

EVERETT PUBLIC SCHOOLS
EVERETT, WASHINGTON
Regular Meeting

The Board of Directors of Everett Public Schools, Snohomish County, Washington, held a regular Board meeting on Tuesday, June 8, 2010, beginning at 4:30 p.m., in the Board Room of the Educational Service Center, 4730 Colby Avenue, Everett, Washington. Those in attendance were: Carol Andrews, Kristie Dutton, Jessica Olson, Ed Petersen and Jeff Russell.

ADOPTION OF AGENDA

President Petersen called for any revisions to the agenda. There were none. Jeff Russell moved to adopt the agenda. Kristie Dutton seconded the motion. Board member Olson moved to amend the agenda to address: 1) posting the audio recordings of Board meetings on the District website as soon as they are available rather than waiting until the minutes are approved; 2) amending the format of the voucher lists to budget codes; and 3) the Board's recent violation of the Open Public Meetings Act on the WSSDA listserv. President Petersen called for a second. There was none and the motion died for lack of a second. President Petersen then called for a vote on the original motion which had been moved and seconded. The motion passed, with four Board members voting "yes" and Board member Olson voting "no."

**ADOPTION OF
AGENDA**

CONSENT AGENDA

Kristie Dutton moved to approve the Consent Agenda. Jeff Russell seconded the motion.

- a. Approval of Minutes (as corrected) (E:206/10);
- b. Personnel Report (E:207/10);
- c. Voucher Lists (E:208/10);
- d. Alternative Programs Annual Report 2009-2010 and Alternative Learning Experience Programs & Staffing Ratios for 2010-2011 (E:209/10);
- e. Interagency Memorandum of Understanding Between the Division of Children and Family Services and the Everett School District Regarding Educational Stability for Children in Foster Care (E:210/10);
- f. Declaration of Surplus Property (E:211/10);
- g. Revisions to Fee Schedules for Community Use of Facilities (E:212/10);
- h. International Field Trip—Cascade High School Band & Choir Students Travel to Beijing, China and Seoul, South Korea in the Spring of 2011 (E:213/10);
- i. Classified Non-Represented Non-Exempt 2010-2011 Salary Schedule (E:214/10);
- j. Event Support Personnel 2010-2011 Salary Schedule (E:215/10);
- k. Pacific Northwest Regional Council of Carpenters 2010-11 Salary Schedule (E:216/10);
- l. Everett Professional & Technical 2010-2011 Salary Schedule, Positions on the Professional & Technical Salary Schedule, and Professional & Technical Employees Vacation Schedule (E:217/10);
- m. Service Employees International Union Local 925 2010-11 Salary Schedule (E:218/10);
- n. Everett Association of Paraeducators 2010-2011 Salary Schedule (E:219/10);
- o. Everett Association of Educational Office Personnel 2010-11 Salary Schedule (E:220/10);
- p. Financial Reports as of April 30, 2010 (E:221/10).

The motion carried unanimously.

**CONSENT
AGENDA**

RECOGNITION OF RETIREES

Two retirees were welcomed: Joann Gutzmer and Doug Kloke.

**RECOGNITION OF
RETIREES**

PUBLIC COMMENT

President Petersen called on the one individual who asked to make public comment.

Audience Comments Regarding Items Not on the Agenda:

Andrea Meissner—Everett High School parent—Provided written comment as well as verbal—she is concerned regarding continued harassment of her daughter (E:222/10).

Audience Comments Regarding Items on the Agenda:

None.

SUPERINTENDENT'S COMMENTS

Dr. Cohn called on Silver Lake Elementary principal Mary O'Brien to share information about Silver Lake's school improvement process (E:223/10).

Next, Dr. Cohn circulated a booklet he received recently at a change of command for Naval Station Everett. Such contacts demonstrate the partnerships our district has with the military.

ITEMS FOR INFORMATION

JoAnne Buiteweg, English teacher and English department chairperson at Sequoia High School, was honored as the 2010-2011 Everett Public Schools Teacher of the Year (E:224/10). Among those on hand to honor JoAnne were her husband and two children.

The Administration provided the Board members (for draft review) with a newly-revised draft of the 2010-2011 Annual Strategic Plan which was forwarded electronically to Board members prior to tonight's meeting (E:225/10). A revised plan was distributed at tonight's meeting (attached). Board member feedback was sought. First reading of this document will come at the June 22 Board meeting, with adoption to be recommended at a future Board meeting.

The attached proposed revised Policy 1450—Minutes, was provided for first reading, with second reading and adoption to be recommended at a future Board meeting and was done in response to the Board's request that the Board's policy instructions be clear about directors who do not vote on the prevailing side of an issue (E:226/10). In addition, the proposed revision specifies that the names of directors who abstain on an issue and their reason for abstaining will be included in Board meeting minutes.

The audit reports were provided for the Board of Directors' information (E:227/10). Jeff Moore commented, noting that this is the seventh straight year of no audit findings.

President Petersen moved tonight's Board Comments ahead of the Action Items.

Board member Dutton thanked her colleagues for attending the Superintendent's Scholar awards event and Dr. Cohn for his comments. She also reminded the group of the upcoming graduation ceremonies later this month.

Board member Russell commended Dr. Cohn for his comments at the Walsh-Platt event.

Board member Olson said it is a mistake not to be posting the audio recordings of a Board meeting right after the Board meeting. She also recommended adding the budget code to the voucher lists. Thirdly, in her opinion there was a violation of the Open Public Meetings Act on the WSSDA listserv when she, then President Petersen and then Board member Dutton were part of a discussion about board meeting protocol. This should not be repeated. President Petersen said an opinion from the Policy & Legal Services Director at NSBA is that it was not a violation of the OPMA because there was

PUBLIC COMMENT

SUPT'S COMMENTS

TEACHER OF THE YEAR SELECTION

2010-2011 ANNUAL STRATEGIC PLAN (draft review)

PROPOSED REVISED POLICY 1450—MINUTES (regarding "no" votes & abstentions) (1st reading)

WA STATE AUDITOR'S REPORTS—9/1/08 THRU 8-31-09 (issued May 17, 2010)

BOARD COMMENTS

not a discussion going on among the three Board members and the final response was to a person in Marysville, not to Mr. Petersen or Ms. Olson. Board member Andrews said accusing the Board of a violation is premature and not a fair conclusion—it is like a conversation directors have at a conference—there was no action taken. Ms. Olson disagreed and provided a copy of the listserv exchange for the record (E:228/10).

**BOARD
COMMENTS
(cont'd.)**

Board member Andrews addressed Board member Olson's statement about the voucher lists and adding budget codes. In her opinion, doing so would add a lot of paper and work to the process. Jeff Moore replied that the format search could be endless. Board member Olson said, at the time of the decision of the approval to modify the format of the voucher lists, she was under a different impression about the meaning of "category." Board member Andrews noted that the Board was supplied three choices for viewing when deciding about the configuration of the voucher lists and went with the one currently in use.

President Petersen called for a rest break at 6 p.m.

President Petersen re-convened the regular meeting at 6:10 p.m.

ACTION ITEMS

The recommendation was that the Board of Directors adopt Resolution 1000—Authorization to Issue Contracts to Administrative Supervisory Staff, and Adoption of Interim Administrative 2010-2011 Salary Schedule 1, Interim Administrative 2010-2011 Salary Schedule 2, Interim School Administrative 2010-2011 Salary Schedule (Res. 30/10). Board member Dutton moved to adopt the aforementioned Resolution 1000. Carol Andrews seconded the motion. Discussion followed.

**ADOPTION OF RES.
1000—AUTHORIZE
ISSUANCE
CONTRACTS TO
ADMIN. SUPV. STAFF
& ADOPTION OF
INTERIM ADMIN. 2010-
2011 SALARY
SCHEDULE 1, INTERIM
ADMIN. 2010-2011
SALARY SCHEDULE 2,
INTERIM SCHOOL
ADMIN. 2010-2011
SALARY SCHEDULE
(closed session discussion
may be held)**

Board member Olson said that no discussion with the Board had occurred prior to putting the adoption before the Board for action. She noted the presence of car allowances, vacation buy back and extra days. Dr. Cohn responded that the Board had received the information previously, the Board had held a closed session to discuss these professional negotiations and individual Board members had also discussed the contract terms and salary schedules with the superintendent, including Ms. Olson. Dr. Cohn said the car allowance is a fairly standard compensation provision for when a staff member needs to use their own vehicle. The allowances are counted as income for IRS purposes. The extra days are provided for work above and beyond their regular contracts. Every effort is made to make compensation packages competitive.

Board member Dutton said she appreciates the work of all of the administrators in the room—they do awesome work. There is a process in place to ensure that we remain competitive in our industry. Board member Russell said we do not need to be apologetic for compensating our administrators well. Public education is the single most important institution in our society. Board member Olson said the resolution is neither fair nor equitable and that administrators are getting a four percent increase over last year.* These numbers were provided on Friday, giving little time for a review. Dr. Cohn responded that the information was provided beforehand, as noted earlier.

Board member Russell moved the previous question. Board member Dutton seconded the motion and the motion passed with 4 "yes" and one "no," that being Board member Olson. President Petersen moved to a vote on the motion for adoption of Resolution 1000. The vote was four "yes" and one "no," that being Board member Olson.

President Petersen recessed the Board into a closed session at 6:40 p.m. to discuss collective bargaining. The closed session concluded at 7 p.m. and returned to open session.

**ADDENDUM—CLOSED
SESSION REGARDING
COLLECTIVE
BARGAINING**

The recommendation was that the Board of Directors authorize the superintendent to execute the successor collective bargaining agreement between the Everett Education Association/United Teachers of Everett and Everett School District No. 2 (E:229/10). Kristie Dutton moved to authorize the superintendent to execute the successor collective bargaining agreement between the Everett Education Association/United Teachers of Everett and Everett School District No. 2. Carol Andrews seconded the motion.

Board members Dutton and Andrews thanked the team for their hard work. President Petersen said it is marvelous to come to an agreement at this time of year.

The motion carried with 4 “yes” and 1 abstention, that being Board member Russell who abstained because his wife is a teacher in the district and a member of the EEA. Immediately following the Board’s vote, Superintendent Cohn took a moment to text Kim Mead, EEA President, to inform her of the results of the Board’s vote.

At 7:10 p.m., President Petersen called for a rest break and for the Board to move to Conference Room A where the executive session was to be held beginning at 7:15 p.m. for one hour to review the performance of a public employee.

WORK/STUDY SESSION

None.

EXECUTIVE/CLOSED SESSION

Because Board member Olson did not join the Board for 15 minutes and the start of the session was delayed, President Petersen did not begin the executive session until 7:25 p.m. when all Board members were in the conference room. He stepped outside the room to re-announce that the purpose of the executive session was to evaluate the performance of a public employee, that the executive session would last approximately one hour, and that action may be taken afterward.

At 7:40 p.m., Board member Olson left the executive session and did not return to the Board meeting.

At 8:25 p.m., President Petersen opened the door and said the executive session would extend for 30 minutes.

At 8:55 p.m., President Petersen opened the door and said the executive session would extend for 10 minutes.

At 9:05 p.m., President Petersen concluded the executive session and called for a brief rest break to move to the Board Room to re-convene in open session.

At 9:15 p.m., President Petersen re-convened the regular meeting in the Board Room for consideration of an addendum action item to approve an addendum to the superintendent’s contract (E:230/10). Board member Olson was not present.

President Petersen called for a motion to have an addendum to the agenda for action Action Item 7c—Approve Addendum to Superintendent’s Contract. Kristie Dutton moved to have the aforementioned addendum added to the agenda. Jeff Russell seconded the motion and the motion carried unanimously. Carol Andrews moved to approve the addendum to the Superintendent’s contract. Jeff Russell seconded the motion and the motion carried unanimously. Board member Dutton thanked Dr. Cohn for a great year on behalf of District staff and students. President Petersen echoed those comments and said that Dr. Cohn has addressed the many tasks the Board asked of him such as community relations, labor relations and board development and professionalism.

**TENTATIVE
AGREEMENT
BETWEEN EPS &
EEA UNITED
TEACHERS OF
EVERETT (*closed
session discussion
may be held*)**

**EXECUTIVE
SESSION—
REVIEW THE
PERFORMANCE
OF A PUBLIC
EMPLOYEE**

**ADDENDUM—
ACTION ITEM—
APPROVE
ADDENDUM TO
SUPT’S
CONTRACT**

Dr. Cohn said he appreciates the support of the Board members and their level of commitment.

*Dr. Cohn noted for the record that there was NOT a four percent salary increase for cabinet members as was mentioned earlier in the meeting, their salary adjustments are commensurate with other staff, and that other compensation was re-assigned.

With no further discussion President Petersen adjourned the regular meeting at 9:20 pm.

Gary Cohn, Secretary

Ed Petersen, President

**ADDENDUM—
ACTION ITEM—
APPROVE
ADDENDUM TO
SUPT'S
CONTRACT
(cont'd.)**