

**SULTAN SCHOOL DISTRICT NO. 311  
MINUTES OF STUDY SESSION BOARD MEETING  
OCTOBER 4, 2010  
SULTAN ELEMENTARY SCHOOL LIBRARY  
501 DATE STREET, SULTAN WA  
7:20 PM**

**Board Members Present**

Craig Roesler  
Patty Fountain  
Tracy Cotterill  
Steve Fox

**Superintendent Present**

Dan Chaplik

Roll Call

**Board Members Absent**

Russ Sumpter

**Student Rep Absent**

Zach Day

**Visitors Present:** None

**Staff Present:** Dave Moon, Bruce Fletcher, Steve Becker

Bruce Fletcher, a PSE union representative and a district employee addressed the board regarding direct deposit being a requirement for all employees in the district. Bruce stated that he personally does not want to be forced to use direct deposit and that there has been no evidence presented that there will be a cost savings to the district. Bruce also stated that he has been in contact with the PSE attorney that informed him that direct deposit is a negotiated item, and that he felt there were several PSE members that will want to negotiate the issue. Dan Chaplik, Superintendent informed Bruce that to date there has been no ruling on mandatory direct deposit issues, and that the district would be agreeable to negotiating the issue.

Public Input

Call to Order

Chairman Roesler called the Study Session meeting to order at 7:18 p.m.

2010/2011  
District Goals

The meeting moved to a discussion of the 2010/2011 district and superintendent goals. The discussion began with a review of goals from last year and how they had been met. Director, Steve Fox, stated that he felt strongly that goal setting for the district is a journey, and that benchmarks should be established but the goals should remain constant. He also asked that the hand dryer in the men's bathroom at the football stadium be repaired, as well as lighting the flag better. Steve Becker, Director of Maintenance, said that he would make sure the dryer is repaired and that he is in the process of replacing district flags and relighting the stadium flag from the bottom, as that is the regulation.

Chairman Craig Roesler discussed improved communication, updating curriculum, improving the appearance of the district facilities as well as improving the high school graduation rate, stating that the district has made great progress in all the areas and to keep up the good work. He also stated that he would recommend the district continue the same goals, improving upon them annually.

The energy savings grant projects were discussed as a continuation of improvement to district facilities. Steve Becker, Director of Facilities, stated that new lighting for district gyms and commons would begin October 26, 2010; ending November 12, 2010. He also stated if the project is not complete by the November date, it will be completed over the winter break. Steve also said that the SHS heating project will begin in the summer of 2011. Steve also informed the Board of Directors that the only item not addressed in the grant was parking lot lighting.

The Board of Directors requested that a plan be developed to improve the appearance of the SHS sign. Steve Becker stated that he had a few ideas about what could be done to improve the sign, such as lighting it and removing the grass around it making room for bark. He said that these items should bring attention to the sign and be a good start to the improvement process. Steve then discussed trees on the Gold Bar Elementary School campus. He informed the Board of Directors that he thinks that the trees are dangerous, and that some have ant infestation. Steve plans to contact tree trimming services for quotes on the trimming and/or removal of trees. Steve will require that the service has an arborist, or an arborist will be consulted, prior to removal of any tree. Tracy Cotterill asked that she be present during the inspection of the trees. Steve Becker will contact her regarding the date and time of the inspection.

Superintendent Chaplik discussed the district self evaluation goal and stated that questionnaires have been created, but not yet used. He also stated that he has discussed the use of a data dashboard with other superintendents, and that seems to be the direction to go for data such as post high school data etc. He stated that Anacortes has launched a data dashboard, and that he would pursue the data dashboard idea.

**Executive Session**

Patty Fountain moved and Tracy Cotterill seconded a motion to meet in executive session to discuss negotiations at 8:18 p.m. for approximately ten minutes.

At issue was the negotiation of the superintendent's contract. Included in the superintendent's contract is language stating he/she shall receive same fringe benefits as district principals. Dan Chaplik, Superintendent, requested that the Board of Directors move his buyback vacation days from five days to ten days as well as him exercising the right to receive his educational incentive. This incentive is currently received by building principals. The Board of Directors asked what the monetary value of the changes would be. Superintendent Chaplik replied it would be \$1,400. for every 45 credits beyond a masters degree; as well as a longevity bonus of \$1500. The Board questioned if longevity bonus would be for one year or ongoing; the Superintendent informed them it is ongoing. They also asked if it was possible to earn an additional incentive each year by taking more classes; Mr. Chaplik informed them, no, an individual would need to attend school full time to accomplish an incentive each year.

**Reconvene**

The meeting was reconvened at 8:31 p.m.

Updates to  
Superintendent's  
Contract

Steve Fox moved and Patty Fountain seconded the motion to change the Superintendent's contract to include vacation buyback at ten days and to grant the educational incentive payment. The language in the Superintendent's contract will mirror the principal's contract which will allow the Superintendent to receive the same fringe benefits as building principals. The motion carried unanimously.


**FOX/  
FOUNTAIN  
UNANIMOUS**

Adjournment

Being there was no further business; Chairman Craig Roesler adjourned the meeting at 8:34 p.m.



Jackie Whaley  
Recording Secretary



Dan Chaplik, Superintendent



Craig Roesler, Chairman