

**SULTAN SCHOOL DISTRICT NO. 311  
MINUTES OF REGULAR SCHOOL BOARD MEETING  
OCTOBER 18, 2010  
SULTAN ELEMENTARY SCHOOL, LIBRARY  
501 DATE ST, SULTAN WA 98294  
7:00 PM**

**Roll Call**  
**Board Members Present**  
Steve Fox  
Russ Sumpter  
Patty Fountain  
Tracy Cotterill  
Craig Roesler

**Superintendent Present**  
Dan Chaplik

**Board Members Absent**  
None

**Student Rep Present**  
Zack Day

**Staff Members Present:** Layne Anderson, Dave Moon, Steve Becker, Scott Sifferman

**Visitors Present:** None

**Call to Order** Chairman Craig Roesler called the regular board meeting to order at 7:00 p.m.

**Communication** None

**Review of the Agenda** The Superintendents' contract in item #10 was removed from the consent agenda for further discussion. Also the board was informed that the Director of Students Services contract year is 223 days it is mistated in the board packet as 218 days.

Tracy Cotterill made a motion to approve the Consent Agenda:

- 5) Approval of Minutes of 9/20/10 regular board meeting, and October 4, 2010 public input board meeting.
- 6) Approval of Certificated & Classified Personnel Report
- 7) Approval of September/October General Fund Vouchers/Accrual Vouchers Nos. 110025 through 110101 in the total amount of \$203,100.16; ASB September/October ASB Fund Vouchers/Accrual Vouchers Nos. 410003 through 410030 in the total amount of \$13,069.46; Capital Projects Vouchers/Accrual Vouchers Nos. 210000 through 290019 in the total amount of \$344.09; October payroll TBA
- 8) Approval of Appointment of 2010/2011 Attendance Officer
- 9) Approval of 2010/2011 Salary Schedules; Certificated Administrators and Classified Administrators
- 10) Approval of collective bargaining contracts; Certificated Administrators, PSE and Coaches
- 11) Approval of 2010/2011 Minimum Basic Education Requirement Compliance (SPI 1497)
- 12) Approval of 2010/2011 Native Indian Agreement
- 13) Approval of the 2010/2011 Snohomish County Infant Toddler Agreement
- 14) Approval of the 2010/2011 Inter-District Cooperative Agreement for children with disabilities between Skykomish School District and Sultan School District

**COTTERILL/  
FOUNTAIN  
UNANIMOUS**

**Consent Agenda**

14a) Approval of increase in adult breakfast prices for 2010/2011

Patty Fountain seconded the motion. The motion carried.

**Good News**

**SULTAN ELEMENTARY SCHOOL:** This fall was a busy time at Sultan Elementary with Parent/Teacher conferences, staff training days, Cougar Pride assembly, and family fun PTO events. About 95-98% of SES parents attended Parent/Teacher conferences on Thursday, October 7 and Friday, October 8. Preschool through 5th grade teachers spent two full conference days equaling about 500 conferences. Parents appreciated the time to talk about their children and learn how to support their educational needs. On September 24, a Collegial Early Release Day, staff learned about using tools to build student vocabulary as an instructional strategy for reading. It was a fun exercise led by one of SES's Fifth grade teachers who has been a member of NW ESD's Reading CBA Co-op. Teachers spent Friday, Oct 1, planning for teacher conferences and sharing common assessment templates, which helped streamline the meetings. On Friday, October 22 Early Release Day, staff will examine individual reading assessments and coordinate diagnostic screening tools which will help interventions. Our monthly Cougar Pride assembly was held on September 30, where Students of the Month were recognized along with other awards, including the Unicycle Club receiving first place in the summer Shindig parade. Watch Dogs (Dads of Great Students) started up in September, and about two dads have helped out daily. The kids absolutely love having Watch Dog dads at school! SES has also had a family movie night and a clothing exchange. We thank our community for all of its support and involvement at SES. It is truly a great place for kids.

**GOLD BAR ELEMENTARY SCHOOL:** DIBELS (Reading Assessment) has been completed K – 5 (This data is used along with teacher input, to make decisions concerning academic support). Gold Bar's first student initiated – student led online Newspaper is available at [www.huskygazette.weekly.com](http://www.huskygazette.weekly.com). Parent-Teacher Conferences were held on October 7<sup>th</sup> and 8<sup>th</sup>. About 91% of our families attend parent teacher conferences. GBE had 20 of our conferences translated with the support of a Spanish Speaking Translator. Teachers stayed beyond the school day to accommodate working parents. Gold Bar is beginning an Extended Day Reading Program targeting Tier II students on Early Release Days. Gold Bar's BLT and District Leadership are working hard to plan professional development on Early Release Days focusing on Math Instruction.

**SULTAN MIDDLE SCHOOL:** Sultan Middle School is turning into a great kennel! We have many dads participating in our Watch D.O.G.S. program. The students enjoy seeing these great men throughout the school day. We appreciate these D.O.G.S. making our school the most important place to be! In addition to our dads, we have some fantastic moms helping out in the school. This year brings the highest level of parent volunteers into our building, with support in many areas from working with students to helping in the office. Our school is a great place to be because of our fantastic volunteers. The Skyhawk student mentors are off and running, providing support to their peers.

Thank you, Ms. Espinosa, for making our peer support program a favorite among our students. The school year opened with a great schoolwide assembly teaching our students about the negative effects of harassment, intimidation, and bullying. In addition, our students have been working on greetings (saying “hello,” or “good morning,”) as they see staff and each other in the school. This simple act of courtesy and respect is helping to create an incredibly positive tone in our building. Next week we will focus on the basic manners of “please, thank you, and you’re welcome.” Drive by our school to see the window art supporting our efforts in basic courtesies and respect; thank you Mrs. Whitford for the wonderful window decorations. We are wrapping up football and volleyball this week. It has been fun to watch our athletes grow and learn while celebrating their victories and learning from defeat. We are proud of how few athletes experienced ineligibility due to grade checks. Boys basketball and girls soccer begin on Thursday

**SULTAN HIGH SCHOOL:** Sultan High School is pleased to announce that senior David Shirley was named a “Commended Student” by the National Merit Program for his performance on the PSAT last year. David performed in the top 5% of the 1.5 million students taking the test. Students of the Week for the last 2 weeks were Tim Abt (10/4) and Brian Ordonez (10/8). SHS is happy to report that a record 70 students took the PSAT last Wednesday. These numbers indicate a trend toward students taking responsibility to prepare themselves for future opportunities. Part of this trend can be credited to the advisory program at SHS. Five Sultan High School students are contributing to their community by serving as judges on the Sky Valley Teen Court. The court, sponsored by the City of Sultan and administered by the Volunteers of America, has the goal of providing “restorative justice” for youth offenders that do not have extensive legal histories. Focusing mainly on middle school aged youth, the vision of the court is to intervene before youngsters get caught up in the legal system. Fabiola Arroyo, Rocio Carranza, Virginia Desuler, McKenzie Sumpter and Russell Wiita went through 14 hours of extensive training in preparation to serve as judges. Sultan High School was very proud to learn that 2010 graduate Zach Beebe has made the Washington Huskies football roster as a walk-on freshman. Zach, who was named SHS Most Outstanding Male Athlete for the 2009-2010 school year, is listed as a strong safety. He is one of only 4 walk-ons to make the roster. He suited up for the game against Arizona State. We will attempt to keep everyone informed of other Turk successes as we receive information.....we have a number of Sultan grads participating in college activities for their current schools. The SHS Turk Marching Band got a jump start on the fall marching season by placing second in the AA division and winning the award for Best Color Guard overall at the Peninsula Classic in Silverdale. Video of the September 25<sup>th</sup> performance can be seen at [www.skyvalleychronicle.com](http://www.skyvalleychronicle.com). 141 parents representing 151 students attended Parent-Teacher Conferences held October 7<sup>th</sup> and 8<sup>th</sup>. Although not matching attendance at the spring Student Led Conferences, the fall conferences provide parents the opportunity to connect directly with teachers. The Lady Turk Soccer team has made great progress this season. Recently, they won their first game in 3 years, beating Coupeville in a shoot out. The team continues to improve, and with many of the girls being sophomores and freshmen, the future looks bright.

The Lady Turks volleyball team also is making positive strides. The Lady Turks recently have taken two opponents to the 5<sup>th</sup> game, but have fallen short of their first victory. The girls are playing an exciting brand of volleyball, and for anyone who comes to watch, you would think we were contending for the Conference title with all the energy from the court to the stands. The Cross Country team, while small, is having a good year. Individually, the athletes continue to set personal records. Two standouts are Christian Culp and Jacob Biddle; both boys push the other to get better, in hopes they will lower their times enough to advance to State. The football team picked up its first win of the year at Coupeville, with a 5 play, 75 yard drive to score the winning touchdown inside the last minute of the game. The following teams have earned WIAA Distinguished Scholastic Awards for having team grade point averages between 3.0 and 3.49. Volleyball (3.31), Marching Band (3.16), Girls Soccer (3.15), and Cheer (3.13). The Junior Varsity football team is currently in first place, with a 5-1 overall record.

**SKY VALLEY OPTIONS HIGH SCHOOL:** Six SVO students were able to attend Operation School Bell. Alix Vorkapich performed well showing her dogs at the Evergreen State Fair and she qualified to show at the Puyallup Fair where she won the following: Obedience: Champion, Confirmation: Reserve and Agility Standard Course Excellent Level: Champion. Congratulations Alix and her dogs! SVO has a new baby. Josiline was born September 23, 2010 to Jessica Ramos. 15 parents representing 50 students attended Parent/Teacher Conferences held October 7<sup>th</sup> and 8<sup>th</sup>. According to parents polled due to our continuous communication with parents/guardians and progress reports going out the week before, parents felt they were informed of how their child/children were doing in school and didn't feel a need to attend the Parent/Teacher Conferences. Sarita provided a Hawaiian themed dinner for her staff on Thursday night. Ms. Linda Everett and her sister are providing snacks for our students again this year. Linda's son graduated from SVO last year and we are so thankful for her continued support.

**Student  
Services  
Report**

David Paratore, Director of Student was out of the district at a workshop. Information from October will be included in the November student services report.

**Association  
Reports**

Zack Day, ASB Student Representative, reported to the Board of Directors that all went well with homecoming and that he is glad it is over as it was a very busy time. There are currently two assemblies scheduled: Cyber bullying and a presentation by former SHS football coach, Jim MacDicken, on alcohol awareness. Zack stated that he views this as a follow-up to the Every 15 Minutes assembly presented in 09/10. Zack also shared with the board that a new club, the "Pep Club", has been approved by the SHS ASB. Superintendent Chaplik asked Zack Day and Athletic Director Scott Sifferman if there was a dress code for SHS royalty; they both responded that there was none.

**Presentation of  
2010/15 CFP**

Steve Becker, Director of Facilities, presented the 2010/2015 Capital Facilities Plan to the Board of Directors. Mr. Becker informed the Board that the plan had been updated in-house by Marianne Naslund, Administrative Secretary in the Facilities Department, creating a savings of \$11,000.00 for the district.

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Mr. Becker stated that the plan is updated every two years and that, due to no increase in enrollment, the updated plan does not include impact fees.

**Athletic travel**  
**SHS overnight**

Scott Sifferman, SHS Assistant Principal/Athletic Director, presented the overnight travel request for Sultan High School. It was determined that proper procedures would be followed each time a team travels for playoff of tournaments. Tracy Cotterill made a motion to approve the overnight athletic travel as presented. Patty Fountain seconded the motion. The motion carried unanimously.

**COTTERILL/  
FOUNTAIN  
UNANIMOUS**

**Adoption of**  
**Resolution 10-02**  
**VEBA**

Layne Anderson, Director of Fiscal Services, presented Resolution No. 10-02 2010-2011 VEBA Agreement, "Authorization of Vacation Cash-Out Contributions to VEBA for Public Employees" to the board of directors for review and adoption. The VEBA Plan will be funded by the employer using equivalent funds in lieu of cash remuneration for the payment of unused vacation and unused sick leave at the time of retirement. Russ Sumpter made a motion to adopt Resolution No. 10-02 as presented. Tracy Cotterill seconded the motion. The motion carried unanimously.

**SUMPTER/  
COTTERILL  
UNANIMOUS**

**Adoption of**  
**number change**  
**Resolution 10-04**  
**Substitute**  
**Employment**

Jackie Whaley, Superintendent's Secretary, presented Resolution 10-01 Substitute Employment to the Board of Directors for a numerical change only. The Resolution number was changed from 10-01 to 10-04. Tracy Cotterill made a motion to adopt the change in the Resolution No. from 10-01 to 10-04 for Substitute Employment as presented. Patty Fountain seconded the motion. The motion carried unanimously.

**COTTERILL/  
FOUNTAIN  
UNANIMOUS**

**Adoption of**  
**Resolution 10-05**  
**2010/2015 CFP**

Dan Chaplik, Superintendent, presented Resolution No. 10-05 2010/2015 Capital Facilities Plan to the Board of Directors for approval. Tracy Cotterill made a motion to adopt Resolution No. 10-05 2010/2015 Capital Facilities Plan as presented. Russ Sumpter seconded the motion. The motion carried unanimously.

**COTTERILL/  
SUMPTER  
UNANIMOUS**

Layne Anderson, Director of Fiscal Services, presented new policy/procedure 6045 Payroll for board approval. Layne informed the Board of Directors that the time line dates had been added to the policy/procedure as requested by the Board. It was also determined that there will be a special mailing to all employees that do not currently have APD and union representatives alerting them of the change in district policy.

**COTTERILL/  
FOUNTAIN  
UNANIMOUS**

**1<sup>st</sup> Reading**  
**• 6045/6045P**  
**• 2151P**

Scott Sifferman, SHS Athletic Director, presented revised 2151P for first reading. He informed the Board of Directors that new language has been inserted into the procedure to bring it in line with current practices at SHS as well as typographical corrections. The policy/ procedures will be presented on November 15, 2010 for second reading and adoption. Tracy Cotterill made a motion to approve the policy and procedures as presented. Patty Fountain seconded the motion. The motion carried unanimously.

Director Russ Sumpter questioned Scott Sifferman, Athletic Director, about the change in athletic eligibility; has the change made a difference in the number of students that are giving up? Does data provide evidence that more students are continuing to work toward grade improvement to earn the privilege to participate? Russ Sumpter also asked that teachers be held accountable to get grades into

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PowerSchool in a timely manner which can make a difference in student eligibility as well. Mr. Sifferman stated that he would report back to the board information on the impact of the procedural changes as well as a report on the timeliness of SHS teachers entering grades into the system.

**SUMPTER/  
COTTERILL  
UNANIMOUS**

**2<sup>nd</sup> Reading &  
Adoption**  
• **5407P**

Dan Chaplik, Superintendent, presented revised Procedure 5407 Military Leave for second reading and adoption: Russ Sumpter made a motion to approve the procedure as presented. Tracy Cotterill seconded the motion. The motion carried unanimously.

**FOUNTAIN/  
FOX  
UNANIMOUS**

**2010/11 Board/  
District/Superint  
endent Goals**

Superintendent Chaplik presented the 2010/2011 Board/District/Superintendent Goals for board approval. Superintendent Chaplik noted that a dash board program as well as pre-kindergarten assessment data will help to tie data back to the established goals. Another area the board requested data collection on was post secondary students. College freshman; are they prepared for college; at what level were they prepared upon entry into college-remedial classes or better. Patty Fountain made a motion to approve the 2010/2011 Board Goals as presented. Steve Fox seconded the motion. The motion carried unanimously.

**Financial  
Report**

Director of Fiscal Services, Layne Anderson, reviewed enrollment with the Board of Directors. Layne informed the Board of Directors that he would present an updated budget projection at the November meeting. Layne stated that he is currently working to complete the F196. He also stated that the extended day kindergarten fiscal program is in place and working properly. Layne also stated that all deadlines have been met for the energy grant. Layne pointed out that payroll was less than expected in 09/10 due to the Compensated Absence Pool through the ESD 189 but that NERCS were budgeted with 99.9% accuracy. Layne also informed the Board that the Medicaid program will go away in 1/11 which means a decrease of approximately \$60,000 to the district. Layne stated that there is a \$464,000 balance in the CP Fund, including \$270,000 impact fees which the district can use to self-fund the energy grant. Layne also stated that the district has \$145,000 left in grant monies from 2009/2010 as well as \$85,000 from the ESD compensation pool, and approximately \$12,000 owed the district from Sodexo. Tracy Cotterill stated that she had heard of GBE running out of food during lunch; she asked if that was happening, Layne stated that he did not think so. Layne stated that GBE may run out of the favorite offering of the day but not out of food.

**Other Items**

Superintendent Dan Chaplik discussed the newly released information regarding head lice with the Board of Directors. Several articles were included in their packets for their information. The Board of Directors agreed that policy should be left as it is with no change. Some suggested that lice supplies be provided to families of infested students. It was discussed that the policy/procedure should be clarified.

**Discussion  
Superintendent's  
Contract**

Chairman Craig Roesler presented the Superintendent's Contract for discussion. Layne Anderson, Director of Fiscal Services, stated that having common language between the Certificated Administrative contract and the Superintendent's Contract gave the appearance of a conflict of interest. Layne also stated that his concern is transparency, and that updates to the Superintendent's contract should come from someone other than the Superintendent.

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Layne stated that all “me too” language raised a question of concern for him. It was pointed out that the language he was referring to had been included in the Superintendent’s Contract all along. Layne stated that the contract language has not changed from the prior contract; however, it appears that the district is being asked to enhance the compensation by approximately \$4-5,000 annually over the life of the new contract.

It was established that the Board Chair will present all updates or changes to any Superintendent’s Contract to the Superintendent’s Secretary as an official record. The Board of Directors assured Layne that they were aware of the changes made to the Superintendent’s contract and that they had already approved the changes.

Committee/  
Conference

Superintendent Chaplik stated that he had been invited to spend 10/16 in Anacortes meeting with other Superintendents as well as the UW Research & Learning Team discussing the impact of instructional growth seen in our district. It was an exciting time.

Executive  
Session

Tracy Cotterill moved and Russ Sumpter seconded to meet in executive session for approximately 15 minutes at 9:29 p.m. to discuss the evaluation of an employee.

**COTTERILL/  
SUMPTER  
UNANIMOUS**

Reconvene

Patty Fountain moved and Tracy Cotterill seconded to reconvene the regular meeting at 9:45 p.m.

**FOUNTAIN/  
COTTERILL  
UNANIMOUS**

Adjournment

Being there was no further business; Chairman Craig Roesler adjourned the meeting at 9:46 p.m.

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Jackie Whaley  
Recording Secretary

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Dan Chaplik, Superintendent

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Craig Roesler, Chairman