

North Mason School District

School Board Meeting Agenda

Published on September 17, 2026 at 12:22 PM PDT
Amended on October 27, 2026 at 1:31 PM PDT

Date and Time

Monday October 26, 2026 at 6:30 PM PDT

Location

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

District Mission

The Mission of North Mason School District, together with our community, is to educate, empower, inspire and prepare all students to graduate confident in their abilities to meet life's challenges and opportunities.

School Board: Rick Biehl, Nicole González Timmons, Leanna Krotzer, Nicholas Thomas, and Erik Youngberg
Superintendent: Dr. Kristine Michael
Student Board Members: Camrynn Pike, Hayden Thomas, and Addisen Sheridan

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Agenda

		Purpose	Presenter	Time
I.	**Opening Items**			**6:30 PM**
A.	Call the Meeting to Order			
	Board President Gonzalez Timmons will call the meeting to order.			

		Purpose	Presenter	Time

B. Record Attendance

C. Flag Salute

Board President Gonzalez Timmons will lead the Pledge of Allegiance.

D. Approval of Agenda Vote

The board will move to approve or amend the meeting agenda.

E. Public Comments on Agenda Items

- **Please sign in, state your name, and limit comments to three minutes.** The NMSD Board of Directors values the opinion and input of the community. This is an opportunity for the public to offer comments regarding issues being considered by the board. On matters of the day-to-day operation of the district, such as policy, curriculum, academic standards, etc. the public is invited and encouraged to meet with the Superintendent.

II. Natural Resources Pathway - Presentation

A. Natural Resources Pathway – Presentation

III. Consent Items

The consent agenda enables the Board to efficiently deal with matters that have been delegated to the Superintendent, but by law must be approved by the Board. Items on the consent agenda are voted upon as one block and approved with one vote. An item may be removed from the consent agenda only upon approval of a majority of the Board.

The administration recommends that the Board of Directors…

… approve the consent agenda as presented (or as modified at the meeting).

A. Minutes of previous meeting

Minutes from September 28, 2026 School Board Meeting and October 13, 2026 Study Session.

B. Accounts Payable

The board will consider approval of General Fund Warrants, Capital Projects Fund Warrants, and Associated Student Body Program Fund Warrants.

C. Payroll

	Purpose	Presenter	Time

The board will consider approval of Payroll and Employee Benefits Warrants.

D. Personnel Report

The board will consider approval of employee hire recommendations.

E. Policy Review

The board will consider revisions to current district policies.

F. Donations

The board will consider approval of donations to NMSD.

G. 2026-2027 Budget Update

H. Agreements/Contracts

The board will consider agreements and contracts.

IV. Board Development and Linkage

A. Superintendent Update — FYI

B. Teaching and Learning

Chief academic officer, Cris Turner, will be presenting Academic and Attendance Report.

C. Legislative Representative Report

D. Washington Interscholastic Activities Association (WIAA) Report

V. Five-Minute Recess

A. President Gonzalez Timmons may call for a motion for a five-minute recess.

VI. ASSURANCE OF ORGANIZATIONAL PERFORMANCE AND POLICY REVIEW

A. Monitoring Reports — Vote

The school board adheres to the principles of Policy Governance ©. The board has written four sets of policies: Ends, Executive Requirements, Board-Superintendent Relationships, and Governance Process. The Ends policies describe the student outcomes the superintendent is charged with achieving. The Executive Requirement

Purpose Presenter Time

policies set the parameters within which the superintendent must operate as he/she leads the district toward the expected Ends. The BoardSuperintendent Relationships policies describe the way in which the board will oversee the superintendent's performance and the superintendent will support the board. The Governance Process policies describe how the board and its individual members shall conduct business, represent the community, and relate to each other.

No less than once per year, the Board receives and considers evidence regarding the level of compliance with the provisions of these four sets of policies, a few at each meeting. The following are those policies to be monitored during this meeting.

B. ER-13 Mandatory Policies

A monitoring report is included in this digital board packet. The administration believes that all provisions of this policy have been following and implemented.
The administration recommends that...
... the board find the superintendent's performance to comply with ER-13.
The administration also invites comments regarding the superintendent's performance.

C. Policy Review - Second Reading and Possible adoption of Revisions

The Board conducted a first reading of proposed revisions to Executive Requirement ER-5 (Budget Execution) and Executive Requirement ER-8 (Communication with the Board), following discussion of the policies at the September 14, 2026 Study Session. The Board reviewed the recommended changes intended to improve clarity, simplify language, and eliminate redundancies while maintaining the intent of the policies. Following discussion, the Board agreed to bring both policies back to the October Board meeting for further review, a second reading, and possible adoption.

D. Policy Review

This is the Board's opportunity to discuss, propose and/or make revisions to the policies. The Board reviewed these policies for compliance in its previous meeting. This is an opportunity for the board to consider any needed changes to these recently monitored policies.

E. Policy Review - First Reading

As part of the Board's ongoing review of its Policy Governance framework, the Board conducted a study session to review Executive Requirements Policies ER-1 and ER-3. The review focused on improving clarity, reducing redundancy, and modernizing

Purpose Presenter Time

language while maintaining the Board's governance expectations and oversight responsibilities.
Based on the discussion, revisions were made to ER-1: Expectations of the Superintendent, and the policy is being presented for first reading. The Board also reviewed ER-3: Treatment of Parents, Students, Staff and the Public and discussed opportunities to streamline the policy and address potential overlap with other existing Board policies. The proposed revisions are intended to improve readability and support a more efficient policy structure while preserving the intent of the Board's governance expectations.

VII. Closing Items

A. Announcements and Comments: Public

Please sign in, state your name, and limit comments to three minutes.
The NMSD Board of Directors values the opinion and input of the community. This is an opportunity for the public to offer comments whether or not they are on the agenda. On matters of the day-to-day operation of the district, such as personnel, policy, curriculum, academic standards, etc. the public is invited and encouraged to meet with the Superintendent.

B. Good of the Order: Board & Superintendent

This is an opportunity for Board Members and the Superintendent to make any comments or announcements that may or may not be related to agenda items or public comments.

C. Board Self-Assessment of Meeting

Director Krotzer will process the board's self-assessment of the meeting.

D. Next Board Meeting Date

The next regular school board meeting will be held on November 16, 2026 at 6:30pm at the NMSD Administration Office Boardroom.

E. Adjourn Meeting

President Gonzalez Timmons will adjourn the meeting.

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

Public Comments on Agenda Items

Section: I. Opening Items
Item: E. Public Comments on Agenda Items
Purpose: FYI
Submitted by:
Related Material: Board Meeting Guidelines rev 12 31 19.pdf

Whole Child
Whole School
Whole Community
Northmasonschools.org

NORTH MASON SCHOOL DISTRICT
250 East Campus Drive
Belfair WA 98528
O 360.277.2300
F 360.277. 2320

North Mason School District #403
Board of Directors Meeting

Board Meeting Guidelines – How We Conduct our Meetings

Welcome to our meeting! The NMSD Board of Directors values the opinions, suggestions and thoughts of our community. We also appreciate members of our community "keeping an eye on us" by attending and observing our meetings. This notice will help you understand how the board meeting works, the roles of the Board and the superintendent, and how you might share your thoughts with the board during this meeting.

The NMSD Board of Directors and Superintendent adhere to the principles of **Policy Governance©**. The Board runs all meetings according to these principles. Under Policy Governance©, the board has intentionally delegated administrative and management decisions to the superintendent. The Board is prohibited from making management decisions such as setting staffing levels, selecting instructional materials, or initiating school programs or services. While you are invited to provide input on such matters during the meeting, such decisions are the superintendent's to make, and we encourage you to talk directly with the superintendent.

Under Policy Governance©, the Board directs the superintendent through two sets of policies: **Ends** policies and **Executive Requirement** policies. The Ends policies specify the Board's expectations for student learning and student growth. The Executive Requirements policies set very specific parameters for actions the superintendent may take to attain the expected results. The Board closely monitors the attainment of Ends policies and compliance with Executive Requirement policies. The superintendent's evaluation is fully dependent on attainment of expected results and compliance with mandated procedures.

In addition to the Ends and Executive Requirement policies, the Board has also defined the relationship between the Board and Superintendent in a set of Board-Superintendent Relationship (BSR) policies, and the way the Board Members will conduct themselves in a set of Governance Process (GP) policies. We invite you to our web site, where these policies are posted, at www.northmasonschools.org.

Community Participation at Board Meetings

Again, we welcome your comments. It is important that members of the public understand how public participation at board meetings will occur.

1. Board meetings are not community hearings or public forums. They are meetings of the Board, with discussion between board members, the superintendent, and the superintendent's designees. While the meetings are held in public, they are not open to public participation except as described in items 2-4, below.
2. There is an opportunity on the agenda for public input during the meeting to comment on specific items on the board agenda at the beginning of the meeting. For matters not on the agenda please contact the Superintendent or a board member directly.
3. Comments should be limited to THREE MINUTES. This is not an opportunity to make a formal or extended presentation to the board. If the presenter wishes the board to have more information, the presenter is invited to present written comments.
4. The board will not enter into dialogue with community members during the comment period. It is an opportunity for the board to hear from community members, but not to enter into policy or program discussions. On matters of the day to day operation of the district such as policy, curriculum, academic standards, etc. the public is invited and encouraged to meet with the Superintendent.

Welcome, and thank you for coming.

Sincerely,

Nicole Gonzalez Timmons, Board President

Coversheet

Minutes of previous meeting

Section: III. Consent Items
Item: A. Minutes of previous meeting
Purpose:
Submitted by:
Related Material: 2026_10_13_school_board_study_session_minutes.pdf
2026_09_28_board_meeting_minutes (1).pdf

DRAFT

North Mason School District

Minutes

School Board Study Session

Date and Time
Tuesday October 13, 2026 at 6:00 PM

Location
North Mason School District Administration Office, 250 E Campus Drive Belfair, 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: Camrynn Pike & Hayden Thomas

Directors Present
N. Gonzalez Timmons, N. Thomas, R. Biehl

Directors Absent
E. Youngberg, L. Krotzer

Guests Present
J. Young, K. Michael

I. Opening Items

A. Record Attendance

B. Call the Meeting to Order

N. Gonzalez Timmons called a meeting to order on Tuesday Oct 13, 2026 at 6:00 PM.

II. Review Policies ER-1 & ER-3 and Board Member Handbook

A. Policies ER-1 Expectations of Superintendent & ER-3 Treatment of Parents, Students, Staff & Public and discuss Board Member Handbook

During the study session, the Board continued its ongoing review of Policy Governance materials, including Executive Requirements Policies ER-1 and ER-3, as well as the District Board Member Handbook. The purpose of the review was to ensure policies remain relevant, clear, and effective while reducing redundancy and improving readability.

The Board discussed proposed revisions to ER-1: Expectations of the Superintendent, focusing on simplifying language and removing duplicative content while maintaining the policy's original intent and the Board's governance, monitoring, and evaluation responsibilities related to the Superintendent. Following discussion, the Board made several revisions and agreed to bring the updated policy forward for first reading at the October Board meeting.

The Board also reviewed ER-3: Treatment of Parents, Students, Staff, and the Public. Members expressed concerns regarding the policy's complexity and noted that many of its provisions may already be addressed in other Board policies. The Board discussed whether maintaining a separate Executive Requirement is necessary and assigned members to review related policies to identify potential overlap and determine if the policy could be eliminated to reduce redundancy within the policy framework.

Additionally, Board President Nicole Gonzalez Timmons shared updates to the District Board Member Handbook. The Board discussed continuing its review of the handbook and expressed interest in scheduling additional study sessions after the first of the year to gather board member input and further refine the document.

The policy review process is part of the Board's broader effort to modernize governance documents that have not undergone a comprehensive review in several years.

III. Closing Items

A. Next Board Meeting Date

The next regular school board meeting will be held on October 26, 2026 at 6:30pm at the NMSD Administration Office Boardroom.

B. Adjourn Meeting

There being no further business to be transacted, and upon motion duly made, seconded and approved, the meeting was adjourned at 7:07 PM.

Respectfully Submitted,
N. Gonzalez Timmons

_____
Nicole Gonzalez Timmons, Board of Directors President

_____
Dr. Kristine Michael, Secretary to the Board

Minutes approved at meeting on _____

Documents used during the meeting

- ER-1 Expectations of Superintendent.pdf
- ER-3 Treatment of Parents, Students, Staff and the Public.pdf
- BOARD MEMBER HANDBOOK.pdf

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.

DRAFT

North Mason School District

Minutes

School Board Meeting Agenda

Date and Time
Monday September 28, 2026 at 6:30 PM

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

District Mission
The Mission of North Mason School District, together with our community, is to educate, empower, inspire and prepare all students to graduate confident in their abilities to meet life's challenges and opportunities.

School Board: Rick Biehl, Nicole González Timmons, Leanna Krotzer, Nicholas Thomas, and Erik Youngberg
Superintendent: Dr. Kristine Michael
Student Board Members: Camrynn Pike & Hayden Thomas

Directors Present
E. Youngberg, L. Krotzer, N. Gonzalez Timmons, N. Thomas

Directors Absent
R. Biehl

Guests Present
H. Thomas, J. Young, K. Michael

I. Opening Items

A. Call the Meeting to Order

N. Gonzalez Timmons called a meeting of the board of directors of North Mason School District to order on Monday Sep 28, 2026 at 6:30 PM.

B. Record Attendance

C. Flag Salute

Board President Gonzalez Timmons led the Pledge of Allegiance.

D. Approval of Agenda

Director Krotzer moved to approve the agenda as presented.

E. Public Comments on Agenda Items

There were no public comments.

F. Student Board Member - Oath of Office

Superintendent Michael introduced our new student board member, Addisen Sheridan, and administered the Oath of Office.

II. Consent Items

A. Minutes of previous meeting

E. Youngberg made a motion to approve the minutes from School Board Meeting Agenda on 08-24-26.
The board **VOTED** to approve the motion.
E. Youngberg made a motion to approve the minutes from School Board Study Session on 09-14-26.
The board **VOTED** to approve the motion.

B. Accounts Payable

General Fund, Capital Projects and Associated Student Body Program Fund Warrants were approved as presented.

C. Payroll

Payroll and Employee Benefits Warrants were approved as presented.

D. Personnel Report

Personnel report was approved as presented.

E. 2026-2027 Minimum Basic Education Report

2026-2027 Minimum Basic Education Report was approved as presented.

F. Establishing A Club

Hawkins Middle School FFA Club was approved as presented.

G. Donations

Donations were approved as presented.

H. 2025-2026 Budget Update

2025-2026 Budget Status was approved as presented.

I. Surplus textbooks/Reading Material/Equipment

All surplus was approved as presented.

J. Agreements/Contracts

All agreements and contracts were approved as presented.

III. Board Development and Linkage

A. Superintendent Update

Superintendent Dr. Kristine Michael shared great news with the Board regarding the district's approval for the Community Eligibility Provision (CEP), which will allow participating schools to provide breakfast and lunch at no cost to all students. She also reported that the district received approval from OSPI for the 180-day school year waiver for parent-teacher conference days for the 2026-27 through 2028-29 school years. Additionally, Dr. Michael introduced Cristin Blaskowitz as the district's new Executive Director of Student Services.

B. Resolution 20-G-26 Emergency Advance Payment of Basic Education Allocation

Business Manager, Patti Johnson, explained the reason for Resolution 20-G-26 Emergency Advance Payment of Basic Education Allocation and answered questions from the board. Director Thomas moved to approve Resolution 20-G-26 Emergency Advance Payment of Basic Education Allocation as presented. Motion carried.

C. Legislative Representative Report

Director Youngberg presented a brief report on current legislative issues and developments relevant to school districts.

D. Washington Interscholastic Activities Association (WIAA) Report

Director Thomas, shared updates about WIAA.

IV. Five-Minute Recess

A. President Gonzalez Timmons may call for a motion for a five-minute recess.

President Gonzalez Timmons asked for a motion for a five-minute recess; The board did take a five-minute recess with a plan to return at 7:05 pm. Meeting was reconvened at 7:05 pm.

V. ASSURANCE OF ORGANIZATIONAL PERFORMANCE AND POLICY REVIEW

A. Monitoring Reports

B. ER-6 Facilities

Director Krotzer moved to find that the Superintendent's performance complies with the requirements of ER-6. Motion carried.

C. ER-7 Asset Protection

Director Youngberg moved to find that the Superintendent's performance complies with the requirements of ER-7. Motion carried.

D. Policy Review - Second Reading and Possible adoption of Revisions

The Board conducted a second reading and discussion of the proposed revisions to Executive Requirement ER-2 and Ends Policy E-2, including the integration of concepts from Ends Policy E-5. Following discussion, Director Youngberg moved to approve the elimination of Ends Policy E-5 as a standalone policy, Director Krotzer moved to approve the wording option on lines 25-26 of Ends Policy E-2, and Director Youngberg moved to approve the revisions to Executive Requirement ER-2 as presented. All motions carried, resulting in the adoption of the revised policies and retirement of Ends Policy E-5

E. Policy Review

The Board discussed Executive Requirements ER-1, ER-3, and ER-4 following the completion of the monitoring review process. The Board noted that no revisions were identified as necessary for ER-1 or ER-3 during monitoring. After discussion, the Board voted to schedule ER-1 and ER-3 for a future study session to review and consider potential policy revisions. The Board also acknowledged that ER-4 (Budget Planning) had recently been reviewed and revised during a study session.

F. Policy Review - First Reading

The Board conducted a first reading of proposed revisions to Executive Requirement ER-5 (Budget Execution) and Executive Requirement ER-8 (Communication with the Board), following discussion of the policies at the September 14, 2026 Study Session. The Board

reviewed the recommended changes intended to improve clarity, simplify language, and eliminate redundancies while maintaining the intent of the policies. Following discussion, the Board agreed to bring both policies back to the October Board meeting for further review, a second reading, and possible adoption.

VI. Closing Items

A. Announcements and Comments: Public

There were no announcements or comments from the public.

B. Good of the Order: Board & Superintendent

Several Board Members offered comments for the Good of Order.

C. Board Self-Assessment of Meeting

Director Thomas processed the board self-assessment of their performance during this meeting and gave an overall score of satisfactory.

D. Next Board Meeting Date

The next regular school board meeting will be held on October 26, 2026 at 6:30pm at the NMSD Administration Office Boardroom. The board will be holding a study session on October 13, 2026 at 6 pm at the NMSD Administration Office Boardroom.

E. Adjourn Meeting

There being no further business to be transacted, and upon motion duly made, seconded and approved, the meeting was adjourned at 7:43 PM.

Respectfully Submitted,
N. Gonzalez Timmons

_____
Nicole Gonzalez Timmons, Board of Directors President

_____
Dr. Kristine Michael, Secretary to the Board

Minutes approved at meeting on _____

Documents used during the meeting

- Board Meeting Guidelines rev 12 31 19.pdf
- Addisen.Sheridan Oath of Office 9 28 2026.pdf

- 2026_08_24_board_meeting_minutes (1).pdf
- 2026_09_14_school_board_study_session_minutes.pdf
- Accounts Payable.pdf
- Accounts Payable II.pdf
- Accounts Payable III.pdf
- Payroll Report.pdf
- September 2026 Personnel Report.pdf
- 2026-27 Minimum Basic Education Requirements Survey-Review (1).pdf
- Establishing a club FFA HMS.pdf
- Donation Report to board Sept 2026.pdf
- NMSD_2025-26_Year-End_Budget_Status.pdf
- Budget Financial Report Fund Balance.pdf
- NMHS 9 28 26.pdf
- Transportation 9 28 26.pdf
- SPED-ESD 114 Agreement 2026-2027.pdf
- 180 Day Waiver Approval Letter_North Mason.pdf
- CEP Approval Notification.pdf
- Resolution_20-G-26_Board_Presentation.pdf
- Resolution_20-G-26_Emergency_Advancement_of_Basic_Education_Allocation.pdf
- ER-6 Facilities Rev 10 9 13 Final.pdf
- ER6_Facilities_Monitoring_Report_Sept_2026.pdf
- ER 6 Monitoring Response 9 28 26.pdf
- ER-7 Asset Protection.pdf
- ER7_Asset_Protection_Monitoring_Report_Sept_2026.pdf
- ER 7 Monitoring Response 9 28 26.pdf
- E-5 Responsible Citizens 9 28 26 Markup.pdf
- E-2 Student Success rev 9 28 26 Markup.pdf
- ER-2 Organizational Continuity and Executive Succession rev 09 28 26 Markup.pdf
- ER-1 Expectations of Superintendent.pdf
- ER-3 Treatment of Parents, Students, Staff and the Public.pdf
- ER-4 Budget Planning rev 5 19 26 Final.pdf
- ER-5 Budget Execution rev 8 14 26.pdf
- ER-08 Communication with the Board rev 8 14 26 Markup.pdf
- BOARD SELF ASSESSMENT .pdf

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

Accounts Payable

Section: III. Consent Items
Item: B. Accounts Payable
Purpose:
Submitted by:
Related Material: Accounts Payable I.pdf
Accounts Payable II.pdf

The following vouchers, as audited and certified by the Auditing Officer as required by RCW 42.24.080, and those expense reimbursement claims certified as required by RCW 42.24.090, are approved for payment. Those payments have been recorded on this listing which has been made available to the board.

As of October 26, 2026, the board, by a Majority vote, approves payments, totaling $21,566.32, and voids/cancellations, totaling $30.00. The payments and voids are further identified in this document.

Total by Payment Type for Cash Account, ASB Accounts Payable:
Warrant Numbers 160022345 through 160022366, totaling $21,566.32
Voids/Cancellations, totaling $30.00

Secretary _____ Board Member _____

Board Member _____ Board Member _____

Board Member _____ Board Member _____

Check Number	Vendor Name	Check Date	Invoice Description	Invoice Amount	Check Amount
160022345	AMAZON CAPITAL SERVIC	09/30/2026	ASB-ASB-Amazon-HOCO decor 26-27	183.98	1,043.30
			ASB-Amazon 24 cans (72) tennis balls 26-27 SY	202.80	
			ASB-BKivi TSA Amazon fillament 26-27 SY	356.55	
			NMHS ASB-Amazon Homecoming decor 26-27	299.97	
160022346	BSN SPORTS, LLC	09/30/2026	25-26 ASB NMHS-BSN Sports	596.32	596.32

Check Number	Vendor Name	Check Date	Invoice Description	Invoice Amount	Check Amount
160022347	CELEBRATIONS and Even	09/30/2026	Vinyl Banners NMHS ASB-Celebration and events Homecoming Tent 26-27	3,484.33	3,484.33
160022348	DECA	09/30/2026	ASB-DECA membership invoice TQuinn 26-27	640.00	640.00
160022349	GAME TIME	09/30/2026	ASB-Gametime broadcasting- 26-27	3,000.00	3,000.00
160022350	Girl Souts of Western	09/30/2026	ASB-Girl scouts of Western WA rental- W9-user agreement 26-27 SY	300.00	300.00
160022351	GRAPEVIEW UPHOLSTERY	09/30/2026	ASB- Grapeview upholstery zipper replacement on footballs bags/pads 26-27 SY	425.44	425.44
160022352	Hall, Tristan Nichole	09/30/2026	Refunding field trip cost for the 11.21.25 Sand Hill HOCM trip - mom was unable to attend	20.00	20.00
160022353	HEMLEYS HANDY KANS	09/30/2026	NMHS ASB-Hemleys handy Kan AUG-SEPT 26-27	177.50	895.00

Check Number	Vendor Name	Check Date	Invoice Description	Invoice Amount	Check Amount
			Handy Kan Rental	312.50	
			ASB- Hemleys handy Kans Sept-Oct 26-27	135.00	
			Hemley's Handy Kan rental	270.00	
160022354	KITSAP SCREEN PRINTIN	09/30/2026	25-26 ASB NMHS-Kitsap screen printing-ASB advisors	512.56	512.56
160022355	Mark Fillmore DJ	09/30/2026	ASB- SHovland DJ Matrix- Mark Fillmore HOCO lighting and Music 26-27	600.00	600.00
160022356	N.MASON SCHOOL DIST T	09/30/2026	Field Trip Transportation for Builders Club	133.10	133.10
160022357	N.MASON SCHOOL DIST B	09/30/2026	Security Payroll	76.64	76.64
160022358	N.MASON SCHOOL DIST F	09/30/2026	ASB- HOCO food-child nutrition services NMSD 26-27 SY	485.11	485.11
160022359	N.MASON SCHOOL DIST O	09/30/2026	Substitute teacher coverage	108.56	108.56
160022360	North Mason S.D. ACH	09/30/2026	BMO ASB	1,422.72	1,422.72
160022361	PENINSULA DANCE THEAT	09/30/2026	Peninsula Dance Theater "The Stinky Cheese Man" Friday, Oct. 23 Ballet Performance for TK - 2nd Grade	275.00	275.00

Check Number	Vendor Name	Check Date	Invoice Description	Invoice Amount	Check Amount
			Holly Englehart-Jimentez , PDT 205.913.9244		
160022362	Technology Student As	09/30/2026	ASB- TSA registration fees 26-27	563.00	563.00
160022363	VEX Robotics, Inc	09/30/2026	NMHS ASB-VEX V5 competition starter kit- TSA 26-27	1,475.24	1,475.24
160022364	WEST CENTRAL DISTRICT	09/30/2026	ASB WCD lll-2A annual service fee 26-27 SY	400.00	400.00
160022365	WIAA	09/30/2026	ASB-WIAA annual fees 26-27	4,335.00	5,100.00
			WIAA - Annual Membership Fee	765.00	
160022366	Zuniga, Sonia Cristin	09/30/2026	NMHS Winter Dance Ticket Refund for Cristina Zuniga - Unable to Attend	10.00	10.00
	22	Computer	Check(s) For a Total of		21,566.32

Check Number	Vendor Name	Check Date	Invoice Description	Invoice Amount	Check Amount
160022241	Hall, Tristan Nichole	09/28/2026	Refunding field trip cost for the 11.21.25 Sand Hill HOCM trip - mom was unable to attend	20.00	20.00
160022279	Zuniga, Sonia Cristin	09/28/2026	NMHS Winter Dance Ticket Refund for Cristina Zuniga - Unable to Attend	10.00	10.00
	2 Void		Check(s) For a Total of		30.00

	0	Manual	Checks For a Total of	0.00
	0	Wire Transfer	Checks For a Total of	0.00
	0	ACH	Checks For a Total of	0.00
	22	Computer	Checks For a Total of	21,566.32
Total For	22	Manual, Wire Tran, ACH & Computer Checks		21,566.32
Less	2	Voided	Checks For a Total of	30.00
			Net Amount	21,536.32

The following vouchers, as audited and certified by the Auditing Officer as required by RCW 42.24.080, and those expense reimbursement claims certified as required by RCW 42.24.090, are approved for payment. Those payments have been recorded on this listing which has been made available to the board.

As of October 26, 2026, the board, by a Majority vote, approves payments, totaling $70,705.50. The payments are further identified in this document.

Total by Payment Type for Cash Account, CPF Accounts Payable:
Warrant Numbers 160003092 through 160003092, totaling $70,705.50

Secretary _____ Board Member _____

Board Member _____ Board Member _____

Board Member _____ Board Member _____

Check Number	Vendor Name	Check Date	Invoice Description	Invoice Amount	Check Amount
160003092	EDNETICS, INC.	09/30/2026	NMSD Belfair Elementary IP Clock/Speaker Solution Rev3 Contract #22-05 Managed Security and Physical Security Solutions	20,258.32	70,705.50
			NMSD Belfair Elementary IP Clock/Speaker Solution Rev3 Contract #22-05 Managed Security and Physical	50,447.18	

Check Number	Vendor Name	Check Date	Invoice Description	Invoice Amount	Check Amount
			Security Solutions		
1	Computer		Check(s) For a Total of		70,705.50

Check Summary

	0	Manual	Checks For a Total of	0.00
	0	Wire Transfer	Checks For a Total of	0.00
	0	ACH	Checks For a Total of	0.00
	1	Computer	Checks For a Total of	70,705.50
Total For	1	Manual, Wire Tran, ACH & Computer Checks		70,705.50
Less	0	Voided	Checks For a Total of	0.00
			Net Amount	70,705.50

The following vouchers, as audited and certified by the Auditing Officer as required by RCW 42.24.080, and those expense reimbursement claims certified as required by RCW 42.24.090, are approved for payment. Those payments have been recorded on this listing which has been made available to the board.

As of October 26, 2026, the board, by a Majority vote, approves payments, totaling $581,252.04. The payments are further identified in this document.

Total by Payment Type for Cash Account, General Fund Accounts Payable:
Warrant Numbers 160074350 through 160074421, totaling $581,252.04

Secretary _____ Board Member _____

Board Member _____ Board Member _____

Board Member _____ Board Member _____

Check Number	Vendor Name	Check Date	Invoice Description	Invoice Amount	Check Amount
160074350	Air Treatment Corpora	09/30/2026	Temp Sensor Part for Chiller @ HS	212.66	212.66
160074351	AMAZON CAPITAL SERVIC	09/30/2026	NMHS Classroom supplies/Waders, Kivi 26/27	435.07	3,547.13
			Open PO for Amazon for SY 26/27 These prices are determined to be reasonable based on: Research, History/experience	102.59	
			NMHS Science materials, Renate Parker, 26/27	64.58	

Check Number	Vendor Name	Check Date	Invoice Description	Invoice Amount	Check Amount
			Open PO for Amazon for SY 26/27 These prices are determined to be reasonable based on: Research, History/experience	54.27	
			2026-2027 Open PO for Curriculum related items	339.36	
			OPEN PURCHASE ORDER FOR 26-27 SY	173.68	
			Open PO for Amazon for SY 26/27 These prices are determined to be reasonable based on: Research, History/experience	186.40	
			2026-2027 Open PO for Curriculum related items	347.44	
			Amazon Open PO 2026-2027 School Year Supplies	141.18	
			NMHS Shounder Culinary supplies, 26/27	106.24	
			NMHS Classroom supplies/Waders,	1,010.37	

Check Number	Vendor Name	Check Date	Invoice Description	Invoice Amount	Check Amount
			Kivi 26/27 8/2026-8/2027	30.40	
			Open PO for office supplies		
			Amazon Open PO 2026-2027 School Year Supplies	135.75	
			HMS Nathan Wells, Plant Lights, 26/27	190.96	
			Open PO for Amazon for SY 26/27 These prices are determined to be reasonable based on: Research, History/experience	191.04	
			8/2026-8/2027 Open PO for office supplies	37.80	
160074352	Apptegy, Inc.	09/30/2026	Apptegy (Website) INV41059 9/1/2026 - 8/31/2027	7,000.00	7,000.00
160074353	BELFAIR BOB'S LOCKSMI	09/30/2026	OPEN PO FOR SCH YR 26-27 DISTRICT WIDE	48.87	48.87
160074354	Bennett, James	09/30/2026	Completing Form 472 for year 2025 Hood Canal Lit Fiber Invoice 20260615	120.00	120.00

Check Number	Vendor Name	Check Date	Invoice Description	Invoice Amount	Check Amount
160074355	Bradley Air Company	09/30/2026	Open PO for Bradley Air for SY 26/27 These prices are determined to be reasonable based on: Research, History/experience Pays L&I prevailing wages	635.31	2,890.35
			Open PO for Bradley Air for SY 26/27 These prices are determined to be reasonable based on: Research, History/experience Pays L&I prevailing wages	666.76	
			Open PO for Bradley Air for SY 26/27 These prices are determined to be reasonable based on: Research, History/experience Pays L&I prevailing wages	1,270.62	
			Open PO for Bradley Air for SY 26/27 These	317.66	

Check Number	Vendor Name	Check Date	Invoice Description	Invoice Amount	Check Amount
			prices are determined to be reasonable based on: Research, History/experience Pays L&I prevailing wages		
160074356	CAROLINA BIOLOGICAL S	09/30/2026	NMHS Science Materials, R Parker, 26/27	727.32	727.32
160074357	CASCADE NATURAL GAS C	09/30/2026	#106 021 0000 9 Grounds Natural Gas Open PO 25/26 SY	29.19	2,296.64
			#245 021 0000 1 Belfair Elem Natural Gas Open PO 25/26 SY	486.92	
			#483 050 1845 8 Admin Building Natural Gas Open PO 25/26 SY	41.43	
			#538 331 5305 8 HMS Natural Gas Open PO 25/26 SY	583.90	
			#595 021 0000 7 Transportation Natural Gas Open PO 25/26 SY	51.22	
			#608 891 4515 1 Theler Pre-K Natural Gas Open PO 25/26 SY	38.97	

Check Number	Vendor Name	Check Date	Invoice Description	Invoice Amount	Check Amount
			#610 750 6350 5 Boys & Girls Club Natural Gas Open PO 25/26 SY	51.22	
			#695 021 0000 6 Community Gym Natural Gas Open PO 25/26 SY	102.65	
			#708 965 4613 5 NMHS Natural Gas Open PO 25/26 SY	885.64	
			#795 021 0000 5 Maintenance Natural Gas Open PO 25/26 SY	25.50	
160074358	Central Welding Suppl	09/30/2026	OPEN PO FOR SCH YR 26-27 FOR MAINT	78.30	78.30
160074359	CENTURYLINK	09/30/2026	#360-275-2863 229B Phone Lines Open PO 25/26 SY	113.55	349.95
			#360-275-2658 922B NMHS & HMS Elevator Phone Lines Open PO 25/26 SY	236.40	
160074360	CI SOLUTIONS	09/30/2026	OPEN PURCHASE ORDER FOR STUDENT TRACKING CARDS AND EQUIPMENT FOR 25-26 SY	6,353.10	6,353.10
160074361	CINTAS CORP	09/30/2026	Open Purchase order for	61.24	183.72

Check Number	Vendor Name	Check Date	Invoice Description	Invoice Amount	Check Amount
			Uniforms for 25-26 SY		
			OPEN PURCHASE ORDER FOR UNIFORMS FOR 26-27 SY	61.24	
			OPEN PURCHASE ORDER FOR UNIFORMS FOR 26-27 SY	61.24	
160074362	CivicPlus, LLC	09/30/2026	Civic Plus Social Media Archiving Economy 9/1/2026 - 8/31/2027	5,265.07	5,265.07
160074363	DAIRY FRESH FARMS INC	09/30/2026	Open PO for Dairy Fresh for food items for SY 26/27 These prices are determined to be reasonable based on: Research, History/experience	358.99	11,466.69
			Open PO for Dairy Fresh for food items for SY 26/27 These prices are determined to be reasonable based on: Research, History/experience	422.02	
			Open PO for Dairy	207.14	

Check Number	Vendor Name	Check Date	Invoice Description	Invoice Amount	Check Amount
			Fresh for food items for SY 26/27 These prices are determined to be reasonable based on: Research, History/experience		
			Open PO for Dairy	320.11	
			Fresh for food items for SY 26/27 These prices are determined to be reasonable based on: Research, History/experience		
			Open PO for Dairy	588.04	
			Fresh for food items for SY 26/27 These prices are determined to be reasonable based on: Research, History/experience		
			Open PO for Dairy	285.70	
			Fresh for food items for SY 26/27 These prices are determined to be reasonable based		

Check Number	Vendor Name	Check Date	Invoice Description	Invoice Amount	Check Amount
			on: Research, History/experience		
			Open PO for Dairy Fresh for food items for SY 26/27 These prices are determined to be reasonable based on: Research, History/experience	358.26	
			Open PO for Dairy Fresh for food items for SY 26/27 These prices are determined to be reasonable based on: Research, History/experience	369.02	
			Open PO for Dairy Fresh for food items for SY 26/27 These prices are determined to be reasonable based on: Research, History/experience	185.53	
			Open PO for Dairy Fresh for food items for SY 26/27 These	168.55	

Check Number	Vendor Name	Check Date	Invoice Description	Invoice Amount	Check Amount
			prices are determined to be reasonable based on: Research, History/experience		
			Open PO for Dairy Fresh for food items for SY 26/27 These prices are determined to be reasonable based on: Research, History/experience	170.13	
			Open PO for Dairy Fresh for food items for SY 26/27 These prices are determined to be reasonable based on: Research, History/experience	588.39	
			Open PO for Dairy Fresh for food items for SY 26/27 These prices are determined to be reasonable based on: Research, History/experience	606.24	
			Open PO for Dairy	89.11	

Check Number	Vendor Name	Check Date	Invoice Description	Invoice Amount	Check Amount
			Fresh for food items for SY 26/27 These prices are determined to be reasonable based on: Research, History/experience		
			Open PO for Dairy	176.85	
			Fresh for food items for SY 26/27 These prices are determined to be reasonable based on: Research, History/experience		
			Open PO for Dairy	429.62	
			Fresh for food items for SY 26/27 These prices are determined to be reasonable based on: Research, History/experience		
			Open PO for Dairy	263.57	
			Fresh for food items for SY 26/27 These prices are determined to be reasonable based		

Check Number	Vendor Name	Check Date	Invoice Description	Invoice Amount	Check Amount
			on: Research, History/experience		
			Open PO for Dairy Fresh for food items for SY 26/27 These prices are determined to be reasonable based on: Research, History/experience	403.73	
			Open PO for Dairy Fresh for food items for SY 26/27 These prices are determined to be reasonable based on: Research, History/experience	437.16	
			Open PO for Dairy Fresh for food items for SY 26/27 These prices are determined to be reasonable based on: Research, History/experience	647.81	
			Open PO for Dairy Fresh for food items for SY 26/27 These	548.83	

Check Number	Vendor Name	Check Date	Invoice Description	Invoice Amount	Check Amount
			prices are determined to be reasonable based on: Research, History/experience		
			Open PO for Dairy	89.55	
			Fresh for food items for SY 26/27 These prices are determined to be reasonable based on: Research, History/experience		
			Open PO for Dairy	466.87	
			Fresh for food items for SY 26/27 These prices are determined to be reasonable based on: Research, History/experience		
			Open PO for Dairy	387.61	
			Fresh for food items for SY 26/27 These prices are determined to be reasonable based on: Research, History/experience		
			Open PO for Dairy	351.99	

Check Number	Vendor Name	Check Date	Invoice Description	Invoice Amount	Check Amount
			Fresh for food items for SY 26/27 These prices are determined to be reasonable based on: Research, History/experience		
			Open PO for Dairy	235.62	
			Fresh for food items for SY 26/27 These prices are determined to be reasonable based on: Research, History/experience		
			Open PO for Dairy	563.81	
			Fresh for food items for SY 26/27 These prices are determined to be reasonable based on: Research, History/experience		
			Open PO for Dairy	684.71	
			Fresh for food items for SY 26/27 These prices are determined to be reasonable based		

Check Number	Vendor Name	Check Date	Invoice Description	Invoice Amount	Check Amount
			on: Research, History/experience		
			Open PO for Dairy Fresh for food items for SY 26/27 These prices are determined to be reasonable based on: Research, History/experience	634.19	
			Open PO for Dairy Fresh for food items for SY 26/27 These prices are determined to be reasonable based on: Research, History/experience	117.59	
			Open PO for Dairy Fresh for food items for SY 26/27 These prices are determined to be reasonable based on: Research, History/experience	309.95	
160074364	Doctors Clinic	09/30/2026	OPEN PURCHASE ORDER FOR 25-26 SY	488.00	488.00
160074365	Embrace Education	09/30/2026	EFT#: 030845!	374.41	374.41

Check Number	Vendor Name	Check Date	Invoice Description	Invoice Amount	Check Amount
			State Match: $3447.61 WA Federal Medical Assistance: $3447.61 8/6/2026-8/6/2026 Invoice #1931-1		
160074366	Everway LLC	09/30/2026	SPED Curriculum	8,978.08	8,978.08
160074367	First Choice Health N	09/30/2026	EAP Work/Life Benefits for Certified & Classified Staff Period 09/01/25 - 08/31/2026	497.64	497.64
160074368	FLOHAWKS	09/30/2026	Clogged Line @ SH Kitchen Grease Trap	531.60	1,052.88
			Emerg Grease Trap Pumping @ Sand Hill Flohawks DES Contract#00724	521.28	
160074369	GENSCO	09/30/2026	OPEN PO FOR SCH YR 26-27 MAINT DIST WIDE	270.07	270.07
160074370	Gordon Truck Centers,	09/30/2026	OPEN PURCHASE ORDER FOR BUS PARTS 26-27 SY	190.70	190.70
160074371	GRAINGER	09/30/2026	OPEN PO FOR SCH YR 26-27 MAINT	91.08	116.58
			OPEN PO FOR SCH YR 26-27 MAINT	25.50	
160074372	GUARDIAN SECURITY SYS	09/30/2026	OPEN PO FOR SCH YR 25-26 EMERG	1,757.56	25,283.68

Check Number	Vendor Name	Check Date	Invoice Description	Invoice Amount	Check Amount
			SERV DIST WIDE/MAINT		
			OPEN PO for Fire Intrusion Test, Insp, Fire Exting Repl for 26-27 SY District Wide	7,159.75	
			OPEN PO for Fire Intrusion Test, Insp, Fire Exting Repl for 26-27 SY District Wide	4,337.24	
			OPEN PO for Fire Intrusion Test, Insp, Fire Exting Repl for 26-27 SY District Wide	922.61	
			OPEN PO for Fire Intrusion Test, Insp, Fire Exting Repl for 26-27 SY District Wide	1,112.85	
			OPEN PO for Fire Intrusion Test, Insp, Fire Exting Repl for 26-27 SY District Wide	809.87	
			OPEN PO for Fire Intrusion Test, Insp, Fire Exting Repl for 26-27 SY District Wide	1,398.69	
			OPEN PO for Fire	1,242.48	

Check Number	Vendor Name	Check Date	Invoice Description	Invoice Amount	Check Amount
			Intrusion Test, Insp, Fire Exting Repl for 26-27 SY District Wide		
			OPEN PO for Fire	2,845.34	
			Intrusion Test, Insp, Fire Exting Repl for 26-27 SY District Wide		
			OPEN PO for Fire	752.59	
			Intrusion Test, Insp, Fire Exting Repl for 26-27 SY District Wide		
			OPEN PO for Fire	882.33	
			Intrusion Test, Insp, Fire Exting Repl for 26-27 SY District Wide		
			OPEN PO FOR 26-27 SCH YR MAINT EMERGENCY SERV DIST WIDE	1,117.95	
			OPEN PO FOR 26-27 SCH YR MAINT EMERGENCY SERV DIST WIDE	944.42	
160074373	HCA-SEBB BENEFITS/Age	09/30/2026	$67 for 257 Employer Share Correction. Difference in old rate $1307 and new rate of	17,219.00	17,219.00

Check Number	Vendor Name	Check Date	Invoice Description	Invoice Amount	Check Amount
			$1374. Due to SEBB but not on SEBB invoice		
160074374	Healthe-e Pro	09/30/2026	Open PO for Health-E Pro for SY 26/27 These prices are determined to be reasonable based on: Research, History/experience	1,020.84	1,020.84
160074375	HOODZ OF THE GREATER	09/30/2026	Open PO for Hoodz for SY 26/27 These prices are determined to be reasonable based on: Research, History/experience	1,927.65	1,927.65
160074376	INTELLINETICS, INC	09/30/2026	Pays L&I prevailing wages FiscalVUe 8/1/2026-7/31/2027	7,590.00	7,590.00
160074377	InTouch Receipting	09/30/2026	Invoice 34121 Annual Support and Recurring Software Cost for the period 9/1/2026 to 8/31/2027	4,569.35	5,683.59
			InTouch Credit Card Transaction Fees for 2025-26 Credit Card	1,114.24	

Check Number	Vendor Name	Check Date	Invoice Description	Invoice Amount	Check Amount
			Transactions Billed Annually		
160074378	Johnson, Chasity Daug	09/30/2026	OPEN PO FOR CONTRACTED PSYCHOLOGIST SERVICES 2026/27 SY.	4,525.50	4,525.50
160074379	LAKES HIGH SCHOOL	09/30/2026	NMHS- Athletic Building budget 2026 Fort Steilacoom invitational	200.00	200.00
160074380	LES SCHWAB TIRE CENTE	09/30/2026	OPEN PURCHASE ORDER FOR TIRES AND ALIGNMENT NEEDS 26-27 SY	1,075.46	1,075.46
160074381	N.MASON SCHOOL DIST I	09/30/2026	REIMBURSE FOR IMPREST CHECK FOR CDL SKILLS TEST	100.00	100.00
160074382	North Mason S.D. ACH	09/30/2026	AP ACH REIMBURSEMENTS - GENERAL FUND	1,078.59	87,050.07
			BMO GF	85,971.48	
160074383	North Mason S.D. ACH	09/30/2026	Imprest CK #5020 Replenish.	15,930.09	15,930.09
160074384	NORTHWEST WATER SYSTE	09/30/2026	OPEN PO FOR 26-27 SCH YR MAINT WATER TESTING @ UPPER CAMPUS	432.44	731.23
			OPEN PO FOR 26-27 SCH YR MAINT WATER TESTING @ SH	298.79	

Check Number	Vendor Name	Check Date	Invoice Description	Invoice Amount	Check Amount
160074385	OLYMPIC COLLEGE	09/30/2026	NMHS Parker/Varbel CTE Educator Courses, 26/27	149.00	149.00
160074386	OLYMPIC ESD 114	09/30/2026	Cert services and Teacher clock hour co-op inv 2002600008	201.14	10,036.04
			WRISC-Combined Fiscal and Student System 9/1/2026-8/31/2027 Billed Monthly @ 9160.43 Invoice 2002601249	9,160.43	
			Olympic ESD 114 School Safety and Security Co-Op Services 09/01/2025 -08/31/2026	494.90	
			nmhs building budget-CPorter Olympic ESD114 printing 26-27SY	179.57	
160074387	PACIFIC OFFICE AUTOMA	09/30/2026	7T09741 & 7T09742 Konica Copier Lease 60 Months Jan 2023 - Dec 2027	306.87	5,063.22
			7T09743, 7T09744, 7T09745 Konica Copier Lease 60	518.53	

Check Number	Vendor Name	Check Date	Invoice Description	Invoice Amount	Check Amount
			Months Jan 2023 - Dec 2027 24.25 SY & Papercut		
			7T09746 @ $104.03, 7T09747 @ $156.19 & Papercut for both @ $16.80 ea per month Konica Copier Lease 25-26 SY	293.82	
			7T09748 & 7T09749 Konica Copier Lease 60 Months Jan 2024 - Dec 2027	345.98	
			7TO9750, 7TO9751 Konica Copier lease 60 months January 23- December 2027	345.98	
			7T09752, 7T09754 Konica Copier Lease 60 Months Jan 2023 - Dec 2027	225.93	
			7T09753 Konica Copier Lease 60 Months Jan 2023 - Dec 2027 24.25 SY	78.40	
			7T09755 Konica Copier Lease 60 Months Jan 2023 -	120.83	

Check Number	Vendor Name	Check Date	Invoice Description	Invoice Amount	Check Amount
			Dec 2027		
			7T12352 Konica Copier Lease Sep 24 thru Aug 29	173.76	
			Open PO for Copier Usage for 25.26 SY	115.12	
			Open PO for Copier Usage for 25-26 SY	8.28	
			Open PO for Copier Usage for 25.26 SY	1.79	
			Open PO for Copier Usage for 25.26 SY	2.93	
			Open PO for Copier Usage for 25-26 SY	11.55	
			Open PO for Copier Usage for 25-26 SY	3.24	
			Open PO for Copier Usage for 25-26 SY	138.45	
			Transportation	30.42	
			Open PO for Copier Usage for 25.26 SY	11.98	
			Open PO for Copier Usage 25-26 SY	161.41	

Check Number	Vendor Name	Check Date	Invoice Description	Invoice Amount	Check Amount
			Copier Usage for 25.26 SY Open PO for	391.50	
			Copier Usage for 25-26 SY Open PO for	13.40	
			Copier Usage for 25.26 SY Open PO for	177.54	
			Copier Usage for 25.26 SY Open PO for	634.61	
			Copier Usage for 25-26 SY Open PO for	217.07	
			Copier Usage for 25-26 SY Open PO for	560.24	
			Copier Usage for 25-26 SY Transportation	144.62	
			Open PO for Copier Usage for 25.26 SY Open PO for	28.97	
			Copier Usage 25-26 SY		
160074388	Pacific Air Control,	09/30/2026	Troubleshoot Boiler @ HMS	2,394.64	5,322.70
			Troubleshoot HVAC @ NMHS	1,824.48	
			Troubleshoot HVAC @ NMHS	912.24	

Check Number	Vendor Name	Check Date	Invoice Description	Invoice Amount	Check Amount
			Troubleshoot Boiler @ HMS	191.34	
160074389	Parent Square Inc.	09/30/2026	Parent Square Yearly Renewal 08/01/2026 - 07/31/2027 Billed Quarterly @ 4320.00	4,320.00	4,320.00
160074390	PEAK PERFORMANCE TIMI	09/30/2026	NMHS- Building athletic budget- peak performance timing track	1,300.00	1,300.00
160074391	PIERCE COLLEGE	09/30/2026	Missed invoice from 25-26 school year ref PO 2302500025	3,454.44	3,454.44
160074392	Porter Foster Rorick	09/30/2026	9/25-8/26 Open PO legal fees	1,760.00	1,760.00
160074393	PRIMO BRANDS	09/30/2026	OPEN PURCHASE ORDER FOR 25-26 SY	50.99	50.99
160074394	Procare Therapy Inc	09/30/2026	OPEN PO CONTRACTED SLP, SLPA, RBT, BCBA SERVICES 2026/2027 SY	9,367.54	17,017.11
			OPEN PO CONTRACTED SLP, SLPA, RBT, BCBA SERVICES 2026/2027 SY	7,649.57	
160074395	Propel Insurance	09/30/2026	Brokerage Fee for United Schools	7,500.00	7,500.00

Check Number	Vendor Name	Check Date	Invoice Description	Invoice Amount	Check Amount
160074396	QBS LLC	09/30/2026	Insurance Program 26/27 SY Learner recert and initial training	49.00	49.00
160074397	RAMSEY SOLUTIONS	09/30/2026	NMHS Teaching materials, Barfield 26/27	2,084.08	2,084.08
160074398	Red Rover Technologie	09/30/2026	Absence Management Services Sept 1, 2026 thru Aug 31, 2027	8,166.24	8,166.24
160074399	SAVVAS LEARNING COMPA	09/30/2026	myWorld Interactive American History Journal 6-8th grade	6,460.27	6,460.27
160074400	Schmidt Education Con	09/30/2026	Literacy Consulting-Not to exceed $35,000	916.88	916.88
160074401	SCHOLASTIC	09/30/2026	Open a PO to purchase 15 Scholastic action books and 10 Scholastic choices for Melinda Miller. account # 98528030 invoice # M7712723	298.36	298.36
160074402	SCOTT MCLENDON'S HARD	09/30/2026	OPEN PO FOR 26-27 SCH YR MAINT	5.38	302.33

Check Number	Vendor Name	Check Date	Invoice Description	Invoice Amount	Check Amount
			OPEN PO FOR SCH YR 26-27 GROUNDS	131.36	
			OPEN PO FOR 26-27 SCH YR MAINT	6.28	
			OPEN PO FOR 26-27 SCH YR MAINT	47.93	
			OPEN PO FOR 26-27 SCH YR MAINT	18.21	
			OPEN PO FOR 26-27 SCH YR MAINT	35.78	
			OPEN PO FOR SCH YR 26-27 GROUNDS	17.68	
			OPEN PO FOR SCH YR 26-27 GROUNDS	21.26	
			OPEN PO FOR 26-27 SCH YR MAINT	18.45	
160074403	Silke Communications	09/30/2026	OPEN PURCHASE ORDER FOR BUS RADIOS 26-27 SY	811.25	9,299.96
			Silke Communications District Wide radio airtime July INV-32001829	1,461.55	
			OPEN PURCHASE ORDER FOR 25-26 SY	3,737.84	
			OPEN PURCHASE ORDER FOR BUS RADIOS 26-27 SY	2,478.07	
			OPEN PURCHASE ORDER FOR BUS RADIOS 26-27 SY	811.25	

Check Number	Vendor Name	Check Date	Invoice Description	Invoice Amount	Check Amount
160074404	Siteimprove, Inc.	09/30/2026	Website Proofing Service 09/01/2026-08/31/2027 Invoice USI-00014417	6,493.07	6,493.07
160074405	SOLUTION TREE	09/30/2026	One more admin to PLC work in Tacoma August 3 training- See original PO 1102500033	769.00	769.00
160074406	SPROUT THERAPY SOLUTI	09/30/2026	OPEN PO CONTRACTED SLP SERVICES 2026/2027 SY	5,190.00	5,190.00
160074407	STAPLES BUSINESS ADVA	09/30/2026	OPEN PO FOR 26-27 SCH YR MAINT	254.13	3,411.80
			OPEN PO FOR SCH YR 26-27 WAREHOUSE/CUSTODIAL	1,208.51	
			OPEN PO FOR SCH YR 26-27 WAREHOUSE/CUSTODIAL	1,184.83	
			OPEN PO FOR SCH YR 26-27 WAREHOUSE/CUSTODIAL	764.33	
160074408	SYSCO	09/30/2026	Open PO for Culinary Supplies Shounder/Brase, 26/27	7.39	3,204.65

Check Number	Vendor Name	Check Date	Invoice Description	Invoice Amount	Check Amount
			Open PO for Culinary Supplies Shounder/Brase, 26/27	146.44	
			Open PO for Culinary Supplies Shounder/Brase, 26/27	23.32	
			Open PO for Sysco for SY 26/27 These prices are determined to be reasonable based on: Research, History/experience	2,091.65	
			Open PO for Culinary Supplies Shounder/Brase, 26/27	935.85	
160074409	UNITED SCHOOLS INSURA	09/30/2026	USIP 26-27 Insurance Premium, effective 9/1/2026 6 Month Payment Schedule	145,208.31	145,208.31
160074410	University of Oregon	09/30/2026	SWIS annual license for all buildings	500.00	2,000.00
			SWIS annual license for all buildings	500.00	
			SWIS annual license for all	500.00	

Check Number	Vendor Name	Check Date	Invoice Description	Invoice Amount	Check Amount
			buildings		
			SWIS annual license for all buildings	500.00	
160074411	US Foods Inc.	09/30/2026	Open PO for US Foods SY 26/27 These prices are determined to be reasonable based on: Research, History/experience	2,991.39	64,853.74
			Open PO for US Foods SY 26/27 These prices are determined to be reasonable based on: Research, History/experience	16,235.69	
			Open PO for US Foods SY 26/27 These prices are determined to be reasonable based on: Research, History/experience	3,805.07	
			Open PO for US Foods SY 26/27 These prices are determined to be reasonable based on: Research, History/experience	2,230.20	
			Open PO for US	618.07	

Check Number	Vendor Name	Check Date	Invoice Description	Invoice Amount	Check Amount
			Foods SY 26/27 These prices are determined to be reasonable based on: Research, History/experience		
			Open PO for US Foods SY 26/27 These prices are determined to be reasonable based on: Research, History/experience	676.76	
			Open PO for US Foods SY 26/27 These prices are determined to be reasonable based on: Research, History/experience	416.79	
			Open PO for US Foods SY 26/27 These prices are determined to be reasonable based on: Research, History/experience	5,051.12	
			Open PO for US Foods SY 26/27 These prices are determined to be reasonable based on: Research, History/experience	1,354.87	
			Open PO for US Foods SY 26/27 These prices are determined to be reasonable based on: Research,		

Check Number	Vendor Name	Check Date	Invoice Description	Invoice Amount	Check Amount
			History/experience		
			Open PO for US Foods SY 26/27 These prices are determined to be reasonable based on: Research, History/experience	1,307.20	
			Open PO for US Foods SY 26/27 These prices are determined to be reasonable based on: Research, History/experience	30.17	
			Open PO for Culinary Supplies Shounder/Brase, 26/27	89.58	
			Open PO for US Foods SY 26/27 These prices are determined to be reasonable based on: Research, History/experience	922.55	
			Open PO for US Foods SY 26/27 These prices are determined to be reasonable based on: Research, History/experience	35.21	

Check Number	Vendor Name	Check Date	Invoice Description	Invoice Amount	Check Amount
			Open PO for Culinary Supplies Shounder/Brase, 26/27	600.30	
			Open PO for US Foods SY 26/27 These prices are determined to be reasonable based on: Research, History/experience	464.86	
			Open PO for Culinary Supplies Shounder/Brase, 26/27	30.26	
			Open PO for Culinary Supplies Shounder/Brase, 26/27	52.33	
			Open PO for US Foods SY 26/27 These prices are determined to be reasonable based on: Research, History/experience	2,727.44	
			Open PO for Culinary Supplies Shounder/Brase, 26/27	35.82	
			Open PO for Culinary Supplies Shounder/Brase,	292.36	

Check Number	Vendor Name	Check Date	Invoice Description	Invoice Amount	Check Amount
			26/27 Open PO for US Foods SY 26/27 These prices are determined to be reasonable based on: Research, History/experience	2,813.44	
			Open PO for US Foods SY 26/27 These prices are determined to be reasonable based on: Research, History/experience	504.05	
			Open PO for US Foods SY 26/27 These prices are determined to be reasonable based on: Research, History/experience	430.50	
			Open PO for US Foods SY 26/27 These prices are determined to be reasonable based on: Research, History/experience	7,090.92	
			Open PO for US Foods SY 26/27 These prices are determined to be	0.00	

Check Number	Vendor Name	Check Date	Invoice Description	Invoice Amount	Check Amount
			reasonable based on: Research, History/experience		
			Open PO for US Foods SY 26/27 These prices are determined to be reasonable based on: Research, History/experience	4,489.34	
			Open PO for Culinary Supplies Shounder/Brase, 26/27	799.02	
			Open PO for US Foods SY 26/27 These prices are determined to be reasonable based on: Research, History/experience	2,566.22	
			Open PO for Culinary Supplies Shounder/Brase, 26/27	123.55	
			Open PO for US Foods SY 26/27 These prices are determined to be reasonable based on: Research, History/experience	4,291.17	
			Open PO for US	1,563.19	

Check Number	Vendor Name	Check Date	Invoice Description	Invoice Amount	Check Amount
			Foods SY 26/27 These prices are determined to be reasonable based on: Research, History/experience		
			Open PO for US	338.20	
			Foods SY 26/27 These prices are determined to be reasonable based on: Research, History/experience		
			Open PO for US	-18.66	
			Foods SY 26/27 These prices are determined to be reasonable based on: Research, History/experience		
			Open PO for US	-70.64	
			Foods SY 26/27 These prices are determined to be reasonable based on: Research, History/experience		
			Open PO for US	-25.86	
			Foods SY 26/27 These prices are determined to be reasonable based on: Research,		

Check Number	Vendor Name	Check Date	Invoice Description	Invoice Amount	Check Amount
			History/experience		
			Open PO for US Foods SY 26/27 These prices are determined to be reasonable based on: Research, History/experience	-8.74	
160074412	Veritas Medical	09/30/2026	OPEN PO CONTRACTED NURSING SERVICES 2026/2027 SY	22,151.00	22,151.00
160074413	Vista Higher Learning	09/30/2026	1 year license subscription Descubre	5,162.90	5,162.90
160074414	WALTER E NELSON CO OF	09/30/2026	Open PO for Walter Nelson for SY 25/26 These prices are determined to be reasonable based on: Research, History/experience	720.74	2,743.12
			OPEN PO FOR 26-27 SCH YR MAINT	989.24	
			Open PO for Walter Nelson for SY 25/26 These prices are determined to be reasonable based on: Research, History/experience	1.91	

Check Number	Vendor Name	Check Date	Invoice Description	Invoice Amount	Check Amount
			Open PO for Walter Nelson for SY 25/26 These prices are determined to be reasonable based on: Research, History/experience	689.40	
			Open PO for Walter Nelson for SY 25/26 These prices are determined to be reasonable based on: Research, History/experience	201.26	
			Open PO for Walter Nelson for SY 25/26 These prices are determined to be reasonable based on: Research, History/experience	140.57	
160074415	WARD'S SCIENCE	09/30/2026	HMS Science Supplies, 26/27	39.16	39.16
160074416	WASA	09/30/2026	7/1/2026-6/30/2027	1,425.00	1,425.00
160074417	WAXIE SANITARY SUPPLY	09/30/2026	Open PO conferences, membership, & board on track OPEN PO FOR SCH YR 26-27	3,817.40	3,817.40

Check Number	Vendor Name	Check Date	Invoice Description	Invoice Amount	Check Amount
			WAREHOUSE/CUSTODIAL		
160074418	WESTBAY AUTO PARTS	09/30/2026	OPEN PURCHASE ORDER FOR BUS PARTS 26-27 SY	165.12	598.22
			OPEN PURCHASE ORDER FOR BUS PARTS 26-27 SY	-165.12	
			OPEN PURCHASE ORDER FOR BUS PARTS 26-27 SY	96.99	
			OPEN PURCHASE ORDER FOR BUS PARTS 26-27 SY	173.85	
			OPEN PURCHASE ORDER FOR BUS PARTS 26-27 SY	86.53	
			OPEN PURCHASE ORDER FOR BUS PARTS 26-27 SY	17.39	
			OPEN PURCHASE ORDER FOR BUS PARTS 26-27 SY	56.45	
			OPEN PURCHASE ORDER FOR BUS PARTS 26-27 SY	167.01	
160074419	WESTERN EXTERMINATOR	09/30/2026	OPEN PO FOR 26-27 SCH YR MAINT DIST WIDE	72.21	1,379.31
			OPEN PO FOR 26-27 SCH YR MAINT DIST WIDE	138.38	
			OPEN PO FOR 26-27	125.18	

Check Number	Vendor Name	Check Date	Invoice Description	Invoice Amount	Check Amount
			SCH YR MAINT DIST WIDE		
			OPEN PO FOR 26-27	125.18	
			SCH YR MAINT DIST WIDE		
			OPEN PO FOR 26-27	138.38	
			SCH YR MAINT DIST WIDE		
			OPEN PO FOR 26-27	138.38	
			SCH YR MAINT DIST WIDE		
			OPEN PO FOR 26-27	112.04	
			SCH YR MAINT DIST WIDE		
			OPEN PO FOR 26-27	122.58	
			SCH YR MAINT DIST WIDE		
			OPEN PO FOR 26-27	98.85	
			SCH YR MAINT DIST WIDE		
			OPEN PO FOR 26-27	110.74	
			SCH YR MAINT DIST WIDE		
			OPEN PO FOR 26-27	72.21	
			SCH YR MAINT DIST WIDE		
			OPEN PO FOR 26-27	125.18	
			SCH YR MAINT DIST WIDE		
160074420	WILCOX FLEGEL	09/30/2026	OPEN PURCHASE ORDER FOR 25-26 SY	8,175.99	8,175.99
160074421	WSIPC	09/30/2026	WSIPC New Student	233.48	233.48

Check Number	Vendor Name	Check Date	Invoice Description	Invoice Amount	Check Amount
			Online Enrollment 9/1/2026 - 8/31/2027		
72	Computer	Check(s) For a Total of			581,252.04

	0	Manual	Checks For a Total of	0.00
	0	Wire Transfer	Checks For a Total of	0.00
	0	ACH	Checks For a Total of	0.00
	72	Computer	Checks For a Total of	581,252.04
Total For	72	Manual, Wire Tran, ACH & Computer Checks		581,252.04
Less	0	Voided	Checks For a Total of	0.00
			Net Amount	581,252.04

The following vouchers, as audited and certified by the Auditing Officer as required by RCW 42.24.080, and those expense reimbursement claims certified as required by RCW 42.24.090, are approved for payment. Those payments have been recorded on this listing which has been made available to the board.

As of October 26, 2026, the board, by a Majority vote, approves payments, totaling $51.60. The payments are further identified in this document.

Total by Payment Type for Cash Account, ASB Accounts Payable:
Warrant Numbers 160022367 through 160022367, totaling $51.60

Secretary _____ Board Member _____

Board Member _____ Board Member _____

Board Member _____ Board Member _____

Check Number	Vendor Name	Check Date	Invoice Description	Invoice Amount	Check Amount
160022367	North Mason S.D. ACH	10/12/2026	ASB September 2026 Comptax	51.60	51.60
	1 Computer	Check(s) For a Total of			51.60

North Mason School District - School Board Meeting Agenda - Agenda - Monday October 26, 2026 at 6:30 PM

	0	Manual	Checks For a Total of	0.00
	0	Wire Transfer	Checks For a Total of	0.00
	0	ACH	Checks For a Total of	0.00
	1	Computer	Checks For a Total of	51.60
Total For	1	Manual, Wire Tran, ACH & Computer Checks		51.60
Less	0	Voided	Checks For a Total of	0.00
			Net Amount	51.60

The following vouchers, as audited and certified by the Auditing Officer as required by RCW 42.24.080, and those expense reimbursement claims certified as required by RCW 42.24.090, are approved for payment. Those payments have been recorded on this listing which has been made available to the board.

As of October 26, 2026, the board, by a Majority vote, approves payments, totaling $80,000.00. The payments are further identified in this document.

Total by Payment Type for Cash Account, CPF Accounts Payable:
Warrant Numbers 160003093 through 160003093, totaling $80,000.00

Secretary _____ Board Member _____

Board Member _____ Board Member _____

Board Member _____ Board Member _____

Check Number	Vendor Name	Check Date	Invoice Description	Invoice Amount	Check Amount
160003093	K.C.D.A.	10/12/2026	SAND HILL ELEMENTARY HEALTHY KIDS FED GRANT PLAYGROUND EQUIPMENT & INSTALLATION. PROJECT #4010	80,000.00	80,000.00
	1 Computer	Check(s) For a Total of			80,000.00

	0	Manual	Checks For a Total of	0.00
	0	Wire Transfer	Checks For a Total of	0.00
	0	ACH	Checks For a Total of	0.00
	1	Computer	Checks For a Total of	80,000.00
Total For	1	Manual, Wire Tran, ACH & Computer Checks		80,000.00
Less	0	Voided	Checks For a Total of	0.00
			Net Amount	80,000.00

Coversheet

Payroll

Section: III. Consent Items
Item: C. Payroll
Purpose:
Submitted by:
Related Material: Payroll Report.pdf
Payroll Report II.pdf
Payroll Report III.pdf

As of 10/26/2026 by a majority vote does approve for payment those checks (warrants) included in the list and further described as follows: Payroll Cash Account

Check numbers 160105592-160105592 **$31,636.93**

Secretary _____ Board Member_____

Board Member _____ Board Member _____

Board Member _____ Board Member _____

1 CHECKS FOR A TOTAL OF **$31,636.93**

CERTIFICATION OF AUDITING OFFICER

I, the undersigned do hereby certify under penalty of perjury, that the materials have been furnished, the services rendered, or the labor performed as described herein, and the claims are just, due and unpaid obligations against North Mason School District No. 403 and that I am authorized to authenticate and certify to said claim. I further certify that the expense reimbursements are just, due and unpaid obligations against the North Mason School District No. 403 and that I am authorized to certify said claim.

Auditing Officer

9-30-2026
Date

North Mason School District - School Board Meeting Agenda - Agenda - Monday October 26, 2026 at 6:30 PM

CTP Payroll Cash Account

PAYEE	DATE ISSUED	WARRANT NUMBER	FND	AMOUNT	MICR NUMBER	DATE REDEEMED	DATE REGISTERED	INTEREST
F[illegible] TOTALS								
Total 403 001 General Fund		31,636.93						
Total 403		31,636.93						
Total All Funds		31,636.93						

****

Veba Trust #Y1253	08/31/2026	160105592	001	31,636.93	160105592			
Page Total				31,636.93				
Subtotal				31,636.93				
GRAND TOTAL				31,636.93				

********** End of report **********

As of 10/26/2026 by a majority vote does approve for payment those checks (warrants) included in the list and further described as follows: Payroll Cash Account

Check numbers 160105593-160105617 **$2,592,686.20**

Secretary _____ Board Member_____

Board Member _____ Board Member _____

Board Member _____ Board Member _____

25 CHECKS FOR A TOTAL OF **$2,592,686.20**

CERTIFICATION OF AUDITING OFFICER

I, the undersigned do hereby certify under penalty of perjury, that the materials have been furnished, the services rendered, or the labor performed as described herein, and the claims are just, due and unpaid obligations against North Mason School District No. 403 and that I am authorized to authenticate and certify to said claim. I further certify that the expense reimbursements are just, due and unpaid obligations against the North Mason School District No. 403 and that I am authorized to certify said claim.

Katie Johnson
Auditing Officer

9-30-2026
Date

CTP Payroll Cash Account

PAYEE	DATE ISSUED	WARRANT NUMBER	FND	AMOUNT	MICR NUMBER	DATE REDEEMED	DATE REGISTERED	INTEREST
FUND TOTALS								
Total 403 001 General Fund				2,592,686.20				
Total 403				2,592,686.20				
Total All Funds				2,592,686.20				
**********								
Citizens For North Mason Schools	09/30/2026	160105593	001	43.00	160105593			
DEPT OF RETIREMENT SYSTEMS	09/30/2026	160105594	001	61,333.35	160105594			
DEPT OF RETIREMENT SYSTEMS	09/30/2026	160105595	001	53,362.17	160105595			
DEPT OF RETIREMENT SYSTEMS	09/30/2026	160105596	001	14,784.76	160105596			
Empl Sec Dept - PFML #239-000-811	09/30/2026	160105597	001	69,131.91	160105597			
Empl Sec Dept - WA CARES #239-000-811	09/30/2026	160105598	001	32,646.68	160105598			
HCA-SEBB BENEFITS/Agency#600E15	09/30/2026	160105599	001	390,712.00	160105599			
HCA-SEBB FLEX SPEND/Agency#600E15	09/30/2026	160105600	001	3,750.72	160105600			
HCA-SEBB DECAP/AGENCY #600E15	09/30/2026	160105601	001	416.67	160105601			
North Mason Scholarship Foundation	09/30/2026	160105602	001	160.00	160105602			
North Mason S.D. ACH Account	09/30/2026	160105603	001	439,011.00	160105603			
North Mason S.D. ACH - P/R	09/30/2026	160105604	001	1,287,657.27	160105604			
Olympic ESD 114 UNEMPPOOL-PAYROLL	09/30/2026	160105605	001	2,403.26	160105605			
Olympic ESD 114 RW CMP TR - PAYROLL	09/30/2026	160105606	001	29,943.99	160105606			
Omni Group	09/30/2026	160105607	001	11,180.00	160105607			
Paylogix F/B/O N. Mason School Dist #19519	09/30/2026	160105608	001	648.34	160105608			
PUBLIC SCHOOL EMP #909	09/30/2026	160105609	001	4,234.20	160105609			
The Standard Insurance Company	09/30/2026	160105610	001	4,379.49	160105610			
STATE TREASURER	09/30/2026	160105611	001	10,119.45	160105611			
TEACHER RET SYST	09/30/2026	160105612	001	147,367.80	160105612			
UFCW 3000	09/30/2026	160105613	001	1,347.52	160105613			
UNUM LIFE INSURANCE	09/30/2026	160105614	001	664.10	160105614			
		Page Total		2,565,297.68				

CTP Payroll Cash Account

PAYEE	DATE ISSUED	WARRANT NUMBER	FND	AMOUNT	MICR NUMBER	DATE REDEEMED	DATE REGISTERED	INTEREST
Veba Trust #Y1253	09/30/2026	160105615	001	12,308.13	160105615			
WASH STATE SCH RETIREES ASSOC.	09/30/2026	160105616	001	49.00	160105616			
WEA Payroll Deductions	09/30/2026	160105617	001	15,031.39	160105617			
	Page Total			27,388.52				
	Subtotal			2,592,686.20				
	GRAND TOTAL			2,592,686.20				

********** End of report **********

As of 10/26/2026 by a majority vote does approve for payment those checks (warrants) included in the list and further described as follows: Payroll Cash Account

Check numbers 160105618-160105619 **$6,551.91**

Secretary _____ Board Member _____

Board Member _____ Board Member _____

Board Member _____ Board Member _____

2 CHECKS FOR A TOTAL OF **$6,551.91**

CERTIFICATION OF AUDITING OFFICER

I, the undersigned do hereby certify under penalty of perjury, that the materials have been furnished, the services rendered, or the labor performed as described herein, and the claims are just, due and unpaid obligations against North Mason School District No. 403 and that I am authorized to authenticate and certify to said claim. I further certify that the expense reimbursements are just, due and unpaid obligations against the North Mason School District No. 403 and that I am authorized to certify said claim.

Lori Johnson
Auditing Officer

10/2/26
Date

CTP Payroll Cash Account

PAYEE	DATE ISSUED	WARRANT NUMBER	FND	AMOUNT	MICR NUMBER	DATE REDEEMED	DATE REGISTERED	INTEREST
FUND TOTALS								
Total 403 001 General Fund		6,551.91						
Total 403		6,551.91						
Total All Funds		6,551.91						
**********								
North Mason S.D. ACH Account	10/01/2026	160105618	001	1,017.20	160105618			
North Mason S.D. ACH - P/R	10/01/2026	160105619	001	5,534.71	160105619			
	Page Total			6,551.91				
	Subtotal			6,551.91				
	GRAND TOTAL			6,551.91				

********** **End of report** **********

Coversheet

Personnel Report

Section: III. Consent Items
Item: D. Personnel Report
Purpose:
Submitted by:
Related Material: October 2026 Personnel Report.pdf

North Mason School District #403
HR – Personnel Report
October, 2026

Certificated Personnel

Name	Position	Location	Change	Effective Date
Culbert, Brandon	Student Teacher	HMS	Hire	9/29/26

Classified Personnel

Name	Position	Location	Change	Effective Date
Elkins, D'Lea	Bus Driver	Transportation	Resignation	9/28/26
Castillo, Mehgan	Paraeducator	Sand Hill	Hire	10/2/26
Powell, Michelle	Paraeducator	NMHS/JTHS	Hire	10/6/26
Maurer, Jillian	Paraeducator	Sand Hill	Resignation	10/29/26
Wood, Heather	Substitute Bus Driver	Transportation	Resignation	11/2/26

Coaching Personnel

Name	Position	Location	Change	Effective Date
Cameron, Robert	Volunteer Coach	NMHS	Hire	9/28/26
Fortin, Marriah	Volunteer Coach	NMHS	Hire	9/28/26
Stanley, Michelle	Assistant Soccer Coach	HMS	Resignation	9/28/26
Talbot, Shannon	Assistant Wrestling	NMHS	Resignation	10/6/26
Ivie, Angelo	Head Girls Bowling	NMHS	Resignation	10/16/26

Substitute Personnel

Name	Position	Location	Change	Effective Date
Darsell, Anna	Substitute	District	Resignation	9/29/26
Lee, Michelle	Substitute	District	Resignation	10/6/26
Rich, William	Substitute	District	Resignation	10/23/26

Contracted Personnel

Name	Position	Location	Change	Effective Date

Coversheet

Policy Review

Section: III. Consent Items
Item: E. Policy Review
Purpose:
Submitted by:
Related Material: 5510 Retirement Programs rev 10 26 26 Markup.pdf
5001 Hiring of Retired School Employees rev 10 26 26 Markup.pdf
3420 Anaphylaxis Prevention rev 10 26 26 Markup.pdf
3205 Sexual harassment of Students Prohibited rev 10 26 26 Markup.pdf
5403 Emergency and Discretionary Leaves rev 10 26 26 Markup.pdf

Policy No. 5510
Personnel

RETIREMENT PROGRAMS

Staff shall become members of the Federal Income Contribution Act (Social Security System) and the Washington State Teachers' Retirement System (TRS) or the Washington School Employees' Retirement System (SERS) as required by law. The district shall make contributions to these retirement systems in behalf of staff according to law and shall make payroll deductions from staff wages and salaries for the staff contributions to these programs as required by law. ~~No contributions will be made to an employee's retirement system for accrued vacation leave in excess of 30 days.~~

In the event a staff member becomes disabled in the line of duty and is receiving Workmen's Compensation benefits, the district will continue to make retirement system contributions and shall collect employee contributions and pay such to the retirement system.

Qualifications for retirement will depend on the retirement system and plan that the employee is enrolled in, for more information on applying for retirement contact the Washington State Department of Retirement Systems.

Legal References:	Chapter 41.32 RCW	Teachers' Retirement
	Chapter 41.35 RCW	School Employees Retirement System
	RCW 41.50.150	Retirement benefits based on excess compensation — Employer liable for extra retirement costs

Adoption Date: **9/25/08**
Revised: **10/26/2026 Discretionary**

Powered by BoardOnTrack

HIRING OF RETIRED SCHOOL EMPLOYEES

The district shall recruit, select, and employ the best-qualified individuals as employees. The district may employ persons retired from the Teachers' Retirement System (TRS), the School Employees' Retirement System (SERS), or the Public Employees' Retirement System (PERS). A retired employee shall only be rehired pursuant to this district policy.

TRS Plan 1 Retirees
TRS Plan 1 retirees who reenter employment more than one calendar month after their accrual date may be employed in a non-administrative position for up to 867 hours in a school year without suspension of their pension benefits.

Until ~~July 1, 2025~~January 1, 2030, TRS Plan 1 retirees who enter reemployment more than one calendar month after their accrual date may work in a school district in a non-administrative position for up to 1,040 hours in a school year and continue to receive their pension payments.

TRS Plan 2 & Plan 3 Retirees
TRS Plan 2 and Plan 3 retirees who reenter employment more than one calendar month after their accrual date may be employed in an eligible position as defined in RCW 41.32.010, 41.35.010, or 41.40.010 for up to 867 hours in a calendar year without suspension of their pension benefits.

TRS Plan 2 and Plan 3 retirees who have retired under the alternate early retirement provisions of RCW 41.32.765(3)(b) or 41.32.875(3)(b) and who reenter employment more than one calendar month after their accrual date and after June 9, 2016, may be employed in a non-administrative capacity for up 867 hours in a calendar year without suspension of their pension benefits.

Until ~~July 1, 2025~~January 1, 2030, TRS Plan 2 and Plan 3 retirees who enter reemployment more than one calendar month after their accrual date may work in a school district in a non-administrative position for up to 1,040 hours in a calendar year and continue to receive their pension payments.

If a rehired retiree under TRS plan 2 or plan 3, opts to reestablish TRS membership under RCW 41.32.044 they will no longer be eligible to retirement benefit accrual and shall make contributions to receive membership credit.

SERS Plan 2 & 3 Retirees
SERS Plan 2 and Plan 3 retirees who reenter employment more than one calendar month after their accrual date may be employed in an eligible position as defined in RCW 41.32.010, 41.35.010, or 41.40.010 for up to 867 hours in a calendar year without suspension of their pension benefits.

~~SERS Plan 2 and Plan 3 retirees who have retired under the alternate early retirement provisions of RCW 41.35.420(3)(b) and who reenter employment more than one calendar month after their accrual date may be employed in a non-administrative capacity for up 867 hours in a calendar year without suspension of their pension benefits.~~

Until ~~July 1, 2025~~January 1, 2030, SERS Plan 2 and Plan 3 retirees who enter reemployment more than one calendar month after their accrual date, including those who have retired under the alternate early retirement provisions of RCW 41.35.420(3)(b) or 41.35.680(3)(b), may work in a school district in a non-administrative position for up to 1,040 hours in a calendar year and continue to receive their pension payments.

If a rehired retiree under SERS plan 2 or plan 3, opts to reestablish SERS membership under RCW 41.35.030 they will no longer be eligible to retirement benefit accrual and shall make contributions to receive membership credit.

PERS Retirees
PERS retirees who reenter employment more than one calendar month after their accrual date may be employed in an eligible position as defined in RCW 41.32.010, 41.35.010, or 41.40.010 for up to 867 hours in a calendar year without suspension of their pension benefits.

Until ~~July 1, 2025~~January 1 2030, PERS retirees who enter reemployment more than 100 days after their accrual date, including those who have retired under the alternate early retirement provisions of RCW 41.40.630(3)(b) or 41.40.820(3)(b), may work in a school district in a non-administrative position for up to 1,040 hours in a calendar year and continue to receive their pension payments.

If a rehired retiree under PERS plan 1, opts to reestablish PERS membership under RCW 41.40.023(12), they will no longer be eligible to retirement benefit accrual and shall make contributions to receive membership credit.

District Responsibilities

The district shall abide by the following process when considering a retiree for employment:

A. The board of directors shall approve a process for recruitment and selection of employees, including those vacancies for which a retiree applicant may be considered.

B. Applicant(s) shall be evaluated and considered equally, selecting the candidate who best meets the needs of the district.

C. There shall be no prearranged employment agreement or commitment to rehire an employee after retirement. Mere inquiries about post-retirement employment do not constitute an agreement.

D. Employment shall be limited to a maximum of a one-year, non-continuing contract or appointment.

E. Subject to any applicable bargaining agreements, vacancies filled by retirees shall be annually reviewed by the board to determine whether the retiree will be rehired for another year of employment.

F. The district shall provide the retiree with the same terms and conditions of employment as other appointees or employees in comparable positions with the exception of sick-leave cash-out.

G. The district shall report the number of hours worked by the retiree to DRS.

Retired Employee Responsibilities

The following conditions of employment shall apply to retirees that are re-employed:

A. Retired applicants shall disclose to the district whether they are retired from a Washington state retirement plan.

B. Employees must satisfy the DRS requirement for separation and retirement from service prior to accepting a retire/rehire position with the district.

C. Retirees are subject to the same collective bargaining membership as other one-year temporary employees.

D. Retirees are responsible for tracking service hours during post-retirement employment among multiple employers.

Cross References:	Board Policy 5610	Substitute Employment
	Board Policy 5612	Temporary Administrators
	Board Policy 5050	Contracts

Legal References:	RCW 41.32	Teachers' retirement
	41.40	Washington public employees' retirement system

RCW 28A.405.900 Certain certificated employees exempt from chapter provisions
RCW 41.32.570 Post-retirement employment—Reduction or suspension of pension payments
RCW 41.32.802 Reduction of retirement allowance upon reemployment or if covered by plan under
RCW 28B.10.400—Reestablishment of membership
RCW 41.32.862 Reduction of retirement allowance upon reemployment or if covered by plan under
RCW 28B.10.400—Reestablishment of membership
Chapter 41.35 RCW Washington school employees' retirement system
RCW 41.35.060 Reduction of retirement allowance upon reemployment or if covered by plan under
RCW 28B.10.400—Reestablishment of membership
RCW 41.40.037 Service by retirees—Break in employment requirement—
Reduction of retirement allowance upon reemployment—Reestablishment of membership

Management Resources:	2023 – April Issue	
	2022 – June Issue	
	2016 – July issue	
	2011 – August issue	
	Policy News, June 2007	Revisions to Retire/Rehire Law

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Adoption Date: **09/25/08**
Revised: **12/15/16**
Revised: **08/18/2022 Essential**
Revised: **05/18/2023 Essential**
Revised: **10/26/2026 Critical**

Policy No. 3420
Students

ANAPHYLAXIS PREVENTION AND RESPONSE

Anaphylaxis is a life-threatening allergic reaction that may involve systems of the entire body. Anaphylaxis is a medical emergency that requires immediate medical treatment and may require follow-up care by an allergist/immunologist.

The North Mason School District Board of Directors expects school administrators, teachers and support staff to be informed and aware of life-threatening allergic reactions (anaphylaxis) and how to deal with the resulting medical emergencies. For students, some common life-threatening allergens are peanuts, tree nuts, fish, dairy, bee or other insect stings, latex and some medications. Affected students require planned care and support during the school day and during school sponsored activities. Additionally, any student could potentially have a life-threatening allergic reaction even without a history of such.

Parents/guardians are responsible for informing the school about their student's potential risk for anaphylaxis and for ensuring the provision of ongoing health information and necessary medical supplies. The district will take reasonable measures to avoid allergens for affected students. The district will also train all staff in the awareness of anaphylaxis and prepare them to respond to emergencies. Additionally, student specific training will be provided for appropriate personnel. The plan shall be distributed to appropriate staff based on the students' needs and the staffs' level of interaction with the student as determined in the health plan.

Even with the district's best efforts, staff and parents/guardians need to be aware that it is not possible to achieve a completely allergen-free environment. However, the district will take reasonable precautions to reduce the risk of exposure to allergens for students with for students with history of anaphylaxis.

The district may maintain at designated school locations a supply of epinephrine or nasal spray based on the number of students enrolled at the school. Undesignated epinephrine or nasal spray must be obtained with a prescription in the name of the school by a licensed health professional within the scope of their prescribing authority and must be accompanied by a standing order protocol for their administration. Prescriptions and standing orders may be obtained from a community Licensed Health Care Provider or through a statewide standing order from the Secretary of Health or designee.

In the event a student with a current prescription for epinephrine on file at the school experiences an anaphylactic event, the school nurse or designated trained school personnel may use the school supply of epinephrine to respond if the student's supply is not immediately available. In the event a student without a current prescription for epinephrine on file with the school or a student with undiagnosed anaphylaxis experiences an anaphylactic event, the school nurse may utilize the school supply of epinephrine to respond under the standing order protocol according to RCW 28A.210.370, RCW 28A.210.380 and RCW 28A.210.383.

The school's supply of epinephrine auto injectors or nasal spray does not negate parent/guardian responsibility to ensure that they provide the school with appropriate medication and treatment orders pursuant to RCW 28A.210.320 if their student is identified with a life-threatening allergy.

The superintendent will establish procedures to support this policy and to ensure:

1. Rescue protocol in cases of suspected anaphylaxis will follow OSPI's current Guidelines for the Care of Students with Anaphylaxis
2. A simple and standardized format for emergency care plans is utilized;
3. A protocol is in place to ensure emergency care plans are current and completed and distributed to appropriate staff;
4. Medication orders are clear and unambiguous;
5. Training and documentation is a priority**;**
6. and each school's supply of epinephrine, if any, is maintained pursuant to manufacturer's instructions and district medication policy and procedures.

Cross References:	3420	Anaphylaxis Prevention and Response
	3419	Self-Administration of Asthma and Anaphylaxis Medications
	3418	Emergency Treatment
	3416	Medication at School
Legal References:	RCW 28A.210.380	Anaphylaxis – Policy Guidelines – Procedures – Reports
	WAC 392-380	Public School Pupils-Immunization Requirement and Live-Threatening Health Condition
	RCW 28A.210.383	Epinephrine and epinephrine autoinjectors (EPI pens)—School supply—Use.
	RCW 28A.210.370	**Students with asthma and anaphylaxis - Uniform Policy-Authorization for self-medication.**

Management Resources:

Policy News February 2009 Anaphylaxis Prevention Policy Required
2012 – August Issue
2013 – December Issue
2018 – August Issue
2024 – October Issue

Adoption Date: 10/21/10
Revised: **01/17/19**
Revised: **11/25/24 Essential**
Revised: **10/26/2026 Critical**

Sexual Harassment of Students Prohibited

This district is committed to providing a positive and productive education environment free from discrimination, including sexual harassment. This commitment extends to all students involved in academic, educational, extracurricular, athletic, and other programs or activities of the school, whether that program or activity is in a school facility, on school transportation or at a class or school training held elsewhere.

Definitions

For purposes of this policy and procedure, the term "sexual harassment" has the same meaning as provide under state and federal law. Under state law, "sexual harassment" is defined in RCW 28A.640.020(2)(f) and WAC 392-190-008(4). Under Title IX, "sexual harassment" is defined in 34 CFR 106.30. ~~means unwelcome conduct or communication of a sexual nature. Sexual harassment can occur adult to student, student to student or can be carried out by a group of students or adults and will be investigated by the District even if the alleged harasser is not a part of the school staff or student body. The district prohibits sexual harassment of students by other students, employees or third parties involved in school district activities.~~

~~The term "sexual harassment" includes:~~

- ~~acts of sexual violence;~~
- ~~unwelcome sexual or gender-directed conduct or communication that interferes with an individual's educational performance or creates an intimidating, hostile, or offensive environment;~~
- ~~unwelcome sexual advances;~~
- ~~unwelcome requests for sexual favors;~~
- ~~sexual demands when submission is a stated or implied condition of obtaining an educational benefit;~~
- ~~sexual demands where submission or rejection is a factor in an academic, or other school-related decision affecting an individual.~~

~~A "hostile environment" has been created for a student when sexual harassment is sufficiently serious to interfere with or limit the student's ability to participate in or benefit from the school's program. The more severe the conduct, the less need there is to demonstrate a repetitive series of incidents. In fact, a single or isolated incident of sexual harassment may create a hostile environment if the incident is sufficiently severe, violent, or egregious.~~

~~Investigation and~~ Response to Sexual Harassment

If the district knows, or reasonably should know, that sexual harassment has occurred~~created a hostile environment~~, it will promptly investigate and take prompt and effective steps reasonably calculated to end the harassment, eliminate the hostile environment (as defined in WAC 392-190-0555(1)(b)) if one exists, prevent the harassment from recurring, and remedy the effects of the harassment, as appropriate. ~~to determine what occurred and take appropriate steps to resolve the situation. If an investigation reveals that sexual harassment has created a hostile environment, the district will take prompt and effective steps reasonably calculated to end the sexual harassment, eliminate the hostile environment, prevent its recurrence and as appropriate, remedy its effects. The district will take prompt, equitable and remedial action within its authority on~~

~~reports, complaints and grievances alleging sexual harassment that come to the attention of the district, either formally or informally. The district will take these steps every time a complaint, alleging sexual harassment comes to the attention of the district, either formally or informally.~~ Allegations of criminal misconduct will be reported to law enforcement and suspected child abuse will be reported to law enforcement or Child Protective Services. Regardless of whether the misconduct is reported to law enforcement, school staff will promptly investigate to determine what occurred and take appropriate steps to resolve the situation, to the extent that such investigation does not interfere with an ongoing criminal investigation. A criminal investigation does not relieve the district of its independent obligation to investigate and resolve sexual harassment.

Engaging in sexual harassment will result in appropriate discipline or other appropriate sanctions against offending students, staff or other third parties involved in ~~school~~ district activities. Anyone else who engages in sexual harassment on school property or at school activities will have their access to school property and activities restricted, as appropriate.

Retaliation and False Allegations

The district will not adopt any policy, procedure, or practice that would limit a person's right to file a sexual harassment complaint under the district's sexual harassment complaint procedure or have the effect of discouraging any person from using the complaint procedure. The district must not intimidate, threaten, coerce, or discriminate against any person for the purpose of interfering with any right secured by this policy and its accompanying procedure or because the individual has made a complaint or participated in an investigation under the district's sexual harassment complaint procedure.

Retaliation against any person who makes or is a witness in a sexual harassment complaint is prohibited and will result in appropriate discipline. The district will take appropriate actions to protect involved persons from retaliation.

It is a violation of this policy to knowingly report false allegations of sexual harassment. Persons found to knowingly report or corroborate false allegations will be subject to appropriate discipline.

Staff Responsibilities

The superintendent or designee will develop and implement formal and informal procedures for receiving, investigating, and resolving complaints or reports of sexual harassment. The procedures will include reasonable and prompt ~~time lines~~timelines and delineate staff responsibilities under this policy.

~~Any school employee who witnesses sexual harassment or receives a report, informal complaint, or written complaint about sexual harassment is responsible for informing the district Title IX or Civil Rights Compliance Coordinator. All staff are also responsible for directing complainants to the formal complaint process.~~

~~Reports of discrimination and discriminatory harassment will be referred to the district's Title IX/Civil Rights Compliance Coordinator. Reports of disability discrimination or harassment will be referred to the district's Section 504 Coordinator.~~

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~~District/school s~~Staff, including employees, contractors, and agents shall not provide a recommendation of employment for an employee, contractor, or agent that the district~~/school~~, or the individual acting on behalf of the district~~/school~~, knows or has probable cause to believe, has engaged in sexual misconduct with a student or minor in violation of the law.

~~Notice and Training~~Notification

~~The superintendent will develop procedures to provide age-appropriate information and education to district staff, students, parents and volunteers regarding this policy and the recognition and prevention of sexual harassment. At a minimum sexual harassment recognition and prevention and the elements of this policy will be included in staff, student and regular volunteer orientation. This policy and the procedure, which includes the complaint process, will be posted in each district building in a place available to staff, students, parents, volunteers and visitors. Information about the~~This policy and its accompanying procedure will be ~~clearly stated and~~ conspicuously posted throughout each school building ~~;~~and provided to each employee. Information about the policy and its accompanying procedure will be included in any district or school publication that sets forth the rules, regulations, procedures, and standards of conduct. ~~and reproduced in each student, staff, volunteer and parent handbook. Such notices will identify the District's Title IX coordinator and provide contact information, including the coordinator's email address.~~ The district must publish the information in handbooks and on school and district websites consistent with the requirements in RCW 28A.300.286. The discussion will, at minimum, address the definition of sexual harassment and issues covered by the policy and its accompanying procedure.

Policy Review

The superintendent or designee will make an annual report to the board reviewing the use and efficacy of this policy and related procedures. Recommendations for changes to this policy, if applicable, will be included in the report. The superintendent or designee is encouraged to involve staff, students, volunteers and parents in the review process.

Cross References:	3207 - Prohibition of Harassment, Intimidation and Bullying
	3210 – Nondiscrimination
	3211 Transgender Students
	3240 – Student Conduct
	3241 Classroom Management, Discipline and Corrective Action
	5010 – Nondiscrimination and Affirmative Action
	5011 – Sexual Harassment of District Employees Prohibited
	5281 Disciplinary Action and Discharge
Legal References:	RCW 28A.640.020 – Regulations, guidelines to eliminate discrimination-Scope-Sexual harassment policies

WAC 392-190-008 Definitions
WAC 392-190-0555 Discriminatory harassment
WAC 392-190-057 Sexual harassment policy-Required criteria
WAC 392-190-058 Sexual harassment policy-Notification
WAC 392-190-064 Protections against retaliation
WAC 392-190-065 Complaint procedure-Level I complaint to school district
WAC 392-190-070 Complaint procedure-Level II appeal to school board
WAC 392-190-075 Complaint procedure-Level III complaint to OSPI
RCW 28A.300.286 Discrimination, harassment, intimidation, and bullying-Policies and complaint procedures-Posting of model student handbook language
~~WAC 392-190-058 Sexual harassment~~
~~20 U.S.C. §§ 1681-1688~~
~~20 U.S.C. § 7926~~
34 C.F.R. ~~§~~ Part 106 Nondiscrimination on the Basis of Sex in Education Programs or Activities Receiving Federal Financial Assistance

Management Resources: 2020 – August Issue
2019 – March Issue
2015 – July Policy Alert
2014 – December Issue
2010 – October Issue

Adoption Date: **08/20/15**
Revised: **06/17/19**
Revised: **09/17/2020**
Revised: **10/26/2026 Critical**

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EMERGENCY LEAVES AND DISCRETIONARY LEAVES

Emergency Leave

Emergency leave may be granted for no more than 3 days per year and may be taken in the case of emergencies. ~~as defined in the following:~~

An emergency arises out of unforeseen and unexpected circumstances which create an air of crisis or extreme need. The circumstances must present a grave and clear danger that imminently threatens physical or mental health or would result in irremediable harm or ~~in~~ immediate disaster to life or property unless some action is taken. Employees may not use emergency leave for situations when sick leave or personal leave are more appropriate.

If approved, any leave used under the terms of this policy shall be deducted from the staff member's accumulated sick leave. In the event the staff member's sick leave has been exhausted, the leave shall be granted without pay.

A written application for emergency leave must be returned to the district office on the day of return to school. If approved, any leave used under the terms of this policy shall be deducted from the staff member's accumulated sick leave. In the event the staff member's sick leave has been exhausted, the leave shall be granted without pay.

~~Any leave used under terms of this policy shall be deducted from the staff member's accumulated sick leave. In the event the staff member's sick leave has been exhausted, the leave shall be granted without pay.~~

A written application for emergency leave must be returned to the district office on the day of return to school.

~~Family Emergency Leaves~~

~~The board recognizes that the demands of the workplace and of families need to be balanced to promote family stability and economic security for school district employees. Conditions for the authorized use of accumulated leave for family leaves are to be fairly construed in a manner consistent with this policy, and other relevant district policies.~~

~~Unless otherwise stated, any leave used under terms of this policy shall be deducted from the staff member's accumulated sick leave. In the event the staff member's leave has been exhausted, the leave may be granted without pay. Unless a situation is governed an applicable collective bargaining agreement, the following shall apply:~~

~~Domestic Violence Leave~~

~~The district shall allow victims of domestic violence, sexual assault, or stalking and family members of victims to take reasonable leave from work, intermittent leave or leave on a reduced leave schedule. The leave may be sick leave, other accrued leave or leave without pay. Family member includes a child, spouse, parent, parent in-law, grandparent or an individual with whom the victim has a dating relationship. The employee shall provide advance notice of their intent to take leave. If advance notice is not possible, due to an emergency, notice should be provided no later than the end of the first day that the employee takes the leave.~~

~~Family Illness~~

~~District staff members may use accrued sick leave or other accrued leave, at the employee's choice, to care for a child of the employee with a health condition that requires treatment or~~

~~supervision. Staff members may use accrued sick leave or other accrued leave, at the employee's choice, to care for a spouse, parent, parent-in-law or grandparent of the employee who has a serious health condition or an emergency condition. The district may require a signed statement from a licensed medical practitioner to verify the need for treatment, care or supervision for any absence which exceeds five (5) consecutive days.~~

~~Death in the Family~~ Bereavement leave

The district shall allow each full-time staff member a maximum of 3 days leave upon the death of an employee's spouse, mother, father, son, daughter, sister, brother, mother-in-law, or father-in-law. Leave also shall be allowed upon the death of a son-in-law, daughter-in-law, brother-in-law, sister-in-law, grandmother, grandfather, granddaughter or grandson. The deaths of more than one family member resulting from a common occurrence shall be treated as a single death with respect to the length of leave granted.

Leave of Absence

At the discretion of the superintendent or designee, the district may grant leaves of absence for specific periods of time for up to one school year. A leave of absence will be without pay or benefits. During the leave the staff member may pay the district's share of any insurance benefits program to maintain those benefits. In considering whether to grant a leave of absence, the needs of students and the district program warrant primary consideration. A leave of absence will be granted only when it will not have an undesirable impact upon the educational program or business operations.

A staff member will be entitled to return to a position in the district at the end of the leave of absence subject to the availability of a position for which the staff member is qualified. The staff member granted a leave of absence will inform the board by CBA deadline as to his/her intentions to assume a position in the district for the ensuing school year. If said notification is not received, the individual's employment rights with the district may be terminated.

A staff member on a leave of absence will not earn any salary schedule experience credit, any sick leave credit, or benefits during the leave of absence.

Cross References:	Board Policy 5021	~~Applicability of Personnel Policies~~Conflicts Between Policy and Bargaining Agreements
Legal References:	RCW 28A.400.300 Hiring and discharging employees - Written leave policies - Seniority and leave benefits of employees transferring between school districts and other educational employers	
~~RCW~~	~~49.12.270~~	~~Sick leave, time off - Care of family members~~

~~49.12.360~~		~~Parental leave — discrimination prohibited~~
RCW	28A.400.300	Hiring and discharging employees — Written leave policies — Seniority and leave benefits of employees transferring between school districts
	~~RCW 49.76~~	~~Domestic Violence Leave~~

Adoption Date:	**08/27/98**
Revised:	**09/26/02**
Revised:	**09/25/08**
Revised:	**12/10/09**
Revised:	**10/26/2026**

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Coversheet

Donations

Section: III. Consent Items
Item: F. Donations
Purpose:
Submitted by:
Related Material: Donation Report to board .pdf

DONATIONS, GIFTS & TEACHER GRANTS

Board Meeting, October 26, 2026

By	To	For	Donation
Under $250.00			
Anonymous	SH	Supplies	$30.00
$250.00 - $999.99			
$1,000.00 - $4999.99			
Bulldog Boosters	NMHS	Fastpitch	$3,387.76
Bulldog Boosters	NMHS	Girls Wrestling	$1,580.38
$5,000.00 or greater (requires Board acceptance)			
			$4,968.14

10/21/2026

Coversheet

2026-2027 Budget Update

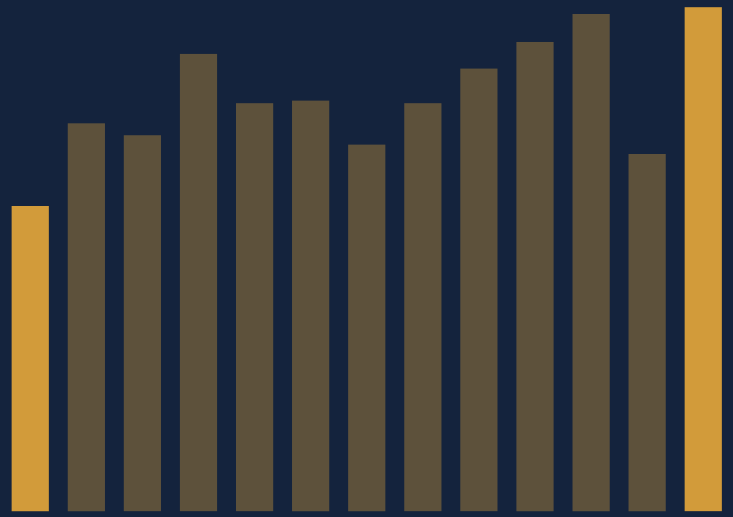
Section: III. Consent Items
Item: G. 2026-2027 Budget Update
Purpose:
Submitted by:
Related Material: Financial Presentation October 2026.pdf
Budget Financial Report.pdf
26.27 OSPI Apportionment Advance Approval Notification.pdf

NORTH MASON SCHOOL DISTRICT 403 · BOARD OF DIRECTORS

WHERE WE STAND

Fund balances, revenues, expenditures and enrollment through September 30, 2026

Business Office Report



MONTH ONE OF FISCAL YEAR 2026-27

SEPTEMBER AT A GLANCE

GENERAL FUND BALANCE

$699K

Ending balance on Sept 30, down $187K from $886K on Sept 1

REVENUE RECEIVED

7.3%

$3.08M of the $42.45M General Fund revenue budget

SPENDING COMMITTED

87%

$3.27M spent plus $33.35M encumbered, of a $42.11M budget

OCT 1 ENROLLMENT

2,021

BEA FTE, 29.07 below the budget of 2,050.36

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CASH FLOW UPDATE · GOOD NEWS

OSPI APPROVED OUR APPORTIONMENT ADVANCE

ADVANCE APPROVED

$1,000,000

Arrives with the October apportionment to carry us until levy collections begin

In and back out: the repayment schedule

October 2026	April 2027	May 2027	July 2027
+$1,000,000	−$600,000	−$300,000	−$100,000
Advance received	Repayment as levy collections begin	Repayment	Final repayment

THANK YOU, NORTH MASON COMMUNITY!

Your levy support starts arriving in April 2027. It repays this advance and keeps our schools running.

OSPI apportionment advance · Resolution 20-G-26 · repayment schedule as set by OSPI at approval · 3

FUND BALANCES · SEPTEMBER 1 TO SEPTEMBER 30

FIVE FUNDS, ONE PICTURE

General Fund

$699K

$699,331.88

Down $187,096

Day-to-day operations

Capital Projects

$11K

$11,341.64

Down $70,006

Equipment purchases of $70,706

Debt Service

$2.73M

$2,729,037.35

Up $59,562

Restricted for bond payments

ASB

$386K

$385,677.22

Up $10,154

Student body, athletics, clubs

Transp. Vehicle

$604K

$603,635.91

Up $1,002

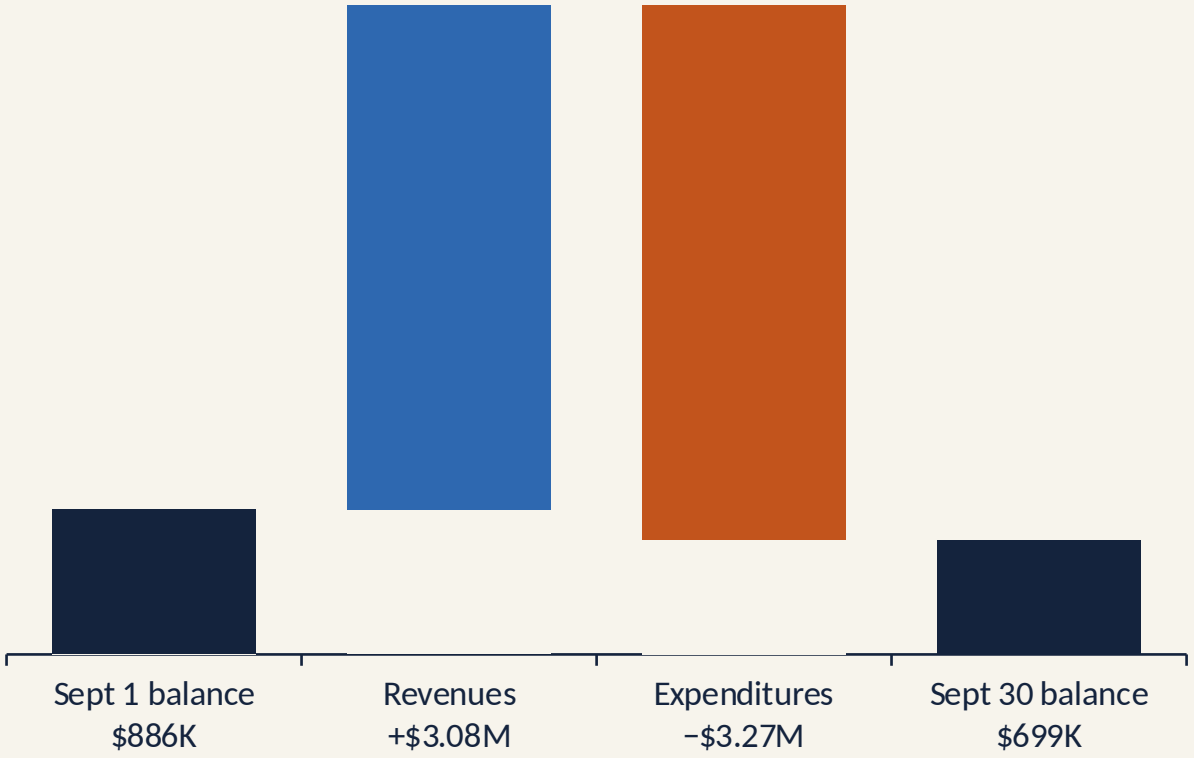
$573K encumbered for buses

All funds combined on September 30 **$4,429,024**

Source: Budget Status Report, Fund Balance, September 2026 (run 10/21/26) · 4

GENERAL FUND · FUND BALANCE BRIDGE

HOW SEPTEMBER MOVED THE BALANCE



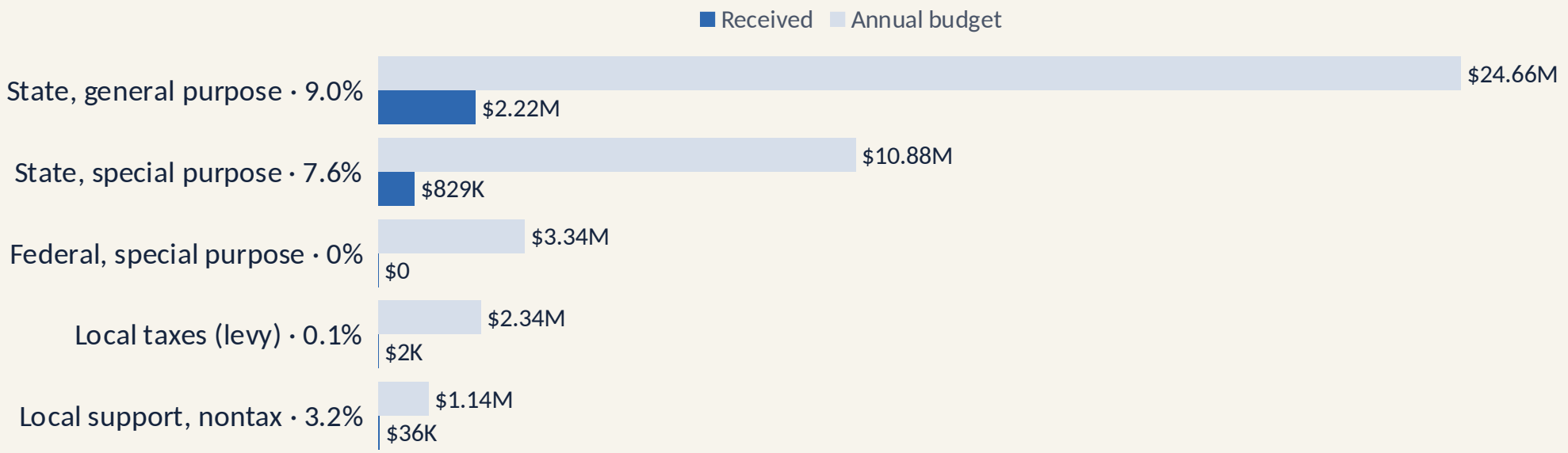
What makes up the $699K

Component	Amount
Restricted carryover (incl. transportation, food service)	$373,582
Nonspendable: inventory and prepaids	$131,359
Committed: minimum fund balance policy	$381,487
Unassigned (negative)	−$187,096
Total ending fund balance	**$699,332**

Source: Budget Status Report, General Fund (10), September 2026 · 5

GENERAL FUND REVENUES · RECEIVED VS. ANNUAL BUDGET

THE STATE CARRIES SEPTEMBER



Total General Fund: $3.08M of $42.45M received **7.3%**

Why so low? The state pays 9% of its annual allocation in September. Levy collections arrive in spring, and federal grants are reimbursed after we spend.

Source: Budget Status Report, General Fund (10), September 2026 · 6

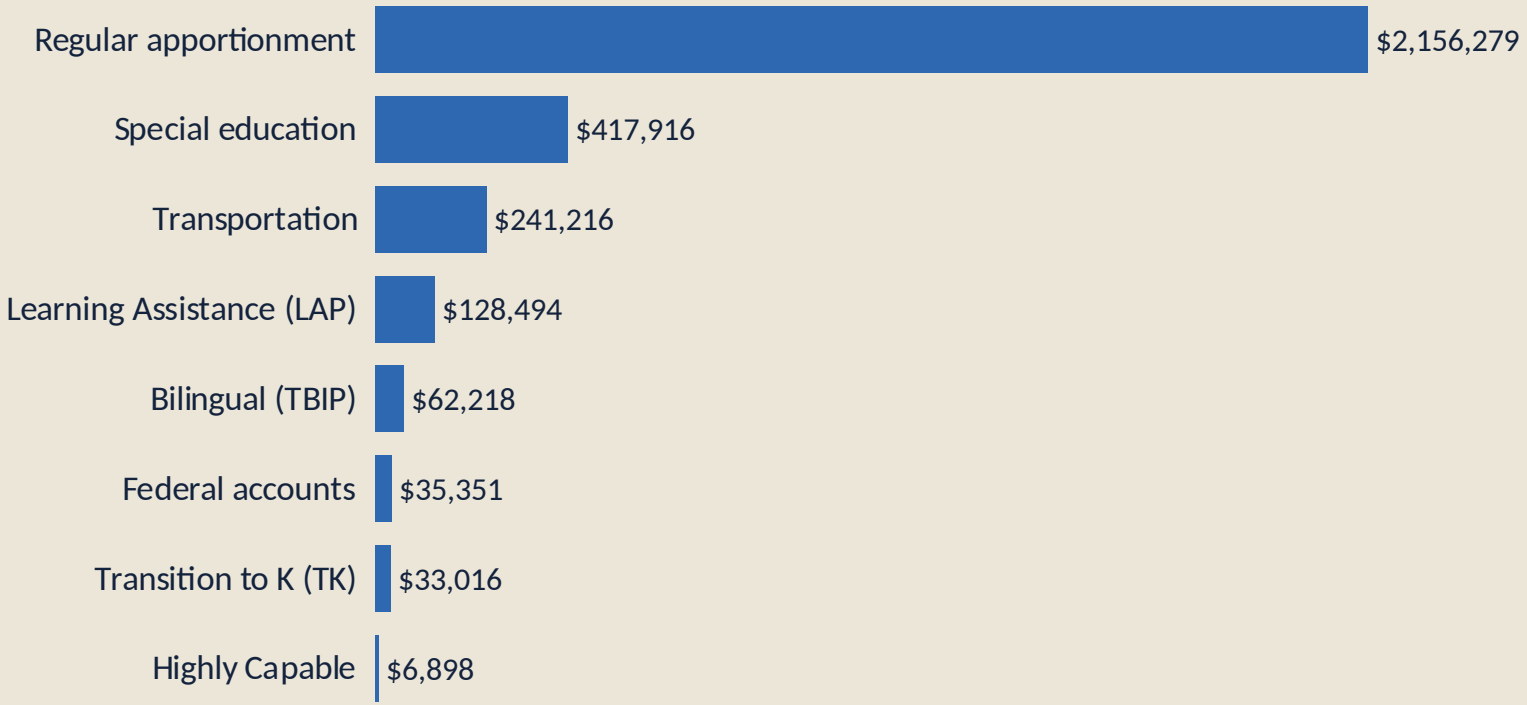
OSPI SEPTEMBER APPORTIONMENT · PAID SEPTEMBER 30

WHERE SEPTEMBER'S STATE DOLLARS CAME FROM

PAID TO THE GENERAL FUND

$3.08M

9% of our $34.18M annual allotment, on the state's September schedule

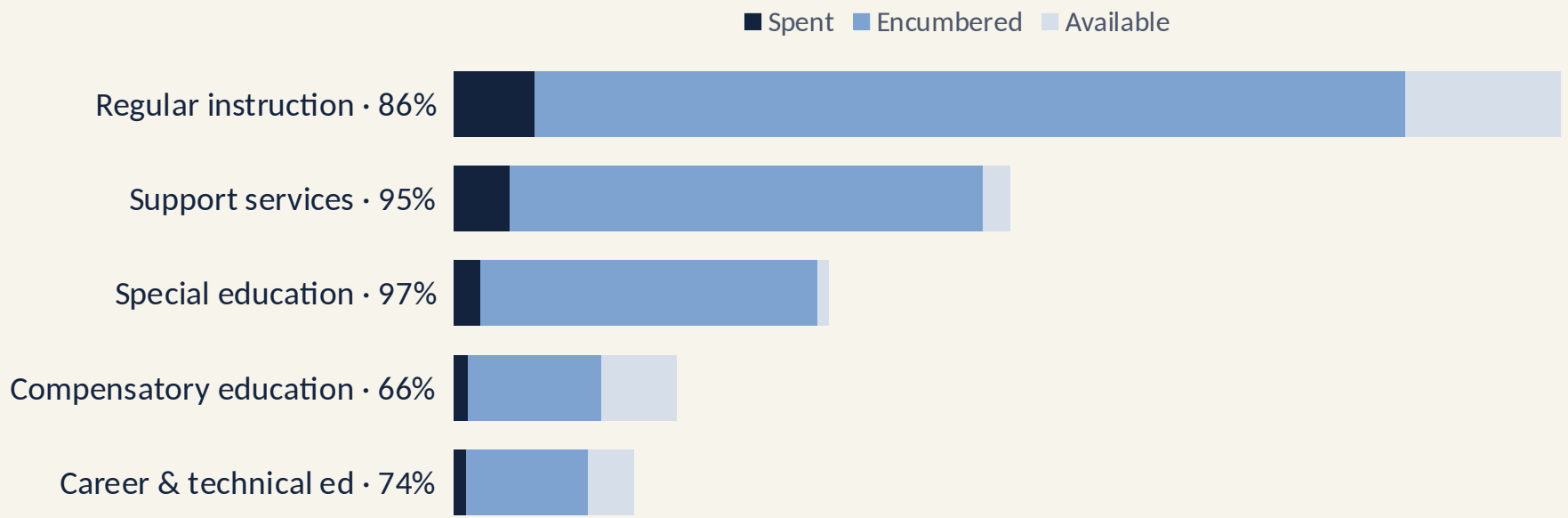


Total $3,081,387 · federal accounts = SpEd supplemental, Title I, school improvement

Source: OSPI Report 1197, Statement of Apportionment, September 30, 2026 (run 9/24/26) · 7

GENERAL FUND EXPENDITURES BY PROGRAM · SPENT AND ENCUMBERED

87% OF THE YEAR IS ALREADY SPOKEN FOR



Total: $3.27M spent (7.8%) + $33.35M encumbered of $42.11M · $5.50M still uncommitted **87%**

Why 87% in month one? Full-year salary and benefit contracts are encumbered in September, so most of the budget is committed before it is spent.

Source: Budget Status Report, General Fund (10), September 2026 · Other instructional programs ($77K budget) not shown · 8

ENROLLMENT · OCTOBER 1 COUNT

2,021.29 FTE

2026-27 Enrollment: 2,021.29 FTE vs 2025-26 Enrollment: 2,090.32 FTE

−29.07

FTE below the budget of 2,050.36

−8.41

FTE since the September 4 count of 2,029.70

−$337K

Basic Ed funding impact at $11,601 per FTE

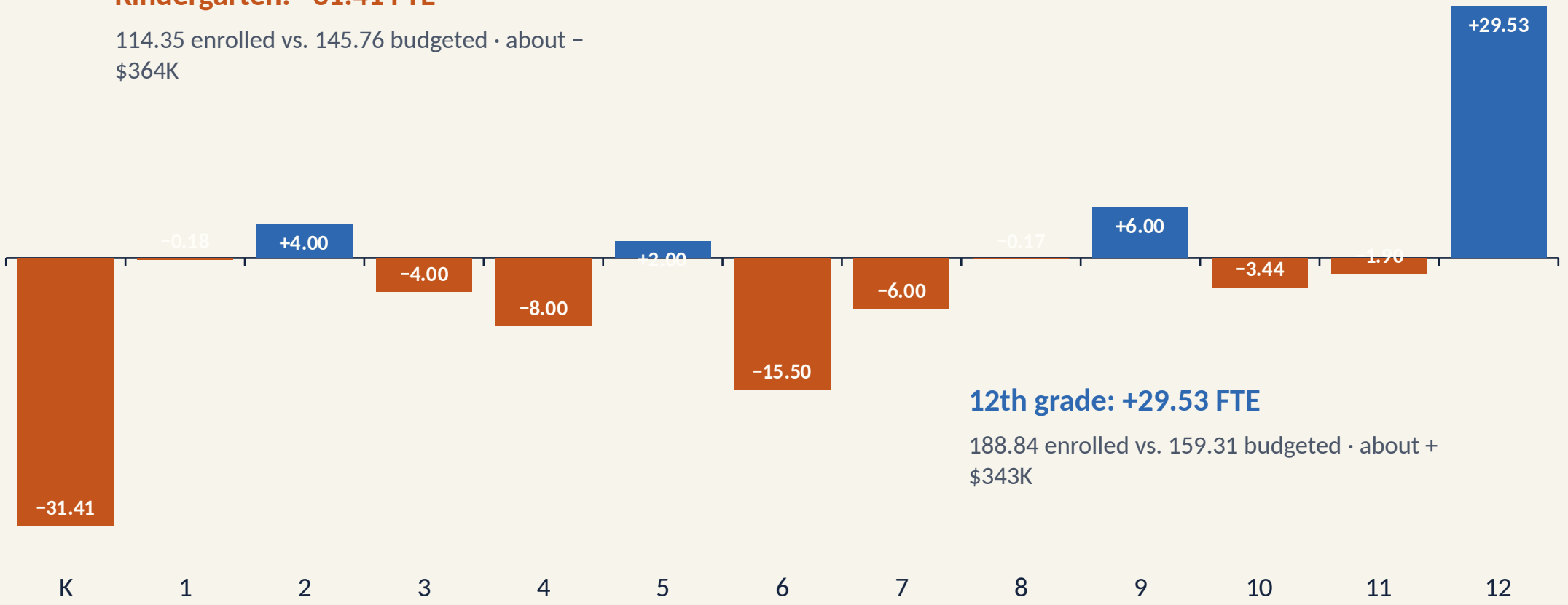
Source: Enrollment Budget to Actual, October 2026 (final, 10/14/26) · Basic Education (BEA) FTE, Running Start shown separately · 9

OCTOBER 1 ENROLLMENT VS. BUDGET, BY GRADE (FTE)

TWO GRADES TELL THE STORY

Kindergarten: −31.41 FTE

114.35 enrolled vs. 145.76 budgeted · about −$364K



12th grade: +29.53 FTE

188.84 enrolled vs. 159.31 budgeted · about +$343K

Bars show October 1 FTE minus budgeted FTE · blue = over budget, orange = under budget · 10

PROGRAM ENROLLMENT · OCTOBER 1 VS. BUDGET

BEYOND BASIC EDUCATION

Special Education

319 students vs. 299 budgeted

+$229,934

+19 school-age · +2 preschool · −1 TK

Transition to Kindergarten

32.18 FTE vs. 26.73 budgeted

+$74,796

+5.45 FTE

Bilingual, exited students

42 students vs. 14 budgeted

+$27,525

+28 students

Career & Technical Ed

270.68 FTE vs. 275.10 budgeted

−$50,561

−4.42 FTE · MS up 7.35, HS down 11.77

Bilingual (TBIP)

346 students vs. 370 budgeted

−$39,539

−24 students · K-6 down 21, 7-12 down 3

Running Start

75 FTE vs. 73 budgeted

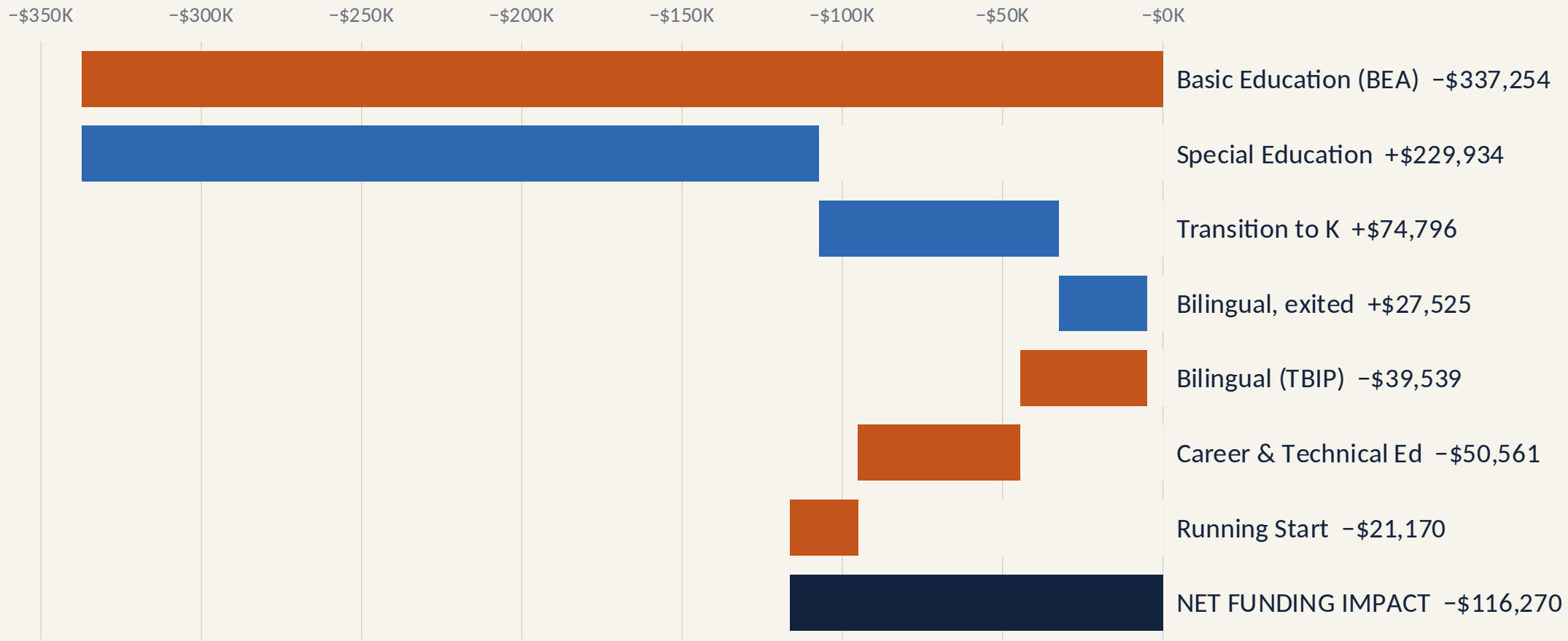
−$21,170

Juniors and seniors at college

Source: Enrollment Budget to Actual, October 2026 (final) · impacts use F-203 per-student rates · 11

ANNUAL STATE FUNDING IMPACT OF OCTOBER 1 ENROLLMENT VS. BUDGET

FROM −$337K TO −$116K



Each bar steps from the running total · $0 at right · orange = reduces funding, blue = adds funding · 12

LOOKING AHEAD

WHAT WE'RE WATCHING



Fund balance vs. 4% policy

Budget projects $1.18M by Aug 31: 2.8% of expenditures, about $504K short of the 4% target ($1.68M).



Cash flow until the levy arrives

EP&O levy collections begin in April 2027. The approved $1M OSPI advance arrives in October to carry us until then.



Kindergarten enrollment

31.41 FTE under budget. Every basic ed FTE is worth about $11,601 a year, so monthly counts matter.



Net enrollment impact

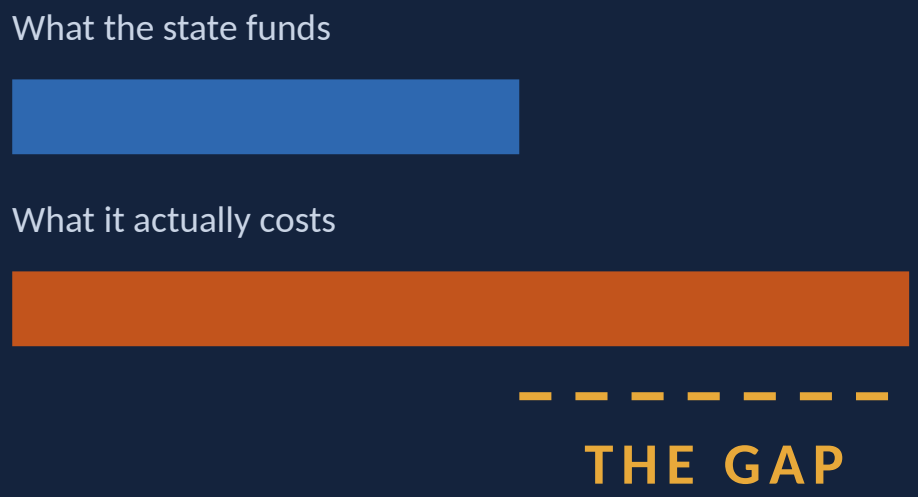
−$116,270 across all programs. Special ed and TK growth are offsetting most of the basic ed shortfall.

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A NEW MONTHLY SERIES · PART 1

WHERE IS THE GAP?

Each month we'll look at one or two places where state funding falls short of what it actually costs to run our schools.



$ Substitutes

$ SEBB health benefits

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WHERE IS THE GAP? · SUBSTITUTES · SEPTEMBER WORK, PAID IN OCTOBER

ONE MONTH OF SUBS VS. A YEAR OF STATE FUNDING



Wages $94,928 + benefits ≈ $8,600–$16,000 · PFML: 3 employees × 21 days = $31,917 salary + ≈ 15% taxes and retirement = ≈ $36,705 not paid

2,344.52
sick leave hours

235.00
personal leave hours

63 days
unpaid PFML (3 staff × 21 days)

2,643.75
sub hours paid at $35.91/hour

4 days
per teacher: the state's formula

Sources: OSPI Reports 1191, 1191SE, September 2026 apportionment; district payroll · leave and sub hours exclude bus drivers · benefits are estimates · 15

WHERE IS THE GAP? · SEBB HEALTH BENEFITS · STATE VS. ACTUAL, PER MONTH

THE STATE FUNDS POSITIONS, WE PAY FOR PEOPLE



273 employees − 215 funded = 58 × $1,374 × 12 months = $956,304

≈ 215
positions the state formula funds benefits for

273
employees we pay SEBB benefits for

$1,374
per employee per month

$1,374
state SEBB health rate per funded FTE: the same rate we pay

Sources: OSPI Reports 1191, 1191CTE, 1191SE, 1191LAP/TBIP/HiCap, TK, September 2026; district SEBB billing · special ed portion estimated · 16

WHERE IS THE GAP? · COMING ATTRACTIONS

WHAT'S NEXT FOR THE GAP?

PART 2 · NEXT MONTH

PAPER STAFF VS. REAL STAFF

How many staff the state formula generates from our student FTE, how many we actually employ, and what happens when the state's average salaries meet ours.

ON THE HORIZON

Special education

What the formula covers vs. what services cost

Transportation

The state's route formula vs. what buses really cost

Keeping the lights on

Utilities, insurance and technology vs. the state's supplies allocation

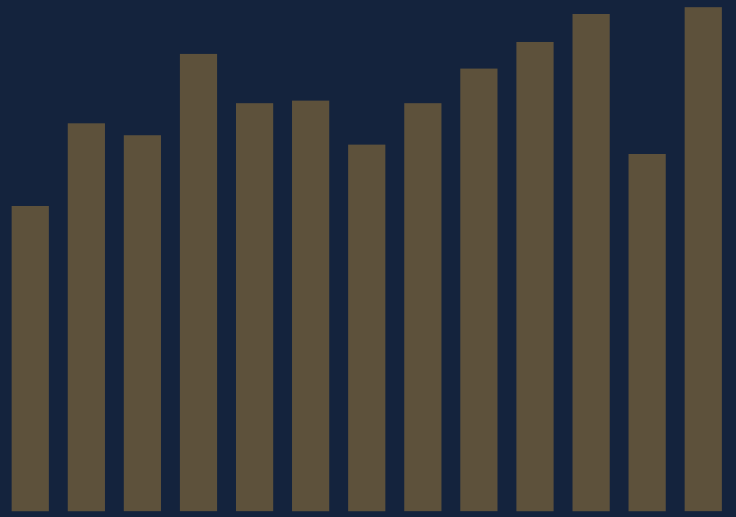
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NORTH MASON SCHOOL DISTRICT 403

THANK YOU

Questions and discussion

Business Office Report · Budget status through September 30, 2026



10--General Fund-- FUND BALANCE -- AGENCY ACCOUNTS -- Revised -- BUDGET-STATUS-REPORT
Fiscal Year 2026 (September 1, 2026 - August 31, 2027)

For the North Mason School District School District for the Month of September , 2026

A. REVENUES/OTHER FIN. SOURCES	ANNUAL BUDGET	ACTUAL FOR MONTH	ACTUAL FOR YEAR	ENCUMBRANCES	BALANCE	PERCENT
1000 LOCAL TAXES	2,340,000	1,593.24	1,593.24		2,338,406.76	0.07
2000 LOCAL SUPPORT NONTAX	1,144,321	36,353.21	36,353.21		1,107,967.79	3.18
3000 STATE, GENERAL PURPOSE	24,661,323	2,217,039.92	2,217,039.92		22,444,283.08	8.99
4000 STATE, SPECIAL PURPOSE	10,877,062	828,996.11	828,996.11		10,048,065.89	7.62
5000 FEDERAL, GENERAL PURPOSE	37,300	.00	.00		37,300.00	0.00
6000 FEDERAL, SPECIAL PURPOSE	3,339,058	.00	.00		3,339,058.00	0.00
7000 REVENUES FR OTH SCH DIST	50,050	.00	.00		50,050.00	0.00
8000 OTHER AGENCIES AND ASSOCIATES	0	.00	.00		.00	0.00
9000 OTHER FINANCING SOURCES	0	.00	.00		.00	0.00
Total REVENUES/OTHER FIN. SOURCES	42,449,114	3,083,982.48	3,083,982.48		39,365,131.52	7.27
B. EXPENDITURES						
00 Regular Instruction	19,062,633	1,389,193.97	1,389,193.97	15,002,223.98	2,671,215.05	85.99
10 Federal Stimulus	0	.00	.00	0.00	.00	0.00
20 Special Ed Instruction	6,456,861	463,567.99	463,567.99	5,798,362.35	194,930.66	96.98
30 Voc. Ed Instruction	3,105,150	209,914.29	209,914.29	2,099,676.11	795,559.60	74.38
40 Skills Center Instruction	0	.00	.00	0.00	.00	0.00
50+60 Compensatory Ed Instruct.	3,833,691	240,137.73	240,137.73	2,302,361.29	1,291,191.98	66.32
70 Other Instructional Pgms	76,641	394.93	394.93	0.00	76,246.07	0.52
80 Community Services	0	.00	.00	0.00	.00	0.00
90 Support Services	9,577,676	967,869.52	967,869.52	8,143,678.23	466,128.25	95.13
Total EXPENDITURES	42,112,652	3,271,078.43	3,271,078.43	33,346,301.96	5,495,271.61	86.95
C. OTHER FIN. USES TRANS. OUT (GL 536)	0	.00	.00			
D. OTHER FINANCING USES (GL 535)	0	.00	.00			
E. UNUSUAL/INFREQUENT-INFLOWS (GL 968)	0	.00	.00		.00	0.00
F. UNUSUAL/INFREQUENT-OUTFLOWS (GL 538)	0	.00	.00		.00	0.00
G. NET CHANGE IN FUND BALANCE (A-B-C-D+E-F)	336,462	187,095.95-	187,095.95-		523,557.95-	155.61-
H. TOTAL BEGINNING FUND BALANCE	843,942		886,427.83			
I. G/L 896, 897, 898 ACCOUNTING CHANGES AND ERROR CORRECTIONS (+OR-)	XXXXXXXXX		.00			
J. TOTAL ENDING FUND BALANCE (G+H + OR - I)	1,180,404		699,331.88			

K. ENDING FUND BALANCE ACCOUNTS:

G/L 810	Restricted For Other Items	0	.00
G/L 815	Restric Unequalized Deduct Rev	0	.00
G/L 821	RESTRICTED FOR CARRYOVER	100,000	331,568.08
G/L 823	Restricted for Carryover of Tra	13,000	37,134.27
G/L 825	Restricted for Skills Center	0	.00
G/L 828	Restricted for C/O of FS Rev	0	4,880.00
G/L 830	RESERVE FOR TRANSP EQUIP	0	.00
G/L 835	Restrictd For Arbitrage Rebate	0	.00
G/L 840	Nonspnd FB - Invent/Prepd Itms	240,000	131,358.77
G/L 845	Restricted for Self-Insurance	0	.00
G/L 850	Restricted for Uninsured Risks	0	.00
G/L 870	Committed to Other Purposes	0	.00
G/L 872	COMMITTED TO MIN FUND BAL POLIC	0	.00
G/L 873	Committed to Depreciation Sub-F	0	.00
G/L 875	Assigned Contingencies	0	.00
G/L 884	ASSIGNED TO OTHER CAP PROJ	0	.00
G/L 888	ASSIGNED TO OTHER PURPOSES	0	.00
G/L 890	Unassigned Fund Balance	827,404	187,095.95-
G/L 891	Unassigned Min Fnd Bal Policy	0	381,486.71
	TOTAL	1,180,404	699,331.88

20--Capital Projects-- FUND BALANCE -- AGENCY ACCOUNTS -- Revised -- BUDGET-STATUS-REPORT
Fiscal Year 2026 (September 1, 2026 - August 31, 2027)

For the North Mason School District School District for the Month of September , 2026

A. REVENUES/OTHER FIN. SOURCES	ANNUAL BUDGET	ACTUAL FOR MONTH	ACTUAL FOR YEAR	ENCUMBRANCES	BALANCE	PERCENT
1000 Local Taxes	0	.00	.00		.00	0.00
2000 Local Support Nontax	1,500	699.79	699.79		800.21	46.65
3000 State, General Purpose	50	.00	.00		50.00	0.00
4000 State, Special Purpose	884,638	.00	.00		884,638.00	0.00
5000 Federal, General Purpose	0	.00	.00		.00	0.00
6000 Federal, Special Purpose	0	.00	.00		.00	0.00
7000 Revenues Fr Oth Sch Dist	0	.00	.00		.00	0.00
8000 Other Agencies and Associates	0	.00	.00		.00	0.00
9000 Other Financing Sources	0	.00	.00		.00	0.00
Total REVENUES/OTHER FIN. SOURCES	886,188	699.79	699.79		885,488.21	0.08
B. EXPENDITURES						
10 Sites	200,000	.00	.00	199,476.82	523.18	99.74
20 Buildings	250,000	.00	.00	0.00	250,000.00	0.00
30 Equipment	321,788	70,705.50	70,705.50	0.00	251,082.50	21.97
40 Energy	114,400	.00	.00	115,176.00	776.00-	100.68
50 Sales & Lease Expenditure	0	.00	.00	0.00	.00	0.00
60 Bond Issuance Expenditure	0	.00	.00	0.00	.00	0.00
90 Debt	0	.00	.00	0.00	.00	0.00
Total EXPENDITURES	886,188	70,705.50	70,705.50	314,652.82	500,829.68	43.48
C. OTHER FIN. USES TRANS. OUT (GL 536)	0	.00	.00			
D. OTHER FINANCING USES (GL 535)	0	.00	.00			
E. UNUSUAL/INFREQUENT-INFLOWS (GL 968)	0	.00	.00		.00	0.00
F. UNUSUAL/INFREQUENT-OUTFLOWS (GL 538)	0	.00	.00		.00	0.00
G. NET CHANGE IN FUND BALANCE (A-B-C-D+E-F)	0	70,005.71-	70,005.71-		70,005.71-	0.00
H. TOTAL BEGINNING FUND BALANCE	80,000		81,347.35			
I. G/L 896, 897, 898 ACCOUNTING CHANGES AND ERROR CORRECTIONS (+OR-)	XXXXXXXXX		.00			
J. TOTAL ENDING FUND BALANCE (G+H + OR - I)	80,000		11,341.64			

K. ENDING FUND BALANCE ACCOUNTS:

G/L 810 Restricted For Other Items	0	.00
G/L 825 Restricted for Skills Center	0	.00
G/L 830 RESERVED FOR DEBT SERVICE	0	.00
G/L 835 Restrictd For Arbitrage Rebate	0	.00
G/L 840 Nonspnd FB - Invent/Prepd Itms	0	.00
G/L 850 Restricted for Uninsured Risks	0	.00
G/L 861 Restricted from Bond Proceeds	250,000-	.00
G/L 862 Committed from Levy Proceeds	0	.00
G/L 863 Restricted from State Proceeds	71,788-	70,705.50-
G/L 864 Rsrv Of Fed Proceeds	314,400-	.00
G/L 865 Restricted from Other Proceeds	250,000-	.00
G/L 866 Restrictd from Impact Proceeds	0	.00
G/L 867 Restricted from Mitigation Fees	0	.00
G/L 868 Restricted from CTE Carryover R	0	.00
G/L 869 RESERVED FOR UNDISTRIBUTED PROC	0	.00
G/L 870 Committed to Other Purposes	0	.00
G/L 889 Assigned to Fund Purposes	966,188	82,047.14
G/L 890 Unassigned Fund Balance	0	.00
TOTAL	80,000	11,341.64

30--Debt Service Fund-- FUND BALANCE -- AGENCY ACCOUNTS -- Revised -- BUDGET-STATUS-REPORT
Fiscal Year 2026 (September 1, 2026 - August 31, 2027)

For the North Mason School District School District for the Month of September , 2026

A. REVENUES/OTHER FIN. SOURCES	ANNUAL BUDGET	ACTUAL FOR MONTH	ACTUAL FOR YEAR	ENCUMBRANCES	BALANCE	PERCENT
1000 Local Taxes	3,324,906	48,008.30	48,008.30		3,276,897.70	1.44
2000 Local Support Nontax	50,000	7,062.94	7,062.94		42,937.06	14.13
3000 State, General Purpose	10,000	4,490.67	4,490.67		5,509.33	44.91
5000 Federal, General Purpose	0	.00	.00		.00	0.00
9000 Other Financing Sources	336,463	.00	.00		336,463.00	0.00
Total REVENUES/OTHER FIN. SOURCES	3,721,369	59,561.91	59,561.91		3,661,807.09	1.60
B. EXPENDITURES						
Matured Bond Expenditures	2,570,000	.00	.00	0.00	2,570,000.00	0.00
Interest On Bonds	876,091	.00	.00	0.00	876,091.00	0.00
Interfund Loan Interest	0	.00	.00	0.00	.00	0.00
Bond Transfer Fees	500	.00	.00	0.00	500.00	0.00
Arbitrage Rebate	0	.00	.00	0.00	.00	0.00
Underwriter's Fees	0	.00	.00	0.00	.00	0.00
Total EXPENDITURES	3,446,591	.00	.00	0.00	3,446,591.00	0.00
C. OTHER FIN. USES TRANS. OUT (GL 536)	0	.00	.00			
D. OTHER FINANCING USES (GL 535)	0	.00	.00			
E. UNUSUAL/INFREQUENT-INFLOWS (GL 968)	0	.00	.00		.00	0.00
F. UNUSUAL/INFREQUENT-OUTFLOWS (GL 538)	0	.00	.00		.00	0.00
G. NET CHANGE IN FUND BALANCE (A-B-C-D+E-F)	274,778	59,561.91	59,561.91		215,216.09-	78.32-
H. TOTAL BEGINNING FUND BALANCE	2,617,647		2,669,475.44			
I. G/L 896, 897, 898 ACCOUNTING CHANGES AND ERROR CORRECTIONS (+OR-)	XXXXXXXXX		.00			
J. TOTAL ENDING FUND BALANCE (G+H + OR - I)	2,892,425		2,729,037.35			
K. ENDING FUND BALANCE ACCOUNTS:						
G/L 810 Restricted for Other Items	0		.00			
G/L 830 Restricted for Debt Service	2,892,425		2,729,037.35			
G/L 835 Restrictd For Arbitrage Rebate	0		.00			
G/L 870 Committed to Other Purposes	0		.00			
G/L 889 Assigned to Fund Purposes	0		.00			
G/L 890 Unassigned Fund Balance	0		.00			
TOTAL	2,892,425		2,729,037.35			

40--Associated Student Body Fund-- FUND BALANCE -- AGENCY ACCOUNTS -- Revised -- BUDGET-STATUS-REPORT
Fiscal Year 2026 (September 1, 2026 - August 31, 2027)

For the North Mason School District School District for the Month of September , 2026

	ANNUAL BUDGET	ACTUAL FOR MONTH	ACTUAL FOR YEAR	ENCUMBRANCES	BALANCE	PERCENT
A. REVENUES						
1000 General Student Body	158,820	17,186.99	17,186.99		141,633.01	10.82
2000 Athletics	99,700	12,208.54	12,208.54		87,491.46	12.25
3000 Classes	10,040	.00	.00		10,040.00	0.00
4000 Clubs	79,480	1,237.75	1,237.75		78,242.25	1.56
6000 Private Moneys	3,900	.00	.00		3,900.00	0.00
Total REVENUES	351,940	30,633.28	30,633.28		321,306.72	8.70
B. EXPENDITURES						
1000 General Student Body	96,876	6,529.13	6,529.13	20,330.00	70,016.87	27.73
2000 Athletics	116,565	9,948.24	9,948.24	12,756.92	93,859.84	19.48
3000 Classes	27,235	275.00	275.00	774.32	26,185.68	3.85
4000 Clubs	109,204	3,726.67	3,726.67	2,354.96	103,122.37	5.57
6000 Private Moneys	870	.00	.00	0.00	870.00	0.00
Total EXPENDITURES	350,750	20,479.04	20,479.04	36,216.20	294,054.76	16.16
C. EXCESS OF REVENUES OVER(UNDER) EXPENDITURES (A-B)	1,190	10,154.24	10,154.24		8,964.24	753.30
D. UNUSUAL/INFREQUENT-INFLOWS (GL 968)	0	.00	.00		.00	0.00
E. UNUSUAL/INFREQUENT-OUTFLOWS (GL 538)	0	.00	.00		.00	0.00
F. NET CHANGE IN FUND BALANCE (C+D-E)	1,190	10,154.24	10,154.24		8,964.24	753.30
G. TOTAL BEGINNING FUND BALANCE	402,355		375,522.98			
H. G/L 896, 897, 898 ACCOUNTING CHANGES AND ERROR CORRECTIONS (+OR-)	XXXXXXXXX		.00			
I. TOTAL ENDING FUND BALANCE (F+G + OR - H)	403,545		385,677.22			
J. ENDING FUND BALANCE ACCOUNTS:						
G/L 810 Restricted for Other Items	0		.00			
G/L 819 Restricted for Fund Purposes	403,545		385,177.22			
G/L 840 Nonspnd FB - Invent/Prepd Itms	0		500.00			
G/L 850 Restricted for Uninsured Risks	0		.00			
G/L 870 Committed to Other Purposes	0		.00			
G/L 889 Assigned to Fund Purposes	0		.00			
G/L 890 Unassigned Fund Balance	0		.00			
TOTAL	403,545		385,677.22			

90--Transportation Vehicle Fund-- FUND BALANCE -- AGENCY ACCOUNTS -- Revised -- BUDGET-STATUS-REPORT
Fiscal Year 2026 (September 1, 2026 - August 31, 2027)

For the North Mason School District School District for the Month of September , 2026

	ANNUAL	ACTUAL	ACTUAL			
A. REVENUES/OTHER FIN. SOURCES	BUDGET	FOR MONTH	FOR YEAR	ENCUMBRANCES	BALANCE	PERCENT
1000 Local Taxes	0	.00	.00		.00	0.00
2000 Local Nontax	10,000	1,002.39	1,002.39		8,997.61	10.02
3000 State, General Purpose	0	.00	.00		.00	0.00
4000 State, Special Purpose	276,443	.00	.00		276,443.00	0.00
5000 Federal, General Purpose	0	.00	.00		.00	0.00
6000 Federal, Special Purpose	0	.00	.00		.00	0.00
8000 Other Agencies and Associates	0	.00	.00		.00	0.00
9000 Other Financing Sources	0	.00	.00		.00	0.00
Total REVENUES/OTHER FIN. SOURCES	286,443	1,002.39	1,002.39		285,440.61	0.35
B. EXPENDITURES						
Type 30 Equipment	597,000	.00	.00	573,372.50	23,627.50	96.04
Type 40 Energy	0	.00	.00	0.00	.00	0.00
Type 60 Bond Levy Issuance	0	.00	.00	0.00	.00	0.00
Type 90 Debt	0	.00	.00	0.00	.00	0.00
Total EXPENDITURES	597,000	.00	.00	573,372.50	23,627.50	96.04
C. OTHER FIN. USES TRANS. OUT (GL 536)	0	.00	.00			
D. OTHER FINANCING USES (GL 535)	0	.00	.00			
E. UNUSUAL/INFREQUENT-INFLOWS (GL 968)	0	.00	.00		.00	0.00
F. UNUSUAL/INFREQUENT-OUTFLOWS (GL 538)	0	.00	.00		.00	0.00
G. NET CHANGE IN FUND BALANCE (A-B-C-D+E-F)	310,557-	1,002.39	1,002.39		311,559.39	100.32-
H. TOTAL BEGINNING FUND BALANCE	601,443		602,633.52			
I. G/L 896, 897, 898 ACCOUNTING CHANGES AND ERROR CORRECTIONS (+OR-)	XXXXXXXXX		.00			
J. TOTAL ENDING FUND BALANCE (G+H + OR - I)	290,886		603,635.91			
K. ENDING FUND BALANCE ACCOUNTS:						
G/L 810 Restricted For Other Items	0		.00			
G/L 819 Restricted for Fund Purposes	290,886		603,635.91			
G/L 830 RESERVE FOR DEBT SERVICE	0		.00			
G/L 835 Restrictd For Arbitrage Rebate	0		.00			
G/L 840 Nonspnd FB - Invent/Prepd Itms	0		.00			
G/L 850 Restricted for Uninsured Risks	0		.00			
G/L 889 Assigned to Fund Purposes	0		.00			
G/L 890 Unassigned Fund Balance	0		.00			
TOTAL	290,886		603,635.91			

********** End of report **********

From: Julie Salvi (OSPI)
To: Patti Johnson; Jackie McDonald (OSPI)
Cc: Kristine Michael; jrhoads; Coleman, Jordan
Subject: RE: [External]Apportionment Advance Inquiry October 2026
Date: Thursday, October 15, 2026 4:42:35 PM
Attachments: image010.png
image011.png
image012.png
image013.png
image014.png
image015.png
image016.png
image017.png
image018.png
image019.png

WARNING: This email originated from outside of the organization. Do not click links or open attachments unless you recognize the sender and know the content is safe.

Hi Patti. Thank you for providing the detailed information and giving us sufficient time to review this request before the monthly apportionment process.

The amount of $1,000,000 has been approved to be advance in the October 2026 apportionment. Based on the cash flow information provided, we are requiring 60% to be repaid in April 2027, 30% in May 2027, and 10% in July 2027.

As with all advances, the district will be responsible for providing OSPI with a calculation of any interest earned on the advance in the months of November 2026 through full repayment in July 2027. Jackie will provide the appropriate form.

Let me know if you have any follow up questions about the approval. Jackie is the right point of contact for the processing of the advance.

Julie Salvi *she/her*
Director, School Apportionment and Financial Services
Office of Superintendent of Public Instruction (OSPI)
p: 360-725-6019
All students prepared for post-secondary pathways, careers, and civic engagement.

Coversheet

Agreements/Contracts

Section: III. Consent Items
Item: H. Agreements/Contracts
Purpose:
Submitted by:
Related Material: WORKING Coaches Stipends 10-14-26 - signed (1).pdf

North Mason School District Extracurricular Association Stipend Schedule (26-27) * CORRECTED BASED ON MEETING - 10% RAISE - MS

High School

	Sport	Step 1 0-1 Year	Step 2 2+ Years
Head Coach	Baseball/Fastpitch	$ 6,399	$ 6,955
	Basketball	$ 8,069	$ 8,485
	Bowling	$ 4,591	$ 5,008
	Cheer*	$ 6,614	$ 7,024
	Cross Country	$ 6,122	$ 6,817
	Football	$ 8,293	$ 9,042
	Golf	$ 4,870	$ 5,078
	Soccer	$ 6,260	$ 6,817
	Flag Football**	$ 6,260	$ 6,817
	Tennis	$ 6,122	$ 6,538
	Track	$ 6,817	$ 7,512
	Volleyball	$ 6,260	$ 6,817
	Wrestling	$ 7,651	$ 8,069

	Sport	Step 1 0-1 Year	Step 2 2+ Years
Assistant/JV Coach	Baseball/Fastpitch	$ 5,119	$ 5,564
	Basketball	$ 6,455	$ 6,788
	Bowling	$ 3,673	$ 4,006
	Cheer*	$ 5,291	$ 5,619
	Cross Country	$ 4,898	$ 5,454
	Football	$ 6,634	$ 7,234
	Golf	$ 3,896	$ 4,062
	Soccer	$ 5,008	$ 5,454
	Flag Football**	$ 5,008	$ 5,454
	Tennis	$ 4,898	$ 5,230
	Track	$ 5,454	$ 6,010
	Volleyball	$ 5,008	$ 5,454
	Wrestling	$ 6,121	$ 6,455

Assistants 80% of head coach.

**Flag football same as soccer.

Middle School

	Sport	Step 1 0-1 Year	Step 2 2+ Years
Head Coach	Baseball/Fastpitch	$ 4,051	$ 4,387
	Basketball	$ 4,051	$ 4,387
	Cross Country	$ 4,051	$ 4,387
	Football	$ 4,051	$ 4,387
	Soccer	$ 4,051	$ 4,387
	Track	$ 4,051	$ 4,387
	Volleyball	$ 4,051	$ 4,387
	Wrestling	$ 4,051	$ 4,387

Average Head (Step 1): $6983.875 (58% = **$4051**)

Average Head (Step 2): $7564.25 (58% = **$4387**)

	Sport	Step 1 0-1 Year	Step 2 2+ Years
Assitant/JV Coach	Baseball/Fastpitch	$ 3,241	$ 3,510
	Basketball	$ 3,241	$ 3,510
	Cross Country	$ 3,241	$ 3,510
	Football	$ 3,241	$ 3,510
	Soccer	$ 3,241	$ 3,510
	Track	$ 3,241	$ 3,510
	Volleyball	$ 3,241	$ 3,510
	Wrestling	$ 3,241	$ 3,510

Assistants 80% of head coach.

Signature: John Fullington
John Fullington (Oct 16, 2026 09:18:09 PDT)
Email: jfullington@northmasonschools.org

Signature: Paula Grande
Paula Grande (Oct 19, 2026 07:41:04 PDT)
Email: pgrande@northmasonschools.org

Signature: Kristine Michael
Email: kmichael@northmasonschools.org

WORKING Coaches Stipends 10-14-26

Final Audit Report 2026-10-19

Created:	2026-10-16
By:	Kristine Michael (kmichael@northmasonschools.org)
Status:	Signed
Transaction ID:	CBJCHBCAABAAX0qShSKxgQSz_CJF_2_P7uiGGNZaxNsY

"WORKING Coaches Stipends 10-14-26" History

Document created by Kristine Michael (kmichael@northmasonschools.org)
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Coversheet

Superintendent Update

Section: IV. Board Development and Linkage
Item: A. Superintendent Update
Purpose: FYI
Submitted by:
Related Material: 2026-27 Basic Education Certification Letter.pdf

The Washington State
BOARD OF EDUCATION

October 21, 2026

Kristine Michael
North Mason School District
250 East Campus Drive
Belfair, WA 98528

RE: 2026-27 Minimum Instructional Program of Basic Education Compliance

Dear Kristine Michael:

This letter is to notify you of the State Board of Education's (SBE) certification decision regarding North Mason School District's compliance with the minimum instructional program of basic education for the 2026-27 school year.

WAC 180-16-195 requires SBE to annually determine each local education agency's compliance with basic education requirements. The 2026-27 requirements are listed in the 2026-27 Basic Education Compliance Matrix. SBE determined compliance based on North Mason School District's responses to the 2026-27 Minimum Basic Education Requirements Survey and any additional correspondence with SBE staff.

On October 15, 2026, SBE granted **Full Certification** to North Mason School District. The certification is effective for the 2026-27 school year and is subject to any subsequent ad hoc review and determination of noncompliance as may be deemed necessary by SBE or advisable by the Office of the Superintendent of Public Instruction (WAC 180-16-195(3)(b)).

Full Certification means that North Mason School District reported that it will provide all courses, offerings, and activities required for basic education compliance for the entire 2026-27 school year (first and second columns of the compliance matrix).

However, North Mason School District also reported that it is not providing the following additional legislative requirement(s) for the entire 2026-27 school year (third column of the compliance matrix). North Mason School District's survey response follows each requirement in italics.

RCW 28A.300.475(2)(c)(iii): Provide comprehensive sexual health education to all students at least twice in grades 6–8.

SBE Note: District answered that it only provides instruction once because its highest grade served is grade 6 or grade 7. However, the district enrolls grades K-12.

Although these requirements were not factored into the Board's certification determination, SBE is notifying you that they are required by the Legislature. SBE will also share this information with OSPI. The compliance matrix includes additional information and resources to support implementation of these requirements starting on page 9.

Washington State Board of Education
600 Washington Street SE | P.O. Box 47206 | Olympia, WA 98504
Phone: 360.725.6025 | Email: sbe@k12.wa.us

Any questions about basic education compliance certification should be directed to Gail Wootan, SBE's Director of System Health and Compliance at gail.wootan@k12.wa.us.

Thank you for your important work educating Washington's students.

Sincerely,



Randy Spaulding, Ph.D.
Executive Director, State Board of Education

Coversheet

Teaching and Learning

Section: IV. Board Development and Linkage
Item: B. Teaching and Learning
Purpose:
Submitted by:
Related Material: Board Presentation Atten & Academic 2026.pdf

NORTH MASON
SCHOOL DISTRICT

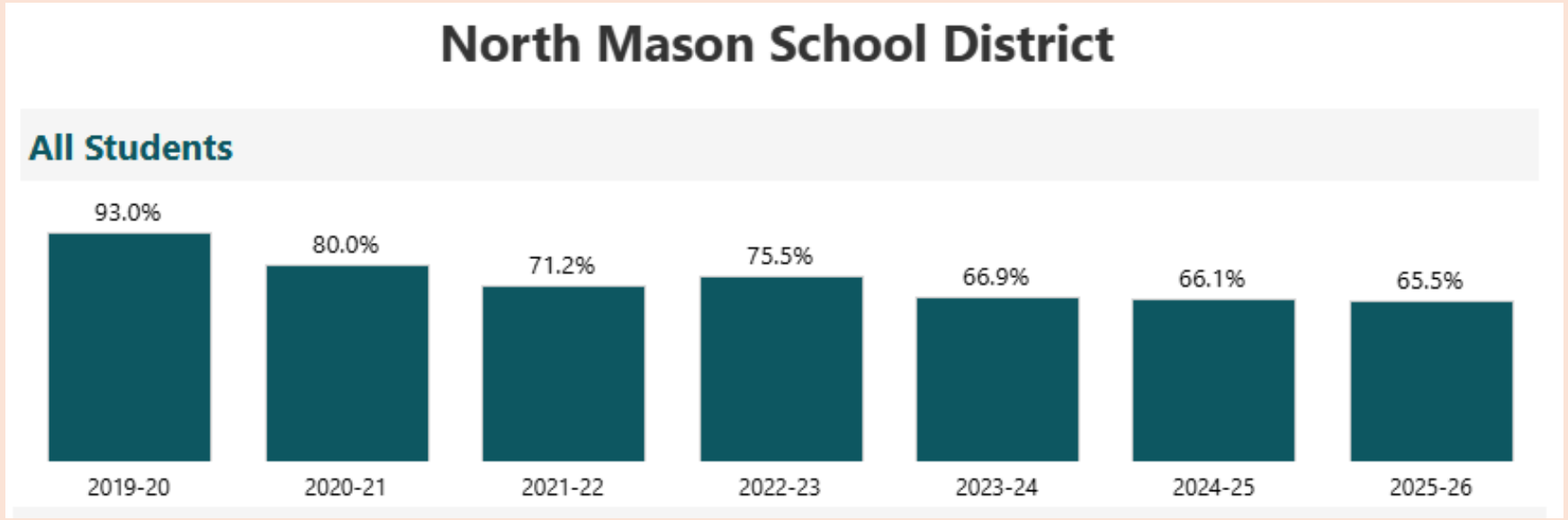
Board Attendance & Academic Presentation

October 2026

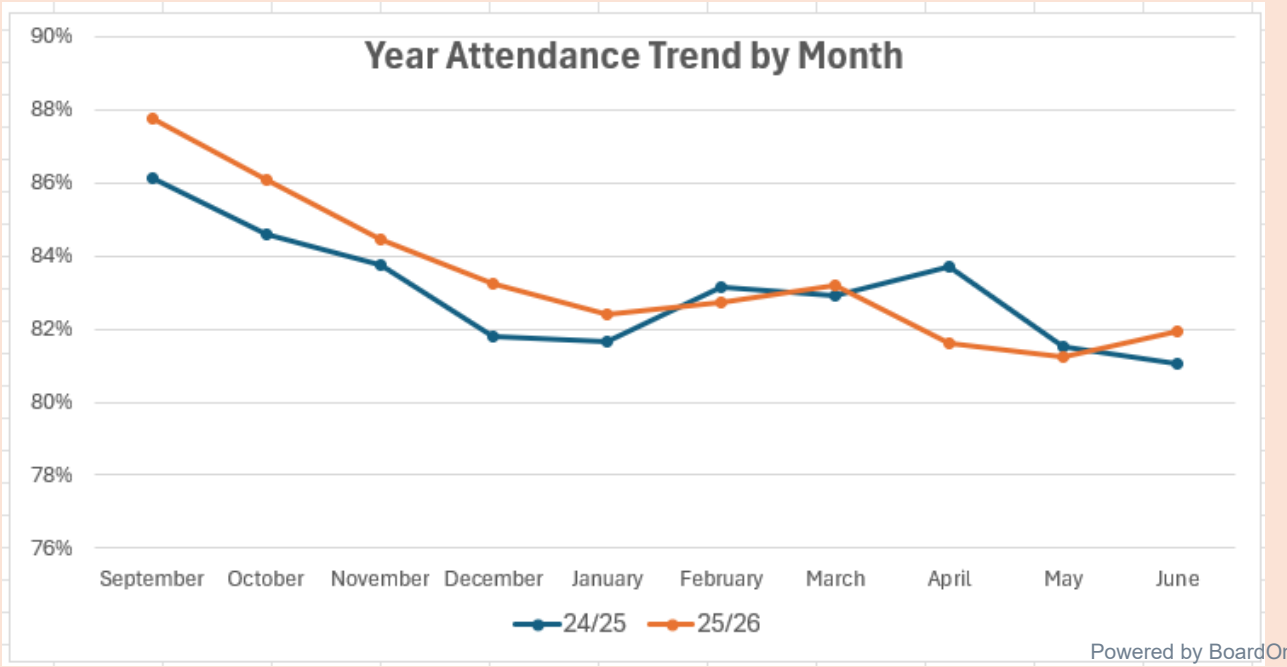
Agenda

1	**District Attendance**	OSPI attendance trends and district intervention step data
2	**District Academics**	Smarter Balanced results, graduation, dropout, and 9th-grade on-track
3	**School Presentations**	Belfair · Sand Hill · Hawkins · NMHS · JTHS — attendance and academics
4	**Questions & Next Steps**	Board discussion

Attendance



OSPI LONGITUDINAL DATA:
The % of students who attended 90% of the time -- have missed less than 10% -- Excused or Unexcused



DISTRICT FULL DAY ATTENDANCE RATE: The % of students who attended 90% of the time -- have missed less than 10% - Excused or Unexcused

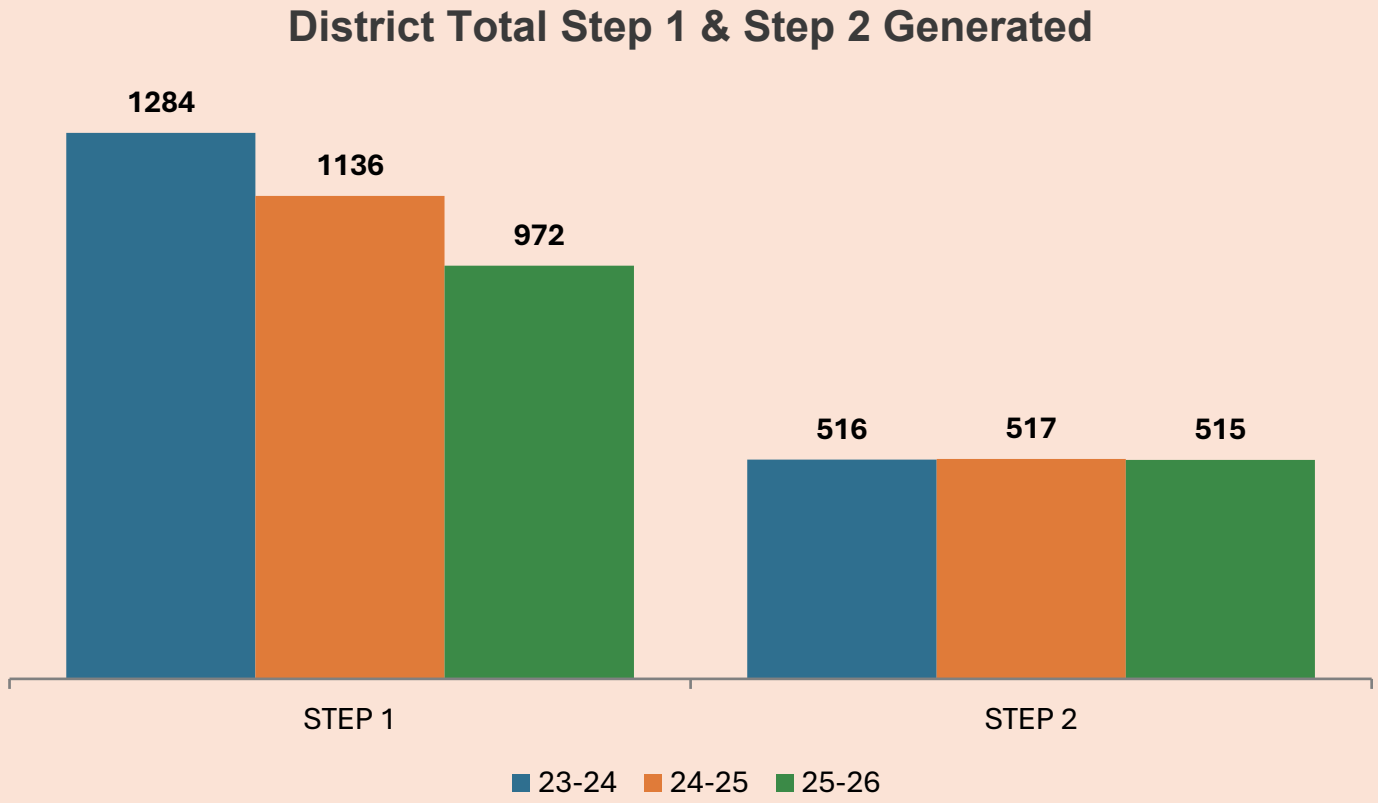
Attendance

DISTRICT INTERVENTION STEP DATA:

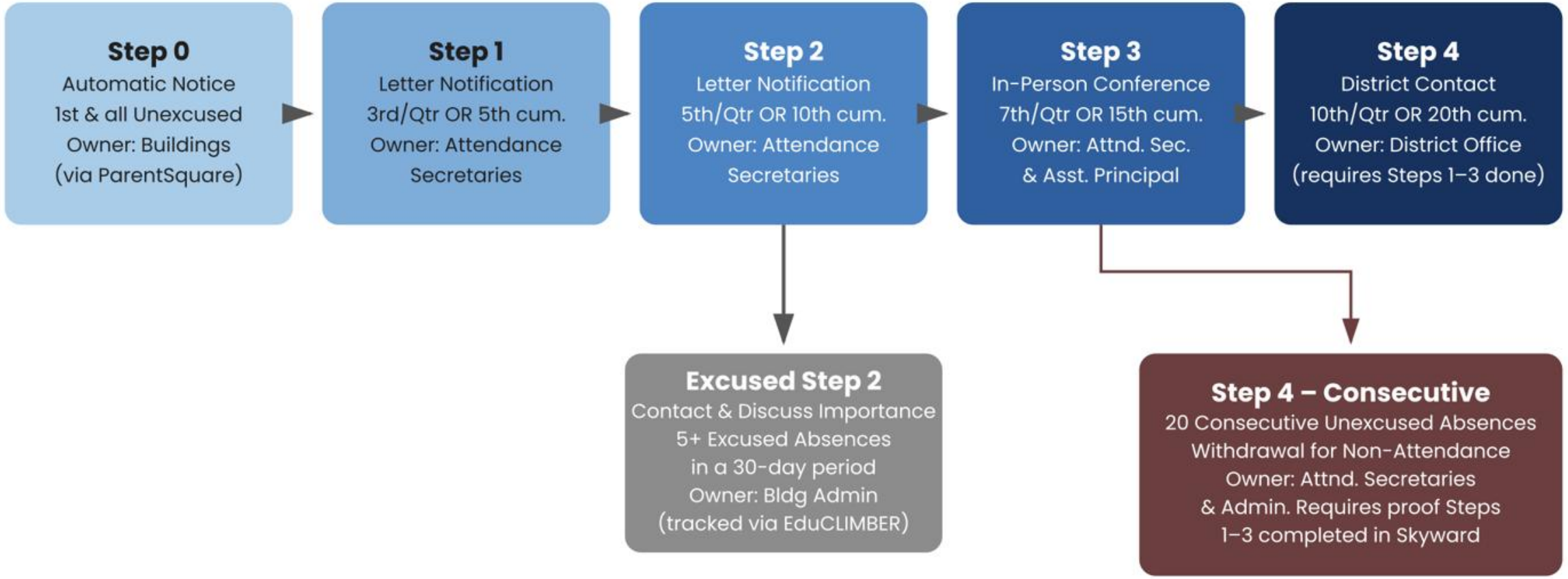
STEP 1 = 3 UNEXCUSED Absences in a Trimester

STEP 2 = 5 UNEXCUSED Absences in a Trimester

Last year's building goals were built around reducing the number of STEP 2



District Attendance Process



District Attendance Process

Unexcused:

- 1st & All unexcused absences – Automatic Phone Call / ParentSquare
- 4 Intervention Steps with increasing supports
- Weekly email to buildings with attendance letters generated

Excessive Excused:

- Threshold set at 5 or more Excused absences in a 30-day period
- Building determined interventions
  - Suggested intervention is parent/family contact and conversation

Proactive Attendance Campaign

District Office has created a Proactive Attendance Campaign for 26-27 school year.

- Monthly - building-wide positive attendance activities to choose from
- Weekly - positive attendance messages for use on social media/ParentSquare

Academics

NORTH MASON SCHOOL DISTRICT
2026–2027 SCHOOL YEAR

OUR MISSION

The mission of North Mason School District, together with our community, is to educate, empower, inspire, and prepare all students to graduate confident in their abilities to meet life's challenges and opportunities.

100% DISTRICT VISION

✓ **100%** of 3rd grade students reading at grade level	✓ **100%** of 7th grade students earn SBA Level 3 or 4 in ELA & Math
✓ **100%** of 9th grade students on track, with 0% core-class failures	✓ **100%** graduation rate — 90% on time
✓ **100%** of graduates complete a CTE course sequence	✓ **100%** of students attend at least 85% of the time
✓ **100%** of buildings score 80% or higher on the TFI	

2026–2027 DISTRICT GOALS / PRIORITIES

Accelerate Learning

Increase cohort achievement growth by 5% on Smarter Balanced ELA & Math assessments

Strengthen School Climate

Reduce Office Discipline Referrals by 20% through positive behavior supports and student engagement

Improve Attendance

Reduce Step 2 Attendance Interventions by 20% by supporting consistent attendance and family partnerships

Smarter Balanced Assessment

What the Achievement Levels Mean

Level	Old Interpretation	New Interpretation
Level 1	**Below Basic** Did not meet grade-level expectations	Student does not consistently demonstrate grade-level knowledge
Level 2	**Basic** Nearly met grade-level expectations	Student demonstrates **foundational grade-level knowledge**
Level 3	**Proficient** Met grade-level expectations	Student consistently demonstrates **proficient grade-level knowledge**
Level 4	**Advanced** Exceeded grade-level expectations	Student demonstrates **advanced grade-level knowledge**

District Overall

% of students meeting standard (Level 3 or 4)

ELA

39.1%

2025-26

▲ 2.9 pts

from **36.2%** in 2024-25

Math

30.1%

2025-26

▲ 3.4 pts

from **26.7%** in 2024-25

Science

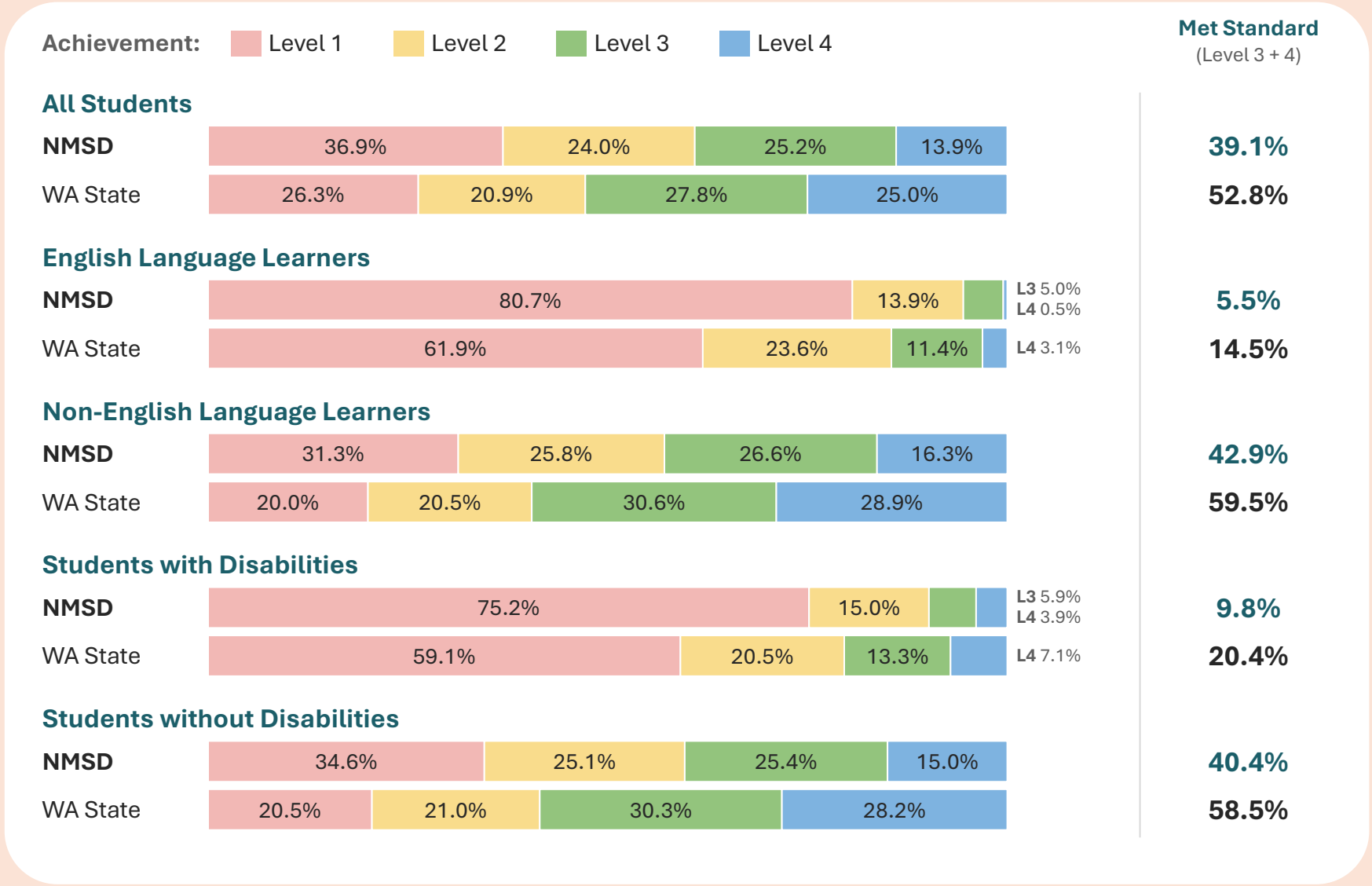
37.3%

2025-26

▲ 5.0 pts

from **32.3%** in 2024-25

2025-26 Smarter Balanced **ELA** Results



NMSD

39.1%

met standard
(Level 3 or 4)

WA State

52.8%

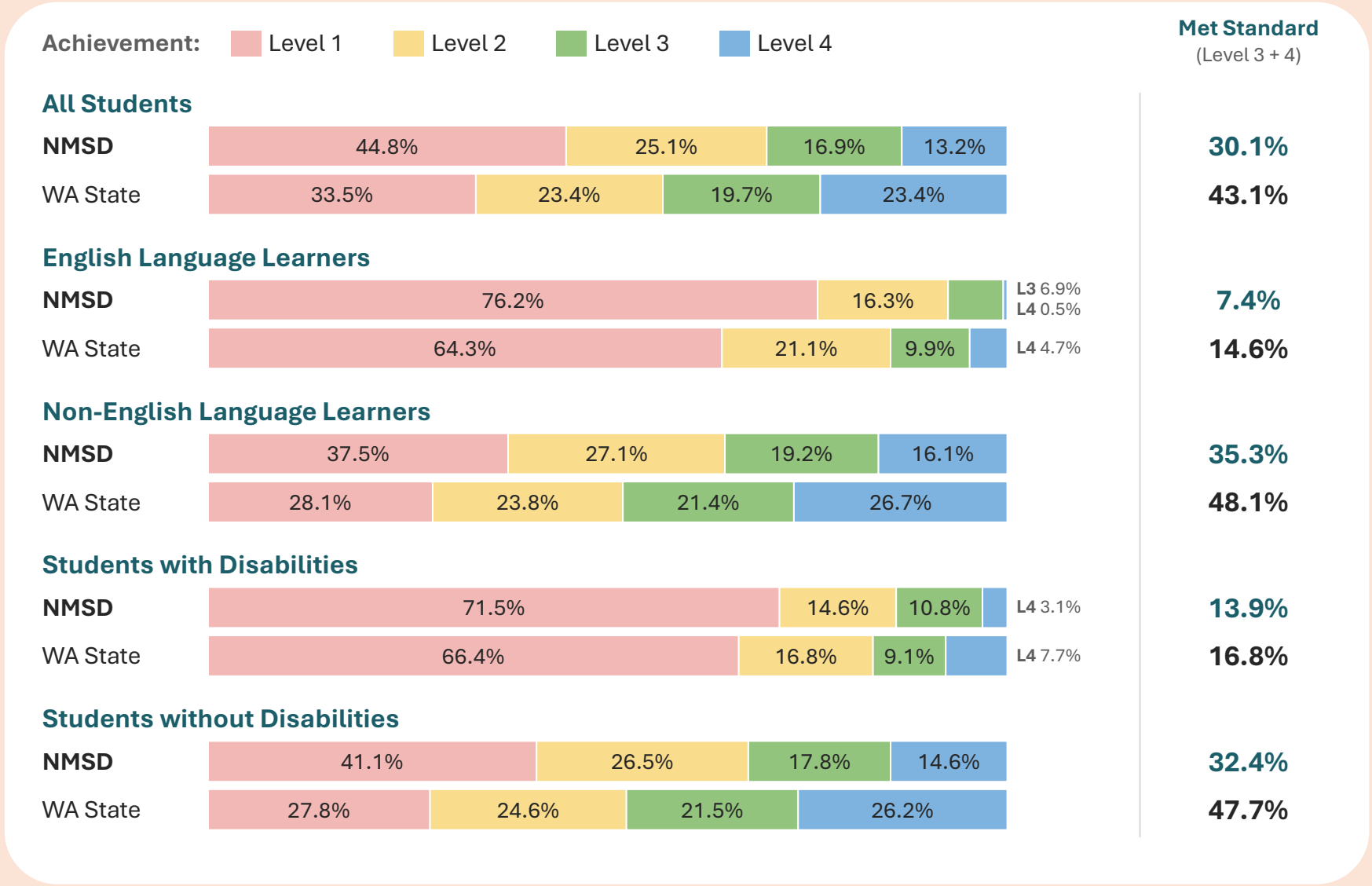
met standard
(Level 3 or 4)

Key Takeaway

39.1% of NMSD students met standard (Level 3 or 4) vs. 52.8% statewide.

The widest gaps are for English learners (5.5% vs. 14.5%) and students with disabilities (9.8% vs. 20.4%).

2025-26 Smarter Balanced **Math** Results



NMSD

30.1%

met standard
(Level 3 or 4)

WA State

43.1%

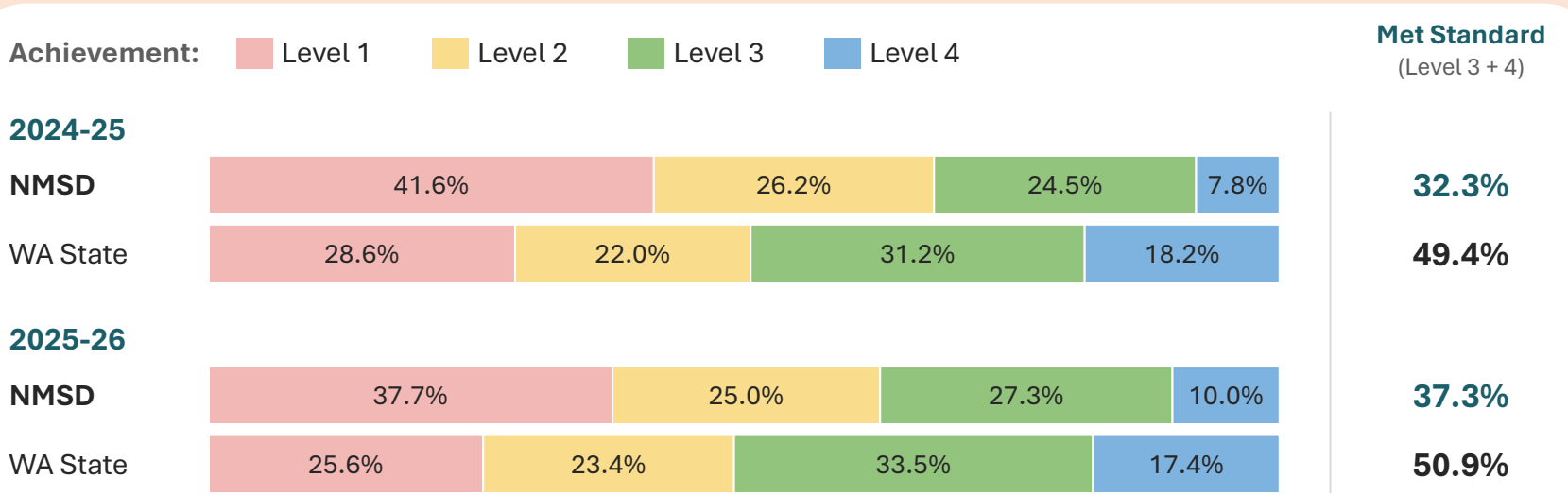
met standard
(Level 3 or 4)

Key Takeaway

30.1% of NMSD students met standard (Level 3 or 4) vs. 43.1% statewide.

English learners (7.4% vs. 14.6%) and students with disabilities (13.9% vs. 16.8%) are key focus groups.

2025-26 **Science** Results



Change by Level, 2024-25 to 2025-26

Level 1

NMSD

41.6% → **37.7%**

▼ 3.9 pts

WA State

28.6% → 25.6% (▼ 3.0)

Level 2

NMSD

26.2% → **25.0%**

▼ 1.2 pts

WA State

22.0% → 23.4% (▲ 1.4)

Level 3

NMSD

24.5% → **27.3%**

▲ 2.8 pts

WA State

31.2% → 33.5% (▲ 2.3)

Level 4

NMSD

7.8% → **10.0%**

▲ 2.2 pts

WA State

18.2% → 17.4% (▼ 0.8)

NMSD

37.3%

met standard in 2025-26

▲ 5.0 pts

WA State

50.9%

met standard in 2025-26

▲ 1.5 pts

Key Takeaway

37.3% of NMSD students met standard (Level 3 or 4), up 5.0 points from 32.3%. Statewide rose 1.5 points (49.4% to 50.9%).

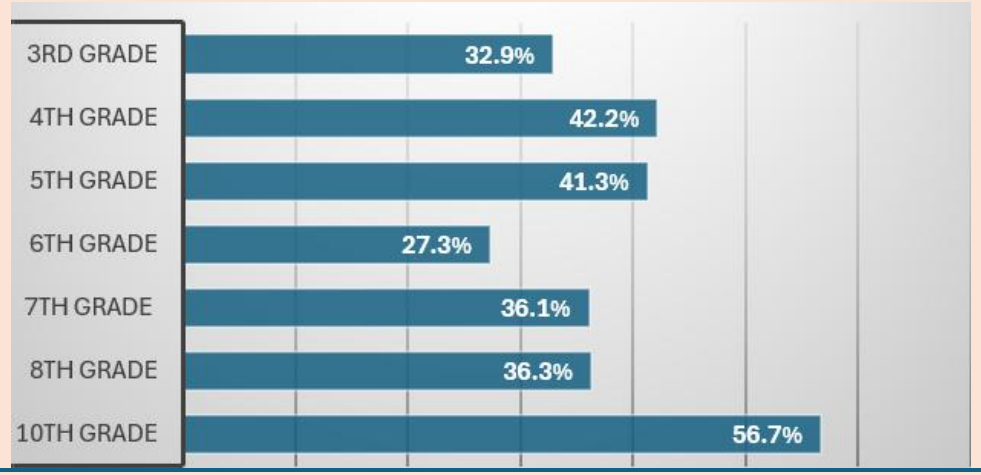
Our gap with the state narrowed from 17.1 to 13.6 points.

Fewer NMSD students scored at Level 1 (41.6% to 37.7%).

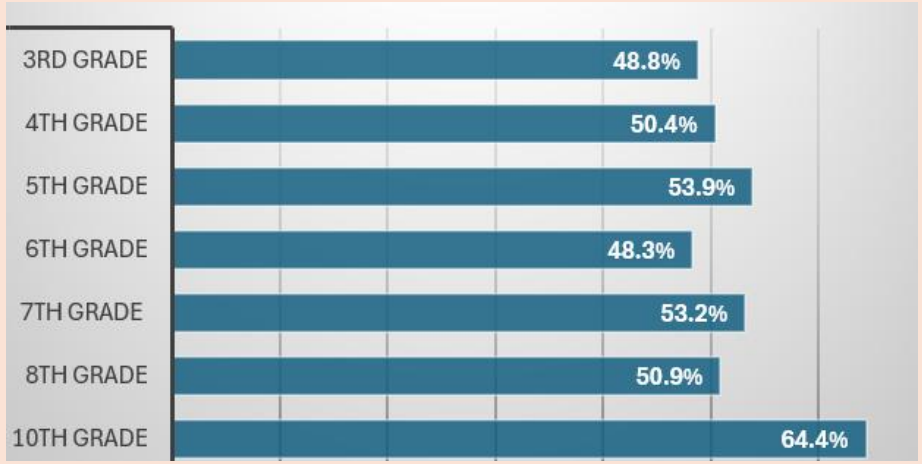
2025-26 Level 3 & 4 SBA Comparison by Grade

North Mason trails the state at every grade; the widest gaps were 6th-grade ELA and 3rd-grade math (about 20 points each).

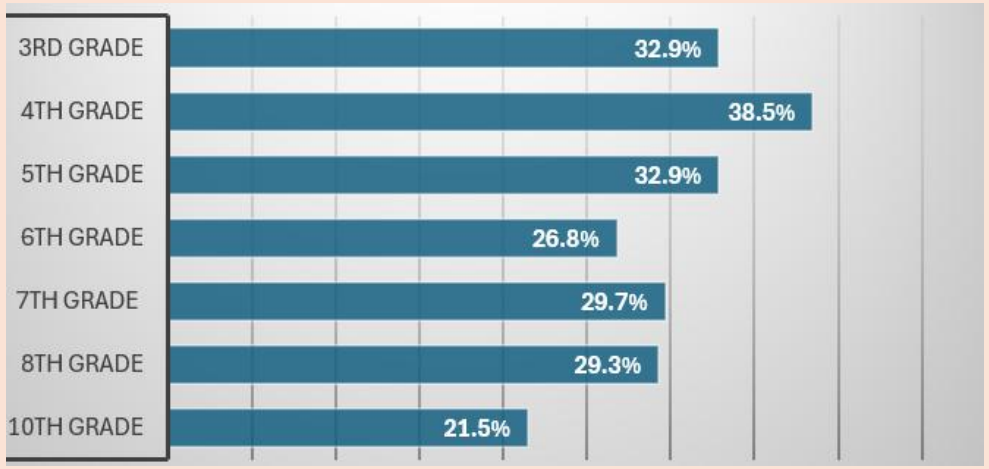
North Mason **ELA**



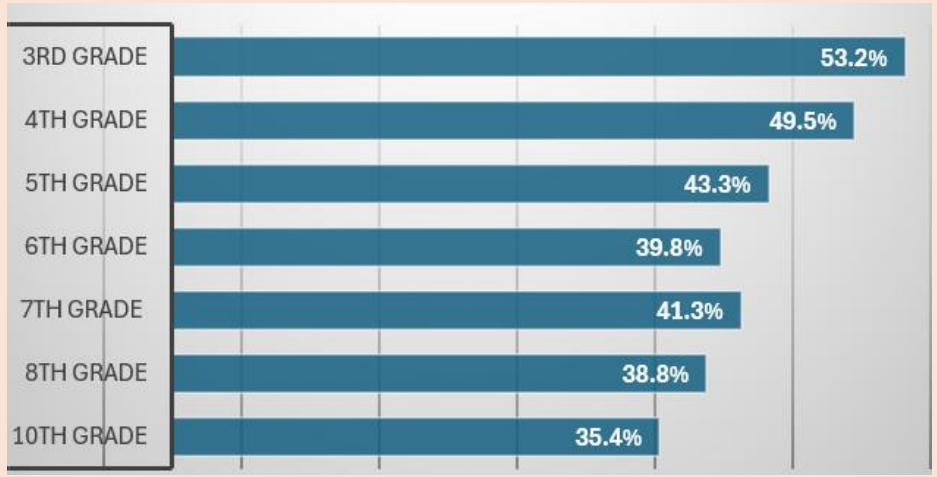
Washington State **ELA**



North Mason **Math**

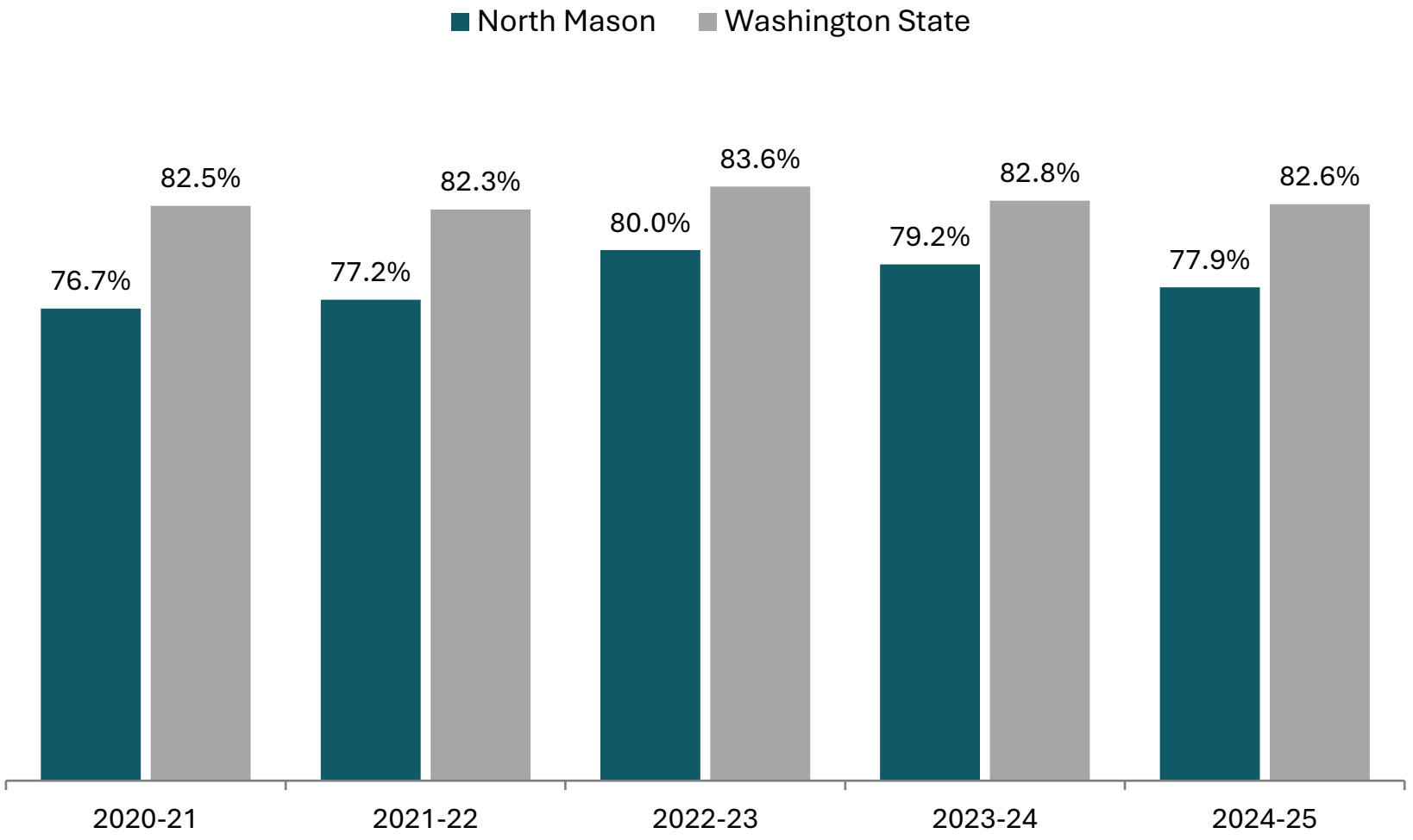


Washington State **Math**



NMSD Graduation Rate Trends

Graduation rate by year

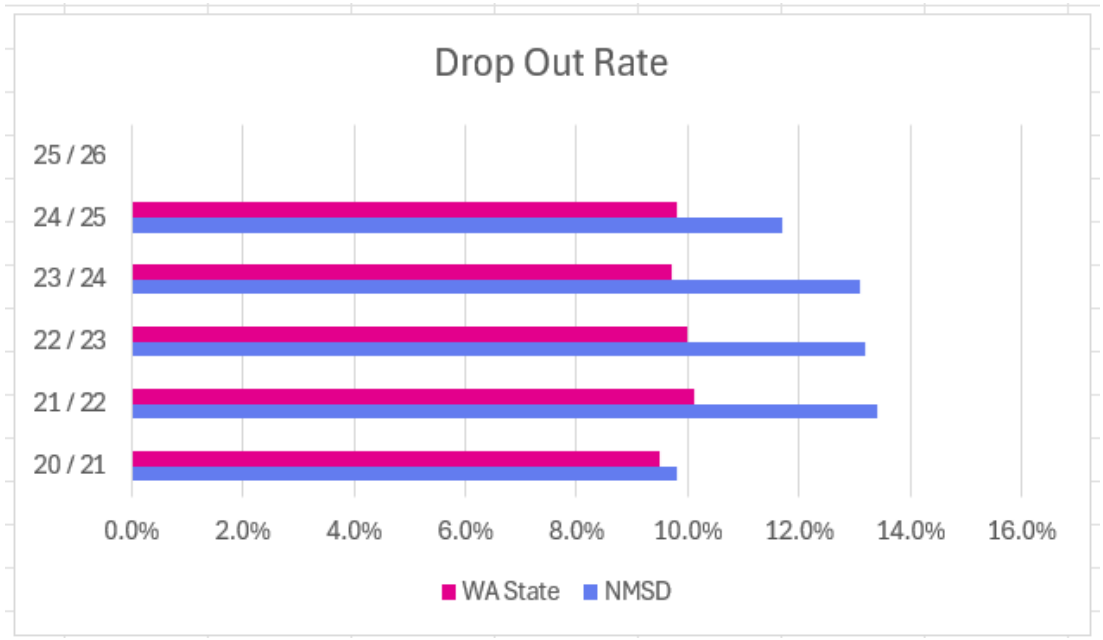


Most recent: 2024-25

North Mason	Washington State
77.9%	82.6%

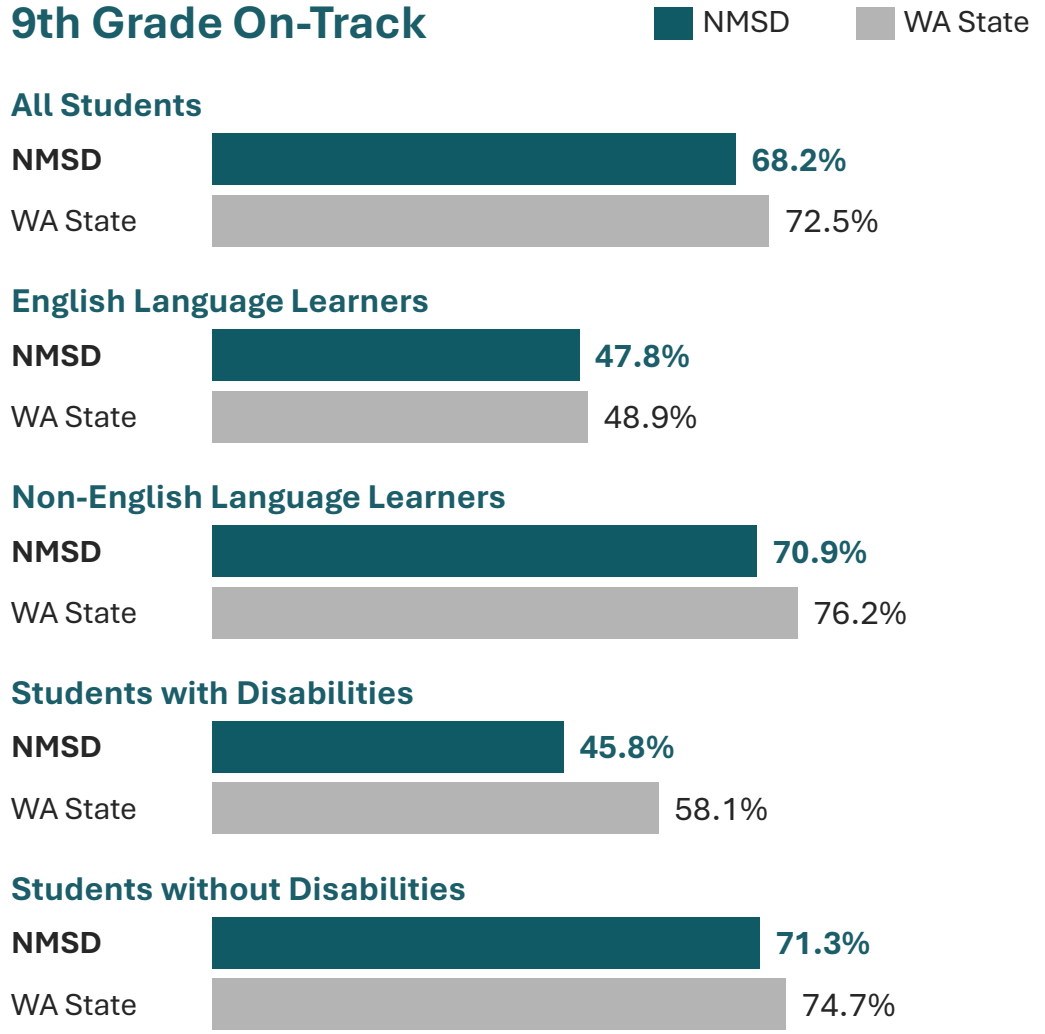
2025-26 rates have not yet been published by OSPI.

NMSD Dropout & 9th Grade On-Track



2025-26 dropout and graduation rates have not yet been published by OSPI.

9th Grade On-Track



Building Presentations

Each school will share its attendance and academic story in four parts. Here is what to look for:

1

Our Data

Where we are now

- OSPI attendance and Smarter Balanced trends
- Progress-monitoring and intervention data (i-Ready, FastBridge, attendance steps)
- Other data that tells our story

2

Last Year's Goal

How did we do?

- The 2025-26 goal as written
- The results that measured it
- Met, partially met, or not yet met

3

Reflection

What we learned

- **Met:** what made the difference?
- **Not yet met:** what will we do differently?
- Specific actions — what it will look like in classrooms

4

This Year's Goal

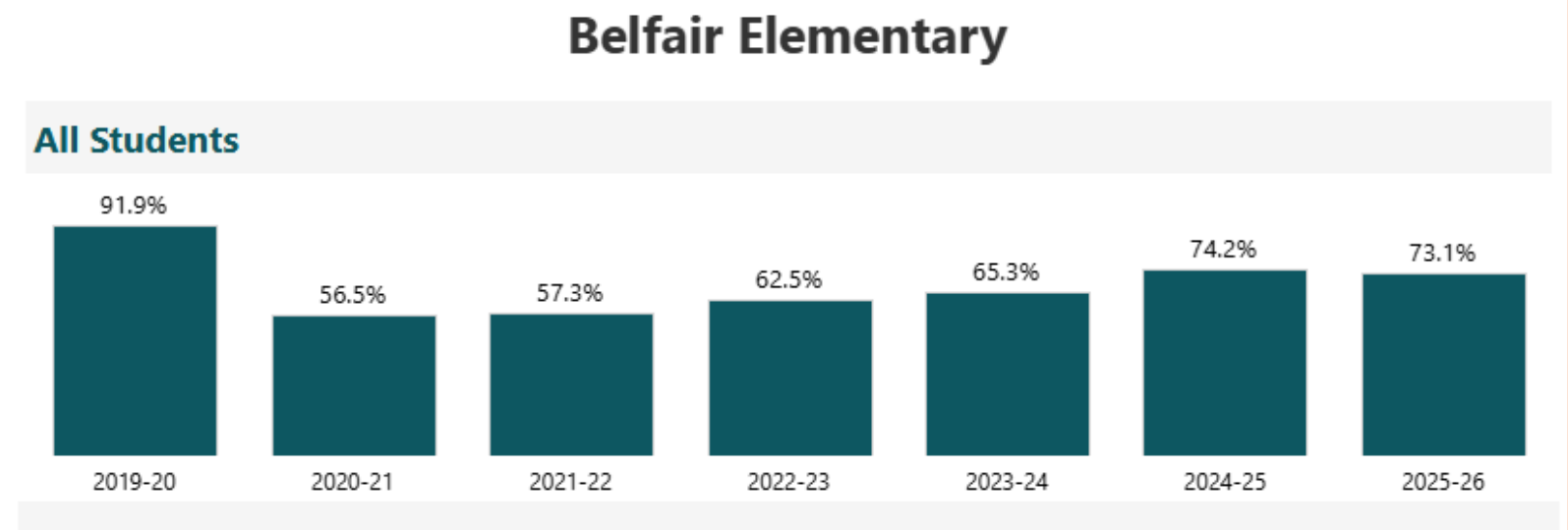
Where we're headed

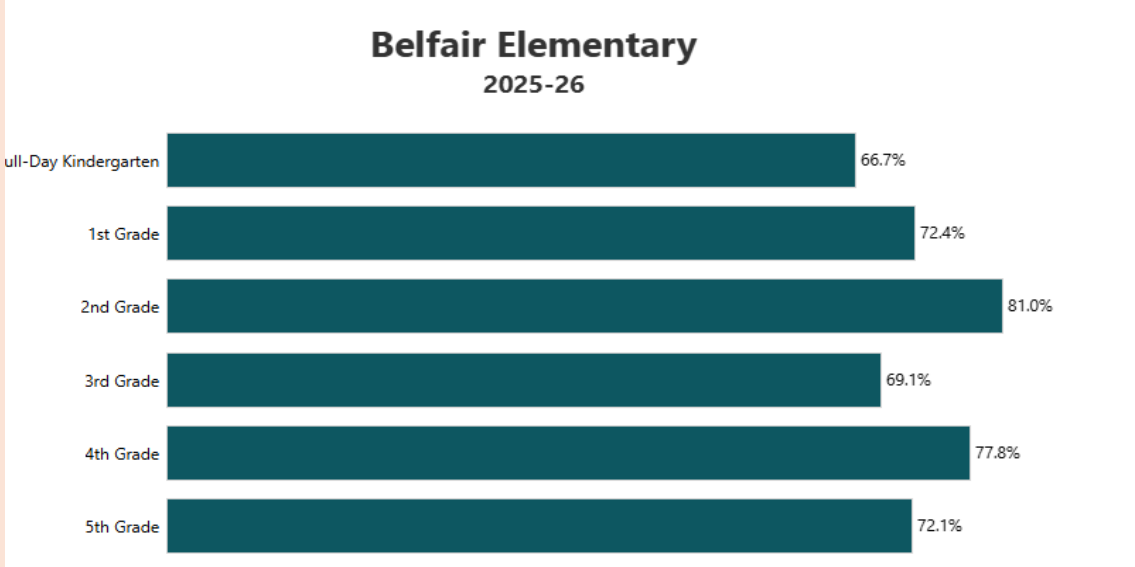
- Our 2026-27 measurable goal
- New strategies we are adding
- How we will measure and monitor their impact

Celebrating what's working and being open about what's still growing helps us learn together — and helps the district target support where it matters most.

Belfair Attendance

OSPI LONGITUDINAL DATA: The % of students who attended 90% of the time -- have missed less than 10% -- Excused or Unexcused





2025-2026 BY GRADE: The % of students who attended 90% of the time -- have missed less than 10% -- Excused or Unexcused

Belfair Attendance

Interventions	23-24	24-25	25-26
Step 1			
T1	67	36	46
T2	47	66	46
T3	12	11	13
Year Total	**126**	**113**	**105**
Step 2			
T1	25	11	15
T2	20	28	12
T3	10	7	8
Year Total	**55**	**47**	**35**
Step 3			
T1	11	3	1
T2	6	11	2
T3	3	3	3
Year Total	**20**	**17**	**6**

Last Year's Goal

Belfair Elementary will reduce the number of Step 2 Attendance interventions by 20% - from 47 in 2024-25 to 38 in 2025-26.

Result

MET Last Year's Goal

24/25: 47

25/26: 35

What We Learned

While we met our step 2 intervention goal, we still need to decrease the number of students missing school more than 18 days in a school year.

This Year's Goal

Increase the full-day attendance rate from 91.7% to 95% and reduce the number of Step 2 attendance interventions by 15% from the 25/26 count.

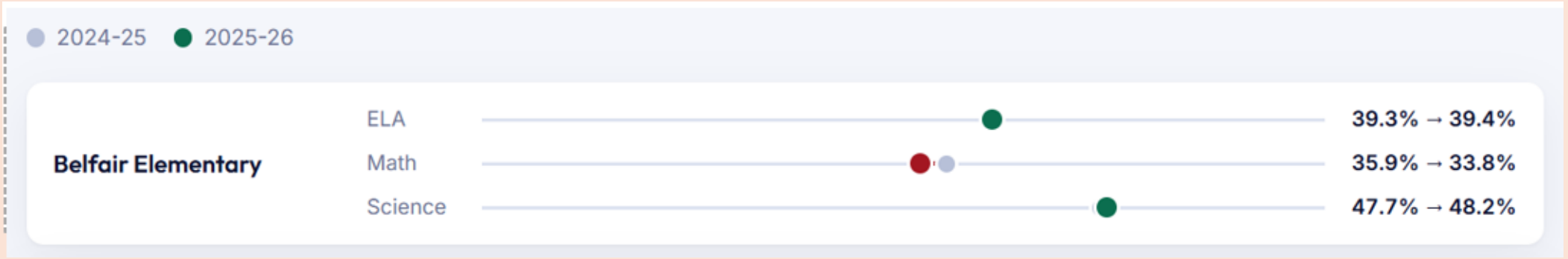
New Strategy & How We'll Measure It

We have dedicated our focus on Tier 1 attendance practices. We are setting full-day attendance rate goals and celebrating with students when we reach them (Otter pop party, cookie party). This is tracked daily on Skyward and EduClimber.

Powered by BoardOnTrack

Belfair Academics

OSPI Smarter Balanced — % of students meeting standard (Level 3 or 4), 2024-25 → 2025-26

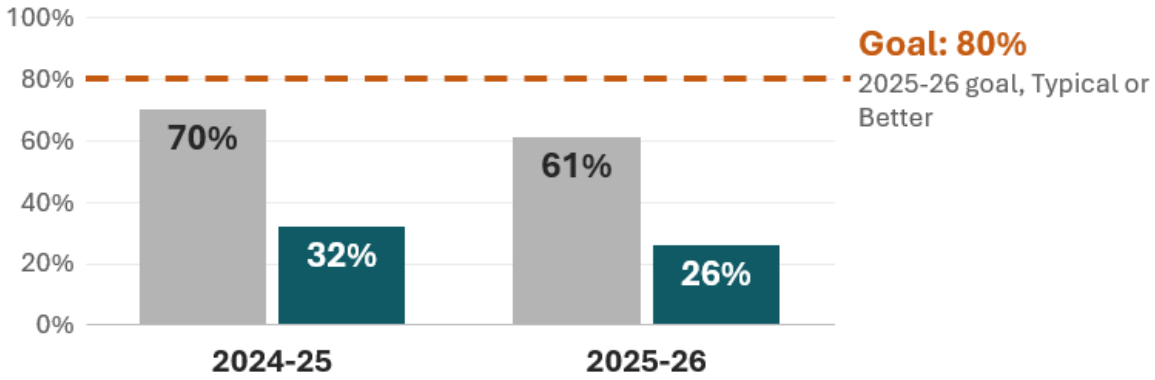


Reading Growth

FastBridge aReading students meeting growth targets, fall to spring

Typical or Better Growth ▼ 9 pts since 2024-25

Aggressive Growth ▼ 6 pts since 2024-25

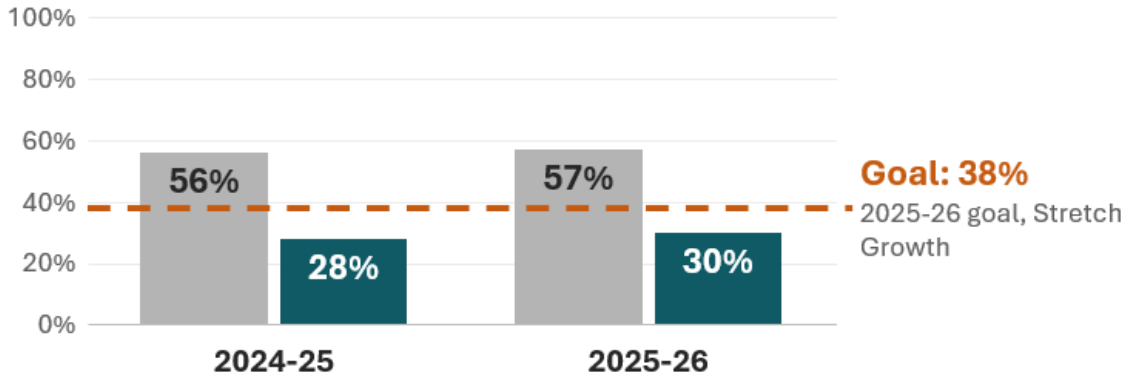


Math Growth

i-Ready students meeting growth targets

Typical Growth ▲ 1 pt since 2024-25

Stretch Growth ▲ 2 pts since 2024-25



Belfair Academic Goals

Goal Area	Last Year's Goal (2025-26)	Result	This Year's Goal (2026-27)
MATH - Math SBA Cohort Achievement Growth (3rd to 4th, 4th to 5th)	Increase 5%	Not Yet Met -1.5% Average for 4th/5th Grade	Increase 5%
ELA / Reading - ELA SBA Cohort Achievement Growth (3rd to 4th, 4th to 5th)	Increase 5%	✓ Met Cohort Growth +6% Average for 4th/5th Grades	Increase 5%
FastBridge aReading - % of students reaching typical or aggressive growth	80%	—	71%
i-Ready Math Diagnostic - % of students reaching stretch growth	38%	—	40%

What We Learned

Master schedule issues (too many transitions)

Team master schedule building process that began at the end of last school year. Focus on uninterrupted teaching team for all grade levels.

MTSS and Student of Concern Protocols

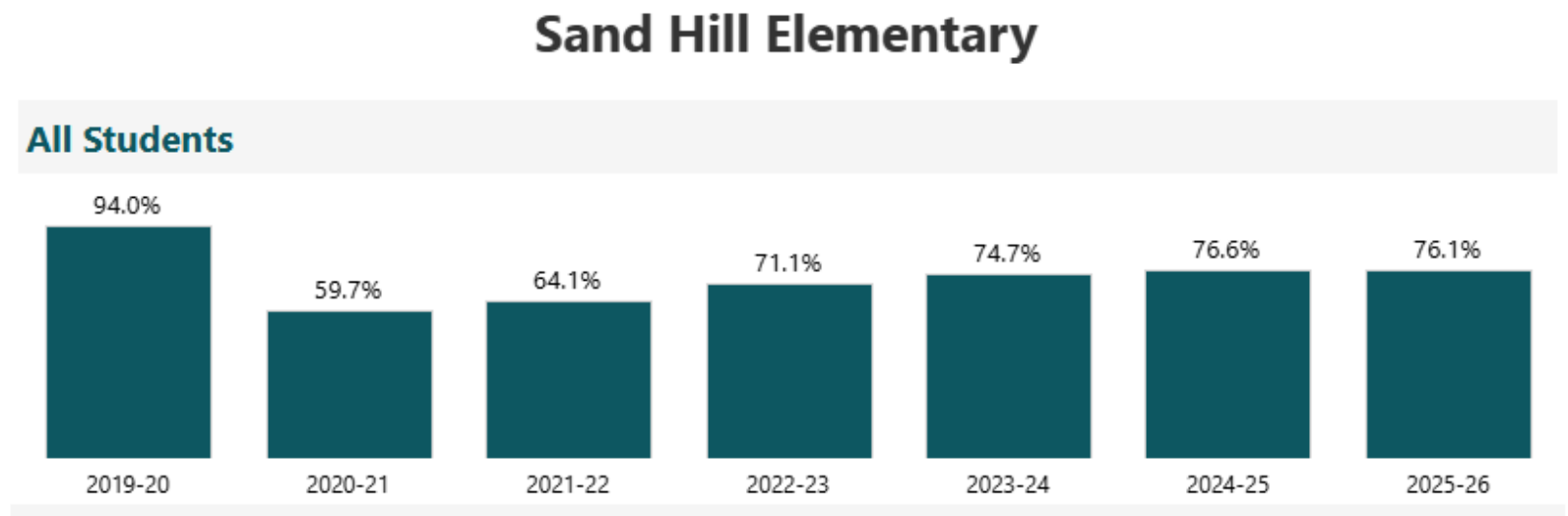
We updated our process and meeting schedule. Instead of limiting the number of times we meet (1 day a week), we set up a schedule to intervene quickly.

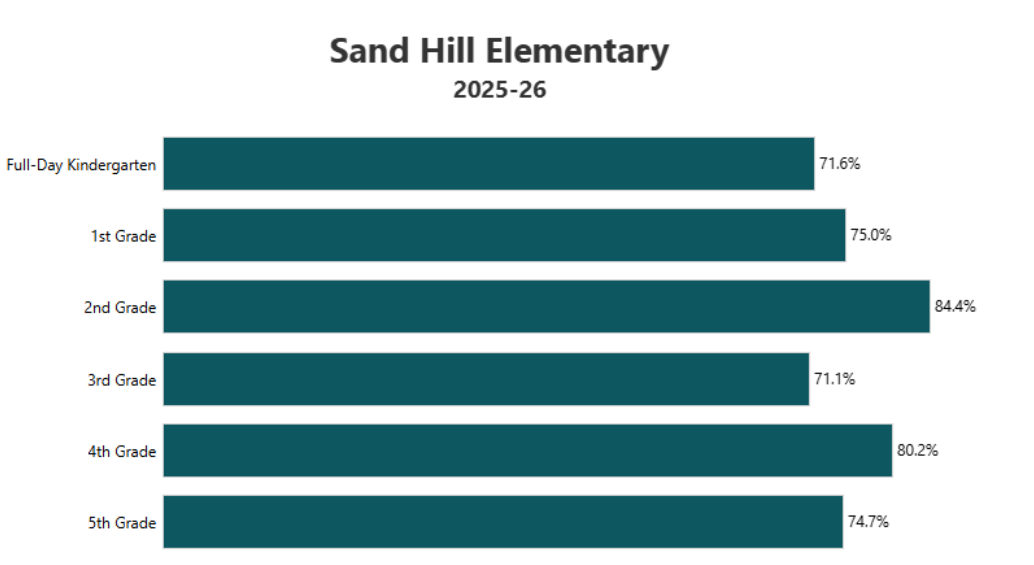
New Strategy & How We'll Measure It

Like attendance, we have focused on Tier 1. Our first step this year was to extend tier 1 teaching time by working collaboratively in the master schedule. We will use student growth measures in i-Ready and FastBridge during the January assessment window and adjust as needed.

Sand Hill Attendance

OSPI LONGITUDINAL DATA: The % of students who attended 90% of the time -- have missed less than 10% -- Excused or Unexcused





2025-2026 BY GRADE: The % of students who attended 90% of the time -- have missed less than 10% -- Excused or Unexcused

Sand Hill Attendance

Interventions	23–24	24–25	25–26
Step 1			
T1	109	70	77
T2	134	119	78
T3	103	51	37
Year Total	346	240	192
Step 2			
T1	31	16	26
T2	53	56	36
T3	27	9	21
Year Total	111	79	83
Step 3			
T1	9	6	8
T2	20	15	16
T3	6	1	11
Year Total	35	22	35

Last Year's Goal (2025–26)

Reduce the number of Step 2 attendance interventions by 20%, from 79 in 2024–25 to 63 in 2025–26.

Result

Not Yet Met

79 → 83

Step 2 interventions, 2024–25 to 2025–26 (goal: 63)

What We Learned

Early outreach is working: Step 1 fell 20% (240 → 192). But Step 2 and Step 3 rose in the spring, with Trimester 3 Step 2 cases up from 9 to 21. Students who keep missing after Step 1 need faster follow-up before spring.

This Year's Goal (2026–27)

Reduce Step 2 attendance interventions by 20%, from 83 in 2025–26 to 66 in 2026–27.

New Strategy & How We'll Measure It

Strategy: New excused and prearranged absence processes, more grade-level attendance recognition, and more family communication from the principal.

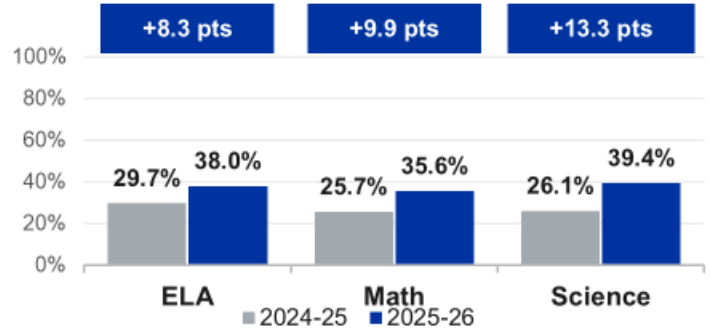
Measure: Step 1–3 counts each trimester and % of students attending 90%+ (eduCLIMBER).

The Data Behind Our Results

STATE ASSESSMENT: SBA — ALL STUDENTS & STUDENT GROUPS

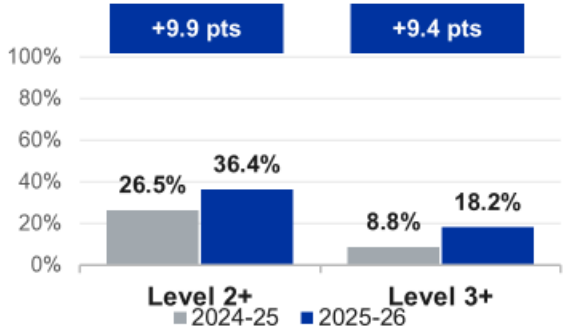
SBA Proficiency

All students meeting standard (Level 3 or 4)



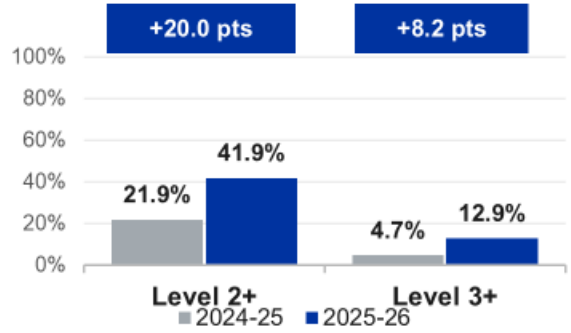
Students w/ Disabilities

SBA: % at Level 2+ and Level 3+



Multilingual Learners

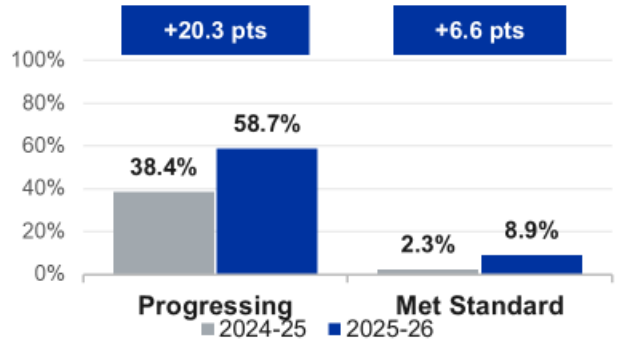
SBA: % at Level 2+ and Level 3+



STATE ASSESSMENT: ELPA21

English Learners (ELPA21)

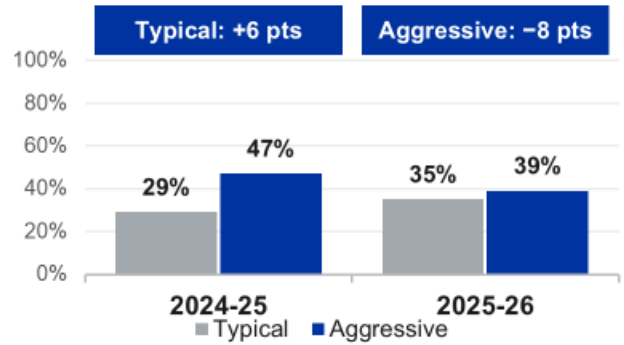
Percent of English learners



DISTRICT ASSESSMENTS

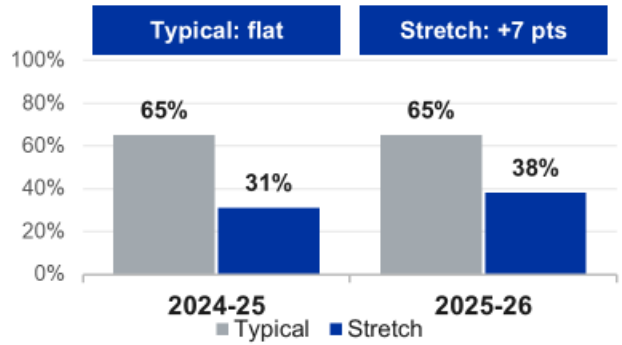
Reading Growth

FastBridge aReading: fall-to-spring growth



Math Growth

i-Ready: meeting growth targets



Sand Hill Academic Goals

Last Year's Goal (2025–26)

Reading: 100% make a year of typical growth (FastBridge aReading)

Math: 100% make a year of typical growth (i-Ready Diagnostic)

SBA: +5% cohort achievement, ELA & Math (3rd→4th, 4th→5th)

Result

Partially Met

SBA cohort	ELA	Math
4th grade	40% (+6) ✓	38% (+7) ✓
5th grade	36% (+11) ✓	31% (+10) ✓

Typical growth: Reading 74%, Math 65%

What We Learned

What worked

Our largest one-year SBA gain in a decade, with every cohort goal met. 5th grade math growth rose from the 40th to the 71st percentile, and English learners making progress rose from 38% to 59%, with a record 11 exits.

What changes this year

Grades 1–5 are departmentalized. We're growing our use of CFAs to adjust Tier 1 to student needs, with Tier 2 inside core and Tier 3 for our lowest ~10%. Teachers conference with students every Wednesday to set goals.

This Year's Goal (2026–27)

Reading: 100% make a year of typical growth (Spring FastBridge aReading)

Math: 100% make a year of typical growth (Spring i-Ready Diagnostic)

SBA: +5% cohort achievement, ELA & Math (3rd→4th, 4th→5th)

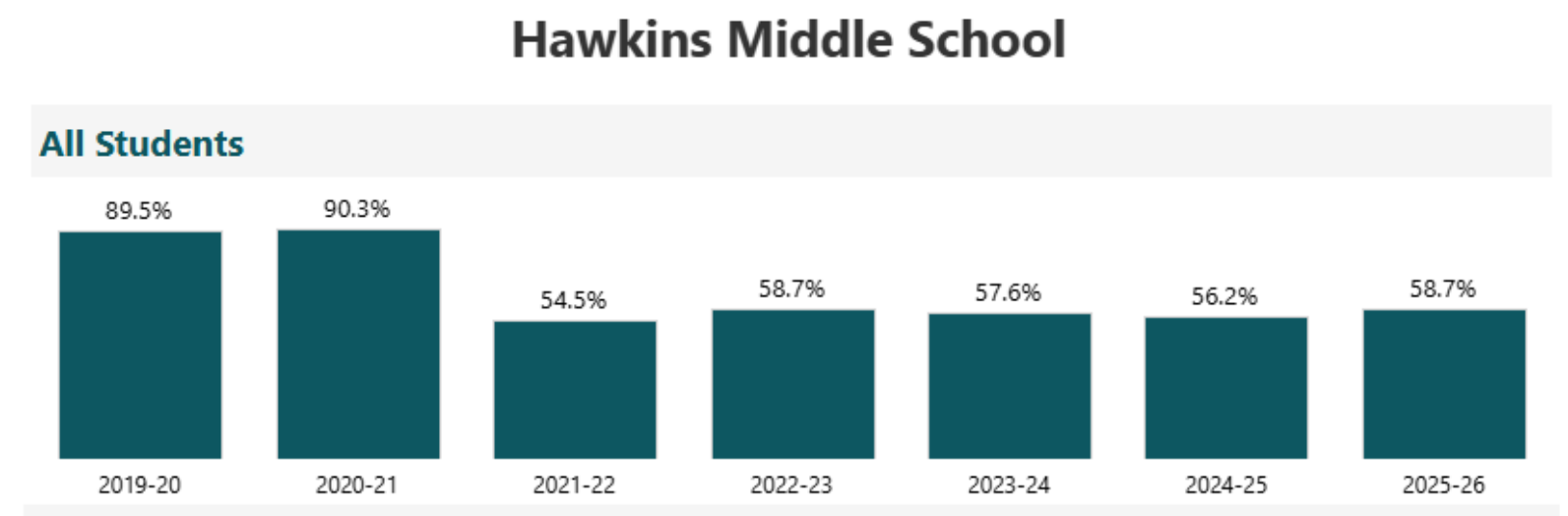
New Strategy & How We'll Measure It

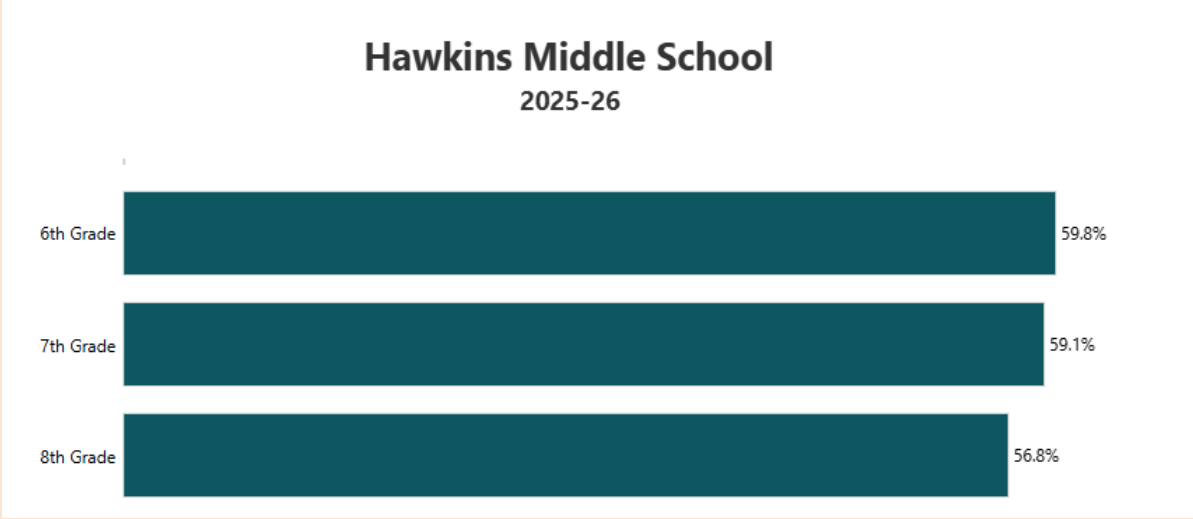
Strategy: Common formative assessments (CFAs) on priority standards, analyzed weekly in Wednesday PLCs.

Measure: % of students mastering each CFA, reported to BILT, plus FastBridge and i-Ready checks 3× a year.

Hawkins Attendance

OSPI LONGITUDINAL DATA: The % of students who attended 90% of the time -- have missed less than 10% -- Excused or Unexcused





2025-2026 BY GRADE: The % of students who attended 90% of the time -- have missed less than 10% -- Excused or Unexcused

Hawkins Attendance

Interventions	23-24	24-25	25-26
Step 1			
T1	106	80	73
T2	117	136	109
T3	89	60	54
Year Total	**312**	**276**	**236**
Step 2			
T1	49	31	31
T2	51	58	61
T3	34	21	43
Year Total	**134**	**109**	**135**
Step 3			
T1	33	14	17
T2	24	18	35
T3	4	4	24
Year Total	**61**	**36**	**76**

Last Year's Goal

Hawkins Middle School will reduce the number of Step 2 Attendance interventions by 20% - from 109 in 2024-25 to 87 in 2025-26.

Result

Not met:

24-25:109

25-26:135

What We Learned

- Consistency matters
- Early identification is critical
- Proactive vs. reactive

This Year's Goal

2026–27 Attendance Goal:

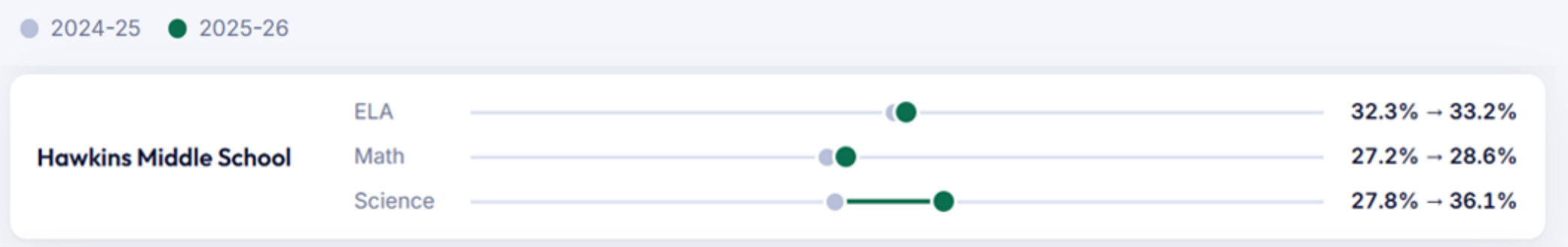
Reduce the number of students reaching Step 2 attendance intervention by 15%, from 135 to 115 or fewer students.

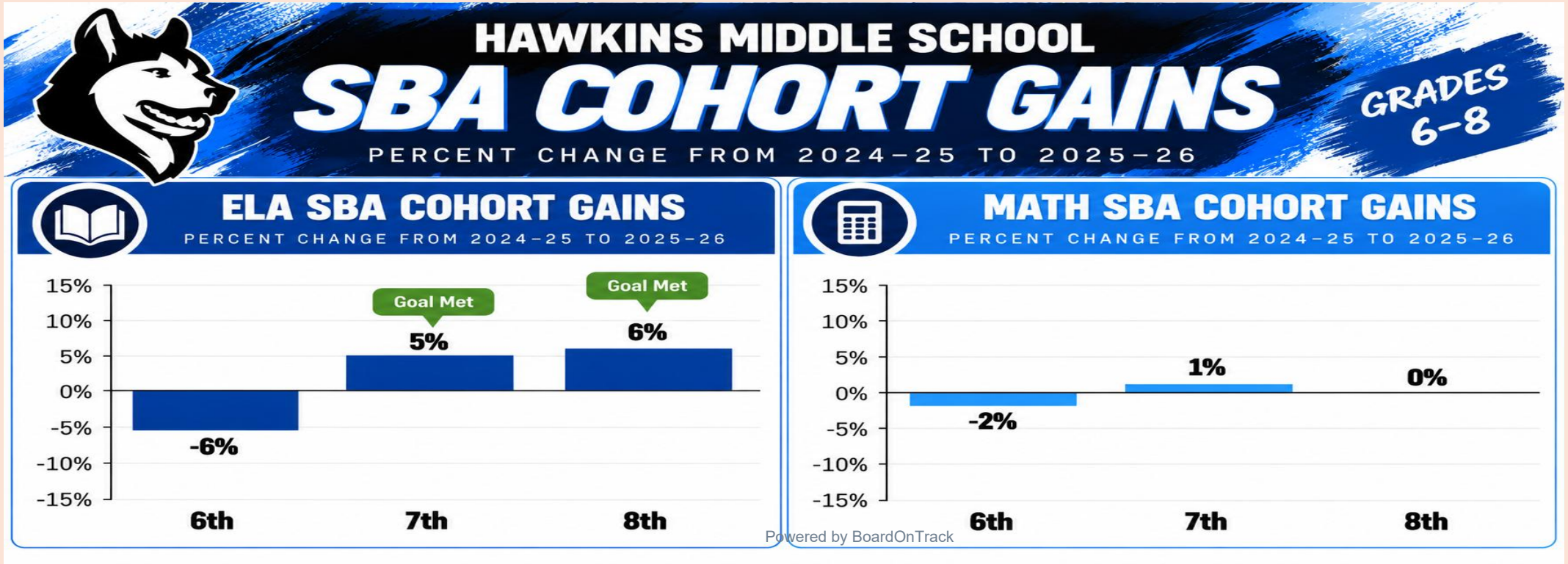
New Strategy & How We'll Measure It

- Consistent use of Systems
- Early Family Communication
- Quarterly Data Reviews
- Monthly Attendance Recognition

Hawkins Academics

OSPI Smarter Balanced — % of students meeting standard (Level 3 or 4), 2024-25 → 2025-26





Hawkins Academic Goals

Last Year's Goal

2025–26 Goal: Increase SBA cohort achievement by 5 percentage points in ELA and Math across all grade levels (6–8).

Result

Partially Met

7th & 8th Grade ELA

What We Learned

6th Grade Transition- Stronger academic support as they transition.

Continued Growth: We have made progress, but there is still significant room for improvement.

No Magic Solution: Intentional instruction, data driven collaboration, and consistent hard work.

This Year's Goal

SBA: Increase SBA cohort proficiency by at least 5% in both ELA and Math across all grade levels (6th–8th).

Reading: Increase the percentage of students achieving Typical or Aggressive Growth from 48% to 58% by the end of the school year.

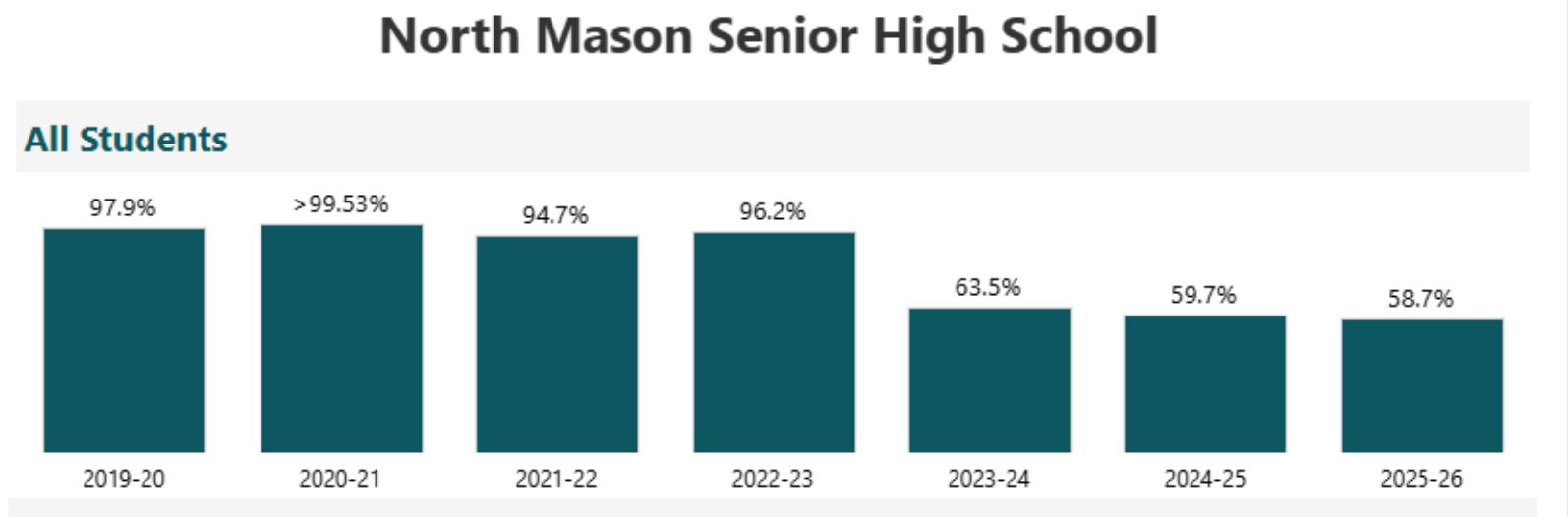
Math: Increase the percentage of students achieving Typical or Aggressive Growth from 49% to 59% by the end of the school year.

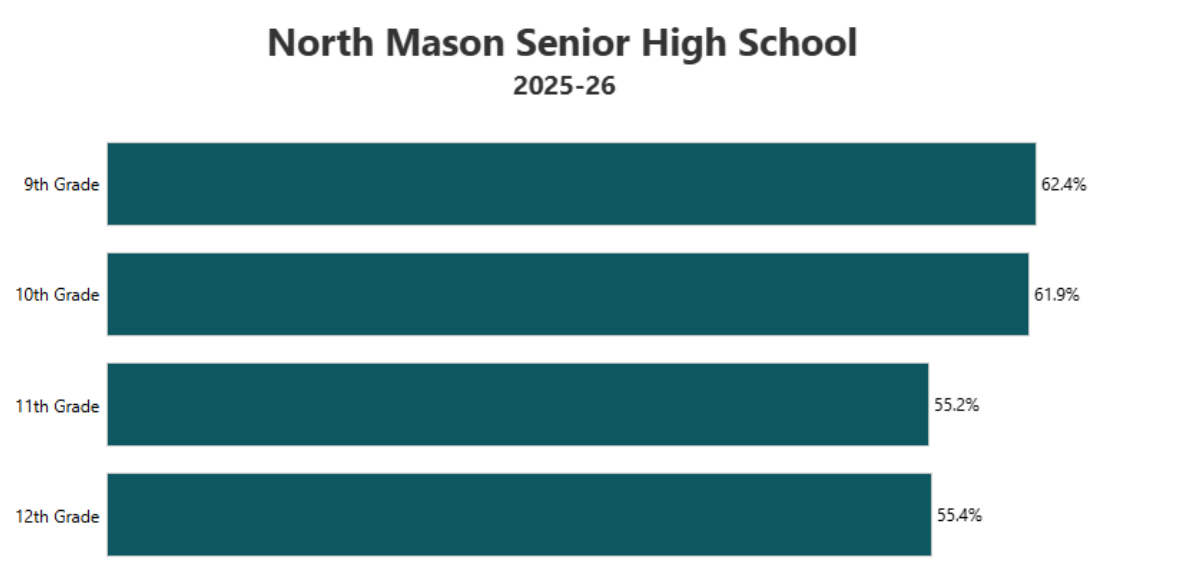
New Strategy & How We'll Measure It

- Data driven PLC
- Monthly Grade Reports
- Midyear Assessment Review
- Spring Assessment Results

NMHS Attendance

OSPI LONGITUDINAL DATA: The % of students who attended 90% of the time -- have missed less than 10% -- Excused or Unexcused





2025-2026 BY GRADE: The % of students who attended 90% of the time -- have missed less than 10% -- Excused or Unexcused

NMHS Attendance

Interventions	23-24	24-25	25-26
Step 1			
T1	167	166	152
T2	203	237	181
T3	130	104	106
Year Total	**500**	**507**	**439**
Step 2			
T1	72	100	75
T2	90	130	107
T3	54	50	80
Year Total	**216**	**284**	**262**
Step 3			
T1	35	61	41
T2	46	81	66
T3	9	22	49
Year Total	**90**	**164**	**156**

Last Year's Goal

North Mason High School will reduce the number of Step 2 Attendance interventions by 20% - from 284 in 2024-25 to 227 in 2025-26.

Result

Not yet met; reduced but not by targeted amount

284 in 24/25 to 262 in 25/26 --> Reduced by 22

What We Learned

Identifying patterns and intervening early – ParentSquare messaging, phone calls – is essential

This Year's Goal

Reduce the number of Step 2 Attendance Interventions by 20% from 262 in 25/26 to 210 in 26/27

New Strategy & How We'll Measure It

Positive recognition – attendance improvements, perfect attendance with monthly tracking and celebration

NMHS Academics

OSPI Smarter Balanced — % of students meeting standard (Level 3 or 4), 2024-25 → 2025-26



NMHS Academic Goals

Last Year's Goal

- **ELA**- 42% of current 10th graders scored Level 3/4 on English SBA in 8th grade during 23-24 school year. By the end of their 10th grade year, 52% will score Level 3/4 on SBA.
- **Math**- 29% of the current 10th graders scored Level 3 or 4 on Math SBA in 8th grade during 23-24 school year. By the end of their 10th grade year, 39% will score Level 3/4 on SBA.

Result

Partially met – 59.5% of ELA students were proficient on the test, but only 23% of Math students scored Level 3 or 4.

What We Learned

Year to year, we saw an improvement in both ELA and Math results, but the cohort growth goal was only met by ELA students.

A protected testing schedule provided students with dedicated time, attention, and an environment conducive to success, including intervention for those who did not test

It's difficult to test all 11th graders for science given Running Start and West Sound Tech Skills Center attendance, but we will prioritize this

This Year's Goal

- **ELA**- 32% of current 10th graders scored Level 3/4 on English SBA in 8th grade during 24-25 school year. By the end of their 10th grade year, 42% will score Level 3/4 on SBA.
- **Math**- 23% of the current 10th graders scored Level 3 or 4 on Math SBA in 8th grade during 24-25 school year. By the end of their 10th grade year, 33% will score Level 3/4 on SBA.

New Strategy & How We'll Measure It

Expand the 9th Grade Success Tracking Form schoolwide to identify students with failing grades and provide monthly administrator follow-up and targeted support.

All 11th and 12th graders who have not yet passed SBA in ELA or Math will test again. These scores can be used for credit retrieval, Graduation Pathway, and MLL placement/exiting.

NMHS Graduation & Freshmen On-Track Goals

Last Year's Goal

- NMHS will increase Graduation Rates year to year from 83% to 87% for the 2025-26 school year.
- NMHS will increase freshmen on-track measures from 70% to 75%

FRESHMEN ON TRACK TO GRADUATE		
Year	Failing Core	On-Track
2023-24	36%	64%
2024-25	30%	70%
2025-26	26%	74%
September - 2026-27	34.80%	65.20%

Result

- Graduation Rates: 84.3% 24/25; TBD 25/26 (yet to be released by OSPI)
- Freshmen on-track: Not yet met – 75% goal with final count at 74%

What We Learned

- Intervening with 9th graders for Freshman Success was helpful across grade levels
- Moving to semesters will be helpful – continuity of teachers, additional learning hours

This Year's Goal

- NMHS will increase Graduation Rates year to year to 89% for the 2025-26 school year.
- NMHS will increase freshmen on-track measures from 74% to 79%.

New Strategy & How We'll Measure It

- NMHS will increase Graduation Rates year to year to 89% for the 2025-26 school year.
- Expand the 9th Grade Success Tracking Form schoolwide to identify students with failing grades and provide monthly administrator follow-up and targeted support.
- Use 11th and 12th grade SBA re-test scores for credit retrieval, Graduation Pathway

JTHS Attendance

2025-2026

Day of Week	ADA Rate
Monday	78%
Tuesday	77%
Wednesday	80%
Thursday	81 %
Friday	0%

2026-2027

Day of Week	ADA Rate
Monday	82%
Tuesday	75%
Wednesday	76%
Thursday	79%
Friday	74%

The last 5 students to enroll this year at JTHS

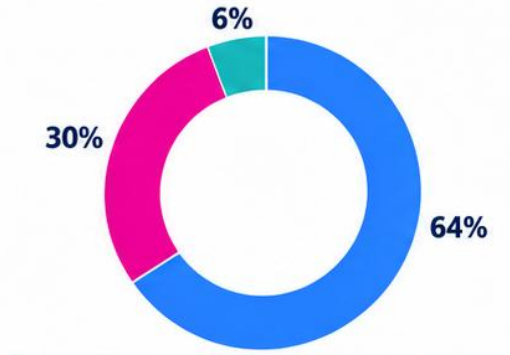
Student	25-26	26-27
Student #1	50.49%	96.77
Student #2	77%	63.89%
Student #3	69.27%	69.44%
Student #4	39.66%	77.78%
Student #5	73.18%	88.89%

JTHS Attendance

James A. Taylor HS Attendance Perception Survey

1 Students are more likely to attend at James Taylor

Compared to your previous school, how likely are you to attend school on a typical day now that you attend James A. Taylor High School?



Very likely	21	(64%)
Somewhat likely	10	(30%)
Neither likely nor unlikely	2	(6%)
Somewhat unlikely	0	(0%)
Very unlikely	0	(0%)

94% of students report they are likely or very likely to attend school at James Taylor compared to their previous school.

2 What makes students want to come to school?

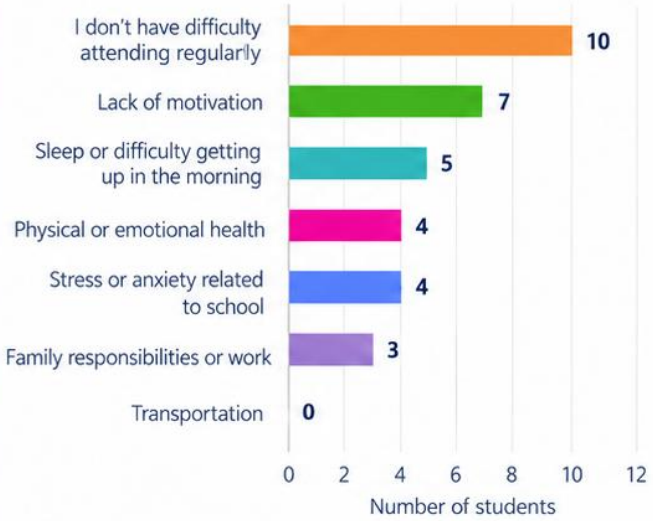
What aspects of James A. Taylor make you want to come to school? (Select up to two.)



The strongest attendance motivators are relationships, progress toward graduation, and flexible learning opportunities.

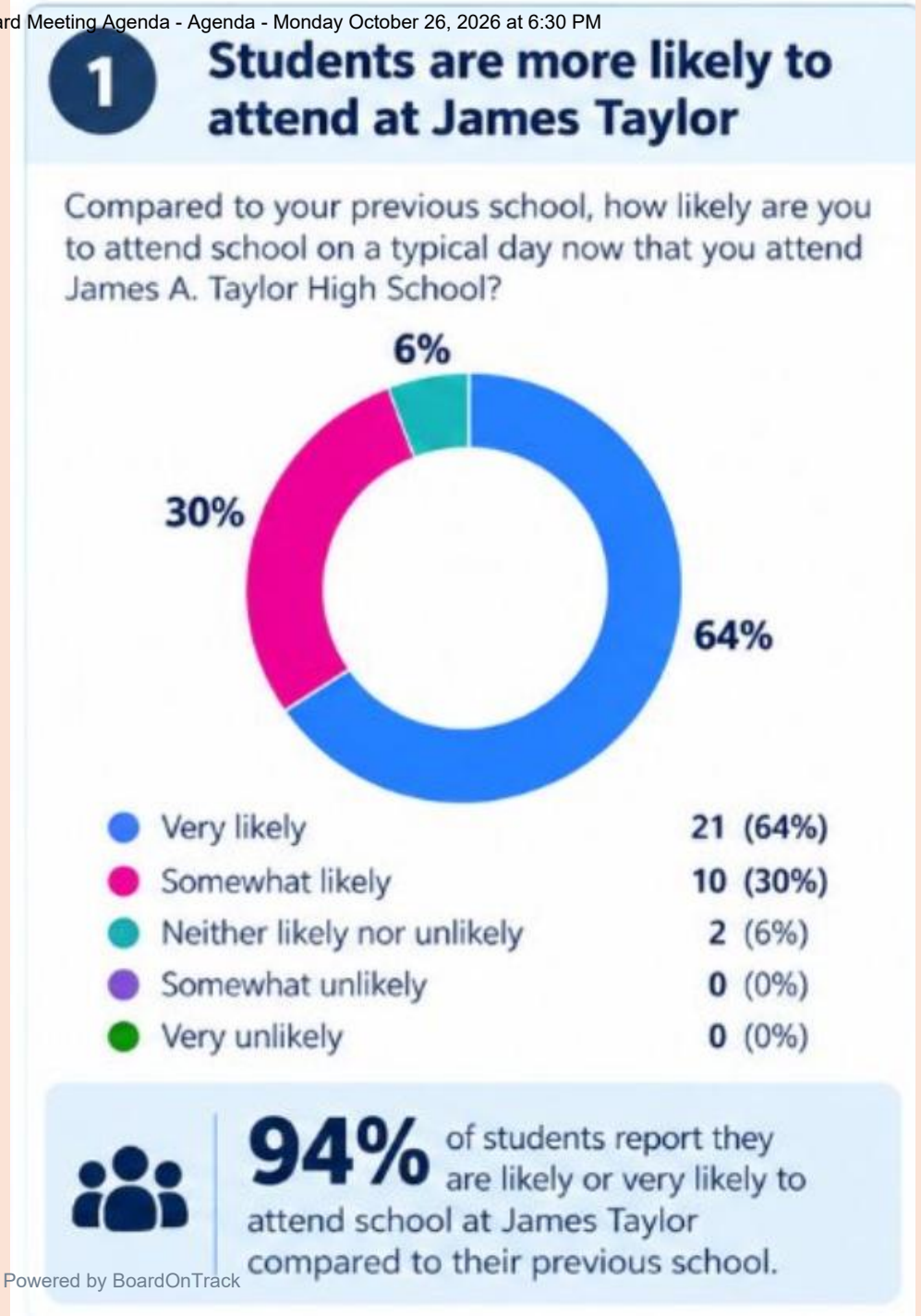
3 What gets in the way of regular attendance?

What is the biggest challenge that makes it difficult for you to attend school regularly?



Most students report no regular attendance barrier. Among those who do, motivation and sleep are the most common challenges.

JTHS Attendance



JTHS Attendance

2 What makes students want to come to school?

What aspects of James A. Taylor make you want to come to school? (Select up to two.)

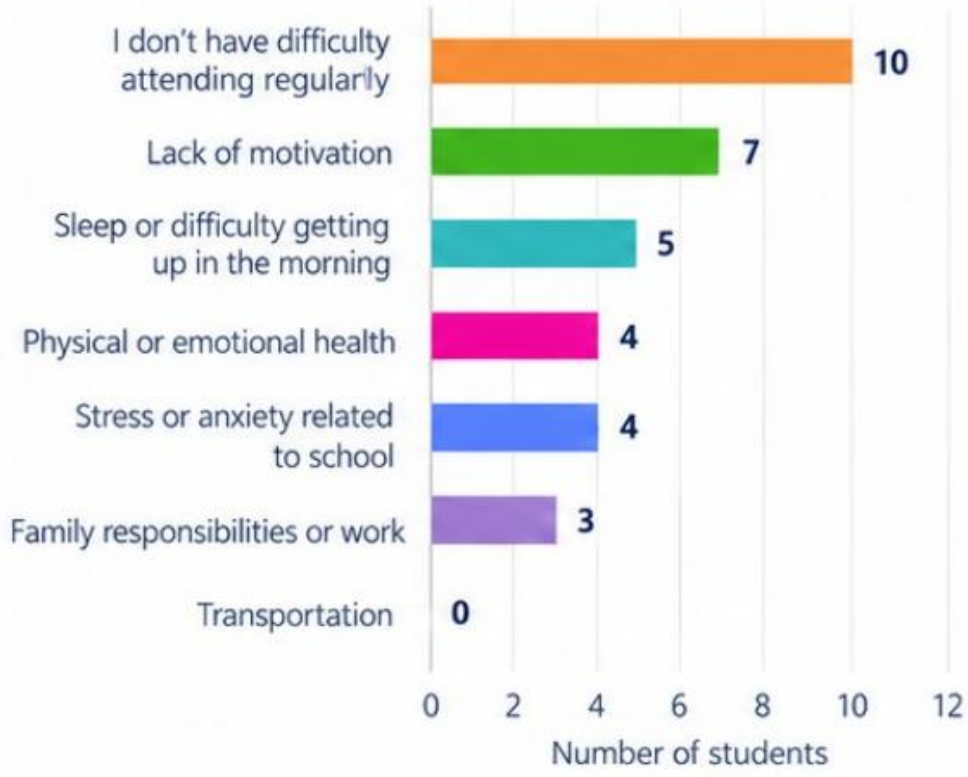


The strongest attendance motivators are relationships, progress toward graduation, and flexible learning opportunities.

JTHS Attendance

3 What gets in the way of regular attendance?

What is the biggest challenge that makes it difficult for you to attend school regularly?



Most students report no regular attendance barrier. Among those who do, motivation and sleep are the most common challenges.

JTHS Academic Goals

MBLC

LAST YEAR'S GOAL

By June 2026, at least 90% of students enrolled in MBL courses will earn credit by demonstrating mastery of course competencies through project-based assessments, with full implementation of new PBL-aligned curriculum in all MBL courses.

RESULT

90.7%

127 of 140 recorded class entries.



Edmentum

LAST YEAR'S GOAL

Increase student success in Edmentum courses by setting clear expectations, monitoring progress frequently, and providing targeted academic support. By June 2026, at least 90% of students enrolled in Edmentum courses will complete their assigned course(s) with a passing grade or higher by the end of the term or assigned timeline.

RESULT

80.7%

209 of 259 recorded class entries.



2025-2026 Graduation Rate

71.6%

JTHS Academic Goals

What We Learned

1

Credit earning was stronger in MBLC than Edmentum, reinforcing the need for more consistent structure and support in online coursework.

2

Students who fall behind need earlier intervention: timely identification, a clear action plan, and consistent communication with home.

3

A schoolwide academic intervention system will make these supports more coordinated, consistent, and responsive to student progress.

This Year's Goals & Support

GOAL

90%

by June 2027

By June 2027, at least 90% of students enrolled in Edmentum & MBLC courses will complete assigned courses with a passing grade and earn credit by their documented completion dates.

SUPPORT

Implementation of Academic Intervention System & modifications to Edmentum courseware.

JTHS Academic Intervention System

Shared data and collaborative review

Track each student

Combine Skyward, Edmentum and EdOptions data in one Academic Tracker: grades, pacing, mastery evidence and credits earned.

Review progress together

Monthly staff review identifies barriers, evaluates prior supports and assigns the next action, staff lead and family contact.

Follow through

Record plans, deadlines, family contacts and outcomes. Revisit progress and adjust support.

Three steps of support

1. Month 1: Plan and communicate

Administrator or counselor creates an Academic Support Contract with the student. Teachers call home and the contract goes to the family.

2. Month 2: Strengthen support

Teachers develop class plans with the student. Administrator and counselor meet with the student and family to review next steps.

3. Month 3: Review next steps

After three consecutive months of inadequate progress, review supports with the student and family and consider a change of placement.

Raising the Bar in Edmentum

High expectations paired with essential support

Active learning

Guided notes help students organize key ideas, process lessons and prepare for assessments. Teachers review notes and check understanding.

Independent mastery

Supervised paper-and-pencil tests let students show their own learning. Device-free routines preserve documented assessment accommodations.

Progress with support

Clear pacing and completion dates build ownership. Feedback, reteaching and reassessment help students meet expectations.

Fridays: exploration and targeted instruction

Fridays use the Wednesday early-release schedule, with a 90-minute afternoon block.

Making adequate progress

Students explore passions and career interests through enrichment opportunities.

Not yet making adequate progress

Students receive 1:1 and small-group instructional support, including reteaching.

Questions & Next Steps

1. **Monitor Progress** — Buildings track progress toward 2026-27 goals at each assessment window
2. **Mid-Year Update** — Building goal progress and updated action plans return to the board mid-year
3. **Questions** — Board questions and discussion

Coversheet

ER-13 Mandatory Policies

Section: VI. ASSURANCE OF ORGANIZATIONAL PERFORMANCE AND POLICY REVIEW
Item: B. ER-13 Mandatory Policies
Purpose:
Submitted by:
Related Material: ER-13 Mandatory Policies rev June 2012 final.pdf
ER-13 Mandatory Policies Monitoring Report Oct 2026.pdf
ER 13 Monitoring Response 10 26 26.pdf

MANDATORY POLICIES

The board understands that certain legislative bodies may require the board to adopt policies that would be considered operational and therefore delegated to the Superintendent, under Policy Governance. In order to satisfy both these regulatory requirements and the board's desire to delegate operational issues to the Superintendent, the board adopts this policy.

Accordingly, the Superintendent shall:

1. Create and implement policies as required by local, state and federal legislation and regulation
2. Present the proposed policy to the board for review and adoption, through the consent agenda, before implementation.

Cross Reference:	Policy	2020	Curriculum Development and Adoption of Instructional Materials
		2104	Federal and/or State Funded Special Instructional Programs
		2255	Alternative Learning Experience Programs
		6895	Pesticide Notification, Posting and Record Keeping
Legal Reference:	RCW	17.21	Washington pesticide application act
		28A.235.120	Meal programs-Establishment and operation-Personnel-Agreements
		28A.235.130	Milk for children at school expense
		28A.300.070	Receipt of federal funds for school purposes-Superintendent of public instruction to administer
		28A.320.010	Corporate powers
		28A.320.040	Bylaws for board and school government
		28A.320.230	Instructional materials-Instructional materials committee
		69.06.010	Food and beverage service worker's permit-Filing, duration-Minimum training requirements
		69.06.020	Permit exclusive and valid throughout state-Fee
		69.06.030	Diseased persons-May not work-Employer may not hire
		69.06.050	Permit to be secured within fourteen days from time of Employment
		69.06.070	Limited duty permit
	20 U.S.C. 1120 A(c)		Required Comparability Report for Title I
	WAC 392-121-182		Alternative learning experience requirements

Monitoring Method: Internal Report
Monitoring Frequency: Annually in October

Adoption Date: **01/22/09**
Revised: **06/21/12**

Powered by BoardOnTrack

NORTH MASON SCHOOL DISTRICT

ER-13: Mandatory Policies

Monitoring Report, October 26, 2026

BOARD POLICY STATEMENT

> *The board understands that certain legislative bodies may require the board to adopt policies that would be considered operational and therefore delegated to the Superintendent, under Policy Governance. In order to satisfy both these regulatory requirements and the board's desire to delegate operational issues to the Superintendent, the board adopts this policy. Accordingly, the Superintendent shall:*

COMPLIANCE DETERMINATION

Based on the evidence provided in this report, I certify that North Mason School District is in compliance with Executive Requirement ER-13: Mandatory Policies, with the following exception: Policy 5403, Emergency and Discretionary Leaves.

SUPERINTENDENT INTERPRETATION

I interpret this policy to mean that the Board retains its legal obligation to adopt policies required by local, state, and federal law, while the work of identifying, drafting, and maintaining those policies is delegated to me. Compliance requires a reliable system, the district must know when the law changes, translate those changes into proposed policy promptly, and bring every proposed policy to the Board for adoption before it is put into practice.

I interpret "required by local, state and federal legislation and regulation" to include all policies the Washington State School Directors' Association (WSSDA) classifies as Critical (required by law or required to receive specific program funding). Policies WSSDA classifies as Important or Discretionary are evaluated for local fit but are not the standard for compliance with this requirement.

This interpretation is grounded in our Whole Child, Whole School, Whole Community commitment. Mandatory policies on student attendance, homelessness, special education, restraint and isolation, and graduation requirements directly shape how students are served each day. Keeping them current is a student protection obligation, not a clerical task.

1. CREATE AND IMPLEMENT REQUIRED POLICIES

POLICY LANGUAGE

> *Create and implement policies as required by local, state and federal legislation and regulation.*

INTERPRETATION

I interpret this to mean the district maintains a current subscription to a legally vetted policy service, systematically reviews every recommended revision, prioritizes changes that are legally required, and prepares NMSD versions of those policies, along with any needed procedures, for Board action within a reasonable time of the law taking effect.

EVIDENCE

Policy Monitoring System

- The district maintains its subscription to WSSDA Policy & Legal News, which provides model policy and procedure revisions based on new legislation, changes to state and federal regulation, and court decisions. The subscription is funded in the 2026-27 Superintendent and Board budget.
- Each issue is filed in the district office Board Policies / Policy News folder and reviewed for required action.
- The district office maintains a policy file for each policy series (GP through 6000), with markup and final versions of every revision labeled by the Board meeting date.

WSSDA Policy & Legal News Issues Received, 2025-26 Monitoring Year

Issue	Focus	Board Action in the Following Cycle
October 2025	Aligning policy with Washington School Board Standards	11 policies adopted January 26, 2026
December 2025	Oath of office, policy reclassification, Mahmoud v. Taylor, end-of-year policy updates	11 policies adopted January 26, 2026
March 2026	Spring refresh and 2025 year-in-review of model policy changes	4 policies adopted April 27, May 19, and June 22, 2026
July 2026	Post-legislative session updates; model policies developed or revised to implement new law	22 policies adopted and 2 retired July 27, 2026; 4 policies on the October 26, 2026 consent agenda

Critical Policy Updates from the July 2026 Issue

The July 2026 issue identified the following model policies and procedures in the Critical category, meaning they are required by law or tied to program funding. All ten were addressed in the July 27, 2026 cycle, the first Board meeting after the issue was released: nine policies were adopted by the Board, and the one procedure update (2020P) was revised by the Superintendent.

No.	Policy / Procedure (Critical)	NMSD Status	Board Adoption
2020P	Course Design, Selection, and Adoption of Instructional Materials (procedure; new K-12 reading and writing curriculum requirements)	Revised by Superintendent	Procedure; July 2026 cycle
2161	Special Education and Related Services for Eligible Students	Adopted	July 27, 2026
2230	Transition to Kindergarten Program	Adopted	July 27, 2026
2410	High School Graduation Requirements	Adopted	July 27, 2026
3115	Students Experiencing Homelessness: Enrollment Rights and Services	Adopted	July 27, 2026
3122	Excused and Unexcused Absences	Adopted	July 27, 2026
3124	Removal/Release of Students During School Hours	Adopted	July 27, 2026
3246	Restraint, Isolation and Other Uses of Reasonable Force	Adopted	July 27, 2026
5401	Sick Leave	Adopted	April 27 and July 27, 2026
6100	Revenues from Local, State, and Federal Sources	Adopted	July 27, 2026

Policy 2020, the companion to Procedure 2020P, was last revised May 20, 2025, according to the district policy file. The July 2026 WSSDA update changed only the procedure, so no Board action on Policy 2020 was required.

- The July 27, 2026 adoptions also included Policy 4300, Limiting Immigration Enforcement in Schools, which WSSDA updated in its July issue, and Policy 2022, Electronic Resources and Internet Safety. Two outdated policies, 3242 Closed Campus and 4020 Confidential Communications, were retired at the same meeting in line with WSSDA recommendations.

Implementation

- Companion procedures are revised alongside their policies. Procedures are adopted by the Superintendent and do not require Board approval. The July 2026 cycle included revised procedures 2020P, 2022P, 2100P, 2161P, 2410P, 3115P, 3122P, 3124P, 3246P, 3418P, 4110P, 5401P, 5406P, and 6220P, and retired Procedure 6100P.
- Policy 3246 and Procedure 3246P, Restraint, Isolation and Other Uses of Reasonable Force, were also published in Spanish, consistent with our commitment to reach the roughly one-third of families whose students qualify for the Transitional Bilingual Instruction Program.
- Adopted policies are posted to the district website as well as communicated to administrators through the standing principal and director meeting cycle.

2. BOARD ADOPTION BEFORE IMPLEMENTATION

POLICY LANGUAGE

> *Present the proposed policy to the board for review and adoption, through the consent agenda, before implementation.*

INTERPRETATION

I interpret this to mean that every new or revised policy is presented to the Board, placed on the consent agenda for adoption, and implemented only after the Board acts. Board members retain the right to discuss any policy within the consent agenda or to remove it for separate consideration. Compliance is demonstrated by a complete record showing each policy's presentation and adoption dates, with no policy taking effect before adoption.

EVIDENCE

With the exception of Policy 5403, described below, all policy changes during the monitoring year were presented to the Board through the Policy Review item on the consent agenda and implemented only after Board approval. Board members discuss them as part of consent agenda discussion or may move to remove them for separate action. The approved minutes of each meeting record the policies adopted.

Policies Adopted on the Consent Agenda, November 2025 through October 2026

Meeting	Policies Adopted (from approved minutes)
January 26, 2026	2106 Program Compliance; 2108 Learning Assistance Program; 2140 Comprehensive Counseling; 5010 Nondiscrimination and Affirmative Action; 5011 Sexual Harassment of District Staff Prohibited; 6050 Financial Management; 6220 Bid Requirements; 6570 Property and Data Management; 6910 Construction Financing; 6920 Construction Design; 6955 Maintenance of Facilities Records
April 27, 2026	5401 Sick Leave; 5404 Family, Medical, and Maternity Leave
May 19, 2026	6050 Financial Management
June 22, 2026	5411 Staff Vacations
July 27, 2026	2022 Electronic Resources and Internet Safety; 2100 Educational Opportunities for Students with a Parent in the Military; 2161 Special Education and Related Services for Eligible Students; 2230 Transition to Kindergarten Program; 2410 Graduation Requirements; 3115 Students Experiencing Homelessness: Enrollment Rights and Services; 3120 Enrollment; 3122 Excused and Unexcused Absences; 3124 Removal/Release of Students During School Hours; 3246 Restraint, Isolation and Other Uses of Reasonable Force; 3418 Response to Student Injury or Illness; 3535 Financial Aid Advising Day; 4110 Citizen Advisory Committees and Task Forces; 4300 Limiting Immigration Enforcement in Schools; 5004 Infection Control Program; 5280 Separation from Employment; 5401 Sick Leave; 5406 Leave Sharing; 6020 System of Funds and Accounts; 6100 Revenues from Local, State, and Federal Sources; 6530 Insurance; 6910 Construction Financing. Retired: 3242 Closed Campus; 4020 Confidential Communications

Meeting	Policies Adopted (from approved minutes)
October 26, 2026 (on this agenda)	3205 Sexual Harassment of Students Prohibited; 3420 Anaphylaxis Prevention; 5001 Hiring of Retired School Employees; 5510 Retirement Programs

From November 2025 through September 2026, the Board adopted 37 policy revisions and retired 2 policies at five regular meetings, all through the consent agenda. Four additional policies are on the consent agenda for October 26, 2026. No board actions on operational policies were recorded at the November 24, 2025, December 8, 2025, February 23, 2026, March 23, 2026, August 24, 2026, or September 28, 2026 meetings.

Exception, Policy 5403: The district policy file contains a final version of Policy 5403, Emergency and Discretionary Leaves, labeled with a March 23, 2026 revision date. The revision was not presented to the Board; neither the March 23 nor the April 27, 2026 agenda or minutes includes Policy 5403, and the revised policy was put into practice without Board adoption. The revision is on the November 2026 consent agenda for Board action.

Board Governance Policy Revisions

Separate from the operational policies covered by ER-13, the Board revised its own Policy Governance policies this year through first and second readings: ER-9 and ER-12 (adopted April 27, 2026), ER-4 and ER-11 (May 19, 2026), E-4 (June 22, 2026), E-6 and GP-02-E6 (July 27, 2026), and ER-2 and E-2, with E-5 retired and folded into E-2 (September 28, 2026). GP-02-E2 and GP-12 were approved on the January 26 and July 27 consent agendas. ER-5 and ER-8 are scheduled for a second reading on October 26, 2026.

Consistent with past practice, the month after a monitoring report is presented, the Board reviews any changes it would like to make to the policy being monitored. The Board recorded no recommended changes to ER-13 after last year's report (November 24, 2025 minutes).

GOALS FOR CONTINUED IMPROVEMENT

- Bring Policy 5403 to the Board for adoption in November 2026, and confirm that the policy files match the Board minutes for every adoption.
- Maintain a single policy tracking log that records each WSSDA recommendation, district decision, presentation date, and adoption date, so this report can be produced directly from the log each year.

CONCLUSION

Based on the evidence provided, I report compliance with Executive Requirement ER-13: Mandatory Policies, with the following exception: Policy 5403, which was revised and put into practice without Board adoption and is on the November 2026 consent agenda. The district maintains its WSSDA Policy & Legal News subscription, systematically reviews each issue for legally required changes, and, apart from Policy 5403, brought every new or revised policy to the Board through the consent agenda before implementation. This system has been maintained through a year of significant district office restructuring. This year the Board adopted 37 policy revisions and retired 2 outdated policies, and addressed all ten Critical updates from WSSDA's July 2026 issue at the first meeting after its release. The areas for continued improvement are

reconciling the policy files with the Board minutes, and a single tracking log that makes compliance visible to the Board at any point in the year.

Respectfully submitted,

Dr. Kristine Michael

Superintendent of Schools

North Mason School District

MONITORING RESPONSE DOCUMENT (EXECUTIVE REQUIREMENTS)

Policy Being Monitored: **ER-13 Mandatory Policies**

Date Report Submitted: **October 26, 2026**

The Board on the date shown above received and reviewed the official internal monitoring report of the above cited policy submitted by the Superintendent. Following its review of the report, the Board concludes:

1. With respect to the provisions of its policy, the North Mason School District Board of Directors concludes that the Superintendent's performance during the previous year has been (check one)

    - ☐ In compliance
    - ☐ In compliance with the following exceptions:
    - ☐ Not in compliance

2. Compliance Exceptions and Additional Remarks

Signed: _____, Chair Date: _____

Signed: _____, Superintendent Date: _____

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

Adoption Date: 10/17/13

Coversheet

Policy Review - Second Reading and Possible adoption of Revisions

Section: VI. ASSURANCE OF ORGANIZATIONAL PERFORMANCE AND POLICY REVIEW
Item: C. Policy Review - Second Reading and Possible adoption of Revisions
Purpose:
Submitted by:
Related Material: ER-5 Budget Execution rev 8 14 26.pdf
ER-08 Communication with the Board rev 8 14 26 Markup.pdf

BUDGET EXECUTION

~~With respect to execution of the budget and the actual, ongoing condition of the district's financial health, the~~ The ~~Superintendent shall not cause or allow a material deviation from the annual budget or budget policy adopted by the Board, cause or allow any fiscal condition that is inconsistent with achieving the Board's *Ends*, or places the long-term financial health of the district in jeopardy~~Superintendent must not permit any financial condition that jeopardizes the district's fiscal integrity or exposes the district to unreasonable risk.

Accordingly, the Superintendent shall:

1. Expend funds only to the amount revenues are anticipated to be received in the fiscal year unless authorized by the Board through utilization of available reserves or unless resources are made available through other legal means;
2. Maintain ~~and protect the minimum maintenance of~~ year-end general fund balance as budgeted;
3. Settle payroll and debts in a timely manner;
4. Ensure reports or filings required by any state or federal agency are timely and accurate~~ly filed~~;
5. ~~Aggressively pursue~~ Pursue outstanding receivables ~~after a reasonable grace period~~in a timely manner;
6. Keep complete and accurate financial records ~~by funds and accounts in accordance with established fiscal accounting procedures~~ as reflected in generally accepted accounting principles;
7. Publish a financial condition statement annually ~~as a part of the district's annual report to the public~~.

Cross Reference:	Policy 6000	Program Planning, Budget Preparation, Adoption and Implementation
	Policy 6050	Financial Management
Legal Reference:	RCW 28A.320.010	Corporate powers
	28A.320.020	Liability for debts and judgments
	28A.505	School District Budgets
	28A.400.300	Hiring and discharging employees — Seniority and leave benefits, transfers between school districts
	28A.320.090	Preparing & distributing information on district's instructional program, operation and maintenance — Limitation
	28A.330.100	Additional powers of the board
	28.505.150	Budgeted expenditures as appropriations —Interim expenditures — Transfer between budget classes — Liability for nonbudgeted expenditures
	28A.510	Apportionment to District — District Accounting

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Monitoring Method: Internal Report
Monitoring Frequency: Annually in December

Adoption Date: **01/22/09**
Revised: **12/10/09**
Revised: **06/21/12**
Revised: **08/14/2026**

COMMUNICATION ~~AND COUNSEL TO~~WITH THE BOARD

~~With respect to providing information and counsel to the Board, t~~The Superintendent shall give the Board as much information as necessary to be adequately informed.

Accordingly, the Superintendent shall:

1. Submit accurate monitoring data required by the Board ~~in a timely, accurate, and understandable fashion, directly addressing provisions of the board policies being monitored~~;
2. Advise the Board in a timely manner of relevant trends, facts, information, and legal proceedings, ~~anticipated significant media coverage,~~ and changes in assumptions upon which Board policy has been established
3. Advise the Board of changes which ~~reasonably~~ could ~~be expected to~~ substantially affect the district's financial condition.
4. Provide for the Board with staff ~~as many staff and~~ external points of view and opinions as needed for fully informed Board decisions;
5. ~~Advise the Board~~Notify in writing if, ~~in the Superintendent's opinion,~~ the Board is not in compliance with its own policies on *Governance Process* and *Board-Superintendent Relations*;
6. Provide ~~Present~~ information in ~~complex or lengthy~~a clear, concise form ~~only~~ unless additional detail ~~as~~ is necessary;
7. Provide a mechanism for official Board or committee communications;
8. Work with the Board as a whole except when:
    a. Fulfilling individual requests for information as long as such requests do not require a material amount of staff time or resources or are not disruptive;
    b. Working with officers or committees duly charged by the Board;
    c. Communicating with the Chair.
9. Report in a timely manner any actual or anticipated noncompliance with any Board Ends or Executive Requirements policy;
10. ~~Supply for the consent agenda all items delegated to the Superintendent that are required by law or contract to be Board-approved, along with supporting data necessary to keep the Board informed.~~

~~11.~~10. Notify the board as soon as possible when anticipated media coverage or emergency formal mass communication with public. ~~Advise and include the Board in a timely manner of any anticipated formal mass communication with the public, such as the publishing of newsletters, district newspapers, news releases, community letters, parent surveys, etc.~~

Cross Reference: Policy ER-1 Expectations of Superintendent
Monitoring Method: Internal Report
Monitoring Frequency: Annually in December

Adoption Date: **01/22/09**
Revised: **06/21/12**
Revised: **08/14/2026**

Coversheet

Policy Review

Section: VI. ASSURANCE OF ORGANIZATIONAL PERFORMANCE AND POLICY REVIEW
Item: D. Policy Review
Purpose:
Submitted by:
Related Material: ER-6 Facilities Rev 10 9 13 Final.pdf
ER-7 Asset Protection.pdf

FACILITIES

The Superintendent shall ensure that district facilities are adequate, safe, clean, inviting and conducive to teaching and learning.

Therefore, the Superintendent shall:

1. Develop and maintain a continual 20-year plan for developing and modernizing facilities.
2. Develop and maintain a continual five-year plan for managing and developing facilities.
3. Involve key stakeholders in the process of establishing attendance line adjustments.
4. Provide an annual report to the board.

Cross Reference:	Policy 6800	Operation and Maintenance of School Property
Legal Reference:	RCW 28A.530	District Bonds for Land, Buildings and Equipment
	28A.530.030	Disposition of bond proceeds-Capital projects Fund

Monitoring Method: Internal Report
Monitoring Frequency: Annually in September

Adoption Date: **01/22/09**
Revised: **06/21/12**
Revised: **10/18/12**
Revised: **10/09/13**

ASSET PROTECTION

The Superintendent shall ensure that assets are protected, adequately maintained, appropriately used, and not unnecessarily risked.

Accordingly, the Superintendent shall:

1. Take steps to ensure that a program of preventive maintenance is in place for district facilities and equipment;
2. Conduct energy assessments and to make modifications which result in energy savings;
3. Implement and monitor an inventory system assuring proper tracking of district physical assets.

Further, the Superintendent may not:

1. Recklessly expose the district, its Board, or staff to legal liability;
2. Knowingly or recklessly endanger the district's public image or credibility, thereby jeopardizing the district's ability to accomplish its mission.

Cross Reference:	ER-1	Expectations of Superintendent
	ER-6	Facilities
	4020	Confidential Communications
	6050	Financial Management
	6210	Purchasing: Authorization and Control
	6530	Insurance
	6800	Operations and Maintenance of School Property
	6881	Disposal of Surplus Equipment and/or Materials
	6882	Sale of Real Property
Legal Reference:	RCW 28A.505	School District Budgets
	28A.335.010	School Buildings, maintenance, furnishing and insuring
	28A.335.090	Conveyance and acquisition of property-Management-Appraisal
	28A.335.120	Real Property-Sale
	39.33.10	Sale, exchange, transfer, lease of public property Authorized-Section deemed alternative

Monitoring Method: Internal Report
Monitoring Frequency: Annually in September

Adoption Date: **01/22/09**
Revised: **09/24/09**
Revised: **06/21/12**

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Coversheet

Policy Review - First Reading

Section:	VI. ASSURANCE OF ORGANIZATIONAL PERFORMANCE AND POLICY REVIEW
Item:	E. Policy Review - First Reading
Purpose:	
Submitted by:	
Related Material:	ER-1 Expectations of Superintendent rev 10 26 26 Markup.pdf ER-3 Treatment of Parents, Students, Staff and the Public.pdf

EXPECTATIONS OF SUPERINTENDENT

The Superintendent shall cause or allow only those practices, activities, decisions, conditions, procedures or organizational circumstances which ~~are lawful, ethical\, safe, respectful, prudent, fair, equitable, dignified and~~are in compliance with~~: contract, state and federal law and regulation, Board policy, and collective bargaining agreements.~~

1. Contract,
2. State and federal law and regulation,
3. Board policy,
4. And collective bargaining agreements.

The remaining Executive Requirements establish additional standards by which compliance with this requirement will be evaluated.

Legal References: RCW 28A.400.030 Superintendent's Duties

Monitoring Method: Internal Report
Monitoring Frequency: Annually in August

Adoption Date: **01/22/09**
Revised: 11/16/2026

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TREATMENT OF PARENTS, STUDENTS, STAFF, AND THE PUBLIC

With respect to interactions with stakeholders (parents, students, staff, and the public), the Superintendent shall ensure that all are treated with respect and

Accordingly, the Superintendent shall:

1. Use methods of managing that protect confidential information;
2. Provide for effective handling of complaints;
3. Appropriately involve stakeholders in an advisory capacity in important issues which impact them directly; and provide to district advisory groups, such as those formed for curriculum, facilities, and levy/bond matters, a formal charter document advising each such group of its purpose, organization and functions.
4. Take reasonable steps to inform stakeholders of those policies and procedures that impact them.
5. Facilitate orderly and appropriate public access to the Board, and to ensure timely and appropriate follow-up in response to expressed public input.
6. Establish and maintain a working environment for staff that is safe, civil and conducive to teaching and learning;
7. Operate within written personnel policies which;
    a. Clarify personnel rules and procedures for staff;
    b. Provide for effective handling of grievances;
    c. Protect against discrimination, harassment, or other mistreatment;
8. Ensure that all staff is informed of the provisions of this policy.

Further, the Superintendent may not:

1. Prevent employees from grieving to the Board when internal and/or contractual grievance procedures have been exhausted and the employee alleges that Board policy has been violated;

Cross Reference:	Policy 2106	Program Compliance
	Policy 3231	Student Records
	Policy 4000	Public Information Program
	Policy 4050	Citizen Advisory Committees
	Policy 5005	Employment: Disclosures, Certification, Assurance and Approval
	Policy 5630	Volunteers
	Policy 6511	Staff Safety
Legal Reference:	RCW 28A.150.230	Basic Education Act of 1977 – District School Director's Responsibilities

20 U.S.C. § 1232g	Family Education Rights and Privacy Act
CFR 45, Part 99	Family Education Rights and Privacy Act Regulations
RCW 40.24.030	Address Confidentiality Program – Application Certification
WAC 296-24	General Safety and Health Standards

Monitoring Method: Internal Report
Monitoring Frequency: Annually in August

Adoption Date: **01/22/09**
Revised: **06/21/12**
Revised: **09/19/13**

Coversheet

Board Self-Assessment of Meeting

Section: VII. Closing Items
Item: C. Board Self-Assessment of Meeting
Purpose:
Submitted by:
Related Material: BOARD SELF ASSESSMENT .pdf

BOARD SELF ASSESSMENT

The Board will use the following instrument to evaluate its performance during meetings.

Date of Meeting 10/26/2026 Krotzer Number of Members Present _____

I. General meeting behavior

Rate the Board's meeting behavior as "satisfactory" or "not satisfactory."

Satisfactory	Not Satisfactory	
		The agenda was well planned to focus on the real work of the Board.
		The Board followed its agenda and did not allow itself to get sidetracked
		Board members prepared for and contributed to the meeting
		The meeting proceeded without interruptions or distractions
		The Board's deliberations and decision-making processes were public
		Participation was balanced. All participated; no one dominated
		Members listened attentively, avoiding side conversations
		Work was conducted in an atmosphere of trust and openness
		Meeting participants treated each other with respect and courtesy

Remarks:

II. Governance principles review

Were these principles followed? Mark ☐Yes or ☐No. For any **not** followed, please add remarks.

YES	NO	N/A	
			1. Board actions occur at the policy level rather than at the operational level.
			2. The Board reviews policy about each topic before discussing that issue.
			3. In writing additional policies, the Board starts with a broad statement and becomes more detailed in a logical and disciplined sequence.
			4. The Board minimizes time spent monitoring past performance.
			5. The Board routinely dedicates time to reviewing/improving its own process.
			6. The Board clarifies priorities/values when considering potential outcomes, beneficiaries and costs of outcomes.
			7. The Board follows an annual calendar based on a plan for doing its work.
			8. The Board Chair helps the Board efficiently conduct its meeting.
			9. The Board spends most of its time deliberating issues, defining and clarifying its vision, and linking with its community, as opposed to "fixing things."
			10. The Board supports the Superintendent in any reasonable interpretation of its policies.

Remarks:

II. Overall ☐ Satisfactory ☐ Not Satisfactory

Comments:

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

Adoption Date: **01/22/09**
Revised: **10/21/10**