



BOARD OF DIRECTORS

Lopez Island School District #144

April 26, 2023

Multi Purpose Room/LISD Zoom

6:00 PM

Board Meeting Minutes

[Meeting Link can be found on LISD Website](#)

Following the recommendation of the San Juan County Health Department and LISD School measures to control the coronavirus, in-person attendance is limited by social distancing and Zoom meeting access is available.

I. CALL TO ORDER:

Board directors present: Chair Carrier, Vice-Chair Guenther, Director Rabel, Director Taylor, Director O'Connell. Staff & representatives present: Superintendent Murray, Principal Martin, Principal Fordham, Financial Manager Kara Moore, J.Hammond, S.Jones, ASB Rep Ruby Ervin-Mclean. Director Carrier called the meeting at 6:00 pm. A quorum was present.

II. PLEDGE OF ALLEGIANCE AND LAND ACKNOWLEDGEMENT:

Vice-Chair Guenther led the flag salute. Chair Carrier led the Land Acknowledgement.

III. APPROVAL OF AGENDA:

Director O'Connell moved to approve the Agenda. Discussion: Chair Carrier moved the Administrative Report Item: A. Superintendent Report to before the Public Comment, Item VII. All in favor and the agenda was approved as amended.

IV. APPROVAL OF MINUTES:

A. Regular Board Meeting of March 22, 2023

Vice-Chair Guenther moved to approve the minutes of the Board Meeting on March 22, 2023. No discussion. All voted to approve the minutes.

B. Special Board Meeting of April 12, 2023

Director Taylor moved to approve the minutes of the Special Board Meeting on April 12, 2023. No discussion. All voted to approve the minutes.

V. ADOPTION OF THE CONSENT AGENDA:

A. Payroll for the month March 2023 \$435,556.25

B. Consideration to approve:

1. AP Check Summary Warrant Log 117590 through 117624, totalling \$67,653.02
2. AP Check Summary, Warrant Log 117532 through 117571, totalling \$41,302.19
3. AP Check Summary, Warrant Log 117530 through 117531, totalling \$9,508.73
4. AP Check Summary, Warrant Log 117670 through 117671, totalling \$2,782.95
5. AP Check Summary, Warrant Log Void/Cancellations, totalling \$2,782.95
6. Contract for Calendar Committee Chair (R.Alva)
7. Contract for Calendar Committee Members Stipend:
 - a) Malia Sanford
 - b) Martha Martin
 - c) Rebecca Hamilton

- d) Kirman Taylor
 - e) Del Guenther
 - f) Catalina Wood
 - g) Keri Sausman
 - h) Cecilia Martinez
 - i) Stephanie Fowler
 - j) Claudia Rempel
 - k) Deirdre Steinbrueck
 - l) Heather Hatch
 - m) James Burt
 - n) Larry Berg
 - o) Kathy Booth
 - p) Sara Wysocki
 - q) Teri Linneman
8. Contract for Stipend, Sports, MS Track Assistant Coach (E. Berg)
 9. Contract for Stipend, Sports MS Track Coach (I. Berg)
 10. Contract for Stipend, Sports HS Track Coach, (M. Steinbrueck)
 11. Contract for Stipend, Drama (R. Carter)
 12. Contract for Stipend, Elementary Literacy Interventionist (C. Walker)
 13. Resignation, HR Specialist (S.Hagge)

Chair Carrier moved to approve the Consent Agenda. Director Taylor and Vice-Chair Guenther both abstained as they have contracts on the agenda. The motion was approved: 3 yes, 2 abstain.

VI. BOARD STATEMENT:

Vice-Chair Guenther read a statement regarding action took at the last Special School Board meeting, Director Rabel spoke to clarify her vote, which she states was a vote to support the strategic plan, a vote for collaborative work, and a vote for the Board to become more involved. Director O'Connell read a statement regarding his vote. His statement was provided for the record. Director Taylor spoke regarding his vote. Chair Carrier read a statement regarding her stance on the board.

VII. ADMINISTRATIVE REPORT:

A. *Superintendent Report*

Superintendent Murray responded to the board directors' comments and indicated that he will not renew another contract with this current board. Superintendent Murray shared responses to the public comment of last month's meeting regarding the WA State Report Card. He shared state report card comparisons. He shared Strategic Plan updates. His 2023-24 plans for staffing and schedule changes were shared such as a single K-12 principal (1 FTE) and additional staff support for that principal. SPED, 504, ELL and Hi-Cap support. Additional changes to the school structure are planned, such as keeping 6th grade students in Elementary and moving secondary students to an A-B block daily schedule with 4 classes per day alternating on the days per week.

Director Rabel asked about the block schedule and how moving the 6th grade to Elementary would work. Superintendent Murray indicated that there would be a K-3 cohort and a 4-6 cohort and many of the decisions would be up to teachers. Director Rabel asked how staffing would work. He was not able to answer those questions now, but he has been working with the

administrators to create the plan. Director Rabel expressed her concern about the amount of work needing to be done in the time from now until August. He stressed that these changes are about the numbers and operating efficiently.

Additional changes would also be to have one FTE on the secondary side for math, science, literacy, art, social studies and SpEd staffing at 2 FTE. His ultimate goal is to have 20 FTEs for the next school year. Currently, the district is operating at 24 FTE. He indicated that these numbers are based on the worst case scenario if our approved budget is low.

Director Rabel asked where the conversations were with staff. She also asked how AP courses fall into this matrix. Chair Carrier asked how the process of this will be carried out. Superintendent Murray responded that operational decision making for the district is his responsibility alone and if the board does not like those decisions, they should fire him. Chair Carrier clarified that she wishes that staff cutting conversations will happen sooner rather than later to allow time for adjustments.

Superintendent Murray noted the HR Specialist will be leaving at the end of her contract. He provided a Harrassment, Intimidation and Bullying update as well as a Covid update.

Superintendent Murray shared that board member candidacy filing will occur in May from the 12th through the 15th.

VIII. ~~VII.~~ PUBLIC COMMENT:

When called forward, individuals will identify themselves and proceed to make comments within the three (3) minute time limit established by the board. The board is not obligated to respond to questions or challenges made during the public comment period and the board's silence will not signal agreement or endorsement of the speaker's remarks. The board may control the time, place, and manner of public comment. The chair/president may terminate an individual's statement when the allotted time has passed and may interrupt a speaker to require the same standard of civility that the board imposes on itself.

A member of the public and a graduate of LISD spoke.. He is currently on the budget committee. He, as a small-business owner, thought he could help set the budget. At the meetings he has attended, he was disappointed that the meeting was only about cutting teachers. He feels that the budget committee is a failure because there has not been an opportunity to discuss options and review numbers. He addressed Resolution 22/23-5 and asked the Board to vote against the resolution because it is flawed.

A member of the public attending via Zoom, addressed Superintendent Murray. He acknowledged his appreciation of his professionalism and shared his concern that he has to work with incompetent staff and board members. He thanked him for his comments about the role of the superintendent.

A member of the public addressed her comment to Director O'Connell. She feels that her children are stakeholders in the school future and they have not been prioritized or heard in regards to inclusion and equity. She feels that Superintendent Murray has shown integrity and that his plan gives representation to these students. She commented that these issues will be present even when he leaves and she feels that nobody else is supporting these students.

A member of the public joined by Zoom. She addressed Superintendent Murray. She commented that it must have been a difficult transition to move this community. She noted that the school district does not have the funding to buy him out of his contract. She asked him to please fill his role as promised when he

was hired. She also expressed concern that the Parent Partner (PP) program was not included in the plan. The PP program supports itself and would be a great loss if cut.

A member of the public thanked Superintendent Murray for the things he brings to the table. She asked that all figure out how to work together despite the lack of communication skills.

A member of the public joined via Zoom to acknowledge everyone involved, the families, staff, board and the superintendent. He said the real problem is not on the island, but the issue is the McCleary Act that set an unrealistic levy lid. He said collaboration has to be a part of this process. This huge financial crisis has to be acted on. This is a problem for all schools around the state. He hopes that as a community everyone involved can work together for the student by listening to one another, be willing to change, be flexible and not to vilify one another. He hopes that every person involved can make changes where change will be helpful and do best by the students.

A member of the public joined via Zoom. As a parent of a student in the district and as Lopez's County Council member, she has been interacting with representatives from around the state who are dealing with similar issues in their schools. She cares deeply and would like to find ways to have a healthy future for the LISD, as the biggest employer on Lopez and a fundamental organization on the island. She noted that the County Council should take note and that she has been discussing what she can do as a council member to support the school.

A member of the public read a letter with eight questions he presented to the board regarding the board's actions and decisions around the superintendent and the WA State Report Card. A copy of the letter was not provided for the record.

X. RECOGNITION AND GRATITUDE:

Chair Carrier thanked all for sharing even when one may not have prepared and for showing up in times of difficulty.

XI. FINANCIAL REPORT: Kara Moore, NWESD Business Services Manager
Financial Manager K. Moore shared a slide show of the current budget report.

ADMINISTRATIVE REPORT:

A. Superintendent Report

XII. UPDATES:

A. Associated Student Body (ASB)

Next year's rep Ruby Ervin-Mclean filled in for the current rep. Students are doing SBAC testing this week. Track and Golf teams have been competing. Prom is coming up on May 20th, if there are no sports conflicts. They are looking to do some spring-time activities including an egg hunt similar to the gnome hunt they did earlier in the year.

B. Lopez Education Association (LEA)

Chair Hamilton reported that the first LEA meeting went well. The union members are looking forward to working things out and making the best choices for the students. Teachers were busy

doing conferences in late March. Secondary students were involved in Intensives. Teachers have been getting ready for the SBAC testing which started last week for Literacy, Math & Science. The LEA has reviewed the 23-24 calendar presented on the agenda. The LEA does not approve the 23-24 calendar as proposed and they ask for a meeting to discuss changes that can be voted on next month. She shared her concern about the block schedule and plan to look at the structural changes and how that impacts working conditions. This will impact bargaining. The change to move 6th grade back to Elementary had been discussed briefly, but they had asked for secondary staff input. They were disappointed that the change was made without full K-12 support. She read a statement regarding concern about staff reductions and the Resolution 22/23-5. She asked that all areas of the budget be considered for cuts and for cuts to be made 'as far away from students as possible'.

C. Public School Employees (PSE)

Chair Steinbrueck represented PSE. Next week the PSE will be presenting information for bargaining. She commented that as a member of the budget committee, she is concerned about the changes being proposed. The budget committee is represented by two board members, herself and J. Shaw. They are both waiting for data from the Superintendent. She also expressed deep concern about the language in the Resolution 22/23-5 giving all the decision making to the superintendent and the business manager. She read a portion of the CBA regarding employer hours and working conditions where PSE staff are to be involved. The members of the PSE need to be consulted and feel the superintendent cannot promote this change on his own.

D. Lobo Pack

Vice-President Warner shared an update from the Pack. They have had four very successful fundraisers (poinsettia sale, the crab feed for Valentine's, hanging basket sales, and concessions from the games). The Pack has been spending their money on student athlete posters that are in the hallways. The senior banners, uniforms, warm-ups and half of the payment for golf bags, a new javelin and track jump bag. They have a big celebration for MR Buffum celebrating his 41 years of service to the district. They plan to host summer sports camps which were part of last year's fundraising. She hopes that they will be able to use the school's facilities for these camps. On June 7th, they will host an all Sport Award Banquet at the Community Center for the student athletes, parents and coaches. They will give out four awards for every sport with a fifth award as Pack Athlete Award. Cheer will be having a banquet on June 24th. For the fall, they will expand Cheer into high school and they hope to start youth soccer and a 5K or 10K race called Running with the Pack.

E. Parent, Teacher, School Association (LIPTSA)

Secretary Wysocki spoke on behalf of the LIPTSA. She shared events planned for the rest of the school year. They will be making lunch for the staff on May 9th as part of Staff Appreciation Day. They are planning an Elementary Field Day in June. They would like to host a yearbook signing party. Their final membership meeting of the school year will be on May 16th. This meeting will be for elections of officers. They are looking for a nominee for VP of Membership and Communications. She shared the slate of candidates for open positions.

XVII. OLD BUSINESS:

- A. Policy 2402 - English Language Arts Mastery-Based Credit - Second Reading
- B. Policy 2403 - Math Mastery-Based Credit - Second Reading
- C. Policy 2404 - Science Mastery-Based Credit - Second Reading

D. Policy 2405 - Social Studies Mastery-Based Credit - Second Reading

E. Policy 2406 - The Arts Mastery-Based Credit - Second Reading

F. Policy 2407 - Health and Physical Education Mastery-Based Credit - Second Reading

G. Policy 2408 - Integrated Environmental and Sustainability Education Mastery-Based Credit - Second Reading

H. Policy 2409 - World Language Mastery-Based Credit - Second Reading

*Superintendent Murray spoke regarding the proposed policies. Policies 2401-2408 are new policies and Policy 2409 will include updates. **Director Rabel moved to approve Policies 2401-Policy 2408. No further discussion. All voted in favor and the policies were approved.***

XVII. NEW BUSINESS:

A. WIAA - Approval as LISD's Interscholastic Activities Organization

Vice-Chair Guenther moved to approve the WIAA as the school district's Interscholastic Activities Organization. Discussion:** He explained that by choosing an organization, this helps the school to operate within a given framework. **All voted in favor, the motion was approved.

B. Resolution 22/23-5 Reduced/Modified Educational Program and Reduction of Staff (Roll Call)

Superintendent Murray spoke to clarify this resolution. He stated that this resolution is required to reduce the staff by May 15th in order to prepare an operating budget for the 23-24 school year. Vice-Chair Guenther asked how staff pay raises for next year would be included. Superintendent Murray clarified that we would have to estimate amounts. Staff reductions would require the district to notify individuals by May 15th so that they can look for jobs elsewhere. Director O'Connell asked how stakeholders will be notified. Superintendent Murray clarified the budget is an operational matter which is the jurisdiction of the superintendent. Director Rabel commented that other districts have similar resolutions. She expressed concern that the proposed resolution does not mention the RCW requirement of having a board member involved. Other school district resolutions do include more specific information. She feels that this resolution needs further work before it could be approved and expressed concern that this district has not done a resolution such as this in the past. Superintendent Murray shared this resolution with the district's attorney and he felt it was acceptable as presented. Additional discussion was held regarding the superintendent's process and the timing of 'RIF's' which need to be done by May, but the budget process goes until July. Director O'Connell suggested all actions as directed above should occur after consultation with the Budget Committee.

Vice-Chair Guenther moved to approve the Resolution by adding "in consultation with board members on the budget committee..." after the superintendent and business manager in Item II. Discussion:** None. **The board approved the amendment to the resolution unanimously. Vice-Chair Guenther moved to approve the Resolution 22/23-5 as amended. Discussion:** Director O'Connell plans to vote for the resolution, but he is disappointed that more stakeholders will not be consulted. Director Rabel stated that she will be voting against the resolution because of the lack of clarity on the superintendent's intentions of creating a balanced budget. **Vice-Chair Guenther led a roll call vote: KT-Yes, BO-Yes, KC-Yes, SR- No, DG-Yes. The Resolution 22/23-5 was approved 4-1.

I. 2023-2024 School Year Calendar

*A 2023-24 School Year Calendar was presented for approval. Information that was added were term end dates, conferences, staff inservice days, kindergarten open house events and start time of instructional time to meet state requirements. Superintendent Murray expressed that it is important to approve a school calendar by May first so that the community can be notified of the schedule. Director Rabel commented that the LEA proposed calendar and the calendar on the agenda have differences in items such as in-service days. She reminded the board that the calendar should be made with the LEA's consent according to the CBA and by policy by mutual agreement. She proposed that there be a follow up meeting with the intent of finding the consent necessary to create a calendar. **Chair Carrier moved to reschedule the approval of the 2023-24 School Year Calendar for the May Board meeting.** Discussion: Superintendent Murray disagrees with the direction that the board is going on this and he feels the board should follow the policy. He feels that there is no reason to delay the calendar and that the board could make amendments to at a later date. **The board voted unanimously to move the Calendar approval to the next regular board meeting.***

J. Resolution 22/23-6 Board Resolution for 180-Day Waiver (Roll Call)

Superintendent Murray stated that this resolution is dependent on the approved 23-24 calendar and therefore need not be discussed at this time. No action.

ADJOURNMENT:

Director Taylor moved to adjourn the meeting. No discussion. Chair Carrier adjourned the meeting at 8:29 pm.

Persons with disabilities please contact the district office at 468-2202 to make arrangements to participate in board meetings.

Nondiscrimination: The Lopez Island School District prohibits discrimination on the basis of age, sex, marital status, genetic information, sexual orientation, including gender expression or identity, race, creed, religion, color, national origin, honorably discharged veteran or military status, or 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, unless based upon a bona fide occupational qualification, in all its employment procedures, training, programs and activities and provides equal access to the Boy Scouts and other designated youth groups. The following employee has been designated to handle questions and complaints of alleged discrimination: Superintendent, 86 School Rd., Lopez Island, WA 98261, 360.468.2202.