

## **BOARD MEETING MINUTES**

November 14, 2023

### **Call to Order**

Vice President Williams called the Regular Board Meeting of the Shoreline Board of Directors to order in the Board Room of the Administrative Offices at the Shoreline Center at 6:00 p.m. on November 14, 2023. This meeting was also available to the community via Zoom.

### **Roll Call**

Emily Williams, Vice President; Sara Betnel, Member; Meghan Jernigan, Member; Rebeca Rivera, Member; Aiden Rouhani, Shorecrest Student Representative; Esme Harkess and Mitchell Ichinkhorloo, Shorewood Student Representatives.

Absent: Sarah Cohen, President and Lily Fredericks, Shorecrest Student Representative.

### **Land Acknowledgement**

Vice President Williams provided a brief land acknowledgement.

### **Celebrations, Recognitions, Introductions and Gratitude**

None

### **Agenda Review**

None

### **Comments from the Community**

Vice President Williams read the instructions for the community comment process.

The following individuals spoke in person:

- 1) Anna Deliganis, Shorewood Alumni and Mom or Aunt to 12 District Students – Revisited HB 1356, specifically the portion that discusses schools that do not meet the geographical requirements being exempt from changing their mascot. The Suquamish Tribe is the nearest federally recognized tribe to Shoreline (less than 10 miles away from Shoreline School District lands; Tulalip and Snoqualmie are 20-30 miles away). Read a letter from the Suquamish Tribe stating they believe that the use of the thunderbird is appropriate and respectful.
- 2) Kristi Lin, Shorewood Alumni, Former Shoreline Teacher, and Shorewood Parent – Shared a petition signed by over 1,000 Shorewood alumni and residents over a three-week period. The October 2021 vote by the Board to retire the Shorewood mascot was a hasty response to HB 1356, banning the inappropriate use of Native American images as school mascots. The legislation clearly allows for appropriate use of Native American mascots and encourages schools to work together with Native tribes just as Shorewood did when the thunderbird was first chosen. Efforts to educate students on the mascot's history were thwarted and actively discouraged. Would like the Board/District to revisit this decision.

### **Approval of Minutes**

The minutes of the October 10 Regular Board Meeting had been submitted to the Board for their review and approval.

MOTION NO. 8: Director Betnel moved that the Board approve the minutes of the October 10 Regular Board Meeting as submitted. The motion was seconded by Director Jernigan and carried unanimously.

**Adoption of Consent Agenda**

Vice President Williams 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) Kellogg Middle School - \$5,993.00 – Kellogg PTSA – Classroom Grants (see attached detail)
  - 2) Career & Technical Education - \$10,706.36 – Washington FIRST Robotics – Shorewood Robotics Team
- b. Adoption of Resolution 2023-15, Authorization for Potential Litigation Against Social Media Companies
- c. Natural Hazard Assessment Grant Project – Approval of Total Budget Authorization and Award of Contract – NAC Architecture
- d. Study and Survey Project – Approval of Total Budget Authorization and Award of Contract – NAC Architecture
- e. Approval of First Amendment to Addendum 8 of the Joint Use Agreement with the City of Shoreline – Shoreline Pavilion at Shoreline Park
- f. Approval of Interlocal Agreement with Edmonds School District for Title I Services
- g. Adoption of 2024 Legislative Priorities
- h. Approval of 2023-2026 Meet and Confer Agreement with Confidential Employee Association
- i. Approval of Extended Field Trips
- j. Approval of Personnel
  - 1) Certificated
  - 2) Classified
- k. Approval of Payroll and Vouchers

MOTION NO. 9: Director Rivera moved that the Board adopt the consent agenda, items 7a through 7k, which is attached hereto and becomes a part hereof. The motion was seconded by Director Jernigan and carried unanimously.

As of November 14, 2023, the Board, by a unanimous vote, approved for payment, those vouchers described as follows: October Payroll Warrants #448352-448388 and Electronic Transfers totaling \$12,488,657.76; Reconciliation of Warrants Issued Between October 13 and October 27, 2023 – General Fund Warrants #102640-102642, 102643-102669, 102685-102719, 232400042-232400049, 232400051, 102721-102841, 102866-102893, 232400053, 232400055, 232400056-232400101, 232400111-232400113, 102897-102898, 102899-102943, 232400114-232400139, and 232400140, totaling \$2,578,254.97; Capital Projects Fund Warrants #102670-102671, 102842, 102894-102895, and 102944-102946, totaling \$316,544.36; and Student Body Fund Warrants #102672-102684, 102720, 232400050, 232400052, 102843-102865, 102896, 232400054, 232400102-232400110, 102947-102968, and 232400141, totaling \$79,058.46; for a grand total of \$15,462,515.55.

**Reports and Presentations**

First Reading: 2023-2024 School Improvement Plans

*Presenters:*

- Mike VanOrden, District Academic Officer*
- Ann Torres, Principal, Parkwood Elementary School*
- Becca Whitney, Principal, Kellogg Middle School*
- Chad Towe, Principal, Shorecrest High School*

SIPs are required for every school in Washington State according to WAC 180-16-220. The SIP is intended to be a living, actionable document. Essential components of a SIP are:

- priority goals;
- activities most likely to achieve priority goals; and
- multiple data measures that will be utilized to routinely check progress on the effectiveness or impact of an activity in order to determine if it should be retained, revised, or abandoned.

The priority goals of the SIP should be clear and visible to all stakeholders in the educational community, revisited regularly for progress monitoring and revised as necessary. Additionally, Mr. VanOrden reviewed parts of the WACs that were given particular focus this year:

- WAC 180-105-020 Performance improvement goals. (2) School districts and schools shall establish separate district-wide and school **English language arts and mathematics** improvement goals
- WAC-180-16-220 Annual school building approval.
  - (a) Each school in the district shall be approved annually by the school district board of directors under an approval process determined by the district board of directors.
  - (b) At a minimum the annual approval shall require each school to have a school improvement plan that is **data driven, promotes a positive impact on student learning**, and includes a continuous improvement process that shall mean the ongoing process used by a school to monitor, adjust, and update its school improvement plan.
    - (iii) Recognizing **non-academic student learning and growth** related, but not limited to: Public speaking, leadership, interpersonal relationship skills, teamwork, self-confidence and resiliency.

This resulted in a common template that called out these requirements and that was used for all schools. Mr. VanOrden noted that this is a very high-level resource document and there is a lot of work that lives underneath that may not be fully reflected or called out in a SIP, but that doesn't mean that there aren't a lot of other great things happening in our schools.

Mr. VanOrden shared a plethora of slides comparing several years of assessment data (DIBELS and SBA) and broken down in various ways, e.g. race/ethnicity, free and reduced lunch status, special ed, and MLL (multi-language learners).

The entire slide presentation can be viewed at: <https://app.eduportal.com/documents/view/883417>

The individual schools' SIPS can be found in the agenda packet at:  
<https://app.eduportal.com/share/f1a68426-7f5c-11ee-9cc8-06c64aa3b8d4>

The entire meeting can be viewed online at: <https://vimeo.com/884914583?share=copy>

The following principals very enthusiastically shared information about their individual schools' SIPs for 2023-2024: Ann Torres (Parkwood Elementary), Becca Whitney (Kellogg Middle School), and Chad Towe (Shorecrest High School).

Recognizing that there are different grading rubrics e.g. points, percentages within our schools, Director Jernigan asked if the District was moving to one equitable grading practice that is unified across the district. Mr. VanOrden responded yes we are moving that way but also stated that we have contract language that says teachers do have the right and the responsibility to assign grades in a way that aligns with the work they are doing. Some school districts have embedded a standardized way of grading in policy. Another way of standardizing is to build consensus in a building with a staff that is, as a whole, willing to commit to a particular grading practice. So they retain their decision-making authority over grading by contract but they also have a building agreement to do it in a similar way. We are not yet at a point to say that all of our schools and all of our teachers in every class are going to use a four-point system or a standards-based system; however, there is substantial work being done currently to create some uniformity but it isn't anywhere near being one grading practice that is unified across the district.

Student Rep Harkess shared that students at Shorewood don't always feel that their grades appropriately reflect their learning. They would prefer to have a grading option that gave students "a 4 out of 4 as meeting standard and a 5 out of 4 as exceeding standard because most kids don't have the time or the availability or circumstances to reach a 4 out of 4 if a 4 out of 4 is exceeding standard."

At 7:21 p.m., Director Betnel requested a short break. The Board reconvened at 7:28 p.m.

Review of 2023-2024 Reduced Educational Program (REP) and Summary and Overview of Summer/Fall 2023 Bargaining Work

*Presenters:*

*Angela Von Essen, Assistant Superintendent, Business and Operations*

*Mark Spangenberg, Director of Finance and Business Services*

Over the past year, the Board and Superintendent engaged in a budget development process that included a number of staff, student, and community meetings and forums with the goal of engaging, seeking feedback and input. The following is a partial list of those activities:

- 15+ school board meetings
- 30+ school visits and meetings with staff
- 6 BAT (Budget Advisory Team) meetings
- 9 community meetings
- Administered community survey
- Meetings with student groups at both high schools
- Study session (school board) on demographic analysis on enrollment by expert demographer
- Budget information reviewed by independent third party
- Budget information reviewed by Washington Education Association fiscal staff

Mr. Spangenberg reviewed the 2023-2024 non-employee and employee reductions.

<b>2023-2024 Non-Employee Reductions</b>	<b>Estimated Savings</b>	<b>Actual Savings</b>
Instructional Licenses and Curriculum	\$415,000	\$415,000
Calendar	35,000	35,000
CEE Survey	30,000	30,000
Technical Budget Adjustment	100,000	100,000
Supplies Designated for Emergency Prep	27,990	11,400
Shoreline Children's Center Utilities	47,200	45,350
Athletics (mostly increased fees)	219,750	93,100
Building Budgets – additional 10% reduction	51,000	53,020
iReady and PSAT Fees	40,000	40,000
<b>Total Non-Employee Savings</b>	<b>\$965,940</b>	<b>\$822,870</b>

*Slide presented at April 18, 2023 regular board meeting*

<b>2023-2024 Employee Reductions</b>	<b>Estimated Savings</b>	<b>Actual Staff Affected</b>	<b>Actual Savings</b>
Custodians – 4	\$333,980	4	\$337,540
Facilities/Maintenance Staff - 4	508,831	3	461,608
Family Advocates/Coordinator - 14	1,497,395	7	586,990
TOSAs and Instructional Coaches – 6.25 FTE	564,842	10	597,482
Nurses – 3.26 FTE	555,808	0	0
Shoreline Center District Support Staff – 2	219,866	2	146,571
Funding change for Head Start	53,000	0	53,000
Certificated Staff – 20 including staffing for MS/HS Reading Match and MS Zero Period	2,453,600	0	0
Library Technicians- 14	907,000	14	856,285
Front Office Support, Middle School – 2	155,842	2	164,531

<b>2023-2024 Employee Reductions (continued)</b>	<b>Estimated Savings</b>	<b>Actual Staff Affected</b>	<b>Actual Savings</b>
Front Office Support, High School – 2	\$94,466	2	100,156
Counseling Secretary, High School – 2	180,760	0	0
Security, Middle School – 2	166,140	2	156,233
SLC – Prof-Tech – Public Records Specialist – 1	79,237	1	79,250
High School Specialist – Online Education – 2	112,958	0	0
Furlough Days and Contract Suspensions – Superintendent Group, SPA/SCA, Exempt Employees (Confidential, Confidential Prof-Tech, Prof-Tech and Non-Represented); Five-Day Pay Reduction and Contract Suspensions – Superintendent	250,000	62	223,512
<b>Totals</b>	<b>\$8,132,725</b>	<b>109</b>	<b>\$3,710,658</b>

*Slides presented at April 18, 2023 regular board meeting*

Ms. Von Essen reviewed the Budget Advisory Team process. The membership application and selection process is in development. Meetings have been scheduled for December 18, January 8, February 12, March 11 and April 8. The Race and Equity Toolkit will be used again this year, with instruction on it right at the beginning. For the February 12 review of the prototypical school funding model, Director Betnel wanted to ensure that it would include information about how Shoreline’s staffing and compensation compares to the model and how much comes from the local levy.

Director Betnel also asked that the District provide clarity around the specific outcomes expected from the BAT, based on feedback the Board received last year. Superintendent Reyes stated that the primary role is to have our community engaged with us during this ongoing, monitoring process. She also mentioned that the team might be asked to think about some non-employee related costs that might be considered for reductions. Additionally, the team may want to administer a survey. Director Jernigan thought this would be a useful framework for the ongoing engagement of community in future years of budget development.

Regarding surveys, Director Betnel shared student feedback from last year—recommended that the team work with building leadership in order to determine the most appropriate scheduling to ensure the optimum amount of student participation.

Ms. Von Essen reviewed the key outcomes of the summer/fall 2023 bargaining work as well as upcoming work. The agreements add additional costs to the 2024-2025 school year that will need to be addressed in budget planning for that year. The agreements do not resolve all of the fiscal challenges facing the District, and we will need to remain focused and disciplined to restore financial stability to the Shoreline educational system. Further discussion on this topic will occur in December during the 2022-2023 year-end financial report.

In response to the request on the last slide regarding what additional information the Board would like to see in the December 19 report, the following items were mentioned:

- Anticipated board decision-making dates and points in connection with the budget moving forward from December and reference to Jennifer Farmer’s helpful timeline from last year
- Continued clarity around projections
- Highlight the unreserved fund balance projections more boldly
- “Cheat sheet” regarding what is in the labor contracts (some point of reference to keep it top of mind); this type of toolkit also helps the community to follow along during the budgeting process
- Impacts of reductions in various areas, including in a diversity sense

First Reading: Resolution 2023-16, Climate Justice and Sustainability

*Dr. Rebeca Rivera, School Board Director, presented.*

The Climate Justice and Sustainability Committee was formed in 2021. At that time, it included Directors Rebeca Rivera and Sarah Cohen, Superintendent Susana Reyes, and Student Reps Yubi Mamiya (Shorewood) and Sky Stark (Shorecrest). Current Student Reps Lily Fredericks and Aiden Rouhani (Shorecrest), and Esme Harkess and Mitchell Ichinkhorloo (Shorewood) are now participating. The committee met multiple times that first year with representatives from the cities of Shoreline and Lake Forest Park. There were multiple focus groups that involved faculty working with climate and environmental justice within the schools. The committee also met with multiple student clubs at both high schools. Community members with an interest and background in climate and sustainability were surveyed and meetings were held with tribes and a climate justice expert. Through this process, much was learned about work that was already taking place in our district, as well as hopes, dreams, and concerns. Top priorities emerged as follows:

- Align ourselves with the local cities (Shoreline and LFP) as well as the region and the state
- Equitable indoor air quality
- Green buildings
- Transportation (electric buses and alternative transportation)
- Orca cards for all students (this has already happened)
- To create partnerships with community groups and local government
- Curriculum on climate change and climate justice and sustainability (also already happening)
- Supporting local food, including growing food on campuses
- Composting, recycling, reducing waste and individual plastics
- Supporting experiential work for students through community partnerships and classroom work

Recently, Superintendent Reyes received feedback from district administrators, which has been incorporated into the draft resolution. The student reps will be sharing with students and asking for input. Copies of the draft resolution will also be sent to the various tribes to obtain their input as well.

Although this was Director Rivera's last meeting as a board member, she would very much like to continue shepherding this work. Students have an interest in connecting the resolution with Earth Day, so the timeline includes a second reading/recommended adoption target in April, 2024.

Board members individually expressed their support, appreciation and gratitude for the work that had been done in formulating this resolution.

**Board Requested Discussion and Future Topics**

Director Rivera reiterated that she would like to see the second reading/recommended adoption of the climate resolution come to the Board in April, prior to April 22 (Earth Day). She also urged her fellow board members to feel free to call her with any questions or input on this topic (once her term ends).

Director Betnel asked if they could begin making preparations for the Board's winter retreat.

Given that November is Native American Heritage Month, Director Jernigan suggested that this might be a good opportunity for the District to engage in sharing some accurate and informative communication throughout the community, particularly around the treaty tribes to which the Shoreline School District is accountable and which tribes have ancestral homelands in Shoreline and Lake Forest Park. There are multiple treaties (six or seven) that are used in making these determinations, but the primary one is the Treaty of Point Elliott. There are 29 federally-recognized tribes in Washington State. Director Jernigan stated she would be honored to work on a draft communication. "We honor our Native students by honoring tribal sovereignty and we can't do that if we disregard our treaty tribes. "

Director Williams asked if a study session could be scheduled on treaty tribes and their relationships. Superintendent Reyes will reach out to OSPI and request that a member of the Native Education Office join us for that meeting to provide an initial overview. Our Instruction team has been involved in ongoing collaborations over the years in order to imbed learning about our local tribes within our schools.

### **Action Items**

None

### **Reports and Communications – Board Members and Superintendent**

Director Jernigan was able to attend the grand re-opening of the King Street Station in Pioneer Square. It's a beautiful older building, built in the early 1900s, and has been completely renovated through a grant from 4Culture and the City of Seattle. They have chosen five anchor organizations to have a 60-year subsidized lease in the King Street Station and one of them is Red Eagle Soaring Native Youth Theater. Red Eagle has been around for over 30 years and for the first time, they now have a home in the City of Seattle. There are a number of Native students in Shoreline who are active in this theater program. Director Jernigan will also be attending and raising the paddle at "Resgiving" on November 15 at 7:00 p.m. at the Central Saloon in Pioneer Square. She has been enjoying the many opportunities this month to educate her children on how to be excellent guests on the Coast Salish lands. She was grateful to see the previous Friday's communication from the District.

Student Rep Rouhani complimented Director Jernigan on her passion and enthusiasm as she spoke about Native American Heritage Month.

Director Betnel had recently embarked on school visits. She visited Edwin Pratt ELC with Director Williams. She learns something new every time she visits. On her most recent visit, she learned that Edwin Pratt is hiring many of our parents to assist in the classrooms. She visited Einstein and Shorecrest as part of a legislative visit. Earlier on this day, Director Betnel had visited several classrooms (including dual-language) at Briarcrest. On November 2, she attended the Dia de Los Muertos celebration at Einstein, where Superintendent Reyes was asked to dance. Former students Ryfin Muritok and A.J. Brown were remembered and honored. One of the best recent meetings was the Student Advisory Committee to the School Board Student Representatives; "the vision that Sky [Stark] and Yubi [Mamiya] laid out is happening!!" She also attended the Shorewood play, *Puffs*. She concluded by announcing that this week was Transgender Awareness Week. She was grateful to "be in a district where we see and celebrate and recognize all our families, all our students and create a place where people can authentically be themselves."

Student Rep Harkess reported on many things happening at Shorewood. To name a few, *Puffs* had its closing night; volleyball team is going to state (which will hopefully include Shorewood vs. Shorecrest); a fall colors spirit day coming up next week; water polo nominees for first and second team; girls swim had a great time at state; girls soccer ended their journey to state with a very good game; students from Shorecrest and Shorewood attended the WESCO Leadership Conference; and new clubs were voted on by the Student Council on Monday (November 13). She and Student Rep Ichinkhorloo have been meeting with Alina Harestad and the PTA on an upcoming event; they are also working with ASB regarding meeting with newly elected and re-elected members of the Board as well as activities to commemorate veterans who are related to Shorewood students.

Student Rep Rouhani praised Director Betnel for uplifting Transgender voices. Shorecrest participated in the WESCO Leadership Conference at Marysville-Pilchuck High School. He found it interesting to meet and converse with another school board rep whose district is currently going through a budget crisis and had to cut \$23 million. He encouraged all to attend the fall play this coming weekend, *Can't Take it With You*—Shorecrest Drama is amazing! The Veterans Day Assembly was a great success with approximately \$200

raised for charity. There was a student-engaged walkout the previous week with high participation. The football team went to the playoffs and played O’Dea.

Superintendent Reyes would be attending the Shorecrest play on Sunday (November 19). Rep. Kloba would be visiting Lake Forest Park Elementary the following day and board members were invited to join. She was looking forward to the WSSDA Annual Conference later in the week. Newly elected board member Sylvia Gil will be sworn in at the next regular meeting on December 5. Superintendent Reyes also reported that she is working on scheduling community listening sessions as well as board/superintendent sessions with students at Shorecrest and Shorewood.

Director Rivera expressed that it “had been such an honor and a privilege to serve with all of you and to get to work with you. I’m excited to be able to work with the student representatives a little bit longer. Thank you for all the pictures, which were fantastic and very much appreciated. I will miss serving on the Board with you all but hope to stay connected.”

**Executive Session**

None

Adjournment: 9:10 p.m.

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Emily Williams, School Board President

Attest: January 16, 2024

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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.**