May 19, 2021

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4 PRESIDENT GATTENBY: Item 3.01, executive session to  
5 evaluate complaints and charges against a Board (inaudible).

6 The Board will be adjourning to a executive session for  
7 ten minutes?

8 SUPERINTENDENT WINTER: (Inaudible) should be adequate.

9 PRESIDENT GATTENBY: Okay. I have -- it's 6:27.

10 UNIDENTIFIED SPEAKER: (Inaudible).

11 PRESIDENT GATTENBY: Item 4.01, possible action  
12 (inaudible) complaint or charge (inaudible).

13 UNIDENTIFIED SPEAKER: (Inaudible).

14 VICE PRESIDENT BERG: Yeah. I had a motion here. Yes. I  
15 move that, after reviewing Director Berg's response to the  
16 allegations presented against him at the April 21, 2021,  
17 Board meeting by Director Daily, the Board finds that  
18 Director Daily's accusations against Director Berg are  
19 baseless, without merit, and dilatory, and directs the Board  
20 President to expend no more time or effort by himself or  
21 others in further investigation of the allegations against  
22 Director Berg.

23 PRESIDENT GATTENBY: (Inaudible) motion from Vice  
24 President Berg.

25 Discussion? (Inaudible).

1 VICE PRESIDENT BERG: Well, since it addresses me, I won't  
2 comment on it.

3 PRESIDENT GATTENBY: Director Diehl, (inaudible)?

4 DIRECTOR DIEHL: No comment.

5 PRESIDENT GATTENBY: Director Daily?

6 DIRECTOR DAILY: So why -- well, was this included in the  
7 agenda earlier so the public was aware of it? No? You sent  
8 it to all the directors. So that's not good.

9 Second part is, is why are -- why are you defending  
10 yourself instead of somebody else?

11 I haven't seen the response that I asked for from Director  
12 Gattenby. So until I see a response, it's not done.

13 Third, I've heard comments from you and others about  
14 interfering in investigations, and yet that's what you're  
15 doing right here. You're telling him to cut off the  
16 investigation. There may be new allegations, and you're  
17 telling him not to do any more.

18 So that looks to me like straight into you're telling the  
19 Board that we're stopping things. So I don't understand why  
20 this defense of you -- this is under the purview of the --  
21 the director has nothing -- I'm not even sure why we're  
22 taking up Board time to even do this. So not at all.

23 This is -- this is way out of line. You're trying to stop  
24 a legal process. Nobody knows what the charges were, except  
25 for -- unless you've been notified. So unless the other

1 directors know, I'm not sure what they were voting on.

2 Okay. So I'm not sure why -- why we're even involved in  
3 this. It's not going to save you. The damage is already  
4 done.

5 PRESIDENT GATTENBY: Director Daily, the attacks on him as  
6 a Board member are out of order. Do you have any --

7 DIRECTOR DAILY: Part of the discussion. He sits here  
8 defending himself. I have a right to defend myself.

9 PRESIDENT GATTENBY: This has nothing to do with you,  
10 Director Daily. (Inaudible).

11 DIRECTOR DAILY: It doesn't? It says, by Director Daily,  
12 Director Daily's accusations against Director Berg are  
13 baseless, without merit, dilatory. And that has nothing to  
14 do with me?

15 PRESIDENT GATTENBY: It has nothing to do with the charges  
16 nor the presentation that you chose not to be a part of ten  
17 minutes ago. (Inaudible).

18 DIRECTOR DAILY: Well, needs to be public. I gave you  
19 those charges in public, and they'll be in public.

20 PRESIDENT GATTENBY: And I will remind the Director that  
21 it is at the discretion of the, quote/unquote, accused as to  
22 whether or not (inaudible) public or not.

23 (Inaudible) for us to evaluate it in executive session,  
24 which we did, which you did not participate.

25 So any further discussion?

1           Okay. The motion for Vice President Berg on (inaudible),  
2 all those in favor say aye.

3           DIRECTOR SEBREN: Aye.

4           PRESIDENT GATTENBY: Aye.

5           All those opposed say no.

6           DIRECTOR DAILY: No.

7           PRESIDENT GATTENBY: The ayes have it. The motion to --  
8 was approved.

9           Item 5.01, (inaudible).

10          DIRECTOR DAILY: Okay. Second item is, these are my  
11 alleged complaints against Director Gattenby and Director  
12 Sebren (inaudible).

13          VICE PRESIDENT BERG: (Inaudible).

14          PRESIDENT GATTENBY: Point of order?

15          VICE PRESIDENT BERG: Is violation of rules to present  
16 charges against another member without having it assigned to  
17 an investigating committee first.

18          PRESIDENT GATTENBY: Point of order is well taken.

19          VICE PRESIDENT BERG: (Inaudible) motion -- the action  
20 should be ruled out of order.

21          DIRECTOR DAILY: I don't think so. If I remember right,  
22 you proposed a motion to censure me in front of everybody,  
23 and to investigate me, and you didn't even, first of all,  
24 tell me, and you told the press and everybody else. You  
25 smeared my name all over everybody.

1 So this is well within order, Director Berg.

2 PRESIDENT GATTENBY: (Inaudible) remind Director Daily  
3 that we have taken no formal action against you. We've  
4 taken no assignments away from you. You're still on all the  
5 committees. We are just looking into the matter.

6 DIRECTOR DAILY: Does not matter. The way that it was  
7 done was improper, probably illegal.

8 So when you -- when you want to talk about doing things in  
9 private and do things the proper way, then do them the  
10 proper way.

11 Putting a motion out all over the county and the state,  
12 and now this is -- just saw this on (inaudible). So thanks.

13 VICE PRESIDENT BERG: (Inaudible).

14 PRESIDENT GATTENBY: Point was well taken.

15 DIRECTOR DAILY: Thank you.

16 VICE PRESIDENT BERG: If you can return the envelopes.

17 DIRECTOR DAILY: No. You can't return the envelopes  
18 because those are a matter of public record.

19 If you want me to open them and read them right here, I'll  
20 read them right here. So don't give me this stuff about  
21 (inaudible).

22 VICE PRESIDENT BERG: (Inaudible) out of order to open  
23 them and read them at the meeting.

24 DIRECTOR DAILY: Fine. Read them in the meeting.

25 VICE PRESIDENT BERG: It would be in order for you to move

1 to appoint an investigating committee to consider --

2 DIRECTOR DAILY: No.

3 VICE PRESIDENT BERG: -- that information.

4 DIRECTOR DAILY: (Inaudible).

5 VICE PRESIDENT BERG: That is the -- that is the only way  
6 that you can take that action. And that's the way --

7 DIRECTOR DAILY: No.

8 VICE PRESIDENT BERG: That's the way it was done on --

9 DIRECTOR DAILY: No.

10 VICE PRESIDENT BERG: -- January 31st, was appointing an  
11 investigating committee.

12 DIRECTOR DAILY: No.

13 PRESIDENT GATTENBY: Director Daily, the motion is out of  
14 order.

15 DIRECTOR DAILY: No. They've been sent to you. You need  
16 to act on them. Matter of public record.

17 PRESIDENT GATTENBY: The invoking of -- proposing of  
18 charges against a Board member is out of order and  
19 (inaudible).

20 DIRECTOR DAILY: (Inaudible) I gave you allegations. I  
21 can sit there and say in this meeting whatever I want to  
22 say.

23 So there they are. I'm just protecting the privacy of you  
24 and Director Sebren. So I protected them. You didn't  
25 protect mine.





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STATE OF WASHINGTON )  
 )  
COUNTY OF KING )

I, the undersigned, do hereby certify under penalty of perjury that the foregoing recorded statements, hearings and/or interviews were transcribed under my direction as a certified transcriptionist; and that the transcript is true and accurate to the best of my knowledge and ability, that I am not a relative or employee of any attorney or counsel employed by the parties hereto, nor financially interested in its outcome.

IN WITNESS WHEREOF, I have hereunto set my hand this 27th day of October, 2022.

*Cynthia M. Allen*



s/Cynthia M. Allen, RMR, CRR, CRC

**REGULAR MEETING OF THE BOARD**  
**Wednesday, May 19, 2021**  
**Minutes**

The meeting was held at the District Administration Building with remote access via Zoom. Notice was provided to community members wishing to access the meeting.

**Present:**

Eric Gattenby	President
John Berg	Vice President
Liz Sebren	Director
Rebecca Diehl	Director
Jeff Daily	Director

Tim Winter	Superintendent
Jennifer Farmer	Assistant Superintendent of Business and Operations
Derry Lyons	Director of Information Technology
Amy Miller	Communications and Public Information Officer
Robbie Bell	Recorder

**CALL TO ORDER**

President Gattenby called the meeting to order at 5:00 pm and provided information regarding the nature of the meeting. The in-person meeting was held in compliance with the safety requirements contained in the State of Washington's Miscellaneous Venues – COVID-19 Guidance.

**Pledge of Allegiance:** President Gattenby led the flag salute.

**Establish Agenda:** The agenda was approved by general consent.

**Staff and Student Recognition:**

The Board also recognized several staff and students representing South Kitsap with distinction. *A copy of the presentation can be found on the May 19, 2021 Board Meeting Agenda.*

**Public Comment:** Two written comments were shared with the Board.

**PRESENTATIONS/REPORTS**

**School Board Student Representative Presentations:** Kai Wilson and Jesse LaCross Lambert each presented to the Board.

**MOTION: BERG** moved to appoint Jesse LaCross Lambert as a School Board Student Representative for the 2021-2022 school year.

President Gattenby called for a roll call vote:

Diehl – yes; Berg – yes; Sebren – yes; Daily – yes; Gattenby – yes.

**MOTION: DIEHL** moved to appoint Kai Wilson as a School Board Student Representative for the 2021-2022 school year.

President Gattenby called for a roll call vote:

Diehl – yes; Berg – yes; Sebren – yes; Daily – yes; Gattenby – yes.

**Priority Plan Focus - Wellness:** Superintendent Winter focused his report on the strategic initiatives of wellness, social, emotional, and behavioral support, enrichment activities, and district and school-wide equity. He shared data from the Healthy Youth Survey.

**Monthly Financial Report for April 2021:** Assistant Superintendent Jennifer Farmer reviewed the April 2021 Budget Status Report. A copy of the report can be found on the May 19, 2021 Board Meeting Agenda.

**Information Technology Services Department Report:** As part of the Superintendent's evidence for OE 15: Technology, Director of IT Derry Lyons provided an overview of department operations. A copy of the report can be found on the May 19, 2021 Board Meeting Agenda.

#### **EXECUTIVE SESSION**

The Board (with the exception of Director Daily) recessed into Executive Session at 6:17 pm for ten minutes to evaluate complaints or charges against a board member. They reconvened at 6:27 pm.

#### **ACTION ITEM**



**MOTION: BERG** after reviewing Director Berg's response to the allegations presented against him at the April 21, 2021 board meeting by Director Daily the board finds that Director Daily's accusations against Director Berg are baseless, without merit, and dilatory and directs the Board President to expend no more time or effort by himself or others in further investigation of the allegations against Director Berg. The motion carried.

#### **PERFORMANCE REVIEWS**

Results and Operational Expectation policies are monitored through the evaluation of the Superintendent's evidence of compliance submitted by the superintendent to the Board. Tonight, the Superintendent presented for review, the following policies:

- **Operational Expectation 15: Technology – Initial Review**
- **MOTION:** The Board, having reviewed the Superintendent's Interpretation and proposed Indicators of Compliance on OE-15, finds that the Interpretation and Indicators of Compliance are reasonable and directs the Superintendent to report back on June 2, 2021 with data on the Indicators of Compliance. The motion carried.
- **Operational Expectation 5: Staff Compensation – Final Review**
- **MOTION:** The Board, having reviewed the Superintendent's Data on Indicators of Compliance on OE-5, finds that the data indicates that the Superintendent is in compliance and directs the Superintendent to report back according to the annual board agenda calendar. The motion carried.
- **Operational Expectation 6: Staff Evaluation – Final Review**
- **MOTION:** The Board, having reviewed the Superintendent's Data on Indicators of Compliance on OE-6, finds that the data indicates that the Superintendent is in compliance and directs the Superintendent to report back according to the annual board agenda calendar. The motion carried.

#### **BOARD DISCUSSION/LINKAGE**

##### **Board Linkages:**

- Director Diehl has been responding to questions about the school board positions;
- Director Berg has been following the filings for the school board positions and he has launched a website with public access to share his personal views and opinions;
- Director Sebren has enjoyed seeing the graduate signs in her neighborhood;
- Director Gattenby shared that he appreciates the work the District has done this year to allow students to celebrate the end of the school year and graduation events.

**Legislative Report:** Director Diehl reported that OSPI announced that schools will be open for full time, in-person learning next year; Covid-19 protocols have been updated on the OSPI website; the filing deadline for school board positions is Friday, May 21 and she is available as a resource for any one considering a run.

**WIAA Report:** None

##### **Board Discussion:**

The board discussed the following topics:

- July 14, 2021 added board meeting:  
**MOTION: GATTENBY** moved to cancel the added July 14, 2021 meeting. Motion approved by general consent.
- Director Daily announced he will hold office hours on the first and third Tuesday of each month from 9:00 am – 12:00 pm at the district office.
- Director Daily delivered to President Gattenby two envelopes containing complaints against Director Gattenby and Director Sebren, President Gattenby found Director Daily's actions out of order.

#### **CONSENT AGENDA**

- Consent Agenda
- Minutes of the Regular Meeting of May 5, 2021
- Human Resources Employment Reports
- Affidavit of Vouchers and Payroll
- Annual WIAA School Membership Renewal for the 2021-2022 School Year
- New CHMS ASB Anchored4Life Club
- CHMS ASB Drill Team Club Name Change - New Name Dance Team Club
- CHMS ASB Gardening Club Name Change - New Name Green Team Gardening Club
- The Consent Agenda was approved by general consent. *Attachments to Consent Agenda items can be found on the May 19, 2021 Board Meeting Agenda.*

#### **NEW BUSINESS/ACTION ITEMS**

##### **OSPI Academic & Student Well-being Recovery Plan**

**MOTION: GATTENBY** moved to approve the OSPI Academic & Student Well-being Recovery Plan. The motion carried.

**Instructional Materials Committee Meeting Minutes of May 5, 2021 - First Reading** Superintendent Winter reviewed the materials, including the recommended new math curriculum. He explained that a committee of staff met for several months looking at research on best practices for mathematical instruction, comparison to Washington State Standards, and state and national reviews before narrowing the choices down to two. The committee looked at alignment, rigor, mathematical practices and development of students' knowledge and skills. In the end there was unanimous approval of Eureka.

Superintendent Winter explained that Senate Bill 5044 signed by Governor Inslee is solely focused on professional development for staff on diversity, inclusion, cultural competency, and equity.

##### **Resolution No. 1343 Cancellation of Uncashed (Stale Dated) Warrants**

**MOTION: GATTENBY** moved to approve Resolution No. 1343 Cancellation of Uncashed (Stale Dated) Warrants. The motion carried.

#### **BOARD POLICY REVIEW**

**Review Operational Expectation 5 Staff Compensation:** The Board reviewed and no changes were made.

**Review Operational Expectation 6 Staff Evaluation:** The Board reviewed and no changes were made.

#### **SUPERINTENDENT REPORT**

Superintendent Winter updated the Board on the following topics:

- OSPI update regarding school in the fall:
  - In-person is the default plan with other allowable options;
  - A continuity of operations plan is required in case it becomes necessary to return to a hybrid model;
  - High risk employees requesting remote work must provide evidence from a medical provider to verify why they cannot work in-person with safety protocols in place, including why they cannot receive a vaccine;
  - Nothing in the pipeline to mandate vaccinations for staff and students in K-12;

- Physical distance is a recommendation only: distancing 3 feet in classrooms and 6 feet in common areas is recommended whenever possible;
- Smarter balanced assessment in October; for example, fourth grade students will take the third grade assessment;
- The class of 2022 will have waiver options available;
- Face coverings will continue to be required.
- SKHS graduation is scheduled on June 19 at Cheney Stadium; each graduate will receive two tickets;
- The SKHS prom is scheduled on June 12;
- Teaching positions for summer school are posted.

**ADJOURNMENT**

Meeting adjourned at 7:38 pm.

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Eric Gattenby, President

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Tim Winter, Superintendent

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**Daily v. South Kitsap School Board**  
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SOUTH KITSAP SCHOOL BOARD,	)	
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BOARD MEETING EXCERPT  
July 21, 2021

Present:

- Vice President John Berg
- Director Jeffrey Daily
- Director Rebecca Diehl
- Director Liz Sebren
- Superintendent Tim Winter

TRANSCRIBED BY: Cynthia M. Allen, RMR, CRR, CRC  
Court-Approved Transcription



1 -o0o-

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4 VICE PRESIDENT BERG: -- Board discussion not on the  
5 agenda.

6 DIRECTOR DAILY: Yes. I have a resolution to read.

7 VICE PRESIDENT BERG: Oh, okay.

8 DIRECTOR DAILY: And I don't agree with you reading your  
9 PDC complaint at a Board meeting. Handle your own personal  
10 issues on your own time.

11 All right. My motion is that the Board recognize that  
12 allegations of misconduct have been brought by Director  
13 Daily against several members whose names will be admitted  
14 from the public record at this time. The allegations were  
15 delivered at the May 19th Board meeting.

16 That the Board President update the Board on response to  
17 allegations of misconduct brought by Director Daily,  
18 including informing the Board whether and when the internal  
19 counseling conversation occurred, and the content and  
20 results of that conversation.

21 Number 3, that if the internal process for handling  
22 allegations of misconduct have not begun, the matter will be  
23 referred for investigation by a neutral outside investigator  
24 through the District risk pool.

25 And the allegations of the Board President's own

1 misconduct will be referred by or investigation by a neutral  
2 outside investigator through the District risk pool, as  
3 there is no ability for the President to undertake the  
4 internal process in relation to allegations about himself.

5 So that is the motion.

6 VICE PRESIDENT BERG: Is there any discussion?

7 DIRECTOR SEBREN: I don't -- I would like to see a written  
8 copy of this so I could know what I'm voting on. It would  
9 have been nice to have had this a little bit earlier.

10 VICE PRESIDENT BERG: Do you have extra copies? Or shall  
11 I just --

12 DIRECTOR DAILY: Pass it around.

13 DIRECTOR SEBREN: This -- this is a motion?

14 DIRECTOR DAILY: It is.

15 DIRECTOR DIEHL: This is what you're requesting? The  
16 information, then what you're requesting?

17 DIRECTOR DAILY: No. This is the motion. That's the X.

18 VICE PRESIDENT BERG: Well, one comment is that the  
19 presentation of the accusations made at that meeting were  
20 ruled out of order. So as far as the Board (inaudible).

21 DIRECTOR DAILY: The motion stands. We're talking about  
22 the motion. So --

23 VICE PRESIDENT BERG: Yeah.

24 DIRECTOR DAILY: -- either rule on the motion or don't.  
25 That's your choice.

1 VICE PRESIDENT BERG: No. I'm -- I'm commenting on your  
2 motion.

3 DIRECTOR DAILY: It doesn't matter what you're saying.  
4 The motion stands. So comment on the motion.

5 VICE PRESIDENT BERG: Okay. I would recommend defeating  
6 this motion because the original allegations were ruled out  
7 of order, and, therefore, do not exist.

8 DIRECTOR DAILY: We need to vote on the motion.

9 VICE PRESIDENT BERG: Is there any discussion on the  
10 motion?

11 DIRECTOR SEBREN: My recollection is the manila envelopes  
12 were delivered, and they were ruled out of order, and we  
13 didn't even open them.

14 DIRECTOR DAILY: They were opened because they were on  
15 Mr. Berg's website. So all of you saw them because Mr. Berg  
16 somehow got them open and put them on his personal website.

17 So they're a matter of public record since they were  
18 delivered at the meeting. They are also a matter of public  
19 record. They are on the District server, so they're also  
20 public record.

21 So you can deny whatever you want, but they are a matter  
22 of public record. So --

23 VICE PRESIDENT BERG: I will -- I will deny that they are  
24 on my website.

25 DIRECTOR DAILY: They are on your website.

1 VICE PRESIDENT BERG: I specifically did not put them on  
2 the website.

3 DIRECTOR DAILY: We have a -- we have a screenshot of your  
4 website and allegations, so they're there.

5 VICE PRESIDENT BERG: They were referenced. But they --  
6 they --

7 DIRECTOR DAILY: They're on there.

8 VICE PRESIDENT BERG: (Inaudible) not include, to the best  
9 of my knowledge.

10 DIRECTOR DAILY: They're on there. And you removed them.  
11 So the motion stands.

12 VICE PRESIDENT BERG: Is there any further discussion on  
13 the motion?

14 DIRECTOR DIEHL: We have a problem, and I don't understand  
15 how to solve the problem specifically. That's what I don't  
16 understand.

17 I am not prepared to vote on anything, and I'm not a  
18 hundred percent clear on the problem. But I am aware that  
19 we have a problem.

20 So we're in public meeting, and how do we solve this  
21 problem?

22 VICE PRESIDENT BERG: We can vote the motion up and down,  
23 or we can postpone it to the next meeting.

24 DIRECTOR SEBREN: To get legal counsel?

25 VICE PRESIDENT BERG: (Inaudible).

1           DIRECTOR DAILY: I'd like a vote on the motion. The  
2 motion stands. Call for the question. Let's go.

3           VICE PRESIDENT BERG: The motion is that the Board  
4 recognize that allegations of misconduct have been brought  
5 by Director Daily against several members whose names will  
6 be omitted from the public record at this time. The  
7 allegations were delivered at the May 19th Board meeting.

8           That the Board President update the Board on the response  
9 to the allegations of misconduct brought by Director Daily,  
10 including the informed -- including informing the Board  
11 whether and when the internal counseling conversation  
12 occurred, and the content and results of that conversation.

13           That the internal process for handling the allegations of  
14 misconduct has not begun, the matter will be reflected for  
15 investigation by a neutral outside investigator through the  
16 District risk pool.

17           The allegations of the Board President's own misconduct be  
18 referred for investigation by a neutral outside investigator  
19 to the District risk pool, as there is no ability for the  
20 President to undertake the internal process in relation to  
21 allegations against himself.

22           Director Daily has asked for -- has asked to end debate.  
23 All those in favor of ending debate on the main motion, say  
24 aye.

25           DIRECTOR SEBREN: Aye.

1 DIRECTOR DAILY: Aye.

2 VICE PRESIDENT BERG: Those opposed, say no.

3 The ayes have it. Debate is ended.

4 We will now vote on the motion as presented.

5 Does anyone need it read again?

6 SUPERINTENDENT WINTER: I want to clarify one thing. Risk  
7 pool (inaudible) on what they investigate and what they  
8 don't, and they will only investigate if they see potential  
9 liability or lawsuits. So they may.

10 I just want to be clear that we're not -- if we -- if we  
11 approve the motion, we're not just automatically expecting  
12 risk pool to cover that or (inaudible). Because they may or  
13 may not. (Inaudible).

14 VICE PRESIDENT BERG: All those in favor of the motion,  
15 say aye.

16 DIRECTOR DAILY: Aye.

17 VICE PRESIDENT BERG: Those opposed say no.

18 DIRECTOR SEBREN: No.

19 VICE PRESIDENT BERG: No.

20 The nos have it. The motion has failed.

21 Is there any --

22 (Conclusion of excerpt)

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STATE OF WASHINGTON )  
 )  
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IN WITNESS WHEREOF, I have hereunto set my hand this 27th day of October, 2022.

*Cynthia M. Allen*



s/Cynthia M. Allen, RMR, CRR, CRC

**REGULAR MEETING OF THE BOARD**  
**Wednesday, July 21, 2021**  
**Minutes**

The meeting was held at the South Kitsap High School Library with remote access via Zoom. Notice was provided to community members wishing to access the meeting.

**Present:**

Eric Gattenby	Excused
John Berg	Vice President
Liz Sebren	Director
Rebecca Diehl	Director
Jeff Daily	Director

Jesse LaCross-Lambert	Student Representative
Kai Wilson	Student Representative via Zoom

Tim Winter	Superintendent
Jennifer Farmer	Assistant Superintendent of Business and Operations via Zoom
Dr. Tom Edwards	Assistant Superintendent of Student Achievement
Lisa Fundane't	Executive Director of Teaching and Learning
Amy Miller	Communications and Public Information Officer
Robbie Bell	Executive Assistant/Recorder

**CALL TO ORDER**

Vice President Berg called the meeting to order at 5:00 pm and provided information regarding the nature of the meeting. The in-person meeting was held in compliance with the safety requirements contained in the State of Washington's Miscellaneous Venues – COVID-19 Guidance.

**Pledge of Allegiance:** Robbie Bell led the flag salute.

**PUBLIC HEARING**

**Public Hearing for the 2021-2022 Budget:** Vice President Berg opened the hearing, read the rules of order, and introduced Assistant Superintendent of Business and Operations Jennifer Farmer to present a review of the budget development process. Vice President Berg called for public comment. Community member Marc Wilson asked a clarifying question. Vice President Berg again called for public comment three times. No additional public comment was made. *A copy of the budget presentation can be found on the July 21, 2021 Board Meeting Agenda.*

At 5:49 pm the Board took a break a reconvened at 6:00 pm.

**CALL TO ORDER** *Continued*

**Establish Agenda:**

Superintendent Winter requested adding a presentation on Summer Academy as Item 4.01. The agenda, as amended, was approved by general consent.

**Staff and Student Recognition:**

The Board recognized the retirement of Janet Lindberg, Office Coordinator at Hidden Creek Elementary. Janet has been with SK for 25 years.



**Public Comment:** None

**PRESENTATIONS/REPORTS**

**Summer Academy Presentation:** Executive Director Lisa Fundane't provided an update on Summer Academy 2021. *A copy of the presentation can be found on the July 21, 2021 board meeting agenda under Superintendent Report.*

**Budget Status Report for May 2021:** Assistant Superintendent Jennifer Farmer reviewed the May 2021 Budget Status Report. The June report will be presented at the August 4, 2021 meeting and the year-end report will be provided in November or December along with the first few months of the 2021-2022 fiscal year. *A copy of the presentation can be found on the July 21, 2021 board meeting agenda.*

**BOARD DISCUSSION/LINKAGE**

**School Board Student Representative Installation and Report:** Vice President Berg administered the Oath of Office to Jesse LaCross-Lambert. Ms. Lambert shared that she is looking forward to working with the Board.


**Board Linkages:**

- Director Sebrén has been enjoying summer by camping the last three weeks;
- Director Daily is planning to visit Summer Academy classes next week;
- Director Berg has been corresponding with community members, he participated in a radio interview, he participated in a political panel, and he is reviewing PDC complaints;
- Student Representative LaCross-Lambert attended an ASB meeting to review summer activities and has an upcoming senior class meeting to discuss grad night plans. She and Kai have created social media accounts to facilitate communication with students;
- Student Representative Wilson has created, along with Jesse, a Facebook page to report and repost board meeting information.

**Legislative Report:** Director Diehl reported that the WSSDA General Assembly will be held in person September 24 and 25, 2021 in Spokane. Directors Diehl and Gattenby are planning to attend. The Superintendent's office will look into logistics for the student representatives to attend the annual WSSDA Conference.

**WIAA Report:** None

**Board Discussion:**

 **MOTION: DAILY** moved on a Motion on Allegations of Misconduct:

1. That the Board recognize that allegations of misconduct have been brought by Director Daily against several members, whose names will be omitted from the public record at this time. The allegations were delivered at the May 19<sup>th</sup> board meeting.
2. That the Board President update the board on the response to the allegations of misconduct brought by Director Daily, including informing the board whether and when the internal counseling conversation occurred; and the content and results of that conversation.
3. That if the internal process for handling allegations of misconduct has not begun, the matter will be referred for investigation by a neutral outside investigator through the District risk pool.
4. That allegations of the Board President's own misconduct be referred for investigation by a neutral outside investigator through the District risk pool, as there is no ability for the President to undertake the internal process in relation to allegations about himself.

**MOTION: DAILY** moved to end debate. The motion was approved.  
The motion on allegations of misconduct failed.

**CONSENT AGENDA**

Consent Agenda

- Minutes of the Regular Meeting of June 16, 2021
- Minutes of the Special Meeting of June 25, 2021
- Human Resources Employment Reports
- Affidavit of Vouchers and Payroll

- Surplus Equipment from Technology
  - Contract for SKSD and Kitsap Mental Health for the 2021/2022 School Year
  - Out-of-State Travel for SKHS Highlighters to attend the Jazz Camp at Treasure Valley Nazarene University July 26-29, 2021 in Treasure Valley, Idaho
  - Out-of-State Travel for SKHS Teacher Jeff Winn to attend a College & Career Ready Workshop on August 2-4, 2021 in North Bend, Oregon
  - Out-of-State Travel for SKHS Chamber Choir and Highlighters to Carnegie Hall March 30-April 6, 2022 in New York City, New York
- MOTION** to approve the Consent Agenda was approved. *Attachments to Consent Agenda items can be found on the July 21, 2021 Board Meeting Agenda.*

**NEW BUSINESS/ACTION ITEMS**

**Addendum to Superintendent's Contract**

**MOTION** to approve the Addendum to Superintendent's Contract was approved.

**BOARD POLICY REVIEW**

**GP-8E 2021-2022 Annual Board Agenda Calendar:** Superintendent Winter reviewed the proposed calendar and Vice President Berg reviewed his proposed calendar.

**MOTION: DIEHL** moved to approve the Superintendent's proposed calendar.

**MOTION: DAILY** moved to refer the calendar back to the superintendent to revise to include fewer meetings.

**MOTION: SEBREN** moved to end debate on the motion to refer the calendar back to the superintendent. The motion was approved.

The motion to refer the calendar back to the superintendent for revision failed.

Director Berg withdrew his proposed calendar.

The motion to approve the Superintendent's proposed calendar for the 2021-2022 school year was approved.

**Revised Operational Expectation Policies 1-12:**

**MOTION: DAILY** moved to postpone adoption until after the next work session with the Aspen Group. The motion failed.

**MOTION: BERG** moved to adopt Operational Expectation Policies 1-12 to replace the current Operational Expectation Policies 1-16.

**AMENDED MOTION: BERG** moved to adopt Operational Expectation Policies 1-12 and retain the current Operational Expectation Policy 16 Equity. The motion was approved.

The motion to adopt Operational Expectation Policies 1-12 to replace the current Operational Expectation Policies 1-15 was approved.

**SUPERINTENDENT REPORT**

Superintendent Winter updated the Board on the following topics:

- The June graduations were a beautiful celebration of SK graduates;
- At the August 4 board meeting, the Teaching and Learning Department will share the instructional focus for the 2021-2022 school year;
- Return to school plans will also be shared on August 4;
- Responding to questions, the District will not be segregating vaccinated and non-vaccinated students;
- Facility improvements, cleaning and painting projects, are getting done throughout the District this summer;
- A Capital Projects presentation is planned for August 4, that will include an update on the pool project;
- He is planning to return to the District Office Boardroom for future board meetings.

**ADJOURNMENT**

Meeting adjourned at 7:39 pm.

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Eric Gattenby, President

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Tim Winter, Superintendent

SKSD Board of Investigation

## Appendix A

Privileged & Confidential  
Attorney Work Product  
Attorney-Investigator Communication

SKSD 001

SKSB\_000137



**RESOLUTION NO. 1338**

**A RESOLUTION OF THE BOARD OF DIRECTORS OF SOUTH KITSAP SCHOOL DISTRICT NO. 402, KITSAP COUNTY, WASHINGTON, CALLING A SPECIAL ELECTION IN ORDER TO SUBMIT TO THE QUALIFIED ELECTORS OF THE DISTRICT THE PROPOSITION OF WHETHER EXCESS PROPERTY TAXES SHOULD BE LEVIED TO PROVIDE EDUCATIONAL PROGRAMS AND OPERATIONS; PROVIDING FOR THE SUBMISSION OF THE PROPOSITION OF AUTHORIZING SUCH LEVY TO THE QUALIFIED ELECTORS AT A SPECIAL ELECTION TO BE HELD ON TUESDAY, FEBRUARY 9, 2021; PROVIDING FOR THE NOTICE OF SUCH ELECTION; AND PROVIDING FOR OTHER MATTERS PROPERLY RELATING THERETO**

BE IT RESOLVED BY THE BOARD OF DIRECTORS OF SOUTH KITSAP SCHOOL DISTRICT NO. 402, KITSAP COUNTY, WASHINGTON, as follows:

WHEREAS, South Kitsap School District No. 402, Kitsap County, Washington (the "District"), is a first-class school district duly organized and existing under and by virtue of the Constitution and the laws of the state of Washington (the "State") now in effect;

WHEREAS, calendar year 2021 is the last year of collection for the District's current General Fund maintenance and operations levy;

WHEREAS, the Board of Directors of the District (the "Board") hereby determines that with the expiration of the District's current General Fund maintenance and operations levy, money which will be available for the District's General Fund during the 2021-2022, 2022-2023, 2023-2024 and 2024-2025 school years will be insufficient to provide continued funding for the District's educational programs and operations during those school years, and that it is therefore necessary that excess tax levies be made for the District's General Fund to provide funding for approximately the same educational programs and operations which were funded by the District's expiring General Fund maintenance and operations levy;

WHEREAS, pursuant to RCW 84.52.053, the District may authorize two-year through four-year educational programs and operations levies when authorized to do so by a simple majority of the qualified electors of the District;

WHEREAS, to provide properly for educational programs and operations funding, the Board hereby deems it necessary and advisable that: (1) an excess tax of approximately \$2.50 per \$1,000 of assessed valuation, to provide an aggregate amount of \$27,880,220 be levied in 2021 as part of the taxes to be collected in 2022; (2) an excess tax of approximately \$2.50 per \$1,000 of assessed valuation, to provide an aggregate amount of \$30,386,678 be levied in 2022 as part of the taxes to be collected in 2023; (3) an excess tax of approximately \$2.50 per \$1,000 of assessed valuation, to provide an aggregate amount of \$33,118,717 be levied in 2023 as part of the taxes to be collected in 2024, and (4) an excess tax of approximately \$2.50 per \$1,000 of assessed valuation, to provide an aggregate amount of \$36,096,640 be levied in 2024 as part of the taxes to be collected in 2025, with such excess taxes to be deposited into the District's General Fund and

used for continued funding for the District’s educational programs and operations. The exact tax levy rate and amount to be collected may be adjusted based on the actual assessed value of the taxable property within the District and the limitations imposed by law at the time of the levy;

WHEREAS, the Constitution and the laws of the State require that the proposition of whether or not such excess taxes may be levied must be submitted to the qualified electors of the District for their approval or rejection; and

WHEREAS, the Board deems it necessary and advisable to place the proposition for such excess tax levies before the qualified electors of the District at an election to be held within the District on February 9, 2021;

NOW, THEREFORE, IT IS HEREBY FOUND, DETERMINED AND ORDERED, as follows:

**Section 1.** The Board hereby determines that the best interests of the students and other residents of the District require the District to place before the qualified electors of the District, for their approval or rejection, the issue of whether excess property taxes should be levied within the District to provide educational programs and operations funding for the District.

**Section 2.** To provide money for continued funding for the District’s educational programs and operations as described in Section 3 below, the following taxes for the District’s General Fund shall be levied upon all taxable property within the District in excess of the maximum annual tax levy permitted by law without voter approval.

Collection Year	Approximate Levy	
	Rate/\$1000	Assessed Value
2022	\$2.50	\$27,880,220
2023	\$2.50	\$30,386,678
2024	\$2.50	\$33,118,717
2025	\$2.50	\$36,096,640

**Section 3.** If the proposition specified in Section 6 below is approved by the qualified electors of the District as required by the Constitution and the laws of the State, the District shall be authorized to use such levy proceeds during the 2021-2022, 2022-2023, 2023-2024 2024-2025 and 2025-2026 school years to provide educational programs and operations funding for the District, or such other District eligible activities or enhancements, as may be authorized or allowed by law for the use of such levies and deemed necessary and advisable by the Board.

**Section 4.** Upon approval of such proposition, the District may issue warrants, bonds or other lawful indebtedness against the District’s General Fund for such educational programs and operations.

**Section 5.** The Kitsap County Auditor, as ex officio Supervisor of Elections for the District, is hereby requested to call and conduct a special election to be held within the District on Tuesday, February 9, 2021.

**Section 6.** Pursuant to RCW 29A.36.071, as amended, the Kitsap County Prosecuting Attorney is directed to prepare the concise description of the proposition for the ballot title in substantially the following form:

PROPOSITION NO. 1  
SOUTH KITSAP SCHOOL DISTRICT NO. 402  
REPLACEMENT OF EXPIRING EDUCATIONAL PROGRAMS AND  
OPERATIONS LEVY

The Board of Directors of South Kitsap School District No. 402 adopted Resolution No.1338, concerning a proposition for educational programs and operations. This proposition would authorize the District to levy the following excess taxes, in place of an expiring levy, upon all taxable property within the District, for support of the District's General Fund educational programs and operations expenses, not fully funded by the State:

Collection Year	Approximate Levy Rate/\$1000 Assessed Value	Levy Amount
2022	\$2.50	\$27,880,220
2023	\$2.50	\$30,386,678
2024	\$2.50	\$33,118,717
2025	\$2.50	\$36,096,640

all as provided in Resolution No. 1338. Should this proposition be approved?

LEVY... YES

LEVY... NO

**Section 7.** The special election will be conducted by mail ballot. The procedures and forms to conduct the special election by mail ballot shall be prescribed by the Kitsap County Auditor in accordance with chapter 29A.40 RCW and chapter 434-250 WAC.

**Section 8.** The Kitsap County Auditor shall prepare the notice of special election which shall be published at least once, which publication shall take place not more than fifteen days nor less than five days prior to the mail-in registration deadline. Such publication shall be in a newspaper of general circulation within the District and in accordance with RCW 29A.52.355.

**Section 9.** The Secretary to the Board of is hereby directed to deliver a certified copy of this Resolution to the Kitsap County Auditor, as ex officio Supervisor of Elections for the District, at least 60 days before the date for the special election.

**Section 10.** For purposes of receiving notice of the exact language of the ballot title required by RCW 29A.36.080, the Board hereby designates (a) the Assistant Superintendent (Jennifer Farmer) telephone: 360-874-7012; email: [farmer@skschools.org](mailto:farmer@skschools.org); and (b) bond counsel, Kutak Rock LLP (Roy J. Koegen) telephone: 509-343-4470; email: [roy.koegen@kutakrock.com](mailto:roy.koegen@kutakrock.com) as the individuals to whom the Auditor shall provide such notice. The Secretary to the Board is authorized to approve changes to the ballot title, if any, determined necessary by the Auditor or the Kitsap County Prosecuting Attorney.

**Section 11.** The Chair of the Board, the Secretary to the Board, other appropriate officers of the District and bond counsel, Kutak Rock LLP, are severally authorized and directed to take such actions and to execute such documents as in their judgment may be necessary or desirable to effectuate the provisions of this resolution. All actions taken prior to the effective date of this resolution in furtherance of and not inconsistent with the provision of this Resolution are hereby ratified and confirmed in all respects.

**Section 12.** All resolutions in conflict with this Resolution are hereby repealed in their entirety.

**Section 13.** This resolution shall take effect immediately upon adoption.

ADOPTED by the Board of Directors of South Kitsap School District No. 402, Kitsap County, Washington, at a regular meeting thereof, held on the 2nd day of December, 2020.

SOUTH KITSAP SCHOOL DISTRICT NO. 402  
Kitsap County, Washington

\_\_\_\_\_  
Eric L. Gattenby, President

\_\_\_\_\_  
Elizabeth Sebren, Vice President

\_\_\_\_\_  
John R. Berg, Director

\_\_\_\_\_  
Rebecca Diehl, Director

\_\_\_\_\_  
Jeff Daily, Director

ATTEST:

\_\_\_\_\_  
Tim Winter  
Secretary to the Board of Directors



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**CERTIFICATE**

I, Tim Winter, Secretary to the Board of Directors of South Kitsap School District No. 402, Kitsap County, Washington, hereby certify as follows:

1. the foregoing ordinance is a full, true and correct copy of a resolution duly passed and adopted at a regular meeting of the Board;

2. that such meeting was duly convened and held in all respects in accordance with the law; that a quorum was present throughout the meeting through telephonic, electronic, internet or other means of remote access, and a majority of the Board so present voted in the proper manner for the adoption of such resolution;

3. that in accordance with Proclamation 20-28 by the Governor of the state of Washington, dated March 24, 2020: (a) such meeting was not conducted in person, (b) one or more options provided for the public to attend the meeting remotely, including by telephone access, which mean(s) of access provided the ability for all persons attending the meeting remotely to hear each other at the same time and (c) adoption of such resolution is necessary and routine action of the Board; and

4. such resolution was adopted by the following vote:

AYES, and in favor thereof, Directors:

NAYS, Directors:

ABSENT, Directors:

ABSTAIN, Directors:

I further certify that I have carefully compared the same with the original resolution on file and of record in my office; that such resolution is a full, true and correct copy of the original resolution adopted at such meeting; and that such resolution has not been amended, modified, or rescinded since the date of its adoption and is now in full force and effect.

IN WITNESS WHEREOF, I have hereunto set my hand and seal this 2nd day of December, 2020.

SOUTH KITSAP SCHOOL DISTRICT NO. 402  
Kitsap County, Washington

\_\_\_\_\_  
Tim Winter, Secretary to the Board of Directors





**TO: The Kitsap County Auditor, as Ex Officio Supervisor of Elections for South Kitsap School District No. 402, Kitsap County, Washington**

Pursuant to Resolution No. 1338 adopted by the Board of Directors of South Kitsap School District No. 402, Kitsap County, Washington (the "Board"), at a regular meeting of the Board held on December 2, 2020, a certified copy of which is attached hereto, you are respectfully requested to submit the following proposition to the electors of the South Kitsap School District No. 402, Kitsap County, Washington (the "District"), for their approval or rejection, at a special election to be held on Tuesday, February 9, 2021. The proposition shall be in substantially the following form:

PROPOSITION NO. 1  
SOUTH KITSAP SCHOOL DISTRICT NO. 402  
REPLACEMENT OF EXPIRING EDUCATIONAL PROGRAMS AND  
OPERATIONS LEVY

The Board of Directors of South Kitsap School District No. 402 adopted Resolution No. 1338, concerning a proposition for educational programs and operations. This proposition would authorize the District to levy the following excess taxes, in place of an expiring levy, upon all taxable property within the District, for support of the District's General Fund educational programs and operations expenses not fully funded by the State:

Collection Year	Approximate Levy	
	Rate/\$1000	Levy Amount
2022	\$2.50	\$27,880,220
2023	\$2.50	\$30,386,678
2024	\$2.50	\$33,118,717
2025	\$2.50	\$36,096,640

all as provided in Resolution No. 1338. Should this proposition be approved?

LEVY... YES

LEVY... NO

The special election shall be conducted by mail ballot; and the procedures and forms to conduct the special election by mail ballot shall be prescribed by the Kitsap County Auditor in accordance with chapter 29A.40 RCW and chapter 434-250 WAC.

DATED as of December 2, 2020.

SOUTH KITSAP SCHOOL DISTRICT NO. 402  
Kitsap County, Washington

\_\_\_\_\_  
Tim Winter, Secretary to the Board of Directors

**From:** [Sebren, Liz](#)  
**To:** [Kris Cappel](#)  
**Subject:** Fw: My Thoughts  
**Date:** Sunday, May 30, 2021 3:23:25 PM

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**From:** Sebren, Liz  
**Sent:** Sunday, January 12, 2020 2:14 PM  
**To:** Daily, Jeff  
**Cc:** Winter, Tim  
**Subject:** RE: My Thoughts

Jeff,  
I prefer to discuss topics face to face, not couched within a letter missive. In this instance I believe a response is necessary. I appreciate the energy and enthusiasm you bring to the board and look forward to discussing/debating your ideas. However, I remind you that you are 1 of 5 equally elected Board Directors. All were elected on platforms outlining their constituents' goals for South Kitsap. We each speak to, live beside, work with and relate to different populations of our community. Traveling and meeting with citizens, gathering information, and sharing with the Board it is one of the most important things you can do. It is also something we all do. A word of caution, in your new role as a Board Director your publicly shared views, even shared with only a few, may be interpreted as those of the Board (See School Director Standards) and while some may agree others may not. This was a rather difficult adjustment for me having taught in the district for 28 years but I understand the wisdom. Finally, on a more personal note, I see you signed your email "Cordially". The content certainly does not reflect the adverb.  
Happy to meet and talk any time,  
Sincerely,  
Liz Sebren

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**From:** Daily, Jeff  
**Sent:** Saturday, January 11, 2020 9:13 PM  
**To:** Gattenby, Eric; Sebren, Liz; Diehl, Rebecca; Berg, John; Daily, Jeff  
**Cc:** Winter, Tim  
**Subject:** My Thoughts

Hi Folks-

I hope your holidays have gone well.. I see the district is still here with only one meeting in December so perhaps they can survive without a bimonthly board meeting in the future.

Attached is a lengthy document that details what I have been up to. I have been talking to a lot of people and getting around the community. I wanted to get it to you prior to the next board meeting and our upcoming training session so you would have time to read it (if you wish to do so). please let me know if you have any questions or concerns.

I guess we will see what the weather does and see how next week goes.

Cordially,

J Daily

SKSD 008

SKSB\_000144

Hello Fellow Board Members-

I hope the holidays went well for each of you. We survived another holiday period. I thought I would tell you what I have been up to so that you are not surprised at either the board meeting or the upcoming training. If you don't wish to read this long paper, probably a good place to stop now. My purpose in writing this is to keep in touch with each of you and let you know my thoughts. I am not always the best writer so please understand that I am trying to communicate openly with you and not trying to offend anyone. So please don't take offense if my words are not the best ones.

First, I have read both of the books in preparation for the upcoming training session as I had not read their first book. I also reviewed the Carver Pamphlet we have been using at the present time. If we decide to adopt their new methodology, it will be generally where I have been going with my "metrics" and requests for information. Data by itself is useless, it is in the variances and the comparisons and measurements where the value of information is. This appears to be confirmed by the authors. I did call the authors and spoke with them for about 40 minutes as I had several questions to ensure I understood their system. I believe they are going to hit variances, comparisons, and metrics pretty heavily when they come. I also asked Mr Winter for his management style(s). He replied that it is a combination of MBO, MBE, and MBWA so that appears to me to be compatible with what the authors are going to emphasize—goals, objectives, variances, metrics, etc., so I think the proposed model will fit his style of management.

I have asked Mr Winter for a lot of data for primarily two reasons. One, I think these are the things we need to know something about (especially myself) and also to let him see what I think are the areas that we all need to be looking at. He certainly knows what he is doing and doesn't need our (my) help but we need a better source of data than the district is providing. I have spoken with the auditors and OSPI finance folks and changes are coming as the district will need to figure out how to determine the cost of programs pretty soon. For that reason, the authors recommend an external auditor as well as a separate board "clerk" to help us package things we need for "our" meetings. I will be a supporter of both of those items. How will we pay for it- something gets cut in the district- no additional cost to taxpayers? I believe that a lot of the data I have requested will be needed by us as we formulate various parts of the strategy that the authors will probably recommend to us. As you can see, this change will result in a lot of work for both the board and the district but I think it is worth the effort as it will help us monitor the district much closer without interfering in the operations and the restructured data will allow us to focus much more on long range planning, which is really our charter. I personally am excited about the upcoming training and the chance to move to a much better methodology to achieve our goals.

One thing that I am concerned about is the concept of accountability. While it is nice to talk about it; it is another thing to take action. So, I ask each of you to think about if you are willing to hold folks accountable. We have a lot of good ole boy hiring in the district and these people are not what it takes to get to the top 5. Some hard decisions will be needed by Mr. Winter as we have a lot of check collectors throughout the district. I constantly meet people who are going to quit their job to work for the district since the pay and benefits far surpass what the local businesses pay and offer. What I mean is if the district is not getting better, are you willing to part ways with folks? If not, not much reason to consider the new system. Might as well put it out there now. In addition, the concept of integrity is fundamental to the new system. We have integrity problems on the board and within the district staff. Again, are we going to do something about it? Hard to demand accountability if at the top level we lack integrity.

So, I am in favor of the new system as it is closer to what we used when I was on the Credit Union Board.

In other news, as you know, I have been visiting the schools and talking to people. I have asked Mr Winter for a "state of the district" update soon so that we know what he is seeing and what he feels are things he wishes to focus on. This will help us formulate our plans and direction where we need to head to support him. From what I have seen (not any different than you folks know), we have A LOT of needs; some huge, some big, some smaller.

1. We have schools out there doing lots with little or nothing as I have said before. So, good people doing great things with what they have been given; which in some cases isn't much. There appears to be little coordination on many things between schools and also the district. Schools do their own thing for playground needs, grounds needs, building needs,

etc. Schools that understand the grant process do better than others. If you have a supportive PTSO, you also get more. So, in most cases, our children's education depends on the PTSO and the creativeness of the staff and Principal. Not much sharing between schools on ideas that I have seen thus far. I think this really needs work.

2. Security remains one of my concerns at our schools. We have door locks at most schools but almost no cameras. I have been able to walk around most schools without being challenged so that doesn't make me feel good. By the time someone comes out to find me, a lot of damage could be done. In addition, vehicle entry and egress to schools is haphazard and kids are most vulnerable during recess, arrival/departure, and during fire drills. Those schools that do have barricades don't use them when they should. Badges are not worn often and maintenance and food service are not pre-announced. They just drive up whenever. Never have seen any of our "security" people except one for just a second at one of the schools. I spoke with the PO Police Chief and the KC Sheriff and both feel they adequately protect the schools as well as the community. More to it than that but the bottom line is that I question why we are spending money on our own "security" force. The woods by our schools and the use of parking lots in the back of buildings and on the sides allows for anyone to go around the back of schools where the portables generally are. For example, I do not know why we have a security person at Cedar where we have a Principal, VP, and Dean while at most other schools we have just a Principal.

3. I have thus far visited the PO Police Chief, the KC Sheriff, SKFR Fire Chief (a friend), the ESD 114 Director, and the PO Mayor. The main reason for talking with these people is to get a feel for their opinion on the board, the district, and how they read the public perception of us. It isn't that pretty and we have work to do. Remember, perception is reality, I am not here to debate how it happened; only what it is so we can begin to move forward. I don't want to attribute specific comments to individuals in this format but if you wish, please ask me and I will put names with comments. I received lots of comments and lots of advice which is shared below. Believe what you wish.

a. Those leaders who have frequent contact with our community leaders hear that we don't have a plan for the district. Just what is important? For example, is our biggest issue really a new HS when we have South Colby over 50 years old; Cedar Heights 40+ years, etc. that need a lot of work to say the least. What is our long range plan for the entire district to replace and build schools over the long term and how are we going to get there?

b. Why do we have one program at one school and one at another? If the IB program is a winner, why don't all kids have access to it? Same for Spanish Immersion, STEM, etc. What is our focus or is it just the flavor of the month. STEM is hot so we do STEM, IB is hot so we do IB, etc. Do we have data to show they work and are worth the cost? From what I have seen, IB only had 5 graduates last year. From a teacher perspective, why teach IB (a lot of additional work) when you can just teach a regular class since the pay is the same. Do we even know the costs of these? From what some folks have said, they don't believe the IB and other programs are generally working for THIS community. We have AP classes and Running start. One person asked me why IB and AP classes are not merged at the HS given the low number of kids participating in both.

c. After 5 attempts on the new HS bond, the community is galvanized. This isn't working. We need another plan; another way to approach it; another way to engage the community. But DON'T attempt something until we have a plan that will succeed. We need a small success to demonstrate we know what we are doing and to regain community trust again. (For the record, I will support a levy IF it is well thought out, meets our highest needs, has community backing, and NO chance of failure. I will speak publically against anything that doesn't show that the district has cut manpower, cut expenses, and has not gone to the extremes to get the community involved, meaning all the SKSD staff and directors are out in the community promoting whatever we decide to move forward with.)

d. We need to break things down into small pieces and see what the community will support. GET OUT IN THE COMMUNITY and find out what THEY want and WILL SUPPORT. Build a timeline with milestones so you can make sure you are on track to achieve your upcoming levy goal. Putting up a sign of "your tax dollars at work" is of little value if people don't know EXACTLY what you bought (i.e. not tech but 10 computers for THIS school, etc.)

e. Education is changing. Are we building schools for the future or just repeating the past? Have we considered combining schools such as elementary, MS, HS, built all together in one place. Have we given thought to education in 5, 10, 15 years given our changing society and technological changes?

f. Among business leaders, we don't enjoy support for having any well thought out plans. Do we have an idea of what the priorities are for the district and have we laid them out for the community to understand and have input on? Are we talking blue collar language or the normal educator babble that is becoming tiresome?

g. We ignored our community needs and people. We are a blue collar community who make a median income of \$50+K. They get pay raises of 1-2% if at all and a minimum wage of now \$13.80. Social security COLA is 1.2%. Military raise is 1.9%. Yet, the district paid 20+% raises for everyone and administrators at least 10% in spite of making well over \$140K each. Teachers needed a raise but..... Most community leaders realized this was unsustainable from the get go. Lots of sore feelings over this. (Remember, perception is reality; Joe Six-pack doesn't care about the justification that was used). So what are we going to tell the public to regain trust and support for the future? As an aside, the bidding war for employees has to end. I have seen no data that shows that 15 year administrators, teachers, etc are willing to relocate to another school district for a few dollars an hour raise. Think about it- if everyone moves to the highest bidder, they become full, never have openings, so no one else can go there. A faulty logic argument that needs to end.

h. We have special interest programs. Are the majority of students using them, want them, etc. What about the 2300 kids at the HS who are not in the band or choir, etc. Too many other examples to add here.

i. Why must everyone go to college? Do we not see the shipyard across the way? Do we not see landscapers, carpenters, builders, roofers, electricians, plumbers, HVAC, nurse assistants, store clerks and managers, care givers, etc. within our community?

I was given the name of a CK board member who has been part of the CK success for a \$300+M bond passage. I plan to talk with him to see how to approach things and to see how they have built their priorities for their district. I know Mr Winter has also been in contact with people in the CK district from his perspective.

I was also given a list of many of the local community organizations and POCs. I plan on talking with them and communicating our message when we have one. I am ready to be out in front of Walmart, Fred Meyer, and Albertsons to start talking with folks and get their questions, comments, and concerns. Enough for all of us to do.

I went to listen to the SK Transportation Briefing. Not really a lot there (someone important assessment) but they do have a growth plan through 2036 to address some transportation needs. It seems that roundabouts are the latest thing to solve traffic issues. Hopefully our transportation folks are following some of these developments as they do have implications for our bus routes.

I have also talked with several parents. Some pro, some not so pro. Usual opinions. Some love IB, some hate it, some love Spanish, some want other languages, some think it all is a waste, etc. People are getting their tax estimates online now. Mine went up \$636. For me, given my 1.2% social security COLA, I am out \$33 a month due to tax increases so I need to cut my budget. Others I know are worse off so this is a bigger problem for them. I know folks whose are over \$1200 a month increase. If a recession hits as it soon must, money will be an issue. The SKFR is running another levy in August, asking for yet more money. Seems folks get hit every year for something. Tim Eyman's initiative on the car tabs needs to be remembered. Folks are sensitive to taxes unless they can see a real plan for why an increase is needed.

I have also talked to several maintenance personnel. Right now, we have a system that relies on interpersonal relationships to get things done. Great people, overwhelmed and stymied by an inflexible system. This is sad.

I went to the "Art Reflections" event at John Sedgwick the other night. Very nice work but I was surprised that only 4 elementary and one JH participated. I don't know much about this event and the PTA tie into it but given the people that want to save funding for the arts, I would have expected more schools involved in this program. Perhaps it only applies to a certain segment of our population.

I went and listened to Senator Randall at her open house on Saturday. Four things of interest. Our state ranks 41<sup>st</sup> out of 50 in funding concerns of citizens with disabilities. She is looking for money to assist with disability concerns (her passion). She spoke on school based health care and talked about expanding it to the SKSD. Do we have a POC in the district who is following this? Also, did we know that education facilities can use remote testimony to address concerns to bills being discussed? Do we do this? Affordable housing is a big issue with her. Does the district have a McKinney-Vento POC who is following housing issues? And finally, she is introducing a bill regarding students and parents completing FAFSA requirements for higher education. She says WA students are leaving millions on the table by not applying. Are we following this development?

I am working on slides for the upcoming board meeting. More when I get the agenda. However, the county told me that in April, the district will get about \$10M in levy funds and \$5M in capital projects funds. So, do we know what the district plans to spend it on? I am still looking in the August budget for it. Maybe it is somewhere else that I haven't looked but I plan on asking about it along with a few other things. Also, I will ask that we not discuss the superintendent's mid-year evaluation in public. The book says to avoid it and I completely agree. We don't discuss anyone else's evaluation at the board meeting (that supposedly confidentially thing we cite but have no reference for) so I consider this to be inappropriate. I will vote against it again if we decide to this because I haven't been there long enough but mainly because it is not appropriate.

I have not heard from any of you so that means one of two things. One, on the positive, you agree with the direction I am heading so keep going. Or, the other way, I have upset some of you and you are not sure what to do next. As always, with me, the direct approach is best. I wish to be on the team and work with all of you as I see that we have a lot of issues to address and it will take all of us to do so. But, I am committed to moving forward to support Mr. Winter and his vision. He has a lot on his plate and we all need to help him succeed. It might not be your way but moving forward beats waiting and watching which is not my style. No one said a word to me about my slides so I am not sure where you stand. I asked for a hiring freeze but we are moving full speed ahead in our hiring. This meeting I will ask for a total spending freeze. We are getting ready to spend \$20M and I don't think we know how it is being spent. I haven't seen a prioritized list of how we spend our money so I have no idea if it is being spent on the most important needs we have. In any event, what happens if we determine at our training that our priorities have changed but we have already spent the money? Then what?

Finally, I am working on some things for the upcoming training. One of the things the book asks for is a number of policy items (guidance to the super) that are of concern to the board in order to monitor the performance of the district. I will bring a flip chart that has the items of concern to me (finance, hiring, firing, personnel, union, maintenance, transportation, security, budgeting, etc.). I will ask the authors at the training how to write them so they are specific enough to get the answers we need. The key as I read them is that they need to be specific so that the super knows what we want (or don't want). I gather if we do it right, we can stay out of running the district.

Sorry for the length. Still learning how to communicate in this new environment.

Cordially,

J Daily