



North Mason School District

School Board Study Session

Published on May 12, 2026 at 10:59 AM PDT

Amended on June 4, 2026 at 1:57 PM PDT

Date and Time

Monday June 8, 2026 at 6:00 PM PDT

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			
B. Call the Meeting to Order			

Purpose Presenter Time

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

II. Policy E-6 Educational Equity & Policy & Procedure GP-2-E6 Student Board Member

A. Policies E-6 & GP-2-E6

III. Closing Items

A. Next Board Meeting Date FYI

The next regular school board meeting will be held on June 22, 2026 at 6:30pm including an executive session at the NMSD Administration Office Boardroom. The board will be holding a study session on July 13, 2026 at 6:00 pm 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

Policies E-6 & GP-2-E6

Section: II. Policy E-6 Educational Equity & Policy & Procedure GP-2-E6 Student Board Member

Item: A. Policies E-6 & GP-2-E6

Purpose:

Submitted by:

Related Material:

E-6 Educational Equity rev 6 22 26 Markup.pdf

GP-02-E6 STUDENT BOARD MEMBER PROCEDURE rev 1 19 23 Final.pdf

GP-02-E6 STUDENT BOARD MEMBER rev 2 21 18 Final.pdf

GP-02-E6 STUDENT BOARD MEMBER FORM adopt 2 21 18 Final.pdf

EDUCATIONAL EQUITY

The North Mason School District acknowledges that complex societal and historical factors ~~contribute to inequities within our school district exist. This policy confronts the institutional bias that results in predictability of student performance based on race, background and/or circumstances.~~ We resolve to address opportunity gaps at every level of our organization through policy, procedure, and practice in order to eliminate persistent achievement gaps. Our aim is that every child gets what they need in our schools, regardless ~~of where they come from, what they look like, who their parents are, what their temperament is, or what they show up knowing or not knowing of race, background and/or circumstances.~~ The core purpose of the North Mason School District (NMSD) is to nurture the potential in each student.

~~The core purpose of the North Mason School District (NMSD) is to nurture the potential in each student so that they are well equipped for a world of infinite possibilities. We are committed to creating and sustaining great schools where every student—without exception—learns at high levels. In light of this purpose, NMSD prioritizes closing achievement and opportunity gaps, while raising the achievement for all students.~~ Educational equity benefits all students and our entire community.

The diversity of our student body, ~~our~~ staff and ~~our~~ community is a strength and defining characteristic of this district and should be fostered. ~~NMSD believes the responsibility for student success is broadly shared by District staff, families, our community and our students' own efforts.~~ Each NMSD student deserves respectful learning environments in which diversity is valued and contributes to successful academic outcomes.

In order to address opportunity and achievement gaps, the North Mason School District will develop equity tools and procedures as strategies to eliminate systemic disparities and ensure systemic equity for students, staff, and families. NMSD commits to:

I. IMPLEMENTATION AND MONITORING

The Superintendent will develop and implement a system-wide ~~racial~~ equity plan with clear accountability and metrics, which will result in measurable academic improvements for NMSD students. The Superintendent shall regularly report progress on the plan and outcomes to the NMSD Board of Directors and community.

II. Eliminate Systemic Disparities

To interrupt systems that perpetuate inequities, NMSD will:

- A. Invite and include people from all backgrounds, inclusive of our families and community partners, to examine issues and develop solutions that address root causes and systems rather than one-time situational fixes;
- B. Develop the personal, professional, and organizational skills and knowledge of its employees to enable them to address the role and presence of bias, prejudice and racism; and,
- C. Eliminate practices that result in predictably lower academic achievement for any student group compared to peers.

III. Ensure Systemic Equity

1 NMSD will lead from a system-wide equity plan that is anchored in three critical areas: Family,
2 Student and Community Engagement; Leadership; and Teaching and Learning.

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4 A. Family, Student and Community Engagement

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6 NMSD employees will be expected to cultivate and implement equitable practices for and with our
7 students, their families and other community members including:

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- 10 • Intentionally seeking and including students' multiple perspectives, particularly racial
 - 11 perspectives, in the development and implementation of culturally responsive teaching and
 - 12 learning practices and curriculum;
 - 13 • Engaging family and community members with staff and students, district-wide and at school
 - 14 and program sites, in the development and implementation of culturally appropriate and
 - 15 effective partnerships between home and school;
 - 16 • Inviting and including community members to bring multiple cultural perspectives to
 - 17 examining and solving issues that arise; and,
 - 18 • Ensuring each NMSD site is welcoming and inclusive to all members.

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20 B. Leadership

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22 NMSD leaders will ensure that equity guides employee actions and leads to improved academic results
23 by:

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- 26 • Ensuring student voice is viewed as critical and incorporated routinely in decision-making;
 - 27 • Recruiting, employing, supporting, retaining and continuously developing a workforce of
 - 28 culturally conscious and responsive administrative, instructional and support personnel who
 - 29 will bring their unique talents and skills into our school system;
 - 30 • Modeling equity in professional practices including but not limited to decision-making and
 - 31 resource allocation;
 - 32 • Replacing inequitable operational practices with systems that support implementation of this
 - 33 policy; and,
 - 34 • Focusing accountability systems and metrics on equitable results with a priority on racial
 - 35 equity.

36 C. Teaching and Learning

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38 NMSD employees will work together to increase their individual and collective capacity to effectively
39 teach a diverse and changing student population by:

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- 42 • Ensuring a positive and academically rigorous school environment that engages all students
 - 43 and includes multiple pathways for success;
 - 44 • Collaborating as teachers and administrators to create and implement culturally responsive
 - 45 instructional practices, curriculum and assessments; and,
 - 46 • Eliminating practices that lead to the over- or underrepresentation of any student group
 - 47 compared to peers.

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49 NMSD will ensure that every child gets what they need every day in order to have all the skills and
50 tools to pursue what ever they want after leaving our schools to live a fulfilling life. Equity is about
51 outcomes and experiences for every child every day.

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Cross References:

- Board Policy 2020 - Curriculum Development and Adoption of Instructional Materials
- Board Policy 2133 - Diversity and Multicultural Education
- Board Policy 2190 - Highly Capable Program
- Board Policy 2340 - Religious-Related Activities or Practices
- Board Policy 3205 - Sexual Harassment of Students Prohibited
- Board Policy 3207 - Prohibition of Harassment, Intimidation, And Bullying
- Board Policy 3210 - Nondiscrimination
- Board Policy 3211 – Gender Inclusive Schools
- Board Policy 4130 – Title 1 Parent and Family Engagement
- Policy 5010 - Nondiscrimination and Affirmative Action
- Board Policy 5011– Sexual Harassment of District Staff Prohibited

Legal References:

- RCW 28a.154.025 - Learning Assistance Program
- RCW 28A.605.020 - Parent access to classroom or school sponsored activities
- RCW 28A.640 - Regulations-Sexual Equality
- RCW 28A.642 - Discrimination Prohibition
- RCW 49.60 - Law Against Discrimination--Human Rights Commission
- WAC 180-40-227 - School district rules defining students' religious rights
- WAC 392-190 - Equal Education Opportunity—Unlawful Discrimination Prohibited
- WAC 392-190-020 - Training-- Staff responsibilities--Bias awareness
- WAC 392-172A - Rules for the Provision of Special Education WAC 392-400-215 Student Rights

Monitoring Method: Internal Report
Monitoring Frequency: Annually in March

Adoption Date: 07.15.21

GP-2-E6 **PROCEDURE**
Governance Process

- 1 3. Attend special meetings or study sessions if requested, but not Executive Sessions.
- 2 4. Review the Board of Directors board packet and reading materials prior to all regular
- 3 Board meetings.
- 4 5. Participate in discussion at regular open meetings of the Board when applicable.
- 5 However, the student representative may not make any motions. Student representatives
- 6 listen and participate in board meetings. For agenda items that include voting, after
- 7 discussion closes but before the board votes, the chair/president turns to the student
- 8 representatives and asks them to provide their advisory vote(s) of pro, con, or abstain.
- 9 After taking the student advisory votes, the board takes their vote.
- 10 6. Provide reports to the Board during the agenda item titled "Student Board Member
- 11 Comments." The reports will include student activities, topics and concerns.
- 12 7. Orient a new student representative.
- 13 8. Participate in Board training sessions, when invited, such as WSSDA conference and
- 14 legislative assembly. When these sessions occur on school days, student representatives
- 15 will follow the established prearranged absence procedures at the high school.
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Responsibilities of the Superintendent and the Board of Directors

The Superintendent and the Board of Directors will:

- 19 1. Establish the North Mason High School ASB Advisor as the advisor for the student
- 20 representative.
- 21 2. Meet with the student representative and advisor at the beginning of the school year to
- 22 review expectations, responsibilities, and participation.
- 23 3. Meet with the student representative quarterly to assess the experience and plan for
- 24 future activities.
- 25

Other

Student representatives will receive .5 Elective Credit for each year of successful Board service.

31 *Monitoring Method:* Board self-assessment
32 *Monitoring Frequency:* Annually in July

33 **Adoption Date:** 2/21/18
34 **Revised:** 01/19/2023

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STUDENT BOARD MEMBER

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The North Mason School District Board of Directors believes in the responsibility of citizens to participate in civic activities. The board further believes in providing North Mason School District high school students an opportunity to gain personal experience by serving as a nonvoting member of the North Mason School District Board of Directors.

Each school year, one 10th or 11th grade student will be selected to serve for two years as ex officio "student" member of the board. Two student board members will serve overlapping terms, so the experienced student may serve as a mentor to the new student board member. The student board members will have the right to vote on issues at the same time as regular members; however, their vote will be considered as advisory only. Additionally, the student Board Members will have the following responsibilities:

- 1. Attend all regular and special meetings of the board. The student members will not attend executive sessions and closed personnel hearings;
- 2. Present potential agenda items that are of interest and concern to students;
- 3. Report back to North Mason High School; and
- 4. Consult with student councils in the District about issues of Board interest and of concern to students.

Criteria for acceptance as student board member shall be the same eligibility requirements as outlined in the North Mason High School constitution for ASB office. In addition, the student board members should be committed to board meeting attendance.

North Mason High School ASB will recruit, interview, and select one or more students as student board members and one student as alternate. The student board members term will be concurrent to the ASB President’s term.

Monitoring Method: Board self-assessment
Monitoring Frequency: Annually in July

Adoption Date: 01/22/09
Revised: 08/27/09
Revised: 12/10/09
Revised: 02/17/11
Revised: 10/17/13
Revised: 02/21/18

Application for Student Representative to the North Mason School Board

Submit the completed application to the NMHS Principal's Office by _____, 20__.

Name _____ Cumulative GPA _____ Grade in 20__ - __

Address

Phone _____ Email _____

Please describe your educational and career goals.

On a separate sheet of paper, please explain in 250 words or less why you would like to serve as the student representative to the North Mason Board of Directors.

List two people (at least one teacher or administrator) who could speak on your behalf.

<u>Name</u>	<u>Position</u>	<u>Email</u>
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1. _____

2. _____

3. _____

Student Signature _____ Date _____

Parent/Guardian Signature _____ Date _____

Principal Signature _____ Date _____

GP-2-E6 FORM
Governance Process

- 1 *Monitoring Method:* Board self-assessment
- 2 *Monitoring Frequency:* Annually in July

3 **Adoption Date:** **02/21/18**

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