

WASHOUGAL SCHOOL DISTRICT NO. 112-06
Board of Directors' Meeting
Tuesday, June 21, 2011, 6:30 p.m.

PRESENT: Blaine Peterson, Board Director; Terrie Hutchins, Board Director; Elaine Pfeifer, Board Director; Ron Dinius, Board Director; Teresa Baldwin, Superintendent and Secretary to the Board. The prearranged absence of Board Director Jim Gadberry was excused.

1. CALL TO ORDER – PLEDGE OF ALLEGIANCE

Blaine Peterson called the meeting to order at 6:30 p.m. and led the pledge of allegiance.

2. AGENDA REVISIONS

An executive session was added per RCW 42.30.140(D)(a) to discuss negotiations planning.

3. COMMENTS – CITIZENS

Sheila Good spoke as the president of the Washougal Association of Educators (WAE). She expressed concern regarding the total number of RIFs in that the number of teachers being cut is not proportional to the projected decrease in student numbers. The cuts will result in larger class sizes, affecting quality of education. Though the district is attempting to call back several teachers, some of the newest to the profession are still without jobs. She is concerned that families will not seek out Washougal schools due to the overcrowding, and that neighboring districts will pick up our potential students and teachers. She urged the board to look very carefully at monies available for basic education.

Susan Lewallen acknowledged that the board is working very hard, as volunteers and after their regular work days, on district business, especially budget issues. She asked them to work even harder, and take one more look at this budget. She is hopeful that whatever budget cuts and reductions have to be made, they are not automatic, since teachers have taken automatic cuts in past years. Susan asked that every line item be considered before teacher salaries. She cited an example of the energy conservation management agreement.

Lauren Fialdini, Kim Yano and Julia Larson are all upcoming seniors at Washougal High School (WHS). They spoke collectively about the greatly improved culture at their school due to the team of three administrators there, citing examples of improved policies regarding tardies, dress code and cell phones. As a team, they have improved students' lives, socially and academically. Mr. Washburn goes above and beyond the call of duty, attending countless auditorium events and after school activities. He is not only a superb administrator, but a reliable friend to all students. They proposed distributing pay cuts more equitably, since WHS student opinion is that Mr. Washburn deserves a promotion, not a demotion.

Michael Stainbrook will also be a senior at WHS next year. He urged the board to keep Mr. Washburn as an associate principal next year and beyond, noting that he is a vital part of the school's administration. Mr. Washburn teaches students how to "grow up and be your own person". He is not quick to judge and has a positive impact on all students. He not only provides extra help with the drama department, but helps everyone at school, just by caring.

Cecilia Goodling is a kindergarten teacher at Gause Elementary School. Since becoming a K-5 school, Gause has always had three or four sections of kindergarten. With the staffing levels currently listed for next year (2 kindergarten sections), class sizes are likely to be large in the fall. Cecilia asked the board why another section has not been added. Blaine Peterson responded that the board will review student enrollment and staffing needs projections later in the meeting.

Margaret Trachsel, whose grandson came to live with her and graduated from WHS, has been very impressed with the school. Gordon sets a good example for the students and is a great role model. Margaret feels that it is insulting the way Gordon's position has been handled and the process has taken a toll in the school and in the community. Gordon is a favorite among students, in spite of the fact that he often has to deal with discipline issues. He has a gift that not everyone does, and his

interactions with kids make them better people. He has impacted students for many years and continues to do so. The district should make sure to keep that kind of employee.

Patrick McCarthy is a recent WHS graduate, who was also present to advocate for Mr. Washburn. Patrick has never heard students complain about Mr. Washburn, who is known as the kind of person who can be counted on by all students from all backgrounds. He spends very long days at the high school and is an important asset to WHS. He is not deserving of his position to be taken away or reduced. Patrick has tremendous respect for all of the time and effort Mr. Washburn puts into the school and its students.

Lisa Young asked to discuss Gordon's position in the realm of funding opportunities to keep him at full salary. For example, if all administrators were to take the full 3% cut in salary instead of just 3% of the state funded portion, Gordon's full salary could be funded. If the two assistant principal positions are not actually needed at the high school, then part or all of the proposed pay cut could be funded out of the district's energy savings, since Gordon will be overseeing the energy efficiency software. She asked the board to consider these or other ways to keep the position at its current salary.

Will Paulson graduated from WHS last year. He commented that there is "a lot of good stuff going on at the high school". He is concerned that if Mr. Washburn's pay is cut, he will look to find another position outside the district. The faculty as a whole at WHS is great. He asked the board to squeeze as hard as they can to be able to put as much funding as possible toward staff salaries in order to keep the great staff that we already have.

Jay Bennett, a WHS teacher, asked the board to look at the distribution of the proposed cuts and work to make them equitable between the various employee groups (classified, certificated, administrative).

Norm Paulson's family has a tradition at WHS dating back to 1942 with his mother's graduation. He feels that his family members have become exceptional members of the community and asked the board to avoid anything that might upset the formula for success that the high school has enjoyed and the community benefitted from. As a small business owner, he also has to consider budget cuts. He looks at how employees interact with customers in his decision-making. The fact that they are graduating students at a very good rate has been the rationale used to justify not making budget cuts at Excelsior. If it could be quantified, Norm believes that many students have also graduated due to the influence of Mr. Washburn. He urged the board to look at everything in the budget and be as equitable as possible. He would like to see the person for whom the auditorium is named retire proudly from the district, not leave prior to that.

Margaret Trachsel asked to add to her previous comments how much early childhood education should be valued and protected.

John Bryden had Mr. Washburn as a teacher for seven years. The salary cut proposed boils down to \$52/day less than his current salary. Someone who has devoted this much to students does not deserve this kind of treatment.

Bret Wade will be a sophomore at WHS next year. His comment to the board: "I support Gordon Washburn."

BOARD ADJOURNMENT OR ADJOURNMENT TO EXECUTIVE SESSION

Elaine Pfeifer moved to recess to executive session at 7:07 p.m. for approximately 30-40 minutes, returning for action. Terrie Hutchins seconded and the motion carried unanimously. Blaine Peterson thanked the audience for their comments. The board reconvened at 7:48 p.m. stating that they needed more time for their executive session discussions. Elaine Pfeifer moved to recess for an additional 30 minutes or less. Ron Dinius seconded and the motion carried unanimously.

RCW 42.30.140(D)(a) Negotiations

RETURN FROM EXECUTIVE SESSION FOR ADJOURNMENT OR ACTION

The board reconvened at 8:24 p.m. Blaine Peterson announced that the board officially recommends to the administration that the current administrative structure at the high school be maintained with two full-time assistant principals.

4. BOARD WORK SESSION

A. Enrollment Projection

Doug Bright reported on enrollment projections, as updated from the last report to board. There are no new staffing recommendations as a result of the updates. Elaine Pfeifer asked for a clarification regarding the kindergarten enrollment numbers at Gause. Doug Bright responded that there were 58 kindergarteners registered as of Monday's numbers. The district has planned all along to add sections as needed. Rebecca Miner reported that on average, 20-25 additional students are added to kindergarten in August at each school. Cecilia Goodling commented that it is upsetting to take care of adding the section in September, since it requires transitioning students to new classrooms, teachers and schedules. Rebecca Miner proposed posting positions in mid-August in order to have the hiring completed before the first day of classes. Teresa Baldwin said that another possible option would be to have the Wednesday only teachers substitute for the added sections until permanent hires were made, to minimize schedule disruptions for students and parents. She reiterated that in a tight budget year, the district must wait to be sure that the student numbers are sufficient to support the staff hired. Heidi Kleser, a third grade teacher at Gause Elementary, shared with the board that she was displaced by the cuts made. Although her current position has now been reinstated for next year, she cannot automatically go back to that position, but must work through the WAE process, where teachers with more seniority have an opportunity to take the position first. She will have a job, but it may not be in her current position. Sheila Good commented that the position should never have been cut, that the cuts made were too deep. Teresa Baldwin responded that it was unfortunate that the district had to announce proposed cuts before concrete budget information was available from the state.

The board agreed by consensus to bring back as many staff on the RIF list as possible, directing the district to move forward with the process. The board will bring back the discussion of the budget enrollment number to next meeting. Rosann will proceed with proposed 2749 FTE, with the understanding that revisions could be made if the board determines a different value.

B. Maintenance and Capital Facilities Budget, 2011-12

The board reviewed the proposed maintenance and capital facilities projects for 2011-12, including projects to be completed over the summer of 2011, for each district building. Looking at the 10-year plan, the board decided to switch the order of completion for the auditorium plumbing and the field drainage at WHS. The board directed the district to proceed with the work listed on the summer 2011 schedule.

C. General Fund Budget, 2011-12

Elaine Pfeifer asked for clarification regarding Excelsior High School's funding cuts and proposed budget for next year. The board agreed by consensus with the budget planning proposed as a starting point and will continue general fund budget discussions at the next regular meeting.

D. WAE Negotiated Agreement, 2011-12

Elaine Pfeifer moved to roll the existing WAE contract forward for one year. Ron Dinius seconded and the motion carried unanimously. The board asked the district to move forward with the previously proposed salary reductions resulting from the 1.9% for classified and certificated and 3% for administrative staff funding reductions from the state, and will continue to communicate with Doug Bright regarding the cuts.

Elaine Pfeifer moved, seconded by Terrie Hutchins, to adjourn at 9:29 p.m. The motion carried unanimously.

Dated this 28th day of June 2011

President

Secretary to the Board