

**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, January 26, 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 changes to the agenda. There were none. With that, Kristie Dutton moved for adoption of the agenda. Carol Andrews seconded the motion and the motion passed, with one abstention.

**ADOPTION OF  
AGENDA**

**APPROVAL OF MINUTES**

Kristie Dutton moved to adopt the minutes of the special meeting of January 8, 2010. Carol Andrews seconded the motion and the motion passed, with one abstention. Jeff Russell moved to adopt the minutes of the regular meeting of January 12, 2010. Kristie Dutton seconded the motion and the motion passed, with one abstention.

**APPROVAL OF  
MINUTES**

**SUPERINTENDENT'S COMMENTS**

Superintendent Gary Cohn distributed WASA position statements about levy lids/levy equalization and levy base (E:96/10). He then talked about District preparations for the upcoming WASA/WSSDA Legislative Conference. Six students representing each of Everett's high school ASB organizations will be in attendance as well as four Board members and two administrators, for a total of 12.

**SUPT. COMMENTS**

Next, Dr. Cohn remarked about the success of the District's annual Student Technology and Learning Celebration held at Cascade High School. Approximately 3,000 guests visited the fair's exhibits and saw how technology is being integrated into the learning process.

The annual Students of Color Career Conference was held at Everett Community College and welcomed approximately 800 visitors. Everett Public Schools was a proud co-sponsor of the event and numerous EPS students attended. A descriptive flyer is attached.

The YMCA Minority Achievers Program held its annual banquet; it was well attended. Dr. Cohn was one of the program speakers. He commended Executive Director for Area One Jim McNally for his contributions to the program.

The District's Winter Instructional Leadership Institute with Andy Platt went very well. Among the activities, participants received training on the 5-D model with the University of Washington. Andy will continue to work with the District.

Everett High School's 100-Year Celebration will occur on January 30. Dr. Cohn distributed a poster and news article about the upcoming event (attached). EHS principal Catherine Matthews handed out invitations and commented briefly.

A reception for the District's newest National Board Certified staff is upcoming. Executive Director for Human Resources Lynn Evans commented that with the latest addition of the 30 NBC staff, the number of NBC staff in Everett Public Schools has risen to 91.

Dr. Cohn handed out a copy of a letter of endorsement from the 44<sup>th</sup> District Democrats of certain local school levies, including Everett's. He also distributed two recent articles from *The Herald* (attached).

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

In closing, Dr. Cohn distributed a copy of an article about assessment (attached).

President Petersen commended Dr. Cohn for his visibility in the communities of color events.

#### **PUBLIC COMMENT**

None.

**PUBLIC  
COMMENT**

#### **RECOGNITION OF RETIREES**

None.

**RECOGNITION OF  
RETIREES**

#### **ITEMS FOR INFORMATION**

The proposed revised Policy 1712—Conflicts of Interest, was provided for the Board of Directors' information and discussion, with adoption to be recommended at a subsequent time (E:97/10). Dr. Cohn is awaiting a legal opinion on certain aspects of the policy, but tonight's discussion concerned the technical aspects. Among the points made:

**PROPOSED  
REVISED POLICY  
1712—CONFLICTS  
OF INTEREST**

- What does "beneficial" mean and why was "pecuniary" deleted?
- How stringent is the phrase "directly or indirectly?"
- Transparency is important.
- The policy should be clearer that no one on the Board can be an employee of the District.
- The word "dependent" is not sufficiently defined.
- "Domestic partners" should be added.
- The second sentence of paragraph two does not address the dependent child of a Director.
- Is there a distinction between a District employee and one who is under contract?
- What does "participation" mean?
- Should there be a reference to recusing?
- What if the superintendent knows people with whom the District contracts?

Dr. Cohn indicated that information will be forthcoming about next steps for this policy.

The attached proposed revisions to Policy 7000—Financial Management, were provided for the Board of Directors' information and discussion, with adoption to be recommended at a subsequent time (E:98/10). Executive Director for Finance and Operations Jeff Moore distributed and reviewed a PowerPoint presentation about the General Fund Reserves (attached). Dr. Cohn commented about the total percentage vs. the unrestricted percentage. The language has been included because of discussions with the Board and with the bond rating groups. Discussion followed.

**PROPOSED  
REVISED POLICY  
7000—FINANCIAL  
MANAGEMENT**

#### **ACTION ITEMS**

Prior to action on the Consent Agenda, Board member Olson requested that Items 7a(8) and 7a(9) be set aside for discussion. With that, Jeff Russell moved for approval of the revised consent agenda, absent Items 7a(8) [which became Action Item 7c] and 7a(9) [which became Action Item 7d]. Carol Andrews seconded the motion.

**CONSENT  
AGENDA**

- 1) Personnel Report (E:99/10);
- 2) Voucher Lists (E:100/10);
- 3) Declaration of Surplus Property (E:101/10);
- 4) Final Acceptance: Everett High School Little Theater Modernization (E:102/10);

- 5) Approval of the Commissioning Report for Everett High School Little Theater Modernization (E:103/10);
  - 6) Resolution 980: 2009 Energy Efficiency Grant Award (Res. 12/10);
  - 7) Resolution 981: Intergovernmental Cooperative Purchasing Agreement for the Purpose of Establishing an Interlocal Agreement with National Joint Powers Alliance (Res. 13/10);
  - ~~8) Adoption of Board Operating Protocol (ATTACHMENT);~~
  - ~~9) Contract for Services for Strategic Planning Management and Coordination (ATT.);~~
- The motion passed, with Board member Dutton voting against and no abstentions.

**CONSENT  
AGENDA  
(cont'd.)**

The Board reviewed and considered for adoption the attached Board regular order of business (E:104/10). This item is a follow-up to the Board's January 8, 2010 workshop. During the Board's winter 2010 workshop, discussion took place about ways in which to improve the functioning of the regular Board meetings. To that end, suggestions were made to place the Consent Agenda earlier in the meeting and to place the Superintendent's Comments section following the Public Comments section of the agenda, each of which will create an enhanced environment for participation and feedback during Board meetings. President Petersen commented.

**ADOPTION OF  
BOARD REGULAR  
ORDER OF  
BUSINESS**

Kristie Dutton moved for adoption of the aforementioned Board regular order of business. Jeff Russell seconded the motion and the motion carried unanimously, with no abstentions.

The Board discussed and considered for adoption the Board-Superintendent Operating Protocol (E:105/10). Board member Olson said it needs to be clear why there is a protocol and why it is called Board-Superintendent Operating Protocol. She noted that it outlines how the Board is supposed to behave, but not how the superintendent is supposed to behave. She will not vote for the protocol.

**ADOPTION OF  
BOARD  
OPERATING  
PROTOCOL**

Board member Dutton said the operating protocol is a new document as of the Board's August 2009 summer workshop. It was brought to the Board by Dr. Cohn and it outlines how the Board and Superintendent will operate as a team. The Board members reviewed and discussed the protocol thoroughly at the August workshop. The thought is that the Board will try it on for size and re-visit it in August. Board member Andrews said August is a good time to review the document. It was her belief that the Board had reached consensus in January 2010 and it is her intent to vote in favor of the protocol.

Kristie Dutton moved to adopt the aforementioned Board-Superintendent operating protocol. Jeff Russell seconded the motion. Jessica Olson voted against. The motion carried with no abstentions.

The Administration recommended the Board of Directors approve the attached Contract for Services for Strategic Planning Management and Coordination (E:106/10). President Petersen opened the subject for discussion. Dr. Cohn talked about the contract agreement and President Petersen outlined the process that brought the Board to this point. He said this resource is needed for this very complex and very important process of creating a vision for the District that will guide us for the next decade.

**CONTRACT FOR  
SERVICES FOR  
STRATEGIC  
PLANNING  
MANAGEMENT &  
COORDINATION**

Board member Olson expressed surprise at seeing this item on the Consent Agenda. She was concerned that she knows nothing about Mr. Reese and has not seen his resume. She wondered what proof there is that the \$25,000 will result in a significant impact on student achievement? The money would be better spent to look into how effective our educational programs are and to see if there is any data behind them.

Board member Dutton noted that contracts for employment are usually on the Consent Agenda and under the purview of the superintendent. Reviewing the qualifications of applicants are also under the purview of the superintendent. She knows Mr. Reese through his work on the Board of the Everett Public Schools Foundation. He is very well qualified in the field of strategic planning. The important point is that the Board needs to make the investment to ensure the strategic planning process is done properly. This is a small investment to make on this significant work.

**CONTRACT FOR  
SERVICES FOR  
STRATEGIC  
PLANNING  
MANAGEMENT  
AND  
COORDINATION  
(cont'd.)**

Board member Russell said it is the right thing to do to hire Mr. Reese. The expenditure is wise and ensuring we are all pointed in the same direction is important. The Board does expect significant results from this endeavor and results of consequence; he trusts the process. He wants the project to succeed, but he will also hold the process accountable.

President Petersen said this is an important discussion. Ends and means are at the heart of this. One of the primary tools for clarifying the appropriate ends is the strategic planning process. To shortchange the process by failing to provide the resources to do the job right is shooting ourselves in the foot.

Dr. Cohn said those who have been engaged in the design work and the development and the investment and those who know Mr. Reese know of his incredible credibility and experience and the commitment he has made to the District over time. This is a service contract that would not normally appear on the agenda. Mr. Reese is not an employee and he will not have access to student records, but he has experience working with highly sensitive data at the national security level. The question is whether it is important to the Board to accomplish the process and to do it timely and well.

Board member Olson moved to table the aforementioned contract. There being no second, the motion died.

Board member Dutton moved to approve the aforementioned contract. Board member Andrews seconded the motion. Board member Olson voted against. The motion passed with no abstentions.

**BOARD COMMENTS**

**BOARD  
COMMENTS**

Board member Dutton reminded the group of the Everett Public Schools Foundation annual benefit breakfast to be held on March 18. She went on to say that May 26 is the date set for the Superintendent Scholar ceremony.

Board member Russell thanked Karen Madsen and the levy committee for their work on behalf of that project.

Board member Andrews reported that she attended culminating exhibitions at Everett and Cascade High Schools. She also attended a play at the newly-remodeled Everett High School Little Theater. The daily and weekly WSSDA legislative updates are very informative. She is looking forward to the WASA/WSSDA Legislative Conference. Board member Dutton said she is excited that students are also attending.

Board member Olson said she is looking forward to going to the CHS induction of coaches.

President Petersen said he enjoyed the technology fair. He also appreciates the “fierce conversations” that are happening among the Board members. He encouraged the continuance of open, honest and forthright discussions. He went on to say that he and Board member Olson have talked about the notion of community conversations, open

conversations in an open format. However, because of all of the upcoming community engagement events, this may be a subject to put on hold. Dr. Cohn described the format followed by Port Angeles. Board member Dutton liked the idea of the conversations and recommended that thought be given to whether there would be a topic for each event, the time of day for holding the conversations and the audiences. She cautioned using care not to be in the decision-making process when these conversations take place. It may be useful to hold the conversations in different parts of the District. Board member Russell acknowledged that accessibility to elected officials seems to be an important topic these days. Dr. Cohn said it will be good to think about when to hold the conversations and distinguishing between the community engagement sessions. Board member Olson suggested meeting at a coffee shop and talking among themselves on a regular basis. Board member Andrews liked the idea of the conversations, but said timing will be critical.

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

President Petersen said he is pleased that progress is being made on a number of items from the January 8 Board workshop. Superintendent Cohn has been exceedingly responsive and Mr. Petersen and Dr. Cohn have held several conversations since then. President Petersen said pacing the workload is important.

Superintendent Cohn referred to assignments given to the Board from the last meeting. President Petersen asked Board member Russell to report on his assignment regarding student involvement with the Board at one of the April Board meetings. President Petersen asked Board member Andrews to report on her assignment regarding dashboards after the NSBA Conference, perhaps in May.

At 6:40 p.m., President Petersen called for a ten-minute recess, at which time the Board moved to Conference Room C3 to hold a study session on the Board work plan.

**BOARD ACTION &/OR BOARD DISCUSSION**

Part of the agenda for the Board's winter workshop was to review its work plan (E:107/10). Due to time constraints, it was not possible to conduct the review at that time. Therefore, the Board reviewed the work plan tonight.

**BOARD WORK  
PLAN**

At 6:50 p.m., President Petersen opened the study session. Dr. Cohn referred the group to Tab 7 of the winter workshop notebook (attached). He reviewed the Board work plan and went over the results of the Board Effectiveness Survey. Discussion followed.

At 8:30 p.m., President Petersen concluded the study session, re-convened the regular meeting and adjourned immediately.

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Gary Cohn, Secretary

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Ed Petersen, President