

**Eatonville School District
Board of Directors Meeting
Wednesday, October 8, 7:00pm
Eatonville School District Board Room**

CALL TO ORDER

The meeting was called to order @ 7:00 pm by President Patterson.
Also present were;
Mr. Robert Homan, VP, Legislative Representative
Mr. Kirk Heinz, Director,
Mrs. Paulette Gilliardi, Director
Superintendent Raymond Arment
Ms. Debi Hamilton, Recording Secretary.
Mr. Bruce Lachney was not present due to another engagement.
Ms. Cathy Bryant was not present.

Administrators present were Mrs. Diane Heersink, Principal of Eatonville Elementary School and Mrs. Lucy Fountain, Director of Curriculum and Assessment.
Also present were Ms Kasey Wyatt, project manager for EHS and EMS and Ms. Mary Urbach, Attorney.

FLAG SALUTE

President Patterson asked Ms. Hayley Bennett, Student Representative to lead the flag salute.

EXECUTIVE SESSION

President Patterson adjourned to executive session at 7:04 pm to discuss real estate and personnel items. He announced that the executive session would not take longer than 60 minutes. Mr. Patterson announced that the executive session would extend another 15 minutes at 8:00pm. The meeting reconvened at 8:14 pm.

CONSENT AGENDA

The consent agenda was brought before the board for approval. Mrs. Gilliardi made a motion to approve the consent agenda. There was a second and the motion carried.

A. Approved School Board Minutes:

1. 9-24-08 meeting.

B. Approved Classified Human Resources Recommendations:

1. Resignation of Patricia (Sue) Mischel, EMS-Asst. Cook, effective 9/28/08
2. Employment of Rebecca Wood, EHS-Teacher Assistant/Crossing Guard, .5 hrs per day, effective 10/09/08.

C. Approved Certificated Human Resources Recommendations

1. Employment of Sheelah Ridgway, EHS-Writing Collection of Evidence Teacher, effective date 10/09/08

D. Approved Extra-Curricular Appoint./Resig. Recommendations:

#	Position	Name	Start Date	End Date
1	EMS Fall Athletic/Activities Supervisor	Michael Williams	09/25/08	10/28/08
2	EMS Washington DC Trip Advisor	Alma Bass	09/03/08	06/18/08
3	EMS Rewards Assembly Advisor	Ronda Litzenberger	09/03/08	06/18/08

E. Financials

1. October-2008 First Run-Capital Projects Fund Vouchers
\$122,425.58

**HEARING OF
INDIVIDUALS/GROUPS**

Before the Hearings of Individuals and Groups started, **President Patterson** announced that he is aware that there are numerous letters submitted to the board pertaining to Mr. Arment's contract. He went on to say, Just for the record the position of the board is that we had been notified by Mr. Arment that he had chosen not to sign the proposed contract that had been extended to him. It continues to be in negotiation. The board has not moved forward or announced that the position is available. For the record, President Patterson read what was given to The Dispatch. *"The Eatonville School Board of Directors was notified in a letter from Superintendent Ray Arment that he has chosen not to accept the contract extension proposal previously submitted to him. Arment has chosen to continue his employment with the Eatonville School district under the terms of the existing contract, which runs through June 30, 2009. Arment has served as Superintendent of the Eatonville School District #404 since 1998."* President Patterson stated that the board had "no part of the headline. The position of the board is that the contract is still in negotiation."

Mr. Heinz relayed; "About the concerns in the community about what was said and what was not said." He "feels there is some misunderstanding of communication and the way some of the things were presented. After additional consideration and discussion with Superintendent Arment, the board is still open for discussion and negotiation and he feels that we are headed in the right direction."

Mr. Patterson added; he "feels these are confidential matters between Mr. Arment and the board and while apparently there has been some release of information he does not feel the board is in a position to comment but will be more than happy to hear comments from the public."

President Patterson asked that Cassidy Whisley-Paul was first on the list. The next person on the list **Chris Zachary** announced that she would be commenting before Cassidy. Chris asked the board to negotiate the contract with acceptable figures. Chris Zachary- Expressed that she was representing community members and expressed their deep concern that Superintendent Arment was not able to accept a contract. She read a letter expressing why they support our superintendent and asking the board to actively negotiate a contract that would be acceptable to the Superintendent. Mrs. Zachary asked Superintendent Arment, "What are your reasons behind your decisions not to accept the contract as it stands and are you in fact retiring?"

Superintendent Arment answered." The board has asked me not to comment and I want to respect that, their request, but I am not retiring."

Cassidy Whisley-Paul- 9th grade student, expressed how Superintendent Arment shows support to all schools and students by attending events and has an open door policy that makes himself available to all students. She expressed her gratitude on behalf of the students and expressed that they hope he continues as our Superintendent

Diane Wisley-Questioned the following;

*The penalty in the proposed contract was increased from \$5,000.00 to \$25,000.00 if he leaves before his contract.

*\$ 500.00 transportation allowance was not increased when gas has increase dramatically.

*Why was there no extension.?

There was no comment on all of these questions as President Patterson had stated at the beginning of this session.

Colleen Arthur-Teacher of 35 years. All schools have a letter supporting Supt Arment and they want him to remain as their Superintendent. She gave several reason and quoted out of the latest Community Survey that was done in June. *"The district has a superintendent in his ten years who is in general receiving positive comments from staff and community, he has successfully led the community to pass a bond levy that will dramatically improve all school buildings."* She expressed that in 1998 the district altered its course bringing in Superintendent Arment. She expressed the stability areas that the district has seen. She finished with expressing that the staff wants to keep their superintendent.

Rick Smith- Commented on the no comment items. He expressed that none of

them would have accepted the contract proposal that was offered either. Those issues that are no comment issues need to be looked at. Rick commented on community and school involvement by Ray that is far beyond any superintendent that has been here. *"He has set his roots and takes pride in this community and schools."* He expressed, "The contract does not throw him any bone for all the years he has been here and every thing he has done for this district and community." He feels the contract is going backward. He relayed his hopes that the school board will work with Ray, a lot more, to improve the contract up to what he deserves.

Michelle Pate- Was present to revisit the subject of her bus route that has not been reinstated. Wants to know what the assessment results are for Washington State Risk Management Pool (WSRMP). She also asked if there is a way to have a shorter bus for the 10-20 kids that ride that bus route. She is still waiting for a constructive answer. Supt. Arment received an e mail from Risk Management Pool yesterday letting him know the report will be coming to the district soon.

Board Comment After Community Input

Mr. Heinz- Kirk acknowledged the fact that it was asked not to have a discussion in public but asked permission to make a comment.

Kirk's comment: "For everyone here, the board appreciates the work the Superintendent does." He asked the community if they felt "that the Superintendent is a very important part of the district?" They stated Yes. He asked the community, "Would you want as much time as possible to search to fill the shoes if not exceed the shoes?" Some community members stated, "yes." He state, "That is how this board feels." He continued, "We have asked Superintendent Arment 50 times, Ray let us know when you are thinking about retiring. The miscommunication portion of that is a mixed emotion to us about when Ray was wanting to retire. One to two years. The board thought win win situation here. The high school would be all built, all completed, would be a perfect time for Ray if he was going to retire, that's the ideal time. Turn the brand new building over, We would have plenty of time to search for a new superintendent to fill his shoes. So the board fashioned the approach to be able to have that be a win win situation. When it was presented the concern was that we want to be able to have enough time to be able to look for a superintendent. That's were the \$25,000 dollar item came in. In my mind maybe not thoroughly thinking the whole equation through, is that if the superintendent decides to go get another job and leave us hanging and not give us the proper time. When you are looking for superintendents you only have a search window of opportunity to find candidates to fill that spot. So we wanted to have enough time and not have us left hanging.... Knowing the character of Mr. Arment we knew he would not do that to us so that \$25,000 was a mute point, not thinking what happens if something happens in his family that required him to leave his job. Would that exercise that clause? In my mind that was not our intent but maybe it does. So that's why we are still negotiating that whole thought. So the miscommunication was we were asking to have enough time to be able to provide the best candidate possible for the district, and not really getting that once the contract was presented " He stated that Ray communicated " I don't want to retire" He stated that the board communicated, "Ray that is what you have been telling us. Potentially in two years, which was the contract extension time. We were adding a year to the contract, that was going to be a win win for us. Well it wasn't. Then there was miscommunication on what happened so it makes us look as a board look like we are not doing the right thing for the superintendent that is doing a great job for the school. Which really is more of a private thing we are negotiating on." He went on to explained that "in executive session there are things that they negotiate on that they cannot present to the public.". He expressed that they "are still negotiating and need to know what his intent is. Now that they know he is interested in working more they can go forward with that in mind and continue to negotiate." He stated that "some of things left out of the contract were left out by the person who drafted the contract." There were more questions from the community and expression about the ad in the paper. A question was asked when was Superintendent Arment given the proposed contract and when did they reopen negotiations. Mr. Heinz answered the contract was given to him in July and the negotiations were reopened tonight.

Mr. Homan- “We thought as a board, our responsibilities to the citizens, as soon as we get any information that is public, which that letter was, it was our right to tell the public the superintendent at this point decided not to sign that contract extension. Because as soon as he decided not to sign a contract extension we were put in a 13 month time crunch to have another superintendent in his position. We had to make the decision, are we going out for a superintendent search or are we going to get an interim superintendent. All of that was going to be discussed at an open public meeting. We did not want someone coming to a meeting saying, Wow! They are taking about replacing the superintendent. I did not know anything about that. That is why President Patterson issued the statement.”

“Next thing is: Everybody in private practice, when you can give people raises based on your income, I think that is more than admirable. We have the PSE union. We have the EEA union, we have the Administrators and we have Mr. Arment. We have a 16 million dollar budget we have to make sure we pay everybody what we think they deserve. If it was up to the board and we had an unlimited income we would give teachers a raise, the administrators a raise, we would give Superintendent Arment a raise without question. We cannot do that. We have to say, what is reasonable for other superintendents? What is reasonable with other teachers? What is reasonable for other administrators? We are trying to make this place as appealing as we can with the good staff we have from Supt Arment on down. Sometimes we can't. We cannot give Superintendent Arment a raise, because the first time we give Superintendent Arment a \$20,000 dollar raise because of the outstanding job he is doing with the construction of these schools. What are the administrators going to say? How come he got a raise and we didn't? And then the teachers will say how come they got a raise and we didn't?. So what we do is we have a finite amount of income. We try to do the best with the most because that is what you guys elected us to do. Any negotiation that we get into whether it be with the teachers, or PSE, the administrators or Mr. Arment, we are trying to do the best that we can to maintain the employees the way that we can afford to maintain the employees. The fact that it doesn't look like Mr. Arment is not getting any bones, look at the teachers contract, look at the PSE and look at the administrators. We try to give them as many bones as we can give them without putting the district outside teaching kids. That is our main priority, keeping as many dollars in the classrooms for the kids as we can.”

Mr. Smith talked about the number of years they can extend the contract and look at the \$25,000.00 coming from \$5,000.00.

President Patterson re stated that “with all due respect we are supportive of the superintendent, we feel he has done a tremendous job.” Having said that he stated, “The contract is under negotiation, it is subject to negotiation. This is not going to be a contract that is negotiated in public.” Another comment was made by Lucy McKee stating that she felt if the public knew that the contract was under negotiation then they would not even be there. If the announcement was in July, why was it not announced that the contract was still under negotiation. Kate McKee asked Mr. Heinz when the contract proposal was given to Mr. Arment. The answer was July. She asked when the negotiations were reopened. He stated tonight. Hearings of individuals and groups was stopped by President Patterson, who restated, “The Board is supportive of Mr. Arment and will not comment or negotiate in public. There will be no more comment on the subject of hearings of individuals and groups session.” He announced the session ended and called a break at 8:50pm.

REPORTS
Annual Sexual Harassment
Reporting

Meeting reconvened at 8:55 pm.
 Supt Arment went over the annual sexual harassment report. He noted, Incidences at EHS are significantly down. There were zero incidences at EES and WES. EMS history is up and down and CC is up. There were no questions.

UNFINISHED BUSINESS
Policy 6020 Review

Discussion about the 5%. Information provided by Supt. Arment in the discussion was. Shared about school funding and what may happen in the future for the retirement funds. There may be an increased liability in the future if we are charged

more. 22 schools in the State are on the verge of being upside down. 7 are and are in control of the state instead of board and superintendent.

Mr. Patterson asked Superintendent Arment. Is it still your position that we keep the 5 % or should we bring it down? Mr. Arment- The policy states: *"To meet this end, the Eatonville School District will maintain a General Fund ending unreserved fund balances of no less than five percent(5%) of the previous year's state revenues by the end of the 2009-2010 school year.* Supt. Arment suggested to keep the percentage in place and address it again at the end of the 09-10 School Year. If the district has not met that mark at that time, it will need to be addressed.

Mr. Heinz suggested that we bring the policy back for discussion under unfinished business again so Mr. Lachney can be a part of the discussion. There were no further comments.

**NEW BUSINESS
Change Orders 2 & 3
For WES Phase 1**

Change Order 2 & 3, WES Phase 1 for Boettcher and Sons are the extra refinements while the portables were being set. He explained the items. There was discussion. Mr. Homan made a motion to approve change orders 2 &3 as submitted. There was a second and the motion carries.

**Policies 2178 and 2178P
Traffic Safety Program
(TSE)**

Superintendent Arment explained that Mr. Hansen and himself met to go over the TSE policy. He touched on the changes and the adding of the WAC's to the policies. Mr. Hansen was present for questions. Mr. Homan had questions. Mrs. Gilliardi made a motion to approve the TSE policies with the changes suggested. There was a 2nd and the motion carried. Mr. Hansen introduced the TSE staff, Kerry Cyrus and DeLynn Kruger. The board welcomed them. Mr. Hansen finished by letting the board know that the response from the community has been very positive and he extended his thanks to the School Board and Supt. Arment for reinstating a Traffic Safety Program. (TSE)..

Communications Plan

Supt. Arment informed the board that The Community Climate Survey will change the current Communications Plan. Mr. Homan asked that it be put back on the agenda when it is ready for discussion.

BOARD COMMENT

Hayley Bennett- Discussed homecoming and the dance. Mr. Heinz had comments and questions about the homecoming dance. They talked about the rules of the dance and working with the administrators in the future She will be attending a leadership conference in Tri Cities this weekend. The volleyball team won their game yesterday. Ray and Hayley discussed the first game ball that was played in the renovated gym. The game ball was on display and signed by all of the Volleyball players.

Mr. Heinz- Has received a call from a concerned citizen about the busses starting up at 4:30 am. Talked to a student in leadership about the dance and hopes it was a learning experience for them. He attended the girl's soccer game last night. They played well. Kirk extended his appreciation to Denise Bennett (Medical Billing) for the wonderful backstops in the gym.

Mr. Homan- Shared his regrets to Denise Bennett (Medical Billing) for not being able to be at the game when they were given the appreciation plaque from Eatonville School District. He extended is appreciation and noted that they continue to do a lot for the school and community.

Bus Routes- Would like some closure on the route for Mrs. Pate. Mr. Lachney did visit the site and is open to what the final decision will be.

Congratulations to the Fall Fest Committee. It was a huge hit. He was a judge with Mr. Arment on the coloring contest and was able to present those awards. It was a good turnout. Mr. Patterson was also in attendance. This was the first event of its kind in the state of Washington. Can we get more information about a different way to record the board meetings? There was discussion. Superintendent Arment will look into some different ways that can be done.

Gym floor- Were the bleachers fixed? Yes there are new electric motors and new wheels.

Mr. Heinz- Heard there is a leak in the acoustic tiles from the roof in the gym. Is this

true? Answer: Had not heard that but does know the flashing is not complete and is on the punch list.

Mr. Homan: Excited to see TSE class up and running.

Diving board. Mr. Arment gave him some reading material. It does give us the leeway to have a one meter board. Because the diving board was removed by board action we would have board action to add it back on. Supt. Arment has asked the architect to go through the design.

President Patterson commended Medical Billing. He feels they lead by example. On behalf of the district and board thank you for all you do.

Comment on Hearings of Individuals and Groups. School Board Meetings are meetings held in public and are not a public meeting. Wants to maintain the contractual integrity. Executive session items should stay in the executive session. Thanked the board for their time.

**SUPERINTENDENT
COMMENTS
Beginning of 08-09 SY**

Wonderful work on the Fall Fest. It was a great experience. Acknowledged Mr. Andersen for the Washington Library Media Association's Principal of the Year Award. He extended his thanks to the Bennett family for all they do and the great job Denise's mom did raising her. (Denise's Mother was in attendance) He extended to the school board his appreciation for all they do.

ADJOURNMENT

The open meeting adjourned at 9:39 pm

Timothy R. Patterson, President

Raymond F. Arment, III, Secretary to the Board

Debra Hamilton, Recording Secretary