

NORTH RIVER SCHOOL DISTRICT NO. 200
Board Meeting Minutes
February 9, 2021
5:30 PM
In the Library/Zoom Session

FLAG SALUTE

I. CALL THE MEETING TO ORDER:

Chairman Ms. Mizushima called the meeting to order at 5:45 PM. Board Members Present/Zoom: Chairman, Ms. Mizushima; Vice-Chairman, Mr. Banas; Legislative Representative, Ms. Lande; Director, Ms. Miles; and Director, Mr. Sholes. Others Present/Zoom: Superintendent, Ms. Maehlum, and Business Manager/Recording Secretary, Ms. Pratt.

II. ZOOM VISITORS:

Kari & Blake Beyer

Jacob Coker

Mr. Farnell

Ms. Trish Nelson

Harry Carthum

Bridget Greiner

Ron Francisco

Ted Clausen

Missy, Fischer Cain

Sue Coulter

Gumaelius Family

Kathy Osbekoff

Debbie Koehn

Charity Jolly

Lorenzo Churape

Sara Jordan

Vance

Danae Poukkula

Marni West & Knox

Sherryl Jackson

Schreck Family

Angie Fuquay

Jan McDonald

Jesus Rodriguez

Oliver Imeson

Heather Johnson

Faith Devine

Greg Stone

Scott

Payton Simmons

III. CONSIDERATION OF THE AGENDA:

Director Banas made a motion and it was seconded by Director Miles to keep the Standard Public commentary (item IV.) and under New Business (item VII.) that we allow for Public Commentary after the Board discussion and before action taken on New Hire, (item C) Pam's Retirement Letter (item D) and School Improvement Plan (item E) and then after vouchers, but before Executive Session as a final Public Commentary. Vote by roll call: Ms. Muzushima nay, Mr. Banas I, Mr. Sholes I, Ms. Lande abstained, Ms. Miles I. The motion passed by a majority.

Director Banas made a motion and it was seconded by Director Miles to include the two petitions on the agenda as the item (F) and to be read and action taken. Vote by roll call: Mr. Banas I, Mr. Sholes nay, Ms. Miles I, Ms. Lande nay, Ms. Muzushima nay. The motion failed.

Chairman Mizushima made a motion and it was seconded by Director Sholes to add the two petitions as item (F) on the agenda to hear the petitions for discussion. Vote by roll call: Mr. Banas nay, Mr. Sholes I, Ms. Miles nay, Ms. Lande I, Ms. Muzushima I. The motion passed by a majority 3-2.

Director Banas made a motion and it was seconded by Director Miles to change the Board meetings from 5:00 PM to 6:00 PM. Vote by roll call: Ms. Mizushima nay, Mr. Banas I, Mr. Sholes nay, Ms. Lande nay, Ms. Miles I. The motion failed 3-2.

Chairman Mizushima made a motion and it was seconded by Director Sholes to start the Board meetings at 5:30 PM. Vote by roll call: Mr. Banas nay, Mr. Sholes I, Ms. Lande I, Ms Miles nay, and Ms. Mizushima I. The motion carried 3-2.

IV. MINUTES: Not available. Adopt at the March 15, 2021, Regular Board Meeting.

V. PUBLIC COMMENTARY:

- **General: Concerns regarding the hiring process**
- **Critique: Concerns that the District is not listening to the Community voices**
- **Community Support: The Community thanked the North River Staff for all their hard work.**

VI. DIRECTOR'S REPORT(S):

There were no Director reports.

VII. OLD BUSINESS:

(A) Contract—Joe Fuquay

Director Ms. Lande made a motion, and it was seconded by Director Mizushima to approve the contract for Joe Fuquay. Vote by roll call: Mr. Banas I, Mr. Sholes I, Ms. Lande I, Ms. Miles I, Ms. Mizushima I. Motion carried unanimously.

VIII. NEW BUSINESS:

(A) MOU regarding Covid-19 Sick Leave—Director Sholes made a motion, and it was seconded by Director Lande to approve the MOU regarding Covid-19 Sick Leave (staff would receive an additional ten (10) days of leave and not have to use their sick leave, if the staff member has been exposed to Covid at school or the bus.) Vote by roll call: Mr. Banas I, Mr. Sholes I, Ms. Lande I, Ms. Miles I, Ms. Muzushima I. The motion carried unanimously.

(B) Teacher’s Contract for 2021-2022—Director Sholes made a motion, and it was seconded by Director Muzushima to approve the Bargaining proposed change of allowing the same time-off amount, but not to exceed twelve (12) weeks, for a male teacher. Vote by roll call: Mr. Banas I, Mr. Sholes I, Ms. Lande I, Ms. Miles I, Ms. Muzushima I. the motion carried unanimously.

**(C) New Hire for Administrator Position—Samantha Schechter (1.00 FTE)--
PUBLIC COMMENTARY-**

A motion was made by Director Mizushima, and it was seconded by Director Lande to approve the hiring of Samantha Schechter. The motion was withdrawn until after public commentary.

The hiring process is the Superintendent sends out an email encouraging in-house staff to apply for the position. The in-house posting is posted for eight (8) days, if no one applies then the position is opened externally. The Superintendent also sends out an email to all the staff to ask for volunteers to be on the hiring committee.

Then the Hiring Committee puts together a set of questions that are asked of every candidate. The candidates' answers are scored and once the hiring committee chooses a candidate that they would like to offer the position to, the hiring Committee presents the candidate to the Superintendent for he/her to take to the Board for a final decision. The hiring committee was Jamie, Raul, and Jesus.

Critique: Concerns regarding the hiring process. Job Openings should be posted in-house first and then open to the public. A fair process needs to be followed, a hiring committee needs to be published, have a scoring card, needs to follow the law.

General: The hiring process in the past was not a good system. Some staff members were just hired and other staff members interviewed before a Hiring Committee that also included a couple of students.

Community Support: Some voiced their opinion regarding thinking that the hiring process was great and the quality of the candidates that have applied was very exciting.

A motion was made by Director Mizushima, and it was seconded by Director Lande to approve the hiring of Samantha Schechter. The motion was withdrawn until after public commentary.

A motion was made by Director Mizushima, and was seconded by Director Sholes to hire Samantha Schechter. Vote by roll call: Mr. Banas I, Mr. Sholes I, Ms. Lande I, Ms. Miles I, Ms. Mizushima I. The motion carried unanimously.

(D) Pam’s Retirement Letter—PUBLIC COMMENTARY

The Business Manager, Pam Pratt read her Retirement letter and stated her last day would be June 30, 2021.

Community Support: She received several positive comments from the community and staff members regarding her retiring.

Director Mizushima made a motion, and it was seconded by Director Banas to accept Pam’s letter of retirement. Vote by roll call: Mr. Banas I, Mr. Sholes I, Ms. Lande I, Ms. Miles I, Ms. Mizushima I. The motion carried unanimously.

(E) School Improvement Plan—PUBLIC COMMENTARY

Superintendent Maehlum stated that it was a five-year plan and that some of the goals came from the previous Vision Plan of 2019. In the Vision statement, there was one change made. It was changed from prepared for College, the staff decided to change it to Post-Secondary Learning Opportunities, which could also include Trade school. There are four (4) goals and Equitable outcomes. 1. To Improve Instruction. 2. To Develop Leadership. 3. Inclusive Culture and Community. 4. Prepare Global Citizens.

- General: Communication and collaboration are the best it has ever been between the staff.**
- Critique: Concerns with lack of transparency, honesty, and answers. The presentation was purely abstract. Supports not concrete objectives. WA State has nine (9) measurements. The school is failing in terms of those measurements. Decision-making needs to be student-centered.**
- Community Support: Community members thanked the committee for putting this plan together and working as a team.**

Director Banas made a motion, and it was seconded by Director Miles to delay the plan until the next Board meeting to give more time to review and see what the five-year (5) Budget plan would look reflect Vote by roll call: Mr. Banas I, Mr. Sholes nay, Ms. Lande nay, Ms. Miles I, Ms. Mizushima nay. The motion failed by 3-2.

Director Mizushima made a motion, and it was seconded by Director Lande to approve the School Improvement Plan. Vote by roll call: Mr. Banas nay, Mr. Sholes I, Ms. Lande I, Ms. Miles nay, Ms. Mizushima I. The motion passed 3-2.

(F) Two Petitions--Discussion

Director Banas received two (2) petitions with over 100 signatures on each one. Director Banas read the two petitions to the Board and ask for comments from the Board to see if the Board would like to proceed after some additional Public Comments.

- 1. Petition for Immediate Hiring Freeze.**
- 2. Petition for the Vision or Reorganization Plan.**

Director Sholes suggested that the Community get together and write down what they would like to see for the students and the school. Because the Board has not seen any specific things. The Board would like to know what the Community goals are and how to how do we get there, etc. by doing that may help the Board understand a little better. Then the Board and the Community may see how we could come together on the issues. There may be room for a compromise.

No action was taken.

IX. VOUCHERS:

Director Banas made a motion, and it was seconded by Director Sholes to approve signing the vouchers. Vote by roll call: Mr. Banas I, Mr. Sholes I, Ms. Lande I, Ms. Miles I, Ms. Mizushima I. The motion carried unanimously.

X. PUBLIC COMMENTARY:

- **General: Whoever would like to be on the Hiring Committee is more than welcome.**
- **Critique: The Hiring process and posting of jobs. Not hearing the Communities and Parents' voices. Actions speak louder than words.**
- **Community Support: A Student that is a senior thanked the school for opening and offering college classes, and helping her apply for college.**

XI. EXECUTIVE SESSION:

The Board adjourned to an Executive session at 8:59 PM for fifteen minutes (15 min) for the Conduct of a Public Employee. The Board reconvened from the Executive session to the Regular Board meeting at 9:14 PM. No action was taken.

XII. ADJOURNMENT:

Director Banas made a motion, and it was seconded by Director Sholes to adjourn at 9:35 PM. Vote by roll call: Mr. Banas I, Mr. Sholes I, Ms. Lande I, Ms. Miles I, Ms. Mizushima I. The motion carried unanimously.

Mission Statement: Prepared for Life. Every Student Matters. Every Moment Counts.