

April 13,

2020

To:

Here are my comments regarding the upcoming board meeting.

1.01 Is this seriously the agenda? All of the things we had prior to this mess and will have soon to follow this mess are still there and all we are going to do is watch the Superintendent work? Also, there is no public comment period on the agenda. We received comments last time that we did not do that and now that many of you are doing Zoom meetings a lot, I see no reason why we cannot give the public 10-15 minutes to answer the probably many questions folks have.

2.01 I have previously asked for the superintendent's comments to be formal and in a briefing format. This is to eliminate the "round table" appearance of just some folks sitting down and talking about life. He is our employee, not our best friend. Since I do not see his remarks, it is hard to be prepared for the meeting. Is this just news he has already sent us or what? There is no indication that any decision requiring the board is necessary.

3.01 This is a total waste of time. No one, I repeat, no one makes decisions on financial information that is two months old. I have previously commented about this so no need to repeat myself. The data is useless and no use to the board. The format remains unchanged. As I said last time, it is out of compliance with the law. I asked the county treasurer and assessor's office when they send tax receipts and it is done every day that they receive taxes and also on the first of the month a report is on the website showing what was sent to the district. I will ask for Ms Farmer's resignation and her staff at the meeting or the board can decide tonight to hire an outside accountant and clerk. With all the financial things going on impacting the district and this is all she wants to share. Transparency at its worst. We can find someone else who can get the data we need in a timely manner. The superintendent's statement about the personnel cost mainly being SEBB seems incorrect. Add up the figures of new hires since Sep and since I have been there and it exceeds \$1.5M.

4.03. Again, a total waste of time. This too, I have stated is out of compliance with the law. Please reread what I gave you all copies of last time again. There is NO financial data showing the effect of the moves. As I stated, with 85% of the budget personnel costs, not showing the costs is wrong. I will also ask for Mr Holsten's resignation at the meeting. I also reviewed the MOUs we were sent and have not received the others I requested. They are all slanted towards the Union so the district remains unable to stand up to the unions. In this time of 30% unemployment, we have the unions in yet again wanting more. We need a new district union negotiator and team now.

4.04. We seem to be able to pay the March bills and close out the checkbook but can't figure out how to get the data into a usable briefing for the board. What are we paying Holly Ridge \$111k for (late bill?) when school is out and many other expenses? We are paying Krista DeHart \$3500 for STEM consulting yet we have an entire CTE department who specializes in STEM yet, we say that we have a process to review all costs for need.

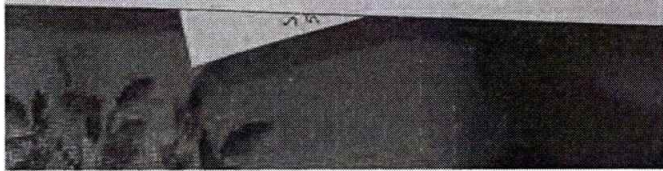
(If we can't get 3.01 and 4.03 fixed by next meeting, I will ask for the resignation of the superintendent at that meeting).

5.01. This seems to be back. I have no problem embarrassing the board, the superintendent, the individual board members and asking for their resignations if you move forward with this item. We did not meet when the "crisis" came about, have had abbreviated meetings which no real board business was transacted, and 2 months into it we want to give the superintendent more power when we are all sitting home and readily available for any situation but are not dealing with what we are really supposed to be doing? Really?

Cordially,

J Daly

schools.org/owa/Web/ReadyView.aspx?WebID=1&Page=1&PageID=1&PageTitle=Board%20Meeting%20Comments%20for%2018%20Apr%202020



Mr Gattenby-

I am disappointed. Given your stated character and leadership position,  
I didn't think this type of stuff was your style and worth the risk.

Cordially,

J Daily

<b>Respondent Name</b>
Citizens Supporting South Kitsap School District
<b>Complainant Name</b>
Getry Austin
<b>Complaint Description</b>
<b>Gerry and Cammy</b> (Sun, 13 Dec 2020 at 12:03 PM)  The organization "Citizens Supporting South Kitsap Schools" has established themselves as the Committee Against the Feb 2021 SKSD Levy and had made expenditures to influence the election through placement of signs, without registering, as required by Washington State Law. Mr. Jeff Daily, a current SKSD director, and Mr. David Kimball, have previously made public statements indicating their involvement with this organization.
<b>What impact does the alleged violation(s) have on the public?</b>
The organization "Citizens who support South Kitsap Schools" is maintaining a website <a href="https://citizenssupportingsouthkitsapschooldistrict.com/index.html">https://citizenssupportingsouthkitsapschooldistrict.com/index.html</a> against the February 2021 South Kitsap School District Levy. Additionally, this group has been placing signs in the South Kitsap regions stating "SKSD, NO NEW TAXES, NO BONDS, NO LEVIES" misleading voters on two counts; 1) No bonds are proposed on the Feb 2021 ballot, and 2) the Levy is being renewed at the current rate, thus it is not a 'new tax'. Prior to these signs being placed, this organization placed a different set of similar signs in the region in July 2020, well in advance of even discussions of Levy renewal by the School Board, opposing all future ballot measures. No affiliation or indication of who placed the signs is printed on the signs. Total quantity of signs placed is estimated to be 50-100 in total, placed in public right of way, not solely on private property, indicating expenditures well above reporting thresholds for the purpose of influencing the 2021 Levy election.  This group represents themselves as "The Committee against the SKSD 2021 Levy" on their website, yet is not registered with the PDC, and is maintaining an anonymous presence, masking the identify of individuals involved while making expenditures. WHOIS Domain registry search information shows "redacted for privacy" and is registered through a Dutch Web Domain Registrar.  Additionally, this group, which has existed for at least 18 months, has previously used false names, posting under the name "Jim Johnson" on Facebook public forums, who is not a real person.
<b>List of attached evidence or contact information where evidence may be found</b>
Contact information on website does not work, no phone listed, only publicly available e-mail address is <a href="mailto:cssksch@gmail.com">cssksch@gmail.com</a> .  <a href="https://citizenssupportingsouthkitsapschooldistrict.com/index.html">https://citizenssupportingsouthkitsapschooldistrict.com/index.html</a>

Mr. David Kimball identified himself as affiliated with this group on April 2, 2020 via a letter to the Kitsap Sun. <https://www.kitsapsun.com/story/opinion/readers/2020/04/02/south-kitsap-board-avoiding-our-questions/5115792002/>

The Kitsap sun reported Nov 5th, 2019 that Mr. Jeff Daily, currently a SKSD Director, was involved with this group <https://www.kitsapsun.com/story/news/local/2019/11/05/most-incumbents-prevail-kitsap-school-board-races/4172892002/>

**List of potential witnesses with contact information to reach them**

Both Mr. Jeff Daily, a current SKSD director, and Mr. David Kimball, a frequent participant in public meetings, have referenced and indicated support for this organization, and have submitted letters on this groups behalf to Superintendent Tim Winter, which have been discussed during public meeting. Mr. Daily's campaign page from two years ago used identical stock images and a page design similar to the page and Facebook group used by Citizens Supporting South Kitsap Schools at the time, which was launched in parallel with Mr. Daily's campaign for school board. This indicates a strong likelihood that he is highly involved and engaged with this group, and not just a participant. While his campaign page is no longer active, and archived version of his previous campaign page is viewable through the internet archive, [archive.org](https://web.archive.org/web/20200808113944/http://www.electjeffdailyforsksbdistrict5.com/).

Potential witnesses with more information are:

Superintendent Tim Winter, SKSD - 360-874-7000

President Eric Gattenby of the SKSD School Board - [gattenbye@skschools.org](mailto:gattenbye@skschools.org)

John Richardson, SKEA President - 360-871-4149

**Certification (Complainant)**

I certify (or declare) under penalty of perjury under the laws of the State of Washington that information provided with this complaint is true and correct to the best of my knowledge and belief.

**From:** [Sebren, Liz](#)  
**To:** [Kris Cappel](#)  
**Subject:** Fw: RCW 42.56 Request for Information- "J"  
**Date:** Sunday, May 30, 2021 3:46:03 PM

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**From:** Winter, Tim  
**Sent:** Monday, April 27, 2020 1:54 PM  
**To:** Daily, Jeff  
**Cc:** Gattenby, Eric; Sebren, Liz; Diehl, Rebecca; Berg, John  
**Subject:** RE: RCW 42.56 Request for Information- "J"

Mr. Daily,

We are working on fulfilling the nine public records requests that you currently have in our system. I am sure we will be able to get most of the documents to you well before July 30.

As a side note...I know you are aware that my evaluation is based on the opinions, perceptions and expectations of all five board members. Therefore, starting with this email, any communication where you share your views on my leadership or those I lead, both positive and negative, will be shared with the entire board as your comments could potentially be part of my end of the year evaluation.

I also want you to know that am also documenting.

Respectfully,

Tim

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**From:** Daily, Jeff <[daily@skschools.org](mailto:daily@skschools.org)>  
**Sent:** Sunday, April 26, 2020 8:53 PM  
**To:** Winter, Tim <[winter@skschools.org](mailto:winter@skschools.org)>  
**Subject:** FW: RCW 42.56 Request for Information- "J"

Mr Winter-

Interesting note (and the same one on every other request.) Everyone else in the world has the same problem yet, I have sent RCW requests to the SAO, the County, the City, OSPI, another school district, and one other. All but one of them has been answered within a week. The last one was somewhat complex so it took 9 days. No excuses, no hiding behind the governor's order, no whining, just folks doing their job. I assume they are also busy and have similar issues that the district has. But, the attitude at the bottom always reflects the attitude at the top.

No need to respond as we have plowed this ground before. But, now it's time to document.

Cordially,

J Daily

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**From:** Fuchs, Landa  
**Sent:** Sunday, April 26, 2020 8:56 AM  
**To:** Daily, Jeff  
**Subject:** RE: RCW 42.56 Request for Information- "J"

Mr. Daily,

As you are likely aware, due to the COVID-19 Pandemic, the District has had to close its schools and offices through at least May 4, 2020, with possible extensions beyond that date. This closure has required the District to focus its resources on completing the significant and time-sensitive work necessary to transfer its students to remote education and its employees to remote work. Further, the District employees' current inability to access the District's buildings and offices has made the process of gathering records difficult to impossible. These issues have created a significant delay in the District's response to records requests.

Accordingly, the District needs to update its estimate for completing its response to your public records request. At this time, the District currently estimates that it will need until July 30, 2020 to complete its response.

However, the District will continue to provide installments as records become available. If the District determines that it needs additional time to complete its response beyond the final production date, we will provide you with an updated estimate as permitted by RCW 42.56.520. In the meantime, please let me know if you have any questions or concerns.

Thank you!

Landa

Landa Fuchs  
Executive Assistant  
Business and Operations  
South Kitsap School District  
360-874-7013  
[fuchs@sksschools.org](mailto:fuchs@sksschools.org)

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**From:** Daily, Jeff <[daily@sksschools.org](mailto:daily@sksschools.org)>  
**Sent:** Tuesday, April 21, 2020 10:03 PM  
**To:** Fuchs, Landa <[fuchs@sksschools.org](mailto:fuchs@sksschools.org)>  
**Cc:** Daily, Jeff <[daily@sksschools.org](mailto:daily@sksschools.org)>  
**Subject:** RCW 42.56 Request for Information- "J"

Ms Fuchs-

Under WA RCW 42.56, this is a formal request for the following information.

Please provide the number of district staff, certificated staff, and classified staff who do live out of the SKSD district boundaries. For example, how many teachers live in Bremerton, Silverdale, Gig Harbor, Seabeck, Tacoma, etc. versus living within the SKSD boundary.

Cordially,

J Daily

# Communication from Dir. Daily 8/8/2020

Darragh, Peter

Sat 4/24/2021 11:11 AM

To: Gattenby, Eric <gattenbye@skschools.org>; Berg, John <berg@skschools.org>;

Cc: Daily, Jeff <daily@skschools.org>;

Dear Directors Gattenby and Berg,

As you move forward with the committees to investigate censure of Director Daily, I thought his communication to me last August might be relevant. Please use as you see fit.

Thank you,

Pete Darragh

From: Daily, Jeff

Sent: Saturday, August 08, 2020 10:27 AM

To: Darragh, Peter

Subject: RE: Questions to answer

Mr Darragh-

Since your intent is to incite versus understand, I will answer you as you appear to be an expert on all matters.

1. It will never be safe for your kids to go anywhere, much less the schools. You as others, seem to want a guarantee that nothing will happen. Remember, the district built the plans; not the board.
2. Until a vaccine that really works is available and 330M Americans are immunized, no one will feel relatively comfortable. I don't think Port Orchard is high on the priority list. Since this is global, you will never be safe again as different countries have different standards. No one will guarantee that to you, ever.
3. As to the health department and the Gov, they will never say it is safe to open the schools because even they cannot guarantee that no one person will die which seems to be what you and others want. All they can do is recommend for local districts to do what is right for them. So, tell me, if the cases go down to 50, is that safe, how about 25, is that safe, how about 5, is that safe, how about one? Remember, it only takes one to infect the schools. So, be prepared to be online for a long time if that is your logic. Will there be a second wave, a third wave, a fourth wave, probably. When the flu season comes, then what? Every student with a cough will be turned away because we won't want to take the chance that one may be COVID? What about the one kid who transfers to our District in November when you want to open but he has the virus? Was it safe to open then? So tell me, when will it be safe so NO child will be sick from the virus. The noble teachers talk about the virus. However, over 60 of them attended a 3 hour funeral in a church, sadly, for one of our own. So much for adhering to the guidance of no more than 5 in one place. I read about our teachers and families on facebook on vacation, theme parks, family gatherings, etc. Apparently they seem to be not all that concerned about the virus otherwise they would be home. Wouldn't they as the health department, Gov, and CDC have told all of them what is a safe practice.

Exhibit L

SKSD 123

SKSB\_000259



4. All over the country, including Idaho and many other places, folks are going to school. Have there been some failures, yes, but many have done it that you apparently haven't heard about.
5. My wife is classified and plans to return to work. She is over 65 and has no immune system. I have been in the schools and plan to be on the buses and in the schools. I also have no immune system. I wouldn't ask you to do something I wouldn't do.
6. You and others missed the points from Mr Gattenby and Mr Berg and I. Mr Gattenby told you he is willing to risk his daughter in the HS. You apparently are not so go online. Mr Berg is willing to risk his grand children in the elementary schools. You apparently are not so go on line. I went to Walmart where it was full of kids, old people, handicapped people, all over the place shopping and grabbing food over others. I assume you folks don't shop as it would endanger your kids. Does that sound like people here are worried about the virus to you. Apparently you missed all of these points in your anger and frustration. So, go online.
7. As a combat veteran, I am more familiar with death than you will ever know so unless you have been there, don't lecture me. Everyone of the men that were lost and I lost will always sadden me until I die. As a parent, don't ever tell me and my wife about the death of a child, unless you have lost one.
8. You were given three choices. 1) send your kids to school per the school plan. 2) put your kids on line until YOU feel it is safe to come out. 3) put your kids on line for the entire year. Most people like choices as it gives them control of their lives and to make the best decision for their family.
9. As for pride, I lost that long ago in addition to my arrogance. I just try to do the best I can for everyone. It is apparently not up to your standards. I assume your kids are very high functioning which begs the question of why do you have them in the SKSD?. It is the 2nd lowest academically of the 7 districts in the area. Most of your teachers live outside of PO and several have kids that do not go here. But, 40% of our kids are low income who just try to get by. Many of their parents are furloughed or laid off. They have no childcare option as do the rich district employees, Boeing employees, Shipyard employees. They want the choices we have offered because they want to make the decision, not be told how to live their lives.
10. Obviously, the union has pressured everyone for a meeting as all I got was hateful and threatening emails from teachers, other district employees, and some parents. I guess diversity and respect of others points of view is just a joke in Port Orchard as well as what the District is supposed to be teaching your kids. The ones I got from most parents, excluding you, were thankful for a choice that they can make. The March to June on line exercise was a total failure, regardless of what the district tells you. Not for your kids as they can achieve anywhere in any environment. But if you think things will be so much better, good luck convincing most of the kids who really need school. The SPED kids will never be successful in an online environment which I know since I taught SPED at the HS for 12 years. So, it is really about all kids and all needs, not just the high level kids.
11. As for the district being a business, it really is. SKSD has a monopoly on education in PO. There are no other options so they do what they the unions want. But many parents who were forced to home school or go on line or look for pods or private tutors had their world opened up. It is convenient to go to SK schools but folks see options. If the district doesn't offer what parents want, they will now go elsewhere. Many of our kids go to Peninsula and CK. The enrollment is dropping, regardless what folks think. People are finding options to best suit their kids. So, there is more than the SKSD in this world.
12. The rising salaries of teachers and classified along with the recent pay raises and taxpayer paying huge health benefits for district employees, in spite of many in this area who are furloughed and laid off, the businesses that are closed and never coming back, the retirement savings loss of many, and a coming global recession doesn't seem to register with many here, especially the well to do. But it will eventually come to PO.
13. So, my guess is that you will get what you think you want on Monday. But, regardless of if and when the district schools open, your kids will never be safe again as if it isn't this crisis, there will be another. Remember, it only takes ONE to infect the entire

system. Stay safe.

Cordially,

J Daily

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**From:** [Sebren, Liz](#)  
**To:** [Kris Cappel](#)  
**Subject:** Fw: Correspondence with Dir. Daily  
**Date:** Sunday, May 30, 2021 3:55:50 PM

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**From:** Darragh, Peter  
**Sent:** Wednesday, April 21, 2021 4:59 PM  
**To:** Gattenby, Eric; Daily, Jeff; Sebren, Liz; Diehl, Rebecca; Berg, John  
**Subject:** Correspondence with Dir. Daily

Dear SK Board Members,

I am forwarding a correspondence between myself and Director Daily. Although his response to me was weeks ago, it remains entirely inappropriate. Personal attacks, assumptions, and so on... Since this correspondence, Director Daily has also submitted a public records request for my professional emails - No reason given. But, his request made me feel individually targeted, and I can see how another might feel intimidated.

As I stated to Director Daily, I believe he is in violation in SKSD governance policy number 9, standards 1-3.

Thank you for considering this.

Pete Darragh  
Parent and Teacher with SKSD

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**From:** Peter Darragh <[petedarragh@gmail.com](mailto:petedarragh@gmail.com)>  
**Sent:** Wednesday, April 21, 2021 4:51 PM  
**To:** Darragh, Peter  
**Subject:** Fwd: Your letter to the editor

----- Forwarded message -----  
From: **Daily, Jeff** <[daily@skschools.org](mailto:daily@skschools.org)>  
Date: Wed, Feb 17, 2021 at 1:58 PM  
Subject: Re: Your letter to the editor

To: Peter Darragh <[petedarragh@gmail.com](mailto:petedarragh@gmail.com)>

Mr Darragh-

Thank you for your note. I won't address your personal comments since last time your only intent was to show yourself as an aggrieved and hurt individual.

Parents who contact me usually are interested in academic achievement and success for their children. Some are of poor and modest means and others like your family make a quarter of a million dollars off of the taxpayers so they are able to afford the best for their children. I am sure your kids are exceptional so it doesn't matter where they are; they will succeed and do well. But, you will never know how high they could have gone had they been given an alternative.

I have shown several times at board meetings where the SKSD sits in terms of academic achievement and success. The district is reluctant to show statistics because they do not favor the district. While the state of WA shows a decline in many areas, not all district show the same decline. I tell parents to look at the data available to them from OSPI, US News, Education Weekly, other websites who regularly track school achievement, and a variety of state agencies tracking student success and then make a decision for their family. Each data tracking agency rates schools and districts on different criteria so it is up to the parent to decide which criteria they are focused on and find the district or those schools which offer what they consider most important for their family.

The data is clear that the SKSD is not a top performing district, regardless of your views since you and your spouse are employed here and the union tells you what to think. Other districts around us are achieving student success despite the same issues all districts face. The tables and data I presented clearly show which schools and districts in our area are achieving success for their students. No one has been able to provide any contradictory data. Excuses yes, but data; no.

I tell parents to make their decision and send their kids to the best one based on their criteria and circumstances. It is all about choice. With 40% of our district low income, they have few choices in this area. But, the affluent have many choices and it is for them to decide from among the choices available to them. Several parents have told me they looked around and moved their kids to Peninsula, Vashon, CK, NK, and even as far as Bainbridge. They seem to see what many turn a blind eye to in this community.

As you know, education will never be the same again; regardless of how many here think

that simply opening the schools again will have us going back to the way things were. You have taught your students how to educate themselves, become more independent and self sufficient, and that there are alternatives to sitting in a classroom. Given the loss of almost 800 students, they all won't come back to a school that is not able to provide the academic excellence they seek.

And since you are just a conduit to the union, please keep in mind that the levy was no victory for anyone. A 51 to 49 split shows that many people see through the rhetoric of the district mantra. The district and the board have a lot of work to do to get folks to see the strength of our district. And that will only come when people see academic excellence occurring. People will pay for excellence- but not for mediocre achievement.

What this has shown is that getting money for repairing and replacing schools faces obstacles. We will all need to be out in the community working to help people see that the district can spend money wisely and improve academic excellence. This won't be easy but it is on my list, regardless of your opinion of me.

Sadly, we have also shown charter and private schools that we are ripe for them to come here. When almost half of the people show dissatisfaction with the school district, that tells them that they can come here and gain "market share" because those unhappy with the district will leave the district for a better alternative for their children. Call the charter school in Bremerton and see how long the waiting list is to understand how hungry people are for an alternative focused on academic excellence. This community seems to not understand this concept as all they want is a return to the "good ole days" when life was harmonious and pay and perks flowed on a regular basis. The world is changing; and rapidly.

So, I will be out in the community finding out why folks voted as they did. I already know why one side voted as they did but I need to find out what the other side was thinking. Then, I will know how to find common ground so that we can move this district forward. It is obvious that Port Orchard has little intention of attracting enough businesses to sustain the needs of the populace so everyone will just live here and go elsewhere to eat and shop and to educate their kids. But they won't stay here long unless we get a school system that embraces academic excellence where all kids excel and the results are reflected for everyone to see.

Cordially,

J Daily

PS. One of the folks I work with is an Ivy League recruiter. Because many elite colleges are required to have a "diverse" population, they seek students from all areas and offer them virtually a full ride scholarship because they must meet diversity requirements. Since few here

even know about this and almost never apply, most never get considered. Another sad but incredible waste of an opportunity that is available to our students but almost never used. We continue to never ask what could be possible.

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**From:** Peter Darragh <[petedarragh@gmail.com](mailto:petedarragh@gmail.com)>  
**Sent:** Friday, February 12, 2021 8:04 AM  
**To:** Daily, Jeff  
**Subject:** Fwd: Your letter to the editor

Dear Mr. Daily,

I'm still awaiting your response. Although the replacement levy is concluded, your explanations for your comments are still needed.

Thank you, Pete Darragh

----- Forwarded message -----

**From:** Peter Darragh <[petedarragh@gmail.com](mailto:petedarragh@gmail.com)>  
**Date:** Mon, Feb 1, 2021, 7:13 PM  
**Subject:** Your letter to the editor  
**To:** <[daily@skschools.org](mailto:daily@skschools.org)>

Dear Mr. Daily,

I am a parent and teacher with SKSD. My daughters attend an SKSD school.

Your last email response to me was unbecoming of an elected official. Your son also felt he had to send me a message through social media. I sincerely hope your response to me is more professional this time, and does not stoop to personal attacks on my children.

In your recent letter to the editor, you wrote, "Ever increasing salaries and benefits using all state funds takes money away from student needs." I have two questions for you to answer:

- 1.) How does using hyperbole help your argument in this case (all state funds)?
- 2.) Which student needs are not being met because of your perceived misallocation of state funds?

You wrote, "Excess staff doesn't equal better education."

Question:

- 3.) Do you have specific examples of a district which has a lack of staff and has better

educational results?

You wrote, "Other districts seem to afford band, choir, sports, etc., with smaller levy requests and better academic results."

4.) Please provide a few examples of specific districts with these fiscal and educational outcomes.

While your letter frames the discussion about the levy as one side vs another, you have clearly made your stance known with your discussion at recent board meetings. You seem to clearly oppose the replacement levy. Otherwise, why wouldn't you simply have written a letter in support?

You are clearly in violation of SKSD governance policy number 9, standards 1-3.

I look forward to your reply.

Sincerely,

Pete Darragh

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Pete Darragh  
[petedarragh@gmail.com](mailto:petedarragh@gmail.com)  
Port Orchard, WA

**From:** [Sehren, Liz](#)  
**To:** [Kris Cappel](#)  
**Subject:** Fw: Concern over Board Members actions.  
**Date:** Sunday, May 30, 2021 3:54:39 PM  
**Attachments:** [image001.png](#)

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**From:** Daily, Jeff  
**Sent:** Thursday, February 11, 2021 9:28 PM  
**To:** Grubb, Troy  
**Cc:** Gattenby, Eric; Sehren, Liz; Diehl, Rebecca; Berg, John; Winter, Tim; Farmer, Jennifer; Linda Wright; Tricia Schroeder  
**Subject:** Re: Concern over Board Members actions.

Mr Grubb-

I am not sure who you are and why you think you own me or tell me what to do but don't do it. So, let's start there.

Your people approached me. I did not contact them. So, get that fact straight first. As an elected official, any person has a right to contact their elected representative. So, check that fact before you start talking. I don't do politics and I don't do unions. I do people and cater to their needs. Apparently you haven't done your job or they wouldn't have contacted me in the first place. If they felt the district was not doing what they should, then the next step is me. Not my issue if you and the district got your feelings hurt because you weren't taking care of your people.

Whether they follow the process is also not my issue. I asked if they had exhausted their chain of command and they said yes. I don't fact check their answer as it is not my place to control people as it appears it is yours. The fact that you wrote this as a wounded person demonstrates you have not done your job in properly representing them. Most wanted to vent on a number of issues and discuss their dissatisfaction over a number of things. Part of my job is to hear what people think and feel about the district. It doesn't matter if they are parents, employees, etc. That is their right and they exercised it.

Second, they requested to see me and meet with me. Apparently you feel that people do not have a right to talk to their elected official as private citizens. Are you in command of them and tell them what to do and how to feel? Do you as the union leader rule them and control their actions? Perhaps we should move this to the civil liberties folks and the district's attorneys for clarification. I believe you will find that first amendment rights outweigh any



demand you or anyone may think you have.

Thank you for telling me my job and how to do it. I won't tell you how to do your job. I believe I was elected by 9000 people so I answer to them. If you are unhappy with how I do my job, please join the various recall efforts within the other unions and the community and have me recalled and removed from my job using the proper process. It is your right as a citizen. Until then, I do my job as I see fit and as needed.

Please don't blame me for people's conduct. I took notes and relayed those concerns to the superintendent the next day. If they chose to do something else on their own, that is their choice and their right. I believe they are all adults and I don't tell any adults how to run their life. Since I said little at the meeting but wrote mainly notes that they were aware of that were going to the superintendent, I see no issue with listening to them. As a matter of fact, they typed up a list of items they wanted to discuss for me and I asked them if they wanted it delivered to the superintendent. They said they did want me to do that. So, I did. What is wrong with that? I do not know what you heard but you seem to be doing the same thing to me. Telling me things and telling me what I supposedly did and I have no idea what you are talking about. If they took some action after meeting with me, it is because it was already happening and in progress; not something I did as I was only there to listen to their concerns. If I gave people hope; great- someone needs to do that. If you can't see the morale of your union is low, then perhaps you should step down. It is everyone's job to take care of our people as well as our students, parents, and community. I meet with students, parents, business owners, etc. They are all part of the community, they all have a story to tell, they all have a stake in our district, and they all deserve to be heard. Apparently, you disagree with that.

I realize that you and the other unions don't want anyone to know about the cozy relationship between you folks and the district. Keeping people in the dark just furthers the union goals and hides transparency from everyone, most especially the community. I don't play that game. If you have nothing to hide, then you should have no problem bargaining in public and making all of your demands publicly.

You don't demand anything unless you want to end up in court on the end of a lawsuit. As I told you, your people contacted me. I did not contact them but I will listen to anyone who voices a concern or wants to talk to me at any time. I have many parents who contact me just to talk. I have teacher friends who I talk with as they want to vent and express frustration. If I feel it needs attention, I tell the superintendent. I see nothing wrong with that nor will I ever not listen to someone who wants to talk to their elected representative. Some folks do not want to talk to the superintendent, or to you for that matter, and that is not my issue. You need to point that finger at yourself and find out why; don't blame me for your or the district issues.

As a matter of fact, they do want to come address the board. I told the superintendent about the meeting as I felt he should have the opportunity to talk with them before they come to the board.

As for the rest of your note, it appears you have now transitioned to personal comments which have no place here. Again, if you wish to go to court, I would be happy to oblige you. You, are the one now, who is trying to disparage my reputation to the district and the board. What my personal goals and interests are of no interest to you and others. As I said, man up and join the at least the three recall efforts out there and follow our legal process. Don't cower behind your union title or your hurt feelings.

I do not sit on the board and pontificate. I have watched the board for many years and can see why we are in the position we are in. I go out, meet people, and see what is happening in the district. I don't take anyone's word for it that everything is "fine". If it was, we would be doing much better both academically and in terms of morale and facilities. I have heard all the union leaders say the things you spout. Well, the world is changing and being on the board is not a spectator sport, regardless whether you folks like it or not.

I am interested in education and how to make our students the best that they can be. You should be too instead of slamming people who are trying to make a difference in this district. It is all of our jobs and I don't divide things up into little boxes like you do for your own ego.

The bus drivers asked me to ride with them and I will be doing that. It is important that someone hears their voice and sees what they do and go through on a daily basis. If you want me to follow you around some day to see what your job is and your life is like, I would be happy to do so- just ask. I go into schools, I talk to parents, talk to teachers, custodians, lunch room folks, and kids and I will continue to do so as it is the right thing to do for them and our community. It is the right thing for board members to be seen out in the district and community doing what they were elected to do. Not sitting in the board room acting like they know everything about the district and education. Knowing about the district is my job so I can make better decisions for our district. Nothing worse that a bunch of people who have no clue about what is going on in the district and community but making uninformed decisions affecting many people and millions of dollars of taxpayer money. I am not a god. I am a public servant and I am approachable and that is part of my job. I care for our community and I want to fix things that have been neglected since I got here in 2003. You and others have had your chance and I see little progress. Perhaps a new way is needed since your way doesn't seem to be working.

Cordially,

J Daily

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**From:** Grubb, Troy

**Sent:** Thursday, February 11, 2021 6:21:31 PM

**To:** Daily, Jeff

**Cc:** Gattenby, Eric; Sebren, Liz; Diehl, Rebecca; Berg, John; Winter, Tim; Farmer, Jennifer; Linda Wright; Tricia Schroeder

**Subject:** Concern over Board Members actions.

Mr. Daily

It has come to my attention that you may have encouraged a group of transportation drivers to communicate concerns they have about the district with you. If true, This action of your is counterproductive to the collective bargaining process that is so important. It is also my understanding that this is not the first time you have gone behind the curtain.

Just so you know, the info you received was not accurate. If you want accurate information you should go to the source that has accurate information.

From my understanding your job as a board member is;  
Vision – Structure - Accountability – Advocacy –  
You Help Set the vision and goals for the district  
Adopt policies that give the district direction to set priorities and achieve its goals  
Hire and evaluate the superintendent  
Adopt and oversee the annual budget.

It is my understanding that you are not involved in the daily operations of all of the independent departments. You do not manage the drivers or have authority to effect change in their timecards. Your actions have not only given our drivers a false sense of hope but has damaged our relationship with the district. We have members opting-out of the union because of you, giving them false hope. I always preach starting at the lowest level. And moving up the chain if needed. You are nowhere on that chain. If we were to come to the board, it would be to the whole board. Going just to you seems underhanded, like backdoor bargaining. Your actions have caused damage to SEIU.

At this time I am demanding that you refrain from privately communicating with my members about their work concerns. If my members want to approach the Board as a whole, at a board meeting then that is fine. Instead please encourage them to talk with the union for help and work up the chain. If you wanted to speak to my members please make an appointment through the superintendence office.

When you were first elected I thought to myself, it is always good to have people with different views in leadership. That is how you get diversity. I thought you were a man who would take accountability seriously, and I approved of that.

What it seems we have gotten, is a Trojan Horse? Your actions are constantly counterproductive to the district, You actively spoke against the levy, and you seem to have a desire to undermine the union. Your actions are very similar to those of someone who is fishing for information. In your case I am concerned that you may be fishing for information to use against the District. I am concerned that you are actively working to undermine the district from the inside. If this is true then the honorable thing to do is step down and openly and transparently work to advocate against the district. Doing this action from the inside is very disreputable. I acknowledge you and every citizen has the right to either support or oppose South Kitsap School District. But people who do the opposite of what they promise are called traitors.

If I am wrong about any of this? Please enlighten me. Otherwise I will expect a response from you either confirming or denying these allegations.

Our trust in your intentions is very weak right now so please answer the following questions, so we know how you stand and have a record of it.

Are you in support of the levy?  
Are you in support of the collective bargaining process?  
Do you support our right to organize?  
Do you support the districts philosophical direction?  
Are you really in this position to undermine the district?

*Thank you*

*Troy Grubb*

South Kitsap School District #402  
Head Custodian  
Discovery/Explorer Alternative High Schools  
DO/IT/ Transportation/SSEM/Armory/WH/FNS/F&O  
SEIU 925 SKSD Chapter President.  
SEIU 925 Executive Board Member  
360-443-3699  
[grubb@skschools.org](mailto:grubb@skschools.org)

“The single biggest problem in communication is the illusion that it has taken place.” GBS



**From:** [Sebren, Liz](#)  
**To:** [Kris Cappel](#)  
**Subject:** Fw: Upcoming Board Meeting- Feb 19, 2020  
**Date:** Sunday, May 30, 2021 3:39:44 PM  
**Attachments:** [Jeff- Board Meeting Comments for 19 Feb 2020.docx](#)

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**From:** Daily, Jeff  
**Sent:** Monday, February 17, 2020 12:24 PM  
**To:** Gattenby, Eric; Sebren, Liz; Diehl, Rebecca; Berg, John; Daily, Jeff  
**Cc:** Winter, Tim  
**Subject:** Upcoming Board Meeting- Feb 19, 2020

Hi Folks-

Attached are my comments for the next board meeting. I will probably have more once the meeting starts. Rebecca and I have been working on information to present at the 5 PM session. We will try and get it to you as soon as we can.

Cordially,

J Daily

Hello, my board meeting comments for Feb 19, 2020

1.01. We will have items to discuss during this portion of the meeting.

2.02. I will repeat my request that the following items be removed from the agenda.

4.01 Executive Limitation

9.01 – 9.04

12.01

3.01. I see no briefing slides provided for preview. If you don't want surprised, then don't surprise me. If the intent is to just talk about things, I request this be removed. I wish to see data, analysis, trends, variance, and fixes to problems. Please do not talk about platitudes and how great SK is and the great things we are doing. If you can't prove it, remove it.

4.01. This is not the proper place to discuss this.

5.03. I will bring up the following items. I prefer not to read about things in the paper that affect the district. Ms Miller is quite capable of sending out notes to all directors about what we are going to read in the paper and what the papers are asking about.

1. The drinking water problems in the district schools. Saying that we have been providing bottled water for years is not comforting to anyone. Please present what the solution is and when it is going to be fixed and how much it will cost.

2. If the Sun is requesting information about bus paddleboard violations, is this not a safety issue that we should all be concerned about.

6.02. I think that several items are not accurately depicted in the minutes. I will vote to not approve them.

6.03. I will ask about the resignations of the two classified people. I will ask about the reclassification of the two teacher's assignments.

7.01. In several places, it says that the consent agenda items have gone through a board subcommittee review prior to being placed on the agenda. Please tell me about this subcommittee and who is on it.

7.02. Not enough information is provided regarding the donations that the district has received. I will have several questions regarding the donations and how they will be used.

7.03. As I mentioned times previously, I have never seen these presented so I will not approve them.

7.04. I will oppose this item being approved. I see nothing here that helps the SKSD. I believe that testifying to the WA legislature would yield a better use of time and district money if the intent is to raise awareness of SPED issues.

8.01. The movie "MacBeth" says it is R rated. How many other R rated movies do we show in schools? Do we check student ages before we show them? While I realize the world has changed, does showing the movie outweigh the possible backlash from the community if a student complains or a parent has seen it on TV in its entirety? The idea of editing out parts of a movie concerns me greatly. What else are we editing out of our materials?

8.01. The policy contains the statement "A district will not inquire into a student's citizenship or immigration status or that of his/her parents or guardians." Is this in accordance with state and federal law?

8.01 – 8.06. Has there been any attempt to:

1. Limit the number of policies we have? Is there a particular reason we have to break out every situation in a separate policy? Do we know exactly how many policies we have? Do parents and students know?

2. Do we just revise policies as they become due or actually look to see which ones can be consolidated?

3. In some policies we are putting RCW references into the text. How does this help the average reader to understand the policy? In others, we have a whole list of RCW references at the end. Is it possible to be consistent one way or another? Is not the goal to produce a policy easy to read and understand at the level for our public readers?

8.06. I again request that the line, "The enrolling school shall be notified that the official transcript is being withheld due to an unpaid fee or fine." be eliminated or rewritten to reflect a reasonable interpretation of fines/fees.

9.01. Recommend we delete this item from the agenda.

9.02. Recommend we delete this item from the agenda.

9.03. Recommend we delete this items from the agenda.

10.01. I would like to see this item formalized with slides and discussion topics to be presented.

12.01. I recommend we delete this from the agenda. It is inappropriate to do at this time.

I will probably have other questions as the discussions proceed.

Cordially,

J Daily

**From:** [Sebren, Liz](#)  
**To:** [Kris Cappel](#)  
**Subject:** Fw: Just the Facts  
**Date:** Sunday, May 30, 2021 3:51:09 PM

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**From:** Daily, Jeff  
**Sent:** Wednesday, October 28, 2020 9:01 PM  
**To:** Berg, John  
**Cc:** Gattenby, Eric; Sebren, Liz; Diehl, Rebecca; Daily, Jeff; Winter, Tim  
**Subject:** Just the Facts

Mr Berg-

Since no one else seems to want to stop this issue caused by you, I will do so now. Sadly, forcing Mr Winter to comply with your request is probably highly illegal. He was trapped by you as his supervisor but probably decided to comply with your order since for a variety of reasons.

Here are the facts for you to consider.

1. You said you were disturbed by this issue and that is a personal statement. We all have our opinions and you have yours. Show me the law (RCW) and district regulations stating that anyone making any statement they wish to make, fact or fiction, is illegal whether in private or public. It may go against your personal code of ethics but unless you can show me the law, this is a personal vendetta for which you can be removed since it is an abuse of power to use your position to extract information from a subordinate and also call a public official a liar without proof. Since your charge is on the district server, it is a matter of public record and it can be taken outside the district to any court of law.
2. Please show me your authority to speak on behalf of the board. I need to see the RCW and the board policy.
3. I need to see your authority to conduct an investigation on behalf of the board. Please present to me your written authority signed by an authorized authority. Otherwise, you have conducted an illegal investigation and questioned the reputation of an employee and a public employee. District employees are protected by district policies and elected officials by the PDC, SAO, and AG's office. Mr Winter would have the right to have a public hearing should any action be considered against him as well as many other rights of any one accused of anything. I, as a public official, would have the right to a trial if the board were to take action. Since none of this is authorized by the board (and I wasn't aware of it, didn't vote on it, etc), you would be totally liable as the burden of proof is on you to prove your charges and you would bear the costs of an investigation as well as a trial. Any attempt to take action by the board using an illegal investigation would open it up to litigation. And since no one else has spoken out about this, the question of accomplices and collusion would be considered.
4. Show me your personal credentials to investigate absolutely anything. If you have no authority and no credentials, again, you are conducting an illegal investigation and without a license.
5. You have abused your authority as a board member since you without advising the board's employee of his rights to refuse to provide information, required him to provide you information that will now not be allowed in a court of law since you didn't advise him of his rights even if you have authority to conduct this investigation. Your request of me also violates my rights. This is also an unethical violation.
6. You threatened punitive action without any due process in an illegal investigation to two people. This alone is probably grounds for your dismissal.



7. If you accuse someone, the burden of proof is on you to prove it. So, you gather the information, not ask for it to be provided to you. Are you a judge also? The information you seek is available in the previous board minutes but you obviously did not read them, extract the information for yourself, and are expecting people to provide you as the self-appointed judge, jury, and executioner information to convict themselves. Perhaps you should read the Constitution of the United States as well as consult our legal process to see what it actually says and guarantees. Mr Winter's information is now probably not usable as it was gathered under duress (you are his supervisor) and without due process, advisement of rights, and a myriad of other issues you failed to ensure were accorded the "accused". In short, you can now be sued since you forced an employee to provide information in an unauthorized and probably illegal investigation.

8. Back dating any documents to support you would also be highly illegal and a violation of ethics.

9. Under what authority do you have to speak for the board in this matter? Show it to me. We have a process for asking the superintendent for information- a form to be precise. You went around that process for a personal cause versus having board authority to ask for information not related to district business. Again, you are in violation of our process and doing this for a personal reason. Using your position for personal reasons is also a violation of ethics. You made the Superintendent spend district resources for your own personal reasons, not related to any board actions. Your values are not the values of the board. As I board member, my values are mine that I do not impose on others, and the board has no written values that subscribe to yours.

10. Under what authority are you using to state that the board wants this information? I don't recall any motions, resolutions, discussions that asked for this investigation? If you talked with other board members, then you again violated the law of public meetings by conducting business illegally. Since I was not consulted, this would then look like a conspiracy. Conspiring to get rid of someone is also an ethics violation.

11. Your actions with two others are suspect since you and two others discussed the district's priorities to WSSDA without the full vote of the board. You told others not to reply to your email and then somehow, a very short notice board meeting occurred and priorities were sent to WSSDA without full board concurrence. Since I have no notification of the meeting, the 24 hour notice to the public, and was not allowed to state my preferences since the previous work session was stopped before the list was approved, one could wonder exactly what the intent of you and the others was. Especially since the top two priorities you gave were obviously items that I disagreed with.

12. If the board were to consider any "evidence" at a future board meeting, you would be open to an extortion charge since you had no authority to ask for any information without proper due process. Any action out of that meeting would expose you to liability since there exists no board authority to authorize you to do anything.

13. As you have accused me, you will need to prove that I lied in a court of law, not to the board. Your charge is serious and will be met with serious consequences. You will be required to document absolutely everything and it won't look good since your opening statement starts with "I was disturbed..." Should I win in court, I will expect your resignation as well as take action against you.

14. You could have voiced your concern in a manner for the board to discuss but you took it upon yourself for some reason to appoint yourself as a champion of justice. You will need to provide a court of law your authority and your motivation in order to take action on anything that involves the board. Having a Kangaroo court hearing in a board meeting is also highly illegal and opens the board to litigation. Again, any attempt to back this in at the next board meeting for some type of justification will just implicate the entire board in your unethical behavior.

15. If you have a concern about ethics, then the PDC, SAO, and AG's office are the proper authorities to contact for investigation. You have absolutely no authority to investigate anything at any time on behalf of the board. The board would use an attorney to do this. Using the "board wants" when you have no proof that the board even discussed this is also a "lie" and ethics violation.

16. It is obvious that your intent is to hurt and embarrass an employee and a public figure. Should you figure out how to get the evidence you need, if it comes out that your charges are unfounded, you will be

sued. The board is not a court of law.

17. You have 24 hours to provide the documentation I have asked for or I will file charges against you with the PDC, the SAO, and the AG. In short, you caused the issue, you solve it. A better solution (since I am a fair person and have no vendetta) would be to figure out how to extricate yourself from this mess and fix things with all parties.

Cordially,

J Daily

## Kris Cappel

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**From:** daily@skschools.org  
**Sent:** Saturday, January 23, 2021 8:50 PM  
**To:** dbraun01@msn.com  
**Subject:** Re: LEVY

Mr Braun-

Thank you for the note. I am a little slow at getting through my email so please excuse the delay. Some answers to your questions.

If you look at Bainbridge (on the same levy schedule) they are about \$1 for levy and \$.25 for technology levy. To me, that is the smart way to do it. As you know, I proposed a compromise (\$1.50 levy and \$.50 for capital projects) which was immediately dismissed. I thought it was a win for everyone.

As you know, the state sends us \$127M for education. By the district's own slides, the payroll is \$133M. So, they are \$5M in the hole which they take from federal money and grants. The McCleary money that the district got a few years ago was a "one time" shot and all districts were told to find a way to sustain it. Some stretched the money out but others, like us, just gave teachers the 20%+ raises. To be "fair" the district gave administrators and classified 13% raises. This is what sent things out of wack and why we have no money for kids. I left the district making \$65K in 2015 but had I stayed, I would be making over \$93K plus a better benefits package (about \$23K). Not bad huh!!

The district admits that they have over 180 extra employees that they pay for out of levy funds. So, this adds about \$10M more to the payroll that has to come out of the levy.

So, the district has no choice but to go for the max amount as it is mainly payroll money needed to keep all those people. My frustration is that if we had less people, then the state money would cover the "sports, band, etc" that they say the levy has to cover. So, holding the taxpayer hostage to the things some parents care about. I question if young kids need a counselor, a psych, a social/emotional counselor, etc. These are high dollar occupations that the levy is paying for.

My only hope is that the levy fails and the district has to wake up to reality. Even if it does pass, without more state money or higher levy amounts, the district will soon fail. You cannot get 1.6% pay raises from the state and pay 3% raises and stay afloat. I just don't get why this concept is so hard to understand for most folks.

The new administration has promised billions for education. What we will get is a guess but even if it does come, it will be a one time shot. The unions have in their contracts that when the levy passes or we get more money from the state/feds, they can go in and request "new bargaining". Gee, I wonder what that means???

We shall see what happens Monday night. The unions have been sending pictures of the MS's and HS of "protocol" violations to L & I. So, my guess is that the district will fold and want to remain on line. Perhaps that will upset more parents and cause the levy to fail.

Hope this helps.

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**D. B.**

Port Orchard, WA • 4 hr ago



**SK School District Levy.** Below is an email I received from Jeff Daily, who I consider to be the only responsible school board director.

If you look at Bainbridge (on the same levy schedule) they are about \$1 for levy and \$.25 for technology levy. To me, that is the smart way to do it. As you know, I proposed a compromise (\$1.50 levy and \$.50 for capital projects) which was immediately dismissed. I thought it was a win for everyone.

Note: The SK School Board elected to set our levy at \$2.50 - double that of Bainbridge Island.

As you know, the state sends us \$127M for education. By the district's own slides, the payroll is \$133M. So, they are \$5M in the hole which they take from federal money and grants. The McCleary money that the district got a few years go was a "one time" shot and all districts were told to find a way to sustain it. Some stretched the money out but others, like us, just gave teachers the 20%+ raises. To be "fair" the district gave administrators and classified 13% raises. This is what sent things out of whack and why we have no money for kids. I left the school district making \$65K in 2015 but had I stayed, I would be making over \$93K plus a better benefits package (about \$23K). Not bad huh!!

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The SK district admits that they have over 180 extra employees that they pay for out of levy funds. So, this adds about \$10M more to the payroll that has to come out of the levy.

So, the SK district has no choice but to go for the max amount as it is mainly payroll money needed to keep all those people. My frustration is that if we had less people, then the state money would cover the "sports, band, etc" that they say the levy has to cover. So, holding the taxpayer hostage to the things some parents care about. I question if young kids need a counselor, a psych, a social/emotional counselor, etc. These are high dollar occupations that the levy is paying for.

My only hope is that the levy fails and the district has to wake up to reality. Even if it does pass, without more state money or higher levy amounts, the district will soon fail. You cannot get 1.6% pay raises from the state and pay \$3% raises and stay afloat. I just don't get why this concept is so hard to understand for most folks.

The new administration has promised billions for education. What we will get is a guess but even if it does come, it will be a one time shot. The unions have in their contracts that when the levy passes or we get more money from the state/feds, they can go in and request "new bargaining". Gee, I wonder what that means???

We shall see what happens Monday night. The unions have been sending pictures of the MS's and HS of "protocol" violations to L & I. So, my guess is that the district will fold and want to remain on line. Perhaps that



# RE: Just the Facts

Winter, Tim

Wed 10/28/2020 1:20 PM

To: Berg, John <berg@skschools.org>; Daily, Jeff <daily@skschools.org>;

Cc: Gattenby, Eric <gattenbye@skschools.org>; Sebren, Liz <sebren@skschools.org>; Diehl, Rebecca <diehl@skschools.org>;

The following represents wage adjustments to the major employee groups during the pandemic:

## **SKEA:**

On June 17, 2020, the Board approved the SKEA collective bargaining agreement for 2020-2023. The following link to a document prepared by Executive Director Holsten details the financial impacts of the contract, which was IPD only (1.6%) for 2020-21:

[https://go.boarddocs.com/wa/sksdwa/Board.nsf/files/BRQRXD701B57/\\$file/SKEA-SKSD%20TA%20Executive%20Summary.pdf](https://go.boarddocs.com/wa/sksdwa/Board.nsf/files/BRQRXD701B57/$file/SKEA-SKSD%20TA%20Executive%20Summary.pdf)

## **SEIU:**

On November 6, 2019, the board was presented with wage reopener contract adoption for SEIU, which was agreed to at the contract inception for analysis to peer districts in 2018-19 to take effect in 2019-20. This can be seen in the strikethrough language of 7.1 on the following link:

[https://go.boarddocs.com/wa/sksdwa/Board.nsf/files/BHNUNT7CEB34/\\$file/Amended%20CBA%20-%20SEIU%20Mark-up.pdf](https://go.boarddocs.com/wa/sksdwa/Board.nsf/files/BHNUNT7CEB34/$file/Amended%20CBA%20-%20SEIU%20Mark-up.pdf)

For 2020-21, the wage reopener resulted in a 3% increase for SEIU staff, also shown in the same paragraph.

## **PSE:**

Bargaining commenced prior to the pandemic closure for the wage reopener included in the PSE 2017-2020 contract, triggered by increases to the Central Kitsap salary schedule. On July 22, 2020, the board authorized a two year extension to the PSE contract, with a 3% increase for 2020-21.

## **SKAP:**

At the October 21, 2020 board meeting, the board approved a new, three-year agreement with SKAP with no increase to wages in 2020-21 and future salary adjustments to be based on IPD and comparable districts, as opposed to the past contract that adjusted based on only Central Kitsap.

## **Superintendent:**

The Superintendent declined his contracted salary increase for 2020-21.

## **Assistant Superintendents, Executive Directors, Directors, Coordinators, Assistant Directors, all other administrative and non-represented staff:**

No increase to salary for 2020-21.

**Tim Winter**  
Superintendent

SKSD 145

SKSB\_000281

South Kitsap School District  
360-874-7009  
@SKSDSupt

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**From:** Berg, John <berg@skschools.org>  
**Sent:** Monday, October 26, 2020 12:24 PM  
**To:** Daily, Jeff <daily@skschools.org>; Winter, Tim <winter@skschools.org>  
**Cc:** Gattenby, Eric <gattenbye@skschools.org>; Sebren, Liz <sebren@skschools.org>; Diehl, Rebecca <diehl@skschools.org>  
**Subject:** Just the Facts

I was disturbed by an exchange at our last Board meeting in which Director Daily and Superintendent Winter disagreed on facts. Excerpts are as follows with times noted from the video available on Facebook):

DAILY: It wasn't too many years ago that everybody got those 20% pay raises. (Facebook 1:08:44)  
DAILY: You just pushed through 3% pay raises for everybody during a pandemic. (1:09:00)  
WINTER: We talked at the last meeting about the 3% raise. That is an inaccurate fact That is not the truth. (1:14:26)  
DAILY: I will continue to say that your information is wrong and look at the facts. (1:14:37)  
WINTER: We have the facts. It was not a 3% raise across the board. I will be very clear on that. (1:14:43)

The Board needs accurate information upon which to base its decisions. **I ask each of you to supply me with your facts and their source, and refute the alternate version if necessary.** Please supply that data to me and to each other before the next Board meeting and I will present them during the board discussion time. The Board can decide which facts to rely upon.

The Board cannot tolerate having a Director and the Superintendent in essence calling each other liars at our meetings. Repeatedly stating false facts at the Board meeting should be grounds for censure or discipline.

**John R. Berg**  
South Kitsap School District  
Director Position 2

Email: [Berg@SKSchools.org](mailto:Berg@SKSchools.org)  
Voice mail: 206-317-3785  
Website: [wwwSKSchools.org](http://wwwSKSchools.org)

2689 Hoover Ave  
Port Orchard, WA 98366



**Wednesday, May 6, 2020**  
**REGULAR MEETING OF THE BOARD OF DIRECTORS 5:00 PM**

**IMPORTANT NOTE:**

This meeting will be held remotely per Governor's Proclamation 20-28, which prohibits public agencies subject to the Open Public Meetings Act from conducting in-person meetings to curtail the spread of COVID-19 and consistent with SKSD Resolution 1320 Emergency Suspension of Policy. Community members are invited to join Zoom Meeting

<https://zoom.us/j/97482661892>

Meeting ID: 974 8266 1892

One tap mobile

+12532158782,,97482661892# US (Tacoma)

Dial by your location

+1 253 215 8782 US (Tacoma)

## **1. CALL TO ORDER**

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**Subject** 1.01 Establish Agenda

Meeting May 6, 2020 - REGULAR MEETING OF THE BOARD OF DIRECTORS 5:00 PM

Category 1. CALL TO ORDER

Type Information

**Subject** 1.02 Public Comment

Meeting May 6, 2020 - REGULAR MEETING OF THE BOARD OF DIRECTORS 5:00 PM

Category 1. CALL TO ORDER

Type Information, Discussion

**Process for Persons Desiring to Address the Board**

Public comment will be taken. If you wish to make a comment, use the Q & A tab in the Zoom meeting, provide your name and address, and the Board President will call on you to make your comment. You will be limited to three minutes.

## **2. PRESENTATIONS/REPORTS**

---

**Subject** 2.01 Marcus Whitman Damage Update

Meeting May 6, 2020 - REGULAR MEETING OF THE BOARD OF DIRECTORS 5:00 PM

Category 2. PRESENTATIONS/REPORTS

Type Information

**BACKGROUND INFORMATION:**

Deputy Fire Marshall Brad Wiggins will update the Board on the April 29, 2020 burglary and arson at Marcus Whitman Middle School.



**Subject**                    **2.02 Capital Levy Projects Update**

Meeting                    May 6, 2020 - REGULAR MEETING OF THE BOARD OF DIRECTORS 5:00 PM

Category                    2. PRESENTATIONS/REPORTS

Type                        Information

**BACKGROUND INFORMATION:**

A Presentation of Capital Levy projects will be presented by Assistant Superintendent Jennifer Farmer.

**RECOMMENDED ACTION:**

Information Only; No Action Required.

## File Attachments

Capital Levy Projects Q1 2020.pdf (1,189 KB)

Resolution 1271 Capital Projects, School Safety and Security, and Technology Levies.pdf (52 KB)

**Subject**                    **2.03 Monthly Financial Report for March 2020**

Meeting                    May 6, 2020 - REGULAR MEETING OF THE BOARD OF DIRECTORS 5:00 PM

Category                    2. PRESENTATIONS/REPORTS

Type                        Report

**BACKGROUND INFORMATION:** The monthly financial report will be presented by Assistant Superintendent Jennifer Farmer.

The March Budget Status Report is presented as a monthly update to the board regarding the financial status of the District in March, 2020. March is just past the mid-point of our fiscal year, and as can be seen in the budget status report (attached) neither the pacing of expenditures or revenues is out of line for being at this point in the budget year.

In March there was an increase in attendance at Connections Academy by 157 students. Otherwise, there are no significant new variances of note. The requested staffing level reports have been added to the end of the report.

As a reminder, the timing of the Budget Status Report completion is related to the month end reports from the County (up to five business days following the end of the month) reconciliation and adjustments conducted by staff, the assembly and review of the Budget Status Report, and the requisite deadlines for Board meeting and submission.

The Superintendent has reviewed and certified the work of the Business Office staff in preparing this report. The Budget Status Report is presented for board approval and it is the recommendation of the Superintendent that this report be accepted.

**Statement of Superintendent Winter:**

In relation to the March 2020 Financial Report, as Superintendent, I verify that we have the proper processes in place for checks and balances to ensure accuracy and appropriateness of spending in accordance with laws in the state of Washington.

**RECOMMENDED ACTION:**

No Action Necessary; Information Only

## File Attachments

MARCH 2020 Board Presentation V2.pdf (609 KB)

**3. BOARD DISCUSSION/LINKAGE**

**Subject**                    **3.01 Board Linkages**

SKSD 148

Meeting May 6, 2020 - REGULAR MEETING OF THE BOARD OF DIRECTORS 5:00 PM  
 Category 3. BOARD DISCUSSION/LINKAGE  
 Type Discussion

**Subject 3.02 Legislative Report**

Meeting May 6, 2020 - REGULAR MEETING OF THE BOARD OF DIRECTORS 5:00 PM  
 Category 3. BOARD DISCUSSION/LINKAGE  
 Type

**Subject 3.03 Board Discussion**

Meeting May 6, 2020 - REGULAR MEETING OF THE BOARD OF DIRECTORS 5:00 PM  
 Category 3. BOARD DISCUSSION/LINKAGE  
 Type Information, Discussion

The Board and Superintendent will discuss the following topics:

- Format of District's monthly financial report
- Board referral request form

#### **4. CONSENT AGENDA**

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**Subject 4.01 Consent Agenda**

Meeting May 6, 2020 - REGULAR MEETING OF THE BOARD OF DIRECTORS 5:00 PM  
 Category 4. CONSENT AGENDA  
 Type Action (Consent)

Recommended Action Approval of the Consent Agenda as presented.

**BACKGROUND INFORMATION:**

The Consent Agenda is presented for approval by the Board of Directors. Pursuant to Governance Process Policy GP-8 Agenda Planning:

The consent agenda enables the board to efficiently deal with matters that have been delegated to the Superintendent, but by law must be approved by the Board. Throughout the year the Board will attend to consent agenda items as expeditiously as possible.

- a. Items routinely assigned to the consent agenda include meeting minutes, personnel actions, business transactions, expense vouchers, gifts, travel requests, intergovernmental agreements, etc.
- b. An item may be removed from the consent agenda only upon approval of a majority of the Board.

**RECOMMENDED ACTION:**

Approval of the Consent Agenda as presented.

*Our adopted rules of Parliamentary Procedure, Robert's Rules, provide for a consent agenda listing several items for approval of the Board by a single motion. Most of the items listed under the consent agenda have gone through Board subcommittee review and recommendation. Documentation concerning these items has been provided to all Board members and the public in advance to assure an extensive and thorough review. Items may be removed from the consent agenda only upon approval of a majority of the Board.*

**Motion & Voting**

Motion to approve the Consent Agenda of May 6, 2020.

Motion by Eric L Gattenby, second NONE.

Final Resolution: Motion Carries

Yea: Rebecca Diehl, Elizabeth Sebren, Eric L Gattenby, John Berg

Nay: Jeff Daily

**Subject** 4.02 Minutes of the Regular Meeting of April 15, 2020

Meeting May 6, 2020 - REGULAR MEETING OF THE BOARD OF DIRECTORS 5:00 PM

Category 4. CONSENT AGENDA

Type Action (Consent), Minutes

Recommended Action Motion to approve the Minutes of the Regular Meeting of April 15, 2020.

Minutes View Minutes for Apr 15, 2020 - REGULAR MEETING OF THE BOARD OF DIRECTORS 5:00 PM

**BACKGROUND INFORMATION:**

The Official Minutes of the previous meeting will be available to the public after approval at tonight's meeting.

*Our adopted rules of Parliamentary Procedure, Robert's Rules, provide for a consent agenda listing several items for approval of the Board by a single motion. Most of the items listed under the consent agenda have gone through Board subcommittee review and recommendation. Documentation concerning these items has been provided to all Board members and the public in advance to assure an extensive and thorough review. Items may be removed from the consent agenda only upon approval of a majority of the Board.*

**Motion & Voting**

Motion to approve the Consent Agenda of May 6, 2020.

Motion by Eric L Gattenby, second NONE.

Final Resolution: Motion Carries

Yea: Rebecca Diehl, Elizabeth Sebren, Eric L Gattenby, John Berg

Nay: Jeff Daily

**Subject** 4.03 Human Resource Certificated and Classified Employment Reports

Meeting May 6, 2020 - REGULAR MEETING OF THE BOARD OF DIRECTORS 5:00 PM

Category 4. CONSENT AGENDA

Type Action (Consent)

Recommended Action Motion to approve the Certificated and Classified Employment reports as submitted.

**BACKGROUND INFORMATION:**

**RECOMMENDED ACTION:** Motion to approve the Certificated and Classified Employment reports as submitted.

<p>File Attachments</p> <p>2020-5-6th Certificated HR Board Report.pdf (63 KB)</p> <p>2020-5-6th Classified HR Board Report.pdf (57 KB)</p>
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*Our adopted rules of Parliamentary Procedure, Robert's Rules, provide for a consent agenda listing several items for approval of the Board by a single motion. Most of the items listed under the consent agenda have gone through Board subcommittee review and recommendation. Documentation concerning these items has been provided to all Board members and the public in advance to assure an extensive and thorough review. Items may be removed from the consent agenda only upon approval of a majority of the Board.*

#### **Motion & Voting**

Motion to approve the Consent Agenda of May 6, 2020.

Motion by Eric L Gattenby, second NONE.

Final Resolution: Motion Carries

Yea: Rebecca Diehl, Elizabeth Sebren, Eric L Gattenby, John Berg

Nay: Jeff Daily

#### **Subject 4.04 Affidavit of Vouchers and Payroll**

Meeting May 6, 2020 - REGULAR MEETING OF THE BOARD OF DIRECTORS 5:00 PM

Category 4. CONSENT AGENDA

Type Action (Consent)

An affidavit covering payment of payroll and invoices for General Fund, Capital Projects Fund, Associated Student body Fund, Transportation Vehicle Fund, and Private Purpose Trust Fund is presented to the Board for approval.

#### File Attachments

Board Expense Report.pdf (627 KB)  
 CPF Ck Sum.pdf (955 KB)  
 ASB Ck Sum 627-715.pdf (3,954 KB)  
 ASB Ck Sum 716-815.pdf (4,682 KB)  
 GF Ck Sum 514-638.pdf (4,515 KB)  
 GF Ck Sum 639-720.pdf (3,759 KB)  
 GP Ck Sum 721-805.pdf (4,002 KB)  
 GF Ck Sum 806-888.pdf (3,825 KB)  
 Approval of Vouchers 05.06.20.pdf (243 KB)

*Our adopted rules of Parliamentary Procedure, Robert's Rules, provide for a consent agenda listing several items for approval of the Board by a single motion. Most of the items listed under the consent agenda have gone through Board subcommittee review and recommendation. Documentation concerning these items has been provided to all Board members and the public in advance to assure an extensive and thorough review. Items may be removed from the consent agenda only upon approval of a majority of the Board.*

#### **Motion & Voting**

Motion to approve the Consent Agenda of May 6, 2020.

Motion by Eric L Gattenby, second NONE.

Final Resolution: Motion Carries

Yea: Rebecca Diehl, Elizabeth Sebren, Eric L Gattenby, John Berg

Nay: Jeff Daily

## **5. NEW BUSINESS/ACTION ITEMS**

#### **Subject 5.01 Resolution No. 1321 Award of Architectural Contract for South Kitsap High School Pool Modernization Project.**

Meeting May 6, 2020 - REGULAR MEETING OF THE BOARD OF DIRECTORS 5:00 PM

Category 5. NEW BUSINESS/ACTION ITEMS

Type Action

Recommended Action Move to approve Resolution No. 1321 Award of Architectural Contract for South Kitsap High School Pool Modernization Project.

**BACKGROUND INFORMATION:**

The District has identified the swimming pool located at South Kitsap High School as a Capital Levy project for modernization. This project requires extensive planning, design, and due diligence prior to bidding for construction to accomplish the project requirements within the planned scope and expenditure of the Capital Levy. The selection of an architecture firm is the first critical step in the process towards the modernization project.

In accordance with RCW, statements of qualifications were solicited from architecture firms and five firms responded to our solicitation. All five firms were interviewed by a selection committee comprised of various high school and district office staff. The selection team is recommending the award of contract to Bassetti Architects, PS., as the firm most qualified to oversee the design and delivery of the South Kitsap High School Swimming Pool Modernization project.

The contract for planning, design, and delivery will commence shortly after the award of contract. The fee structure for architectural services is defined by State law, and the hours/fees will be negotiated accordingly. The Superintendent will negotiate final pricing and execute requisite contract documents.

The next step in the process towards this project completion will be to request authorization to call for construction bids from the school board, at which time a project scope and estimate for construction will be presented to the board.

**RECOMMENDED ACTION:**

Move to approve Resolution No. 1321 Award of Architectural Contract for South Kitsap High School Pool Modernization Project.

File Attachments

200331\_SouthKitsapHS PoolRenovation\_Bassetti.LPA.PDF (18,230 KB)

Architect Services SKHS Pool SOQ 2020.pdf (105 KB)

SKHS Pool Renovation Architect Selection Process.pdf (58 KB)

Resolution 1321 - Signed.pdf (619 KB)

**Motion & Voting**

Motion to approve Resolution No. 1321 Award of Architectural Contract for South Kitsap High School Pool Modernization Project.

Motion by Eric L Gattenby, second NONE.

Final Resolution: Motion Carries

Yea: Rebecca Diehl, Elizabeth Sebren, Eric L Gattenby, John Berg

Nay: Jeff Daily

**Subject** 5.02 Resolution No. 1322 Award of Contract for Sunnyslope Roof Modernization Project

Meeting May 6, 2020 - REGULAR MEETING OF THE BOARD OF DIRECTORS 5:00 PM

Category 5. NEW BUSINESS/ACTION ITEMS

Type Action

Recommended Action Move to approve Resolution No. 1322 Award of Contract for Sunnyslope Roof Modernization Project.

**BACKGROUND INFORMATION:**

The District has identified the roof at Sunnyslope Elementary school as a Capital Levy project for repair/replacement. This project was prioritized to occur during the summer months to avoid impact on instructional time, as the project planning commenced prior to the school closure as a result of the COVID-19 pandemic.

Bids were solicited utilizing a national procurement cooperative, OMNIA, of which the District is currently a member. Two roofing vendors who are participants in that cooperative provided bids for the work needed at Sunnyslope

SKSD 152

Elementary School, and we have identified the lowest responsive bidder as Garland/DBS Inc.

The base contract amount is \$523,273.03 and work will commence shortly after the award of contract, to be completed prior to the start of school for the 2020-21 school year.

**RECOMMENDED ACTION:**

Move to approve Resolution No. 1322 Award of Contract for Sunnyslope Roof Modernization Project.

File Attachments

Sunnyslope Budget and Bid Narrative.pdf (102 KB)

Sunnyslope Roof Evaluation.pdf (927 KB)

USC Proposal 25-WA-200299 Sunnyslope Elem. Coating Shingle.pdf (74 KB)

Resolution 1322 - Signed.pdf (995 KB)

**Motion & Voting**

Motion to approve Resolution No. 1322 Award of Contract for Sunnyslope Roof Modernization Project.

Motion by Eric L Gattenby, second NONE.

Final Resolution: Motion Carries

Yea: Rebecca Diehl, Elizabeth Sebren, Eric L Gattenby, Jeff Daily, John Berg

<b>Subject</b>	<b>5.03 Resolution No. 1323 Interlocal Agreement with ESD 114 for the 2020-2021 School Year</b>
Meeting	May 6, 2020 - REGULAR MEETING OF THE BOARD OF DIRECTORS 5:00 PM
Category	5. NEW BUSINESS/ACTION ITEMS
Type	Action
Recommended Action	Move to Approve Resolution No. 1323 Interlocal Agreement with ESD 114 for the 2020-2021 School Year.

**BACKGROUND INFORMATION:**

Olympic Educational Service District (ESD) is one of nine regional educational agencies serving school districts, tribal compact schools, and state-approved private schools in Washington State. ESDs function primarily as support agencies and deliver educational services that can be more efficiently or economically performed regionally. ESDs assist the Superintendent of Public Instruction and the State Board of Education in the performance of their duties and provide technical and professional consultation in their liaison capacity between the Office of the Superintendent of Public Instruction and local school officials.

This agreement is reviewed/executed on an annual basis for the following fiscal year.

**RECOMMENDED ACTION:**

Move to approve Resolution No. 1323 Interlocal Agreement With ESD 114 for the 2020-2021 School Year.

File Attachments

OESD 114 Interlocal.pdf (983 KB)

Resolution 1323 - Signed.pdf (599 KB)

**Motion & Voting**

Motion to Approve Resolution No. 1323 Interlocal Agreement with ESD 114 for the 2020-2021 School Year.

Motion by Eric L Gattenby, second NONE.

Final Resolution: Motion Carries

Yea: Rebecca Diehl, Elizabeth Sebren, Eric L Gattenby, John Berg

Nay: Jeff Daily

**Subject**                   **5.04 Resolution No. 1324 Interlocal Agreement With ESD 112 Providing Facility Study Services**

Meeting                    May 6, 2020 - REGULAR MEETING OF THE BOARD OF DIRECTORS 5:00 PM

Category                  5. NEW BUSINESS/ACTION ITEMS

Type                        Action

Recommended Action    Move to approve Resolution No. 1324 Interlocal Agreement With ESD 112 Providing Facility Study Services.

**BACKGROUND INFORMATION:**

The South Kitsap High School pool modernization project is potentially eligible to receive matching funds from the State of Washington School Construction Assistance Program (SCAP). The criteria for eligibility of SCAP funds includes having a third party complete a study and survey as prescribed by the State to evaluate the condition of our district facilities.

Educational Services District No. 112 has a construction services group specifically designed to assist districts with these studies. Resolution 1324 allows South Kitsap to enter into an Interlocal agreement with ESD 112 to utilize this service.

The cost for the study and survey is not to exceed \$35,500. The District has applied for OSPI grant funds to cover a portion of this expense, which will otherwise be paid from the project costs for the SKHS pool modernization.

**RECOMMENDED ACTION:**

Move to approve Resolution No. 1324 Interlocal Agreement With ESD 112 Providing Facility Study Services.

**File Attachments**

Inter-Agency Agreement - Professional Planning Services - South Kitsap School District & ESD 112 - April 9, 2020.pdf (637 KB)

Resolution 1324 - Signed.pdf (937 KB)

**Motion & Voting**

Motion to approve Resolution No. 1324 Interlocal Agreement With ESD 112 Providing Facility Study Services.

Motion by Eric L Gattenby, second NONE.

Final Resolution: Motion Carries

Yea: Rebecca Diehl, Elizabeth Sebren, Eric L Gattenby, Jeff Daily, John Berg

**Subject**                   **5.05 Resolution No. 1325 Award of Contract for Roof Restoration Project at the SKSD District Office**

Meeting                    May 6, 2020 - REGULAR MEETING OF THE BOARD OF DIRECTORS 5:00 PM

Category                  5. NEW BUSINESS/ACTION ITEMS

Type                        Action

Recommended Action    Move to approve Resolution No. 1325 Award of Contract For Roof Restoration Project at the SKSD District Office.

**BACKGROUND INFORMATION:**

Due to age and disrepair, the District has identified the roof at the District Office as a Capital Levy project for repair/replacement. This project was prioritized to occur during the summer months to avoid disruptions to instruction at adjacent East Port Orchard Elementary, as the project planning commenced prior to the school closure as a result of the COVID-19 pandemic.

Bids were solicited utilizing both a King County Director's Association (KCDA), a publicly owned cooperative of Washington school district as well as a national purchasing cooperative, OMNIA. The District is a member of both purchasing cooperatives. Two roofing vendors who are participants in those cooperatives provided bids for the work  
SKSD 154

needed at the District Office and we have identified the lowest responsive bidder as Tremco/WTI Inc., utilizing the KCDA purchasing contract.

The base contract amount is \$312,966.25 and work will commence shortly after the award of contract, to be completed prior to the start of school for the 2020-21 school year.

**RECOMMENDED ACTION:**

Move to approve Resolution No. 1325 Award of Contract For Roof Restoration Project District Office.

File Attachments  
Resolution 1325 - Signed.pdf (1,007 KB)

**Motion & Voting**

Motion to approve Resolution No. 1325 Award of Contract For Roof Restoration Project at the SKSD District Office.

Motion by Eric L Gattenby, second NONE.

Final Resolution: Motion Carries

Yea: Rebecca Diehl, Elizabeth Sebren, Eric L Gattenby, Jeff Daily, John Berg

**Subject**                      **5.06 Resolution No. 1326 Emergency Suspension of Policy - Marcus Whitman Middle School Burglary/Arson Response**

Meeting                      May 6, 2020 - REGULAR MEETING OF THE BOARD OF DIRECTORS 5:00 PM

Category                      5. NEW BUSINESS/ACTION ITEMS

Type                              Action

Recommended Action      Motion to approve Resolution No. 1326 Emergency Suspension of Policy - Marcus Whitman Middle School Burglary/Arson Response.

**BACKGROUND INFORMATION:**

On April 29, 2020 a burglary/arson was perpetrated on Marcus Whitman Middle School, resulting in significant vandalism, fire, water, and other damages. In order to immediately address restoration and repair, the Washington State Risk Management Pool has advised the Board to make an emergency declaration pursuant to Chapter 39.04.280 (1e) RCW.

File Attachments  
6210 - Purchasing - Authorization and Control.pdf (22 KB)  
6210P - Purchasing Procedures.pdf (33 KB)  
Resolution 1326 - Signed.pdf (1,302 KB)

**Motion & Voting**

Motion to approve Resolution No. 1326 Emergency Suspension of Policy - Marcus Whitman Middle School Burglary/Arson Response.

Motion by Eric L Gattenby, second NONE.

Final Resolution: Motion Carries

Yea: Rebecca Diehl, Elizabeth Sebren, Eric L Gattenby, John Berg

Nay: Jeff Daily

**6. SUPERINTENDENT REPORT**

**Subject**                      **6.01 Superintendent Report**



Meeting May 6, 2020 - REGULAR MEETING OF THE BOARD OF DIRECTORS 5:00 PM  
 Category 6. SUPERINTENDENT REPORT  
 Type

**7. EXECUTIVE SESSION**

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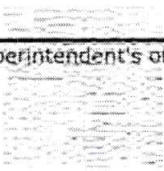
**Subject 7.01 Executive Session to review the possible acquisition of real estate**  
 Meeting May 6, 2020 - REGULAR MEETING OF THE BOARD OF DIRECTORS 5:00 PM  
 Category 7. EXECUTIVE SESSION  
 Type Information, Discussion

Executive Session to review the possible acquisition of real estate. Executive sessions are closed to the public per RCW 42.30.110.

**8. ADJOURNMENT**

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Persons with disabilities who require assistance may contact the superintendent's office so reasonable arrangements can be made to participate in board meetings.



## REGULAR MEETING OF THE BOARD

### Wednesday, May 6, 2020

### Minutes

The meeting was held via Zoom and notice was provided to community members wishing to access the meeting.

#### **Present:**

Eric Gattenby	President
Liz Sebren	Vice President
John Berg	Director
Jeff Daily	Director
Rebecca Diehl	Director
Tim Winter	Superintendent
Jennifer Farmer	Assistant Superintendent of Business and Operations
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. Governor Inslee issued Proclamation 20-28 which in part prohibited public agencies subject to the Open Public Meetings Act from conducting meetings in person to curtail the spread of Covid-19. President Gattenby invited public comment through the Zoom meeting access.

#### **Establish Agenda:**

Director Daily requested that public comment be moved to the end of the meeting.

**MOTION:** DAILY moved to add the following topics to the agenda: declining enrollment, teacher layoffs, budget shortfall, insurance costs, graduation, and summer school. A roll call vote was taken.

**Yea:** Daily, Berg

**Nay:** Gattenby, Sebren

**Abstain:** Diehl

With a tie vote, the Motion failed.

The agenda was approved by general consent.

**Public Comment:** The following community members addressed the Board: Lucinda Thorpe regarding plans for opening schools in the fall and repair of water pipes, Cammy Mills expressed appreciation for everything the District has done to prepare for remote learning, and Dave Kimble regarding capital projects.

#### **PRESENTATIONS/REPORTS**

**Marcus Whitman Damage Update:** Superintendent Winter shared that the main damage at Marcus Whitman was caused by vandalism and damage from smoke and water. Deputy Fire Marshall Brad Wiggins reported that the all systems – alarms, doors, and sprinklers worked well to contain the fire although there is significant damage.

**Capital Levy Projects Update:** Assistant Superintendent Farmer updated the Board on priority planning for capital levy projects. Superintendent Winter shared that the District is not planning to acquire property through the capital levy at this time. The presentation can be found on the May 6, 2020 Board Meeting Agenda.

**Monthly Financial Report for March 2020:** Assistant Superintendent Farmer reviewed the March Financial Report. The March 2020 report can be found on the May 6, 2020 Board Meeting Agenda.

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

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

- Director Gattenby reported that he is working from home and assisting his daughter with her online school work;
- Director Sebren reported she is also staying home; she has talked to friends who are still teaching and are appreciative of the support they have received from the District and the efforts of their building administrators to check in with student and families;

- Director Diehl reported that she has been attending the WSSDA Covid 19 conference calls; she is appreciative of the District's efforts with remote learning; she is also speaking with community members about the changes coming in sexual health education;
- Direct Berg reported that he has been responding from inquiries from community members, participated in the agenda planning meeting, and has been corresponding with various board members.

### **Legislative Report:**

Director Diehl reported there is a WSSDA Legislative Committee Meeting later this month.

### **Board Discussion:** The Board discussed the following topics:

- Format of financial reports; Superintendent Winter will work with Assistant Superintendent Farmer to revise and update the format of the District's financial reports for the Board's review;
- Consequences of Covid 19 school closure; Superintendent Winter shared that the District will not have a RIF and will go into next year cautiously; District staff are unsure of next Fall's enrollment since it may be impacted to how and when school reopens; in response, the District will focus on enhancing the Explorer Academy program to help keep our students in the District;
- Board Referral Request Forms; this will be added to the May 20 board meeting agenda to consider the content of each form;
- Public Comment; this will be added to the May 20 board meeting agenda.

### **CONSENT AGENDA**

- Consent Agenda
- Minutes of the Regular Meeting of April 15, 2020
- Human Resources Certificated and Classified Employment Reports
- Affidavit of Vouchers and Payroll

**MOTION** to approve the Consent Agenda. A roll call vote was taken.

**Yea:** Gattenby, Sebren, Berg, Diehl

**Nay:** Daily

The Motion carried.

Attachments to Consent Agenda items can be found on the May 6, 2020 Board Agenda.

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

#### **Resolution No. 1321 Award of Architectural Contract for South Kitsap High School Pool Modernization Project**

**MOTION:** to approve Resolution No. 1321 Award of Architectural Contract for South Kitsap High School Pool Modernization Project

**Yea:** Gattenby, Sebren, Diehl, Berg

**Nay:** Daily

The Motion carried.

#### **Resolution No. 1322 Award of Contract for Sunnyslope Roof Modernization Project**

**MOTION:** to approve Resolution No. 1322 Award of Contract for Sunnyslope Roof Modernization Project

**Yea:** Gattenby, Sebren, Diehl, Daily, Berg

The Motion carried.

#### **Resolution No. 1323 Interlocal Agreement with ESD 114 for the 2020-2021 School Year**

**MOTION:** to approve Resolution No. 1322 Award of Contract for Sunnyslope Roof Modernization Project

**Yea:** Gattenby, Sebren, Diehl, Berg

**Nay:** Daily

The Motion carried.

#### **Resolution No. 1324 Interlocal Agreement with ESD 112 Providing Facility Study Services**

**MOTION:** to approve Resolution No. 1324 Interlocal Agreement with ESD 112 Providing Facility Study Services

**Yea:** Gattenby, Sebren, Diehl, Daily, Berg

The Motion carried.

#### **Resolution No. 1325 Award of Contract for Roof Restoration Project at the SKSD District Office**

**MOTION:** to approve Resolution No. 1325 Award of Contract for Roof Restoration Project at the SKSD District Office

**Yea:** Gattenby, Sebren, Diehl, Daily, Berg  
The Motion carried.

**Resolution No. 1326 Emergency Suspension of Policy – Marcus Whitman Middle School Burglary/Arson**

**MOTION:** to approve Resolution No. 1326 Emergency Suspension of Policy – Marcus Whitman Middle School Burglary/Arson

**Yea:** Gattenby, Sebren, Diehl, Berg  
**Nay:** Daily  
The Motion carried.

**SUPERINENDENT REPORT**

Superintendent Winter shared the following:

- Amy Miller shared the results of the Thought Exchange survey; the survey is posted on the SKSD website;
- It's National Teacher Appreciation Week and we are very proud of the hard work our teachers have put into remote learning coming together to support students;
- It's also National School Nurse Day and our nurses are playing an important role during school closure checking in with students and families;
- A new principal has been selected for Burley Glenwood; Joey Kolattukudy a former SK administrator, is returning; we are excited to have him back on the team;
- The State Board of Education recently recognized EPO, Sidney Glen, and South Colby for showing growth, closing achievement gaps, and supporting all students.

**EXECUTIVE SESSION**

The Board recessed into Executive Session at 7:29 pm for 10 minutes to review the possible acquisition of real estate. At 7:41 pm, the Board reconvened and adjourned.

**ADJOURNMENT**

Meeting adjourned at 7:41 pm

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Eric Gattenby, President

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Tim Winter, Superintendent

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**From:** Winter, Tim  
**Sent:** Monday, May 11, 2020 6:00 AM  
**To:** Daily, Jeff <daily@skschools.org>  
**Cc:** Gattenby, Eric <gattenbye@skschools.org>  
**Subject:** Sharing of Confidential Information

Mr. Daily,

Through an email from one of the members of your group, I was told that you shared the content of the board's Executive Session from the May 6<sup>th</sup> board meeting with at least two people. I will remind you that the information discussed in an executive session is confidential and should not be shared with the public. Actions such as this could put the district in jeopardy. There are things that I need to share with the board that are not for public information. I need to know that I can trust all board members with confidential information.

---

Respectfully,

Tim

Tim Winter  
Superintendent  
South Kitsap School District  
360-874-7009

**From:** daily@skschools.org <daily@skschools.org>

**Sent:** Monday, May 11, 2020 10:12 AM

**To:** Winter, Tim <winter@skschools.org>

**Cc:** Gattenby, Eric <gattenbye@skschools.org>; Daily, Jeff <daily@skschools.org>

**Subject:** RE: Sharing of Confidential Information

---

Mr Winter-

Thank you for the note. I completely agree that confidential information is not to be shared. Having had a security clearance in the military that only 10K shared, I feel I am pretty trustworthy. The purpose of confidential information is to protect lives and operations. A public school district has none of these concerns.

I have no idea what was shared with you but I assume it deals with the \$1.1M land purchase that was on a previous public board meeting briefing and then suddenly disappeared. Apparently it raised some questions and concern that were sent to you. I don't talk with others often so I am at a distinct disadvantage here. Because I am now "different", I don't share in the affairs of the group but rarely and they share little with me.

However, what was shared by you at the "confidential" meeting was already known to me. As I have told you, I am connected in the district and word travels faster than we think. Because you apparently don't hear from others does not mean it is not known to others, including the unions. Most groups in the area are quite connected since many of the members are teachers and retired teacher and others who have a vested interest in the school system and the community. It appears that you finally had an opportunity to update the board on something that was already known and in progress. If this is what the meaning of "confidential" information is to you and the district, then perhaps getting the information to the board sooner might help alleviate your concern.

The publicly released information said the meeting would deal with real estate. The district has many people in it who deal in real estate as a side job and/or have a spouse who deals in real estate. I will not agree that confirming talk around the district in a private meeting constitutes "confidential" information. The best way to deal with talk within the district is to just deal with it directly and publicly. I do have grave concerns about what is called "confidential" information in the district. It is very concerning to me that the district has a strong reputation of distrust among those in the community and acts with virtual impunity as if the district is the god of gods in Port Orchard. Addressing public records request would be a perfect example.

As we have discussed before, perception is reality. In the new world of today, I can think of very little that is truly "confidential" in a school district. Most "confidential" information in this district seems to be just a power game for someone to withhold information to show they know more than someone else so they are more important than someone else- the normal ego game.

In summary, should you feel I am not to be trusted with district information, please alert me in advance of your confidential meetings and I will not attend.

Cordially,

J Daily

---

**From:** Winter, Tim

SKSD 161

SKSB\_000297

**Sent:** Monday, May 11, 2020 5:59 AM  
**To:** Daily, Jeff  
**Cc:** Gattenby, Eric  
**Subject:** Sharing of Confidential Information

Mr. Daily,

Through an email from one of the members of your group, I was told that you shared the content of the board's Executive Session from the May 6<sup>th</sup> board meeting with at least two people. I will remind you that the information discussed in an executive session is confidential and should not be shared with the public. Actions such as this could put the district in jeopardy. There are things that I need to share with the board that are not for public information. I need to know that I can trust all board members with confidential information.

Respectfully,

Tim

Tim Winter  
Superintendent  
South Kitsap School District  
360-874-7009

**SOUTH KITSAP**  
SCHOOL DISTRICT

# Operational Expectation 15

Annual Technology Update  
Board of Directors

May 19, 2021



SKSD 163

SKSB\_000299



## Operational Expectation 15

An effective public education system develops students who are globally aware, civically engaged, and capable of managing their lives and careers.

Therefore, the superintendent will:

1. Establish and maintain a forward-thinking and visionary technology environment that promotes the best teaching and learning for our students.
2. Establish and maintain technology systems and applications consistent with the accomplishment of the Board's Results through the district's technology plan.



SOUTH KITSAP  
SCHOOL DISTRICT

# Year In Review



SKSD 165

SKSB\_000301

## 2020-21 Goals / Accomplishments

- ✓ COVID Remote Learning Resources
- ✓ Middle School Cameras (Capital Fund)
- ✓ Elem/Middle School Intercoms (Capital Fund)
- ✓ Student Data Privacy Agreements (105 agreements)
- ✓ Network Switches Phase 2 (E-Rate Funding)
- ✓ Student Email (Grades 6-12)
- ✓ Copier Replacement
- ✓ 1:1 Device Planning / Procurement



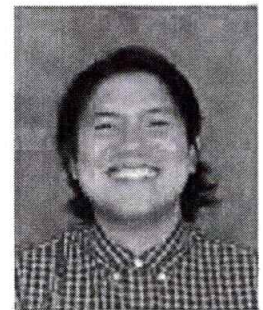
# COVID Remote Learning Resources

- 5,700 student chromebooks checked out for home use
- Teacher laptops & mobility (vs. traditional desktop computers)
- 220 mobile wi-fi hotspots
- Donation of 2500 netbooks from OSPI
- ITS expanded remote security/anti-virus patching
- Patrick DeVega, Digital TOSA hired September, 2020
- Created support resources for online learning



# Remote Learning

The screenshot shows a digital learning dashboard. On the left is a dark sidebar with the text 'SK Digital Learning' and a list of navigation links: 'Home', 'SK Core Tools', 'G Suite for Education', 'Virtual Professional Learning', 'SK Remote Learning', 'Learning Improvement Days', 'Computer Science Education Week', and 'Building Technology Lessons'. The main content area is titled '1 SK Core Tools' and 'Tools for Remote Learning'. It features six tool icons arranged in two rows. The first row includes Classroom (Learning Management System), Drive (Cloud Storage and Sharing), Screencastify (Webcam Screen Recording), and Zoom (Video Conferencing). The second row includes Chrome (Internet Browser) and SK Adopted Curriculum.



Patrick DeVega  
Digital Learning Specialist



SOUTH KITSAP  
SCHOOL DISTRICT

# Current Technical Status



SKSD 169

SKSB\_000305

	WAN Bandwidth	Core Switching	LAN Switching	Backup Power	Wireless	Phone Handsets	Intercom System	Security Cameras	Access Control	File Server	Win PCs	Chrome books
BG											6.58	1.33
EPO											4.33	0.83
HC											5.33	0.92
MAN											4.5	0.92
MR											4.92	1.5
OH											4.5	2.25
OL											4.58	0.87
SC											4.75	1.17
SG											5.42	0.75
SS											5	1.08
CH											4.67	1.25
JS											3.58	1.25
MW											4	1.83
SKHS											3.67	1.42
DISC											5	1.08
EXP											3.33	1.17
DO												
TRANS												
FAC												
FNS												
ITS												

Numbers indicate average age of device

Status as of May 10, 2021



# Things Keeping Us Up At Night

- Phishing incidents (avg. 10/year)  
... can lead to ransomware
- Penetration testing via third-party security firm
- Multi-Factor Authentication (MFA)
  
- Public Records Requests (400% increase)
  - Average 6 hours per request response





# Subscription Model



- Historical purchasing models were a one-time cost with a small annual maintenance
- New subscription models are based on per-unit cost, with a unit being:
  - Per student
  - Per staff
  - Per device
- Model similar to video streaming services
  - Historical model was a one-time "rental cost" of a video or DVD
  - Current model is to "subscribe" to Hulu, NetFlix, Disney, Amazon for a small monthly charge



## Sample District Cost Matrix

	<u>School</u> 16	<u>Staff</u> 1450	<u>Student</u> 9200**	<u>Total</u>
Microsoft Office365		\$ 53.76		\$77,952
Google		\$ 20.87		\$30,262
Skyward			\$ 21.59	\$198,628
ScreenCastify Screen Recorder	\$ 750			\$12,000
Zoom		\$ 5.25		\$7,613
HelloID Portal		\$ 1.25	\$ 1.25	\$13,313
TypingQuest (Elem)			\$ 0.70	\$3,479
STAR Reading			\$ 13.65	\$125,580
Cisco Unity Voicemail		\$ 11.00		\$15,950
		\$ 92.13	\$ 37.19	<b>\$484,776</b>

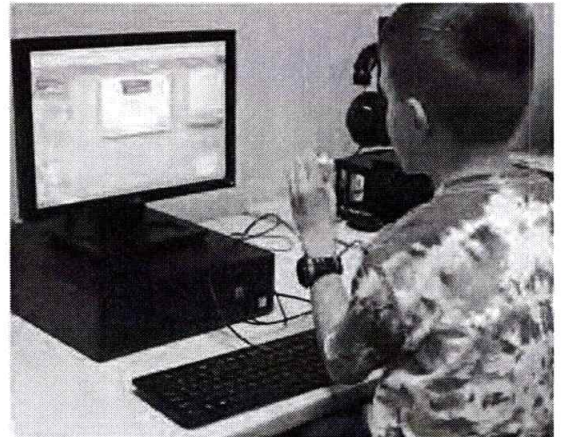
*Amounts are provided for illustrative purposes and will fluctuate based on enrollment and negotiated vendor pricing*

*\*\* Does not include Connections Academy estimates*



# Looking to 2021-2022

- 1:1 Devices
  - 1:1 checkout for grades 6-12
  - Professional development
  - Support and repair model
  - Classroom filtering/management tools
- Network Projects
  - UPS backup power upgrades
  - Monitoring WAN/wireless bandwidth
- Capital Levy
  - Continued 1:1 planning for elementary
- District Support
  - New web site



**SOUTH KITSAP**  
SCHOOL DISTRICT

**Thank You**

Questions or Comments?



SKSD 175

SKSB\_000311

## REGULAR MEETING OF THE BOARD

### Wednesday, December 2, 2020

### Minutes

The meeting was held via Zoom and notice was provided to community members wishing to access the meeting.

**Present:**

Eric Gattenby	President
Liz Sebren	Vice President
John Berg	Director
Jeff Daily	Director (arrived at 5:15 pm)
Rebecca Diehl	Director
Tim Winter	Superintendent
Jennifer Farmer	Assistant Superintendent of Business and Operations
Amy Miller	Communications and Public Information Officer
Robbie Bell	Recorder

**CALL TO ORDER**

President Gattenby called the meeting to order at 5:03 pm and provided information regarding the nature of the meeting. Governor Inslee issued Proclamation 20-28 which in part prohibited public agencies subject to the Open Public Meetings Act from conducting meetings in person to curtail the spread of Covid-19. President Gattenby invited public comment through the Zoom meeting access.

**Establish Agenda:**

Pursuant to GP-2-E3 Board Organization which states in part the normal order of business will be modified for the annual organizational meeting by considering the following matters, after the approval of the minutes of the previous meeting.

**MOTION: GATTENBY** moved to move Item 5.02 Minutes of the Regular Meeting of November 18, 2020 from the Consent Agenda to follow Item 1.01. Motion approved by general consent.

**MOTION** to approve the agenda, as amended, approved by general consent.

**MOTION** to approve the Minutes of the Regular Meeting of November 18, 2020 approved.

Video performance by the South Kitsap High School Chamber and Concert Choir.

**NIB Awards:** The first Board Meeting of the month begins with a brief and inspiring presentation of "Caught Being a NIB" awards. A "NIB" award salutes those who truly "walk the talk" of our district Vision Statement, "Nurturing Growth, Inspiring Achievement, and Building Community". We honor and value those who exhibit a "whatever it takes" approach to their work with South Kitsap kids, colleagues, and families. Join us in thanking these "NIBS" for embracing our vision. A list of this month's NIB's can be found on the December 2, 2020 Board Meeting Agenda.

**Board Reorganization:** At the first meeting in December of each year, the Board reorganizes positions. The positions are President, Vice President, Legislative Representative (first year of a two-year term), Washington State Interscholastic Activities Association (WIAA) Representative, and WSSDA Delegate. Descriptions of these positions are found Policy Governance Policy GP-2-E3 Board Organization.

Rebecca Diehl nominated Eric Gattenby for President. Eric Gattenby accepted the nomination. No other nominations were made. Superintendent Winter took a roll call vote:

Gattenby: Gattenby

Sebren: Gattenby

Diehl: Gattenby

Berg: Gattenby

Daily: Abstain

Motion to elect Eric Gattenby President carried.

Eric Gattenby nominated John Berg for Vice President. John Berg accepted the nomination. No other nominations were made. Superintendent Winter took a roll call vote:

Gattenby: Berg

Sebren: Berg

Diehl: Berg  
 Berg: Berg  
 Daily: Abstain

Motion to elect John Berg Vice President carried.

John Berg nominated Rebecca Diehl for the first year of a two-year term for Legislative Representative. Rebecca Diehl accepted the nomination. No other nominations were made. Motion to elect Rebecca Diehl Legislative Representative carried.

John Berg nominated Jeff Daily for WIAA Representative. Jeff Daily declined the nomination. Eric Gattenby nominated Liz Sebren for WIAA Representative. Liz Sebren accepted the nomination. No other nominations were made. Motion to elect Liz Sebren WIAA Representative carried.

Eric Gattenby nominated John Berg for the Washington State School Directors Association (WSSDA) Delegate. John Berg accepted the nomination. No other nominations were made. Motion to elect John Berg WSSDA Delegate carried.

**Public Comment:** The following community members addressed the Board: Dave Kimble regarding public comment and the platform for streaming board meetings, Gerry Austin regarding the proposed levy, and Tom Juvik regarding Mr. Daily's letter to the Kitsap Sun.

### **PRESENTATIONS/REPORTS**

**Monthly Financial Report for October 2020:** Assistant Superintendent Jennifer Farmer reviewed the October 2020 Budget Status Report. A copy of the presentation can be found on the December 2, 2020 Board Meeting Agenda.

### **PERFORMANCE REVIEWS**

Ends and Executive Limitation/Operational Expectation policies are monitored through the evaluation of the Superintendent's evidence of compliance submitted by the superintendent to the Board. Tonight, the Board evaluated the Superintendent on the following policy:

#### **Monitoring Report for Executive Limitation 12: Instructional Program**

**MOTION: GATTENBY** moved that with respect to the provisions of its policy, Executive Limitation 12, the South Kitsap Board of Directors concluded that the Superintendent's performance during the previous year has been in compliance.

**The Motion carried** with Director Daily abstaining.

The Superintendent's evidence in support of EL-12 can be found on the December 2, 2020 Board Meeting Agenda.

### **BOARD DISCUSSION/LINKAGE**

#### **Board Linkages:**

- Director Gattenby shared he will attend the SKSS meeting tomorrow;
- Director Diehl reported she has been talking with community members about the proposed replacement levy and responding to email regarding a student representative to the board;
- Director Sebren has responded to email regarding student voice, attended the WSSDA Conference last week, and drove by Olalla Elementary and saw "Happy Holalladays" on the reader board;
- Director Berg attended the WSSDA Conference.

**Legislative Report:** None

#### **Board Discussion:**

The board discussed the following topics:

- The Board's fund balance as defined in OE-7 Financial Planning; the Board will review OE-7 prior to the February 17, 2021 meeting;
- WSSDA Conference;
  - Director Sebren attended sessions including governing through board meetings, courageous conversations to build board unity, and student representatives on the board;
  - Director Berg reported that the breakout sessions are available to view online and will schedule a viewing session if other directors are interested;
- Recognition of retirees; the Board agreed to include a "Recognition" section on the board meeting agenda to recognize retirees, NIB's, and any other significant events;
- Reviewed GP-9 Professional Standards of Conduct and GC-7 Board Members' Code of Conduct;

SKSD 177

- Student Representative; the Board will revisit in the spring to select a student representative before the end of the school year;
- Facilities Long-Range Planning Advisory Committee; this topic will be added to the December 16, 2020 board meeting agenda.

### **CONSENT AGENDA**

- Consent Agenda
- ~~Minutes of the Regular Meeting of November 18, 2020~~
- Affidavit of Vouchers and Payroll
- Human Resources Employment Reports
- New SKHS ASB Club Next Generations Politics
- Award Contract for District-Wide Copier Leasing, Service and Maintenance Program to Pacific Office Automation, Inc., Utilizing the KCDA Cooperative Contract

**MOTION** to approve the Consent Agenda approved by general consent. Attachments to Consent Agenda items can be found on the December 2, 2020 Board Meeting Agenda.

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

#### **Resolution No. 1338 Educational Programs and Operations Replacement Levy**

**MOTION: GATTENBY** moved to approve Resolution No. 1338 Educational Programs and Operations Replacement Levy. The Motion carried.

### **BOARD POLICY REVIEW**

**Review Executive Limitation 12: Instructional Program.** The Board reviewed and no changes were made.

**Review Governance Process Policy GP-10 Conflict of Interest.** The Board reviewed and no changes were made.

**Review Governance Process Policy GP-11 Compensation and Reimbursement of Expenses.** The Board reviewed and no changes were made.

### **DISTRICT POLICY REVIEW**

**Revision to Policy 3413 Student Immunization and Life-Threatening Health Conditions – Second Reading.**

**MOTION: GATTENBY** moved to approve Revision to Policy 3413 Student Immunization and Life-Threatening Health Conditions – Second Reading. The Motion carried.

### **SUPERINTENDENT REPORT**

**Superintendent Report:** Superintendent Winter updated the Board on the following issues:

- Update on the return to school plan; K, 1, 2 will return on January 11 depending on COVID numbers; he will continue to closely monitor data from the Department of Health. At this point, vaccinations for COVID will not be required but more discussion may be needed in the future. He will check with the Department of Health about the possibility of providing testing in SK schools.
- He reviewed his presentation on Graduation Pathways 2020; a copy of the presentation can be found on the December 2, 2020 Board Meeting Agenda.
- The ESD Annual Legislative Engagement Meeting is December 11 at 9:30 am;
- He asked the Board to consider focusing on a work session topic at one board meeting each month; the Board will discuss further at a future meeting;
- Zoom will be the official and only platform for streaming board meetings.

**PUBLIC COMMENT:** The following community members identified themselves and addressed the Board: Amy Masten regarding the Next Generation Politics Club at SKHS, Gerry Austin regarding the replacement levy, Dave Kimble regarding the SKSS meeting, student enrollment, staff reductions, and protocol for board decisions, Kimberly McMorris regarding Director Daily, and Jacque Meddles regarding streaming board meeting on Facebook.

### **ADJOURNMENT**

Meeting adjourned at 7:14 pm

7/26/2021

BoardDocs® Pro

Eric Gattenby, President

Tim Winter, Superintendent



**SPECIAL MEETING OF THE BOARD**  
**Saturday, January 23, 2021**  
**Minutes**

The meeting was held via Zoom and 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	Absent

Tim Winter	Superintendent
Robbie Bell	Recorder

**CALL TO ORDER**

President Gattenby called the meeting to order at 9:00 am and provided information regarding the nature of the meeting. Governor Inslee issued Proclamation 20-28 which in part prohibited public agencies subject to the Open Public Meetings Act from conducting meetings in person to curtail the spread of Covid-19.

**WORK SESSION**

**Board Governance:** Representatives of the Aspen Group led the Board in a review and training of Coherent Governance.

**ADJOURNMENT**

The meeting adjourned at 1:02 pm.

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Eric Gattenby, President

---

Tim Winter, Superintendent

## South Kitsap School District No. 402

Affidavit covering payment of payroll and invoices for General Fund, Capital Projects Fund, Associated Student Body Fund, Private Purpose Trust Fund and Transportation Vehicle Fund.

State of Washington, County of Kitsap )  
 South Kitsap School District No. 402 )  
 Port Orchard, Washington )

DATE: 7/21/2021

THIS IS TO CERTIFY, under penalty of perjury, that the undersigned has examined the attached vouchers and payroll of South Kitsap School District No. 402, Kitsap County, Washington, and that each of the invoices and vouchers were duly certified to have been received and checked as to price and quantity and have been duly certified by the claimant, as required by law; that the extensions and additions of and invoices and vouchers have been checked by the Business Office staff of the district and were found to be correct

*Andrea Nokell* 07/14/2021  
 Andrea Nokell, Director of Business Services

THIS IS TO CERTIFY that the warrants of the South Kitsap School District No. 402, Kitsap County, Washington, as listed below, have been allowed by the School Board of this district.

FUND NAME:	VOUCHERS (INCLUSIVE)	WARRANTS (INCLUSIVE)	AMOUNT
<b>GENERAL FUND:</b>			
June 15, 2021	Payroll Employees	5001425 to 5001425	\$ 185.79
June 30, 2021	Payroll Employees	5001426 to 5001426	\$ 2,994.98
	Payroll Employees	to	-
June 9, 2021	Payroll vendors	6005698 to 6005699	\$ 3,896.24
June 30, 2021	Payroll vendors	6005700 to 6005725	\$ 1,617,578.09
	Payroll vendors	to	-
	Payroll vendors	to	-
	Payroll vendors	to	-
June 9, 2021	1031053 to 1031123	1031053 to 1031123	\$ 275,789.81
June 16, 2021	1031124 to 1031170	1031124 to 1031170	\$ 343,731.60
June 23, 2021	1031171 to 1031288	1031171 to 1031288	\$ 870,873.17
June 30, 2021	1031289 to 1031333	1031289 to 1031333	\$ 531,411.45
July 7, 2021	1031334 to 1031395	1031334 to 1031395	\$ 1,341,697.84
	to	to	-
	to	to	-
	to	to	-
	to	to	-
June 16, 2021	Group Fax Wire Transfer		\$ 226.70
June 23, 2021	HSSE Wire Transfer		\$ 266,897.46
	Union PropWire Transfer		-
June 15, 2021	Payroll Wire Transfers		\$ 303,627.77
June 30, 2021	Payroll Wire Transfers		\$ 9,305,549.33
	Payroll Wire Transfers		-
	Payroll Wire Transfers		-
<b>TOTAL GENERAL FUND:</b>			<b>\$ 14,765,160.83</b>
<b>CAPITAL PROJECTS FUND:</b>			
June 9, 2021	2490 to 2503	2499 to 2503	\$ 98,996.30
June 16, 2021	2504 to 2504	2504 to 2504	\$ 62,337.83
June 23, 2021	2505 to 2505	2505 to 2505	\$ 4,992.00
July 7, 2021	2506 to 2510	2506 to 2510	\$ 114,608.99
			-
June 23, 2021	Group Fax Wire Transfer		\$ 1,805.21
	HSSE Wire Transfer		-
<b>TOTAL CAPITAL PROJECTS FUND:</b>			<b>\$ 282,843.32</b>
<b>DEBT SERVICES FUND:</b>			
	Land port drawn		\$ -
	Turf port drawn		\$ -
<b>TOTAL DEBT SERVICES FUND:</b>			<b>\$ -</b>
<b>ASSOCIATED STUDENT BODY FUND:</b>			
June 9, 2021	405952 to 405953	405952 to 405953	\$ 589.90
June 16, 2021	405954 to 405958	405954 to 405958	\$ 4,442.28
June 23, 2021	405959 to 405962	405959 to 405962	\$ 3,845.59
June 30, 2021	405963 to 405964	405963 to 405964	\$ 126.40
July 7, 2021	405965 to 405968	405965 to 405968	\$ 9,919.43
	to	to	-
	to	to	-
June 16, 2021	Group Fax Wire Transfer		\$ 46.34
June 23, 2021	HSSE Wire Transfer		\$ 13,265.54
	Union PropWire Transfer		-
	Payroll Wire Transfers		-
	Payroll Wire Transfers		-
<b>TOTAL ASSOCIATED STUDENT BODY FUND:</b>			<b>\$ 32,535.59</b>
<b>PRIVATE PURPOSE TRUST FUND:</b>			
	to	to	\$ -
			\$ -
<b>TRANSPORTATION VEHICLE FUND:</b>			
	to	to	\$ -
	to 9943	to 9943	\$ -
<b>TOTAL TRANSPORTATION VEHICLE FUND:</b>			<b>\$ -</b>

Board of Directors of South Kitsap School District No. 402

*Shirley A. Sebray*  
*Deborah A. ...*

I, Tim Winter, being duly sworn, depose and say: That I am the Secretary to the Board of South Kitsap School District No. 402, Kitsap County, Washington, and that the above signatures are personally known to me and have signed these statements in my presence.

*Tim Winter*  
 Tim Winter, Secretary to the Board

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### South Kitsap School District No. 402

Affidavit covering payment of payroll and invoices for General Fund, Capital Projects Fund, Associated Student Body Fund, Private Purpose Trust Fund and Transportation Vehicle Fund.

State of Washington, County of Kitsap )  
 South Kitsap School District No. 402 )  
 Port Orchard, Washington )

DATE: 6/2/2021

THIS IS TO CERTIFY, under penalty of perjury, that the undersigned has examined the attached vouchers and payroll of South Kitsap School District No. 402, Kitsap County, Washington, and that each of the invoices and vouchers were duly certified to have been received and checked as to price and quantity and have been duly certified by the claimant, as required by law; that the extensions and additions of said invoices and vouchers have been checked by the Business Office staff of the district and were found to be correct.

*Andrea Nokell* 05/27/2021  
 Andrea Nokell, Director of Business Services

THIS IS TO CERTIFY that the warrants of the South Kitsap School District No. 402, Kitsap County, Washington, as listed below have been allowed by the School Board of this district

FUND NAME	VOUCHERS (INCLUSIVE)	WARRANTS (INCLUSIVE)	AMOUNT
<b>GENERAL FUND:</b>			
May 14, 2021	Payroll Employees	5001418 to 5001419	\$ 912.18
	Payroll Employees	to	-
	Payroll Employees	to	-
May 19, 2021	Payroll vendors	6005671 to 6005671	\$ 2,001.00
	Payroll vendors	to	-
	Payroll vendors	to	-
	Payroll vendors	to	-
May 12, 2021	1030852 to 1030903	1030852 to 1030903	\$ 339,218.44
May 13, 2021	1030904 to 1030905	1030904 to 1030905	\$ 6,191.70
May 19, 2021	1030906 to 1030956	1030906 to 1030956	\$ 151,185.33
	to	to	-
	to	to	-
	to	to	-
	to	to	-
	to	to	-
	to	to	-
May 17, 2021	Comp Tax Wire Transfers		\$ 1,577.80
May 28, 2021	JPMc Wire Transfers		\$ 242,097.00
	Union Prop Wire Transfers		-
May 14, 2021	Payroll Wire Transfers		\$ 233,487.21
	Payroll Wire Transfers		-
	Payroll Wire Transfers		-
	Payroll Wire Transfers		-
<b>TOTAL GENERAL FUND:</b>			<b>\$ 1,176,660.63</b>
<b>CAPITAL PROJECTS FUND:</b>			
May 12, 2021	2490 to 2491	2490 to 2491	\$ 17,589.34
May 19, 2021	2492 to 2495	2492 to 2495	\$ 335,809.35
	to	to	-
	to	to	-
May 17, 2021	Comp Tax Wire Transfers		\$ 3.99
May 25, 2021	JPMc Wire Transfer		\$ 4,371.12
<b>TOTAL CAPITAL PROJECTS FUND:</b>			<b>\$ 357,764.80</b>
<b>DEBT SERVICES FUND:</b>			
	Energy port dues		-
	Land port dues		-
	Waf port dues		-
<b>TOTAL DEBT SERVICES FUND:</b>			<b>\$ -</b>
<b>ASSOCIATED STUDENT BODY FUND:</b>			
May 12, 2021	405943 to 405944	405943 to 405944	\$ 1,852.58
May 19, 2021	405945 to 405948	405945 to 405948	\$ 1,811.76
May 19, 2021	405949 to 405949	405949 to 405949	\$ 1,018.07
	to	to	-
	to	to	-
	to	to	-
	to	to	-
May 17, 2021	Comp Tax Wire Transfers		\$ 35.10
May 25, 2021	JPMc Wire Transfers		\$ 8,515.06
	Union Prop Wire Transfers		-
May 14, 2021	Payroll Wire Transfers		\$ 703.56
	Payroll Wire Transfers		-
<b>TOTAL ASSOCIATED STUDENT BODY FUND:</b>			<b>\$ 10,437.03</b>
<b>PRIVATE PURPOSE TRUST FUND:</b>			
	to	0 to 0	\$ -
<b>TOTAL PRIVATE PURPOSE TRUST FUND:</b>			<b>\$ -</b>
<b>TRANSPORTATION VEHICLE FUND:</b>			
	to	0 to	\$ -
	to 9043	0 to 9043	\$ -
<b>TOTAL TRANSPORTATION VEHICLE FUND:</b>			<b>\$ -</b>

Board of Directors of South Kitsap School District No. 402

*Tim Winter*      *Rebecca J. ...*

I, Tim Winter, being duly sworn, depose and say: That I am the Secretary to the Board of South Kitsap School District No. 402, Kitsap County, Washington and that the above signatures are personally known to me and have signed these statements in my presence.

Tim Winter, Secretary to the Board

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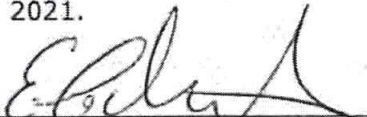
**RESOLUTION NO. 1343  
CANCELLATION OF WARRANTS**

**WHEREAS**, RCW 39.56.040 provides for registered or interest-bearing warrants of any municipal corporation not presented within one year of the date of their call, or other warrants not presented within one year of their issue, shall be canceled by passage of a resolution of the governing body of the municipal corporation, and upon notice of the passage of such resolution, the auditor of the municipal corporation and the treasurer of the municipal corporation shall transfer all records of such warrants so as to leave the funds as if such warrants had never been drawn.; and

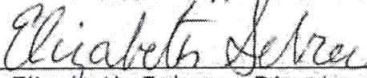
**WHEREAS**, the attached listing of outstanding General Fund and Associated Student Body Fund warrants meet the above criteria;

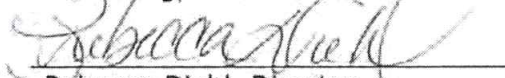
**NOW, THEREFORE, BE IT RESOLVED**, that the following warrants are hereby canceled. Detailed warrant listing attached; GF total \$758.79, ASB total \$135.00.

**ADOPTED** by the Board of Directors of South Kitsap School District No. 402, Kitsap County, Washington, at a regular meeting thereof, held on the 19th day of May 2021.

  
Eric L. Gattenby, President

  
John Berg, Vice President

  
Elizabeth Sebren, Director

  
Rebecca Diehl, Director

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

**ATTEST:**

  
Tim Winter  
Superintendent/Secretary to the Board



**RESOLUTION NO. 1342**  
**Emergency Waiver of High School Graduation Credits**

**WHEREAS**, Chapter 28A.320 RCW authorizes local school boards to govern their respective districts, including adopting, revising, and suspending local board policies; and

**WHEREAS**, Chapter 28A.230.090 authorizes the State Board of Education to set graduation requirements and authorizes local districts to decide whether a student has met the graduation requirements; and

**WHEREAS**, the South Kitsap School Board ("Board") has adopted Policy 2410 – High School Graduation Requirements, which establishes that the board will establish graduation requirements that at a minimum satisfy those established by the State Board of Education; and

**WHEREAS**, the Board has adopted and, as appropriate, implemented Policy 2418 – Waiver of High School Graduation Credits, which authorizes the Superintendent or designee to grant waivers of a maximum of two elective credits required for high school graduation based on an individual student's circumstances; and

**WHEREAS**, sections 2 through 3, chapter 7, Laws of 2021(EHB 1121) authorized the State Board of Education to administer a new and ongoing emergency waiver program, which program is separate from and in addition to the waiver of two elective credits addressed in Policy 2418 – Waiver of High School Credits. The purpose of the emergency waiver program is to provide an equitable mechanism that prevents students from being unduly impacted by unforeseen disruptions to coursework and assessments resulting from an emergency as defined in RCW 38.52.010 or as declared by an authorized federal official. The State Board of Education has adopted emergency rules that respond to the gubernatorial declaration of emergency of February 29, 2020 and apply to the Classes of 2020 and 2021 in the 2020-2021 school year. The emergency rules allow the district to seek waivers for both subject area credit and pathway graduation requirements for eligible students on an individual student basis after the district completes all the emergency waiver program requirements; and

**WHEREAS**, the Board wishes to ensure that the district comply with Chapter 180-111WAC, which constitutes the State Board of Education's emergency waiver program, so that any district students who would be eligible for a waiver of credits or the graduation pathway or both under the emergency waiver program may thereby benefit;

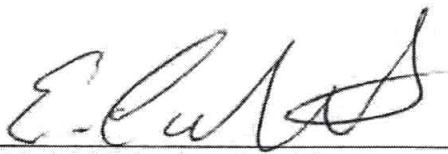
**NOW, THEREFORE BE IT RESOLVED**, that the South Kitsap School Board/Public Schools hereby authorizes/has authorized the Superintendent or designee to implement an emergency waiver program consistent with WAC 180-111 as the Superintendent or designee determines appropriate. The district will demonstrate a good faith effort, as defined in WAC180-111-020, to help individual students meet credit-based and pathway graduation requirements through other options before considering the emergency waiver. The district will consult with the individual student, and make a reasonable effort to consult with a parent or guardian of the student, and will make a reasonable effort to provide information about this waiver in the preferred languages of the student, and of the parent or guardian of the student if applicable. This information includes what is being waived for the individual student, potential benefits and limitations that could result from receiving the waiver, including impacts on postsecondary plans, the option for the individual student to decline the waiver and for the student to be provided with the opportunity to earn the credits needed to complete graduation requirements through continued enrollment beyond the planned graduation date. The district will grant emergency waivers to eligible students who desire the waiver and have demonstrated postsecondary preparation, as defined in WAC 180-111-020. The district will maintain a record of courses and requirements waived as part of the individual student record and will report to the State Board of Education as specified in WAC 180-111-040(4);

**BE IT FURTHER RESOLVED** that the district will ensure equity in administering the emergency waiver. The district's plan will include culturally responsive ways, based on the district's local community, to communicate with students and families about the waiver and the process to request, appeal, or decline the waiver. The district's plan will also include a process for further review and recommendations by a panel under WAC 180-111-040(1) after an initial decision was made to decline an individual student's waiver. The district will review disaggregated waiver data and take appropriate actions to ensure equitable administration if disproportionality is found, including supports under WAC 180-111-020(4) to help students meet requirements before the conclusion of the school year;

**BE IT FURTHER RESOLVED** that execution of this Resolution is conclusive evidence of the Board's approval of this action and of the authority granted herein. The Board warrants that it has, and at the time of this action had, full power and lawful authority to adopt this instrument. This resolution pertains to the 2020-2021 school year and expires on August 31, 2021, which is the last day the district may seek emergency waiver for the 2020-2021 school year under Chapter 180-111WAC.

**ADOPTED** by the Board of Directors of South Kitsap School District No. 402, Kitsap County, Washington, at a regular meeting thereof, held on the 21<sup>st</sup> day of April 2021.



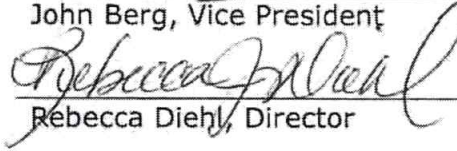


Eric L. Gattenby, President



John Berg, Vice President

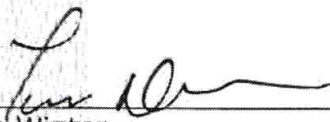
Elizabeth Sebren, Director



Rebecca Diehl, Director

Jeff Daily, Director

**ATTEST:**



Tim Winter  
Superintendent/Secretary to the Board



**RESOLUTION NO. 1341**  
**South Kitsap High School Swimming Pool Modernization**  
**Project**  
**Authorization Designees**

**BE IT RESOLVED** that for purposes of WAC 392-344-120 the following South Kitsap School District personnel are designated by the Board of Directors to provide district authorization related to the South Kitsap High School Swimming Pool Modernization project:

**Tim Winter,**  
**Superintendent**

Handwritten signature of Tim Winter above a horizontal line.

**Jennifer Farmer,**  
**Assistant Superintendent,**  
**Business and Operations**

Handwritten signature of Jennifer Farmer above a horizontal line.

**ADOPTED** by the Board of Directors of South Kitsap School District No. 402, Kitsap County, Washington, at a regular meeting thereof, held on the 31<sup>st</sup> day of March 2021.

Handwritten signature of Eric L. Gattenby above a horizontal line.

Eric L. Gattenby, President

Elizabeth Sebren, Vice President

Handwritten signature of John R. Berg above a horizontal line.

John R. Berg, Director

Handwritten signature of Rebecca Diehl above a horizontal line.

Rebecca Diehl, Director

Jeff Daily, Director

**ATTEST:**

Handwritten signature of Tim Winter above a horizontal line.

Tim Winter  
Superintendent/Secretary to the Board

Hello, my board meeting comments for Feb 19, 2020

1.01. We will have items to discuss during this portion of the meeting.

2.02. I will repeat my request that the following items be removed from the agenda.

4.01 Executive Limitation

9.01 – 9.04

12.01

3.01. I see no briefing slides provided for preview. If you don't want surprised, then don't surprise me. If the intent is to just talk about things, I request this be removed. I wish to see data, analysis, trends, variance, and fixes to problems. Please do not talk about platitudes and how great SK is and the great things we are doing. If you can't prove it, remove it.

4.01. This is not the proper place to discuss this.

5.03. I will bring up the following items. I prefer not to read about things in the paper that affect the district. Ms Miller is quite capable of sending out notes to all directors about what we are going to read in the paper and what the papers are asking about.

1. The drinking water problems in the district schools. Saying that we have been providing bottled water for years is not comforting to anyone. Please present what the solution is and when it is going to be fixed and how much it will cost.

2. If the Sun is requesting information about bus paddleboard violations, is this not a safety issue that we should all be concerned about.

6.02. I think that several items are not accurately depicted in the minutes. I will vote to not approve them.

6.03. I will ask about the resignations of the two classified people. I will ask about the reclassification of the two teacher's assignments.

7.01. In several places, it says that the consent agenda items have gone through a board subcommittee review prior to being placed on the agenda. Please tell me about this subcommittee and who is on it.

7.02. Not enough information is provided regarding the donations that the district has received. I will have several questions regarding the donations and how they will be used.

7.03. As I mentioned times previously, I have never seen these presented so I will not approve them.

7.04. I will oppose this item being approved. I see nothing here that helps the SKSD. I believe that testifying to the WA legislature would yield a better use of time and district money if the intent is to raise awareness of SPED issues.

8.01. The movie "MacBeth" says it is R rated. How many other R rated movies do we show in schools? Do we check student ages before we show them? While I realize the world has changed, does showing the movie outweigh the possible backlash from the community if a student complains or a parent has seen it on TV in its entirety? The idea of editing out parts of a movie concerns me greatly. What else are we editing out of our materials?

8.01. The policy contains the statement "A district will not inquire into a student's citizenship or immigration status or that of his/her parents or guardians." Is this in accordance with state and federal law?

8.01 – 8.06. Has there been any attempt to:

1. Limit the number of policies we have? Is there a particular reason we have to break out every situation in a separate policy? Do we know exactly how many policies we have? Do parents and students know?

2. Do we just revise policies as they become due or actually look to see which ones can be consolidated?

3. In some policies we are putting RCW references into the text. How does this help the average reader to understand the policy? In others, we have a whole list of RCW references at the end. Is it possible to be consistent one way or another? Is not the goal to produce a policy easy to read and understand at the level for our public readers?

8.06. I again request that the line, "The enrolling school shall be notified that the official transcript is being withheld due to an unpaid fee or fine." be eliminated or rewritten to reflect a reasonable interpretation of fines/fees.

9.01. Recommend we delete this item from the agenda.

9.02. Recommend we delete this item from the agenda.

9.03. Recommend we delete this items from the agenda.

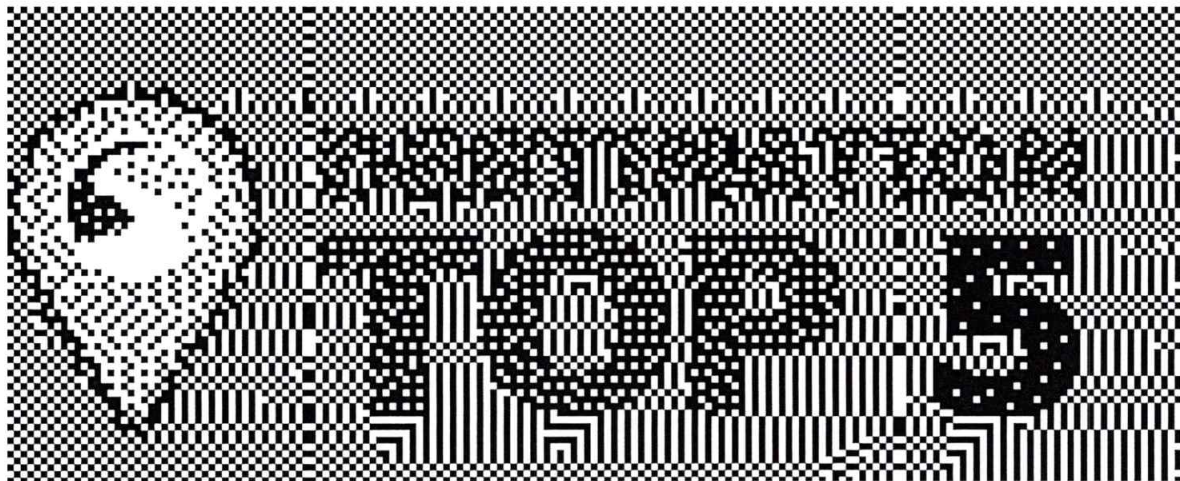
10.01. I would like to see this item formalized with slides and discussion topics to be presented.

12.01. I recommend we delete this from the agenda. It is inappropriate to do at this time.

I will probably have other questions as the discussions proceed.

Cordially,

J Daily



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