

BOARD MEETING MINUTES

June 20, 2023

Call to Order

President Cohen called the Regular Board Meeting of the Shoreline Board of Directors to order in the Shoreline Room of the Administrative Offices at the Shoreline Center at 6:00 p.m. on June 20, 2023. This meeting was also available to the community via Zoom.

Roll Call

Sarah Cohen, President; Meghan Jernigan, Member; Sara Betnel, Member (*attended remotely*); Rebeca Rivera, Member (*attended remotely*); Lily Fredericks, Shorecrest Student Representative; and Esme Harkess, Shorewood Student Representative.

Absent: Emily Williams, Vice-President.

Land Acknowledgement

President Cohen provided a brief land acknowledgement.

Celebrations, Recognitions, Introductions and Gratitude

None

Agenda Review

None

Comments from the Community

President Cohen provided updated instructions for community comments. "Procedure 1441P concerning audience participation at board meetings has been updated. In the prior procedure, 20 minutes was allotted for public comment. Based on the board's desire to hear from the community, this time allocation has been increased to 90 minutes. To accommodate the hybrid meeting format, the comment period will begin with 45 minutes of time for in person comments. Then there will be 45 minutes for remote comments. If there is remaining time, additional in person attendees who would like to comment will have the opportunity to do so up to 90 minutes. If you are not able to address the board because of time, please know that you may also submit written public comment on the district website or email the school board at school.board@ssd412.org."

The following individuals spoke in person:

Dawn Hamid, Eileen Wood-Lim, and Matt Reiman came forward on behalf of SEA and SESPA, to present a letter that would require a number of people to read, but all within their 2-minute allocation. Matt announced the order of who would be speaking. There was a vote of 92.5% of voting members in favor of presenting this letter of no-confidence to the Board. Speakers 1-10 below each spoke on this topic. SEA and SESPA expect a response to their letter no later than the regular board meeting scheduled for August 22, 2023. The letter is attached to these minutes.

- 1) Dawn Hamid, SESPA Co-President
- 2) Eileen Wood-Lim, SESPA Co-President
- 3) Marcella Caruso, Shorecrest
- 4) Mario Orallo, Shorecrest
- 5) Evangelina Vederoff, Ridgecrest Family Advocate
- 6) Johanna Phillips, Shorecrest Activity Coordinator
- 7) Christina Torres, Brookside

- 8) Amelia Johnson, Brookside (someone else actually read a portion of the letter but didn't state name—Amelia stood beside her)
- 9) Susie Moore, LFP and Kellogg
- 10) Christina Simmons, Highland Terrace

The following individuals spoke on other topics:

- 11) Lanet Shorack, Ridgecrest Staff – Stated she felt insulted by the Board at Sunday's graduation ceremony when members shook the hands of Shorecrest students whose programs are being cut for next year. Additionally, classified staff are also very important to the district's operations.
- 12) Missy Liu, Shoreline PTA Council – Invited the Board to attend the PTA-sponsored youth mental health symposium on October 25 from 6-8 p.m. in the Shoreline Room at the Shoreline Center. Speakers will include a group of students speaking about their mental health as well as a group of adults—community providers, mental health providers speaking about services available in this area. Implored the Board to work together and cooperate in the effort to have more transparency, more communication and more clarity around what will be available for students in our schools next year; this would relieve some of the anxiety that is present at this time.
- 13) Jack Drummond, Shorewood – Very concerned about the length of time it is taking for SESPAs members to be notified if they will have jobs for next year.
- 14) Shannon McMaster, Parent and Staff Member – Spoke on behalf of students who rely on support staff to make it through their school days. Go back to the drawing board and work with the SEA and SESPAs bargaining teams.
- 15) Kim Alford, Parent and Einstein Staff – Security monitors at the middle schools are necessary; please reconsider cutting these valuable positions.
- 16) Neela Nevens, Shorecrest ASB President and Kennedy Palmore, Incoming Shorecrest ASB Secretary – Expressed frustration over how the current financial situation is being handled by the Board. Called an emergency student council meeting earlier in the day. Specifically in regard to ELOs, encouraged the Board to: (1) make information more available, accessible and easy to understand through mass emails and school announcements; (2) make no cuts to ELO funding as promised at the April 4 board meeting; (3) make more efforts to be connected with students and be more involved in school activities; (4) guarantee the student school board representatives have the right to advisory votes; and (5) respect SESPAs and support staff.
- 17) Rishav Panigrahi, Shorecrest Student and Science Club President – Advocated against the ELO cuts; related how these cuts would affect him personally. "Please, please listen to more student voices; please go into schools and look into what your actions will cause."
- 18) Sheena Good, Kellogg Library Tech – Background knowledge is crucial to comprehension. Encouraged the Board to shadow support staff in the schools in order to comprehend how vital they are to our students. "Get to know what our students will be missing."
- 19) Lynn Gardiner, Kellogg Teacher – Has over 160 students in her 8th grade English classes, ranging from 3rd grade level reading to college level. Reading support for those below-grade level reading has been cut for next year. Overload support for grading essays has also been cut for next year. Urged the Board to work together with the unions in order to understand the impact.
- 20) Anne Dame, Einstein Librarian – Mistakes have been made; we need a do over. To do that, we need to work together collectively to save our students. Trying to make cuts of millions of dollars from people who make the least doesn't make sense. Let's start from the top.
- 21) Renee Calm, Parent (Angela Houston donated her two minutes to Renee) – Multi-pronged concerns--first about the brutal attack on her son that she spoke about at the last board meeting. Secondly, she spoke about the lack of consistent safety processes and protocol. There is a need for collaboration and work in this area with the community collectively, not just with the school, or with the Board. Her third concern was around equity, making support and safety clearly defined, structured, and accessible for all students and families. We need something that supports the

- victims and the aggressors. “Our district has confused legal liability with privacy, and the fear of being sued has now trumped supporting and protecting our most vulnerable students.”
- 22) Lyle Fortin, Parent of Incoming Ridgecrest Kindergartner – The majority of the incoming kindergarten class for Ridgecrest has been waitlisted for after school care. Please evaluate the program, staff it and charge more if necessary. Also, encouraged board members to attend board meetings in person.
 - 23) Megan Bean, Shorewood Online Education Specialist – “Why are we not starting with those furthest from educational justice and putting in those supports before we look at anything else?”
 - 24) Leslie Buchanan, Proud SESPAs Member – Please be concerned, come to our buildings, spend time with us and you will get to see what you are proposing to cut. Urged the Board to “implore the District bargaining team to take SESPAs seriously; please be prepared, please tell them to come in good faith to work out solutions knowing that the very lives and experiences of our children are at stake. Make no mistake, this is a high stakes game and our community will hold you responsible for these outcomes.”
 - 25) Mary Anne Thomas, Highland Terrace Teacher – Disappointed and distressed that the SESPAs members have not been taken seriously in the bargaining process. Referenced the middle and high school students who spoke passionately in April about ELOs and the impact on their mental health. Likewise, elementary students are similarly affected by the activities that bring them joy as a result of the many vital efforts of SESPAs and other classified staff.
 - 26) Nicole Ruttenberg, Parent – Spoke about the violence in our schools and the changes in policy over the last several years. She specifically expressed concerns about issues at Shorecrest. “School administration leaders need to stop using their power to influence students to keep quiet when they see injustice. Please put in place an administration that will communicate in a timely manner when security issues happen and who will put the well-being of the students at the top of their list of priorities.”
 - 27) Erin Maurer, Family Advocate – Most recent levy (2022) promised voters that family advocates would be partially funded by levy dollars that are allocated through 2026. However, this year, the Board agree to cut family advocates. Please do not underestimate your voters and please think twice before going back on your word.
 - 28) Kristin Harrington, Family Advocate and Parent – Please continue to think about equity and the students furthest from educational justice. Provided examples of students/families who had recently reached out to her regarding how much her services are needed and appreciated. Who will provide these services if there are no family advocates?
 - 29) Laura Gamble – Reported that graduation 2023 happened on Sunday, June 18; 347 Shorecrest students walked in the processional and another 15 or so also graduated but chose not to walk. She also referenced the homeless student who was helped by Kristin Harrington and Mario Orallo to graduate as well as the six APEX students who had someone to help them reach graduation. She thanked Sarah Cohen for being at Shorecrest on the day the APEX students learned they had successfully recovered their graduation credits.
 - 30) Thea DeYoung (?), School Psychologist – Wanted to go on record as saying that the Shoreline School Board is ignoring our struggling learners and students in special education. Cutting services (primarily SESPAs positions) to learners that need them the most reveals that conversations and mission statements around race, ethnicity and inclusion are performative. Educate yourselves on the evidence-based practices for all learners and use an equity lens for students with disabilities and struggling learners.

The following individuals spoke via Zoom:

- 31) Leann Rozema, Retired Music Teacher and District Music Coordinator – Encouraged Board to work collaboratively with SESPAs. Take a look again at ELO funding; keep listening and take action. As a taxpayer, wants to see money go where it was promised.

- 32) Aja Njie, Shorecrest Student – Limited community comment time is disappointing. Spoke about the need for the BSU for students. “It is incredible to see how one aspect of identity can bring so many people together who want to talk about the things in their minds and lives, whether it’s for some guidance or empathy or knowledge. We learn as we grow. BSU is the place for that. BSU is my place for that, and when these resources are taken away, we don’t have anywhere to talk about our identity or represent ourselves.”
- 33) Layne Chapple, Briarcrest and Kellogg Parent – Expressed disappointment. It is important to reflect on the decisions that have been made over the last few months. Our community is hurting. Please do the right thing for our community. Please center around equity. These changes are harming the students who are the furthest from support.
- 34) Toa Ghatak, Shorecrest Student – Restated the importance of family advocates, certificated staff, support staff and ELOs. Believes that 0.34% of the entire budget for next year can be used for all the clubs that have supported students’ mental health and added on to their futures. “For some students, support staff are literally the only reason they could throw their caps in the air at graduation a couple of days ago.”
- 35) Alina Harestad, Shorewood Activities Coordinator (and on behalf of Johanna Phillips, Shorecrest Activity Coordinator) – Spoke in support of SESPAs and ELOs. Thanked the District for the recent SEA negotiations and the resulting restorations. However, there are still pots of money that each school receives in order to allocate in such a way as to best meet the needs of their students, e.g. Black Student Union, LatinX Student Union, Model United Nations, Lifesavers, Suicide Prevention Club, elementary plays, and peer mentoring. All of these are important to our students. The cuts need to be made from somewhere else.
- 36) Yvonne Lin, Shorecrest Parent – Boundary exception parent who chose Shoreline for positive reasons. Her students have benefited richly from their ELO experiences. Please review and fund as much as possible in order to not hurt the students.
- 37) Alicia Arnold, Shorecrest Teacher – Shared interactions with students she had earlier in the day regarding proposed cuts, e.g. credit recovery staff, family advocates, counseling secretaries. This was just a one-day example of how much teachers rely on support staff to assist our students.
- 38) Sadrina Dorn, Teacher for 33-1/2 years – Shared her experiences over the last three decades of teaching when the many supports that we have today were not available. Please work with SESPAs so that we do not go backwards.
- 39) Rachel Weber, Kellogg Behavior Technician and Echo Lake Parent – Expressed concerns about taking away full-time family advocates and full time nurses as well as extracurricular opportunities. Reconsider stripping supports away and ELOs, which are required for most college applications. Please support our schools and continue to work with SEA and SESPAs.
- 40) Jordan Elias Lopez, Shorecrest Student – Regarding family advocates on the district website, it mentions that they identify and break down systemic barriers. Family advocates look out for poor families, immigrant families and families that don’t speak or understand English. If you care about the most underprivileged students in our district, please reconsider your decisions.
- 41) Steven Vederoff, Ridgecrest Paraeducator and District Graduate – There is a loss of trust in Shoreline, caused by recent decisions and the manner in which information is communicated. There is lots of talk about using the equity tool but doesn’t see how that is actually being utilized. “It matters less what you intend and more what the other person takes away from this.” Please work with SEA and SESPAs.
- 42) Elaine Johnson, Staff, Parent and Volunteer – Her senior who just graduated would not have done so if not for the paraeducators and family advocates. Her younger child would not have been able to participate in camp or field trips without the help of the nurses. Our students desperately need these services. She thanked everyone in the room who has a part in helping students be successful.
- 43) Jody Schlachter, Parent and Staff Member – Moved to Shoreline from Seattle 31 years ago. Many SESPAs employees do not yet know if they have a job for the next school year. It’s agony and yet

they show up every day and do their jobs. Doesn't want to wait until August to figure out if she still has a job.

- 44) Denise Peters, LFP Resident, Staff Member, Mother of 2 Shorecrest Graduates, Daughter of Naval Veteran – Shared a quote from Admiral Rickover: “Responsibility is a unique concept. It may only reside in a single individual. You may share it with others, but your portion is not diminished. You may delegate it, but it is still with you. You may disclaim it but you cannot divest yourself of it. Even if you do not recognize or admit its presence, you cannot escape it. If the responsibility is rightfully yours, no evasion, ignorance or passing the blame can shift the burden to someone else. Unless you can point your finger at the person who is responsible when something goes wrong, then you have never had anyone really responsible.” Please show us and demonstrate for us that you can be responsible.
- 45) Sam Newell, Shorecrest ASB Treasurer – Reiterated what was mentioned earlier by Neela Nevens, and Kennedy Palmore (see #16 above) regarding the statement released after an emergency student council meeting; can be found in the Lake Forest Park Town Crier. The statement addresses ELO cuts that the Board promised wouldn't occur at their April 4 regular meeting. Students only know of this because of messaging from the unions, not the District. Greater communication in understandable terms through mass emails is needed.
- 46) Cyrus Atkinson Clark, Shorecrest Junior – Compared the Shoreline superintendent's salary (top 2.2% of Americans) with average Americans as well as the Seattle superintendent's salary. Seattle's student population is over five times greater than Shoreline's but our superintendent makes more. Proposed a cut to the Shoreline superintendent's salary in order to better fund our school district.

Approval of Minutes

None

Adoption of Consent Agenda

President Cohen announced that the Board had an opportunity to ask questions on the consent agenda and have them answered prior to this meeting. The following consent agenda was presented for adoption:

- a. Acceptance of Gifts, Grants, Donations
 - 1) Shoreline Public Schools Foundation - \$10,000.00 – School Supplies for 2023-2024
 - 2) Shorecrest Boosters - \$30,600.00 – Various ASB Clubs/Sports for 2023-2024
- b. Adoption of District Instructional Materials Committee (DIMC) Recommendations
- c. Briarcrest Elementary School Modernization Project – Total Budget Authorization and Award of Contract to Kassel & Associates
- d. Briarcrest Elementary School Critical Areas Notice
- e. Approval of Critical Area Application and Termination and Removal of Sprint PCS Agreement
- f. Approval of 2023-2024 Short-Term Facility Leases and Rates
- g. Approval of 2023-2024 Shoreline Education Association (SEA) Salary Schedule
- h. Approval of 2023-2024 Salary Addenda with Shoreline Principals Association (SPA) and Shoreline Center Administrators (SCA)
- i. Approval of the 2023-2024 Salary Addendum with Shoreline Professional-Technical Association
- j. Approval of Extended Field Trips
- k. Approval of Personnel
 - 1) Certificated – Non-Supervisory Contracts for 2023-2024
 - 2) Classified – New Hires, Resignations/Retirements
 - 3) Administrative Contracts – Recommended for Election, Leaves of Absence, Retirements/Resignations
 - 4) Administrative Contracts – Authority to Issue Administrative Contracts for 2023-2024
- l. Approval of Payroll and Vouchers

MOTION NO. 47: Director Jernigan moved that the Board adopt the consent agenda, items 7a through 7l, which is attached hereto and becomes a part hereof. The motion was seconded by Director Betnel and carried unanimously.

As of June 20, 2023, the Board, by a unanimous vote, approved for payment, those vouchers described as follows: May 2023 Payroll Warrants #448196-448226 and Electronic Transfers totaling \$12,403,481.58; Reconciliation of Warrants Issued Between May 26 and June 9, 2023 – General Fund Warrants #100939, 100940-101025, 101061-101151, 222300890-222300928, 101180-101274, 222300938, and 222300940-222300973, totaling \$1,355,282.59; Capital Projects Fund Warrants #101026-101031, 101152-101156, 101275-101280, totaling \$1,010,882.69; Student Body Fund Warrants #101032-101060, 101157-101179, 22230929-222300937, 101281-101298, 222300939, and 222300974-222300990, totaling \$131,668.95; and Transportation Vehicle Fund Warrant #101299, in the amount of \$693,187.34; for a grand total of \$15,594,503.15.

Reports and Presentations

First Reading: Revisions to Policy 3210, Students: Nondiscrimination and Policy 5010, Personnel: Nondiscrimination

Darlene Mendoza, Executive Director of Human Resources, presented.

Ms. Mendoza reviewed the proposed revisions to Policy 3210 that were agreed upon with legal counsel. Specifically, those revisions include:

Paragraph 1:

The district shall provide equal educational opportunity and treatment for all students in all aspects of the academic and activities program ~~without regard to~~ discrimination based on race, religion, creed, color, national origin, age, honorably discharged veteran or military status, sex, sexual orientation including gender expression or identity, marital status, the presence of any sensory, mental or physical disability, or the use of a trained dog guide or service animal by a person with a disability.

Paragraph 3:

The district's nondiscrimination statement will be included in all written announcements, notices, recruitment materials, employment applications, and other publications made available to all major district and building publications that are widely disseminated to students, parents, or employees.

Paragraph 6:

The district will provide training to administrators and certificated and classroom personnel on their ~~responsibility-ies~~ under this policy and to raise awareness of and to eliminate bias and discrimination based on the ~~categories~~ protected classes identified by this policy.

Additionally, there was one legal reference deleted (WAC 392-400-215 Student rights).

Director Rivera asked about the reason for the language in paragraph one regarding the Boy Scouts of America. Ms. Mendoza responded that this is a legal requirement under the U.S.C. (federal code) regarding equal access, and having this verbiage brings us into compliance. Director Rivera also asked if we would hold organizations accountable for upholding nondiscrimination requirements. Ms. Mendoza stated that she could check with legal counsel to obtain more information on that topic. Superintendent Reyes added that this was not part of the proposed revisions; that policy language was already in place.

Ms. Mendoza then reviewed the proposed revisions to Policy 5010.

Paragraph 2:

The district will not discriminate against any person who is a member of, applies to be a member of, performs, has performed, applies to perform, or has an obligation to perform service in a uniformed service of the United States, on the basis of the participation in a uniformed service.

These revisions to Policies 3210 and 5010 were presented for first reading and would be brought forward for recommended adoption at the Board’s July 18 regular meeting. *[A special meeting was scheduled for June 29 to approve personnel items; the adoption of these revisions occurred on June 29 rather than July 18.]*

First Reading: Revisions to Policy 3209, Students: Sexual Harassment of Students Prohibited and Policy 5013, Personnel: Sexual Harassment of District Staff Prohibited

Darlene Mendoza, Executive Director of Human Resources, presented.

Ms. Mendoza reviewed the significant number of proposed revisions to Policy 3209 that were agreed upon with legal counsel. Sexual harassment has two tracks, one that is based in Washington State law and one that is based on Title IX, the federal requirements. These revisions also bring the district into alignment with the WSSDA policies.

Director Betnel asked if the accompanying procedures to these policies would also be revised. Yes, legal counsel did provide input on the procedures in addition to the policies. Those will also be shared with the Board. Director Betnel also asked about how the information is disseminated. It will be shared in various ways to students, staff and families—student responsibilities and rights handbooks [mailed to all families in the district], several locations on the district’s website and through internal staff trainings.

Ms. Mendoza highlighted the proposed revisions under “District’s Response”. Changes were made in order to keep this policy tightly focused on the legal standard for responding to sexual harassment under state law, which tends to be more stringent than the standard under Title IX. This ensures that we are following the strictest of the two standards.

Under “Policy Review,” the District, at this time, is recommending an annual review. The District could change that, e.g., it could be every two years.

Cross references were updated as well.

Specific revisions can be viewed at the following:

<https://app.eduportal.com/share/e3763a84-0c9a-11ee-8f1c-06c64aa3b8d4>

Ms. Mendoza also reviewed the revisions to Policy 5013, e.g., state and federal definitions, language clean up, etc. The “District’s Response” again, as in Policy 3209, takes the more stringent path in order to comply with legal requirements.

Director Jernigan inquired about the strikethrough of “designee” after “the superintendent or” in several locations. Ms. Mendoza responded that would be reversed and designee would be left in.

Director Betnel requested that once all these policies and procedures are updated, they be communicated to our students intentionally and clearly. It would also be appropriate for students to be provided with an opportunity to ask further questions once that information is provided.

Student Rep Fredericks gave a shout out to peer consent educators, a wonderful group of students at Shorecrest who work with existing curriculum and the Drug and Alcohol Counselor, Coquille Johnson.

They have been working their way through grades 9-12 as well as some work in the middle school in the area of consent education.

Student Rep Harkess stated that students at Shorewood had been told by the dean that they couldn't talk about their sexual harassment experiences to other students. She asked if this policy changes that because she knows of students who would like to share their stories. Superintendent Reyes responded that she would look into that question.

Board Requested Discussion and Future Topics

None

Action Items

None

Reports and Communications – Board Members, Student Reps and Superintendent

Student Rep Fredericks acknowledged that Helen Murphy and Luke Smith had graduated on Sunday. She very much enjoyed getting to know each of them and learning from them over this past year. She looks forward to mentoring Aiden Rouhani next year, who was in the audience. She also acknowledged the strong student leadership shown during the emergency student council meeting held earlier in the day at Shorecrest. The Directed Studies graduation occurred the previous week and it was a wonderful ceremony.

Student Rep Harkess attended graduation on Sunday and she was very happy for the graduates.

President Cohen also spoke about graduation—it was a privilege to be part of the celebration! She had been visiting schools and appreciates the staff members who have taken the time to teach her about their work.

Director Betnel congratulated the two graduating classes. It was a wonderful celebration of their accomplishments and she appreciates the work of the staff who help our students get to this point. She spoke about her visits to classrooms at Lake Forest Park and Shorecrest; Shorewood Awards and Recognition Assembly; meeting with family advocates; Culinary Arts sale at Shorewood; Shorecrest Caen Laida and the Art Expo; 5th Grade Eastside Band Concert; meeting with Highland Terrace staff; student Q & A sessions at each of the high schools; meeting with student reps; and the LGBTQIA+ Potluck—there are many amazing things happening all over the district.

Superintendent Reyes attended many of the same events listed above. She congratulated all the graduating seniors. It was extra special to see some of our staff hand diplomas to their sons and daughters. She thanked Luke Smith and Helen Murphy for their incredible work this year serving as student reps. Superintendent Reyes attended the Juneteenth celebration at Shoreline City Hall the previous day; this was a collaboration of the City of Shoreline, Black Coffee Northwest, the Port of Seattle and Shorelake Arts. Some of our students participated in this outstanding event.

Executive Session

Superintendent Reyes announced at 8:11 p.m. that the Board would be convening an Executive Session for the purpose of reviewing the performance of a public employee per RCW 42.30.110(1)(g) for approximately 45 minutes. No action would be taken during the Executive Session; however, the Board

would reconvene afterwards in order to take action. After a brief break, the Executive Session began at 8:22 p.m. and ended at 8:44 p.m.

Action Item

Consideration of Superintendent’s Recommendation to Non-renew Provisional Employee

The Board reconvened at 8:46 p.m. to take action on this recommendation.

MOTION NO. 48: Director Jernigan moved that the Board confirm the Superintendent’s recommendation to non-renew a portion of a provisional employee’s contract. The motion was seconded by Director Rivera and carried unanimously.

Adjournment: 8:47 p.m.

Dr. Sarah Cohen, School Board President

Attest: August 22, 2023

Dr. Susana Reyes, Secretary
Shoreline Board of Directors

All documents referenced in the minutes may be viewed in the Superintendent’s Office during normal business hours.