



North Mason School District

School Board Study Session

School Board Study Session

Published on January 8, 2026 at 1:18 PM PST
Amended on February 11, 2026 at 4:44 PM PST

Date and Time

Monday February 9, 2026 at 6:00 PM PST

Location

North Mason School District Administration Office, 250 E. Campus Drive, Belfair, WA 98528.

North Mason School District #403

71 E Campus Drive
Belfair, WA 98528

School Board: Rick Biehl, Nicole González Timmons, Leanna Krotzer, Nicholas Thomas, and Erik Youngberg

Superintendent: Dr. Kristine Michael

Student Board Members: Sophia Mairs, Camrynn Pike & Hayden Thomas

Agenda

	Purpose	Presenter	Time
I. Opening Items			6:00 PM
A. Record Attendance			

Purpose Presenter Time

B. Call the Meeting to Order

Board President Gonzalez Timmons will call the study session to order.

II. Study Session Topics

EP&O Levy Discussion

A. EP&O Presentation

III. Closing Items

A. Next Board Meeting Date FYI

The next school board meeting will be held on February 23, 2026 at 6:30pm at the NMSD Administration Office Boardroom.

B. Adjourn Meeting FYI

Note: Persons with disabilities needing special accommodations should contact the North Mason School District Office at (360) 277-2300 prior to the date of this meeting.

Coversheet

EP&O Presentation

Section: II. Study Session Topics
Item: A. EP&O Presentation
Purpose:
Submitted by:
Related Material: North Mason BOE Feb 9 2026.pdf

North Mason School District



Board of Directors Study Session Feb. 9, 2026

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100% DISTRICT VISION

-  **100%** 3rd Grade - 100% students reading at grade level
-  **100%** 7th Grade - 100% students earn SBA Level 3 or 4 in ELA & Math
-  **100%** 9th Grade - 100% students on track with 0% failures in core classes
-  **100%** 100% Graduation Rate (85% on time)
-  **100%** 100% of graduates complete a CTE course sequence
-  **100%** 100% of students attend at least 85% of the time
-  **100%** 100% of buildings will have an 80% or higher score on TFI

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2025-2026 DISTRICT GOALS

-  **5%** cohort achievement growth on District K-8 Math and Reading Assessments
-  **5%** cohort achievement growth on Smarter Balanced Math and ELA Assessments
-  **20%** reduction in Office Discipline Referrals
-  **20%** reduction in Step 2 Attendance Interventions

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Superintendent Report

- We have to remember that every space in a school district is a teaching and learning space. Those include teachers, bus drivers, paraprofessionals and more. Some of them might be lunchroom staff.
- They're all equally important, and they all ensure the success of our students.



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Superintendent Report



- **Sense of Urgency**
 - **District made cuts before School Year 2025-2026, yet we have a deficit due to a smaller enrollment**

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We Listened

- The district has listened. On two occasions the community has voted down our EP & O Levy.
- This levy expired in December 2025
- The district already made ~\$3,000,000 in cuts at the end of the 25-26 School Year to account for only half a year of levy dollars.

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Dr. Michael has spent her first six months listening and learning.

- I am committed to student achievement, health and safety, and responsible use of resources.
- I've examined every position and recognize that North Mason can continue to operate with a leaner district office.
 - I am able to reorganize responsibilities and reduce the financial cost of the district office.
- With or without a levy, I am committed to make \$1,300,000 in reductions by the end of this school year.
 - These cuts will have the least impact on student achievement, health and safety. They will come from the Operational side of the district.
- These cuts will remain in effect, with or without a levy.
- Cuts will be outlined at the regular February and March Board Meetings

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EP & O Levy

- The February 2025 and November 2025 EP & O Levy was in the amount of \$5,500,000.
- This was determined by the previous administration. They made the decision they believed was best for the district. Different superintendents evaluate things differently

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Student Achievement

- We should not have to choose between required services like special education and band. We should be funded in a way that allows North Mason to have both.
- We have to rely on our local voters to help bridge the gap.

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Budget Advisory Committee

The new Budget Advisory Council will support and make recommendations to the superintendent and other district staff in the development, review, and revision of both short- and long-term financial management plans. These plans will support the mission and priorities described in our strategic plan.

Membership

The Budget Advisory Council membership will consist of:

- **5 parent/community members:** One from each school (*appointed*)
- **2 community members at large:** (*application*)
- **5 staff members:** One from each school (*application*)
- **2 students:** (*application*)
- **3 union representatives:** NMEA, PSE, UFCW (*appointed*)
- **3 district administrators:** Elementary, middle, high school, and operations (*appointed*)
- **1 school board member:** Will observe the meetings

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\$4,500,000 Levy Investment Allocation

Category	Annual Amount	% of Levy	Description
Bridging the Gap: Staffing Certificated and Classified-Counselors, Security, SpEd Supports, Paras	\$2,175,000	48%	Bridge the gap between state funding and actual costs
Curriculum Adoption	\$225,000	5%	ELA/Math adoption cycle (3-4 years overdue)
Technology Infrastructure	\$225,000	5%	infrastructure
Facilities Maintenance	\$400,000	9%	Deferred maintenance, safety, HVAC
Athletics & Activities	\$375,000	8%	Restore coaching stipends, transportation
Operating Reserve	\$600,000	13%	Build to 6% target per policy
Contingency	\$500,000	11%	Enrollment changes, unforeseen needs
TOTAL LEVY	\$4,500,000	100%	

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\$4,500,000 Levy Investment Allocation

Staffing over State Funded FTE
K-12 Certificated
Custodial, Maintenance, Grounds
Office & Paraprofessionals
Health Support (Nurses)
School Safety Officers
Interpreters
Substitutes*
Extended Day Activities
High School Co-Curricular & Athletics
Middle School Athletics and Activities
Instructional Programs
Music and the Arts
Summer School
Replacement Cycles - Sustainability
Curriculum and Curriculum Supports
Equipment
Preventative & Routine Maintenance
Facilities Maintenance and Improvements
Technology
Utilities
Building Allocations
Student School Supplies
Library

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What's at Stake

- **REDUCTION TIER SUMMARY**

Tier	Description
TIER 1	Attrition & Consolidation
TIER 2	Targeted Reductions
TIER 3	Major Restructuring

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What's at Stake

<p>Staffing over State Funded FTE</p> <ul style="list-style-type: none"> K-12 Certificated Custodial, Maintenance, Grounds Office & Paraprofessionals Health Support (Nurses) School Safety Officers Interpreters Substitutes* <p>Extended Day Activities</p> <ul style="list-style-type: none"> High School Co-Curricular & Athletics Middle School Athletics and Activities <p>Instructional Programs</p> <ul style="list-style-type: none"> Music and the Arts Summer School <p>Replacement Cycles - Sustainability</p> <ul style="list-style-type: none"> Curriculum and Curriculum Supports Equipment <p>Preventative & Routine Maintenance</p> <ul style="list-style-type: none"> Facilities Maintenance and Improvements Technology Utilities <p>Building Allocations</p> <ul style="list-style-type: none"> Student School Supplies Library 	<ul style="list-style-type: none"> • Everything on the list • Timber Assessed Value Funds
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