APPROVED

Enumclaw School District

Minutes

Regular Board Meeting

Date and Time
Tuesday January 20, 2026 at 6:30 PM

Location
District Office, Nancy A. Merrill Boardroom

Directors Present
Ben Stouffer, Scott Mason, Tara Cochran, Tyson Gamblin

Directors Absent
Paul Fisher

Guests Present
Elliott Cheney, Jill Burnes, Makhya Walls, Stacey Whitten

I. Opening Items

A. Call the Meeting to Order

B. Roll Call

C. Pledge of Allegiance to the Flag

Board President Gamblin led the Pledge of Allegiance to the Flag.

D. Land Acknowledgement

Board President Tyson Gamblin read the following statement, *We acknowledge we are gathered upon the ancestral lands of the Seattle area's Federally Recognized Indian Tribe, the Muckleshoot Indian Tribe, who historically lived throughout the areas between the Cascade Mountains and the Puget Sounds, what is also known as the Salish Sea.*

E. Approve Minutes

Ben Stouffer made a motion to approve the minutes from Executive Session on 11-24-25.
Scott Mason seconded the motion.
The board **VOTED** to approve the motion.

F. Approve Minutes

Ben Stouffer made a motion to approve the minutes from Regular Board Meeting on 12-15-25.
Scott Mason seconded the motion.
The board **VOTED** to approve the motion.

G. Approve Minutes

Ben Stouffer made a motion to approve the minutes from Executive Session on 12-15-25.
Scott Mason seconded the motion.
The board **VOTED** to approve the motion.

H. Approve Minutes

Ben Stouffer made a motion to approve the minutes from Board Work Study on 01-05-26.
Scott Mason seconded the motion.
The board **VOTED** to approve the motion.

I. Approve Minutes

Ben Stouffer made a motion to approve the minutes from Executive Session on 01-05-26.
Scott Mason seconded the motion.
The board **VOTED** to approve the motion.

J. Approve Minutes

Ben Stouffer made a motion to approve the minutes from Board Special Meeting on 01-12-26.
Scott Mason seconded the motion.
The board **VOTED** to approve the motion.

II. COMMUNICATIONS

A. Superintendent Oath of Office

Ben Stouffer made a motion to approve the Jill Burnes as the Enumclaw School District's Interim Superintendent.

Tara Cochran seconded the motion.
The board **VOTED** to approve the motion.
Board President Tyson Gamblin led Jill Burnes in the Oath of Office for the position of Interim Superintendent.

B. Good News of the District

- Director Ben Stouffer shared a message from Principal Scott Meyer from the Westwood Family and Community Newsletter. It read "We want to do our best to help your child love school and help them grow in all aspects. We know that we will achieve this through a partnership with you." He complimented Mr. Meyers and encouraged parent involvement as the primary stakeholders in their children's education.
- Director Scott Mason attended the WSSDA legislative conference. He will provide a synopsis of the conference to share with the Board of Directors.
- Director Tara Cochran attended the start of the Unified basketball Battle of the Bridge game held tonight. She stated that this is one of her favorite events.
- Board President Tyson Gambling shared the following district good news:
    - The first semester of school ends this week.
    - The elementary schools are using Character Strong curriculum and the word of the month is perseverance.
    - There are a lot of winter activities happening in the schools including holiday sing along, the IDEA project will be at Southwood Elementary next week, music concerts, movie nights sponsored by PTAs/PTOs, Glow Run Fundraisers, Early Childhood Resource Fair and a lot of new clubs at the middle schools.
- Enumclaw Middle School and Thunder Mountain Middle School recently had a friendly robotics competition.
- EHS student, Preston Bauer, has been elected the District 5 President for Washington State DECA.
- The EHS Cheer Team took first place in Small Tumbling at the Harbor Cheerfest.
- EHS held their Winter Wishes assembly.
- Long-time custodian, Jaimie Arroyo, known as "Mr. Jaimie" retired after 26 years of service. He is well loved and will be missed.
- Student representative Makhya Walls shared that the EHS FCCLA will be hosting a winter carnival for children ages 3 to 11 on Friday, January 23.

C. Board of Directors Appreciation

Superintendent Jill Burnes expressed gratitude to the Board of Directors for their leadership, service and dedication to students and families in the community. Students in attendance presented the Directors with a certificate of appreciation and a small gift.

Superintendent Jill Burnes also took the opportunity to reflect on past service of board members. She share appreciation for those who previously served in the district and the

many hours of service and support to lay the foundation for the district's success. A slide was shared with pictures and names of prior board members.

D. Presentation - Southwood Elementary

Southwood Principal Andy Means shared that he was excited to be at the meeting to celebrate the many great things happening in the district. Mr. Means stated that he selected a few highlights for the Southwood work this year showing the through lines that connect to the efforts at the district level. The presentation will highlight how Southwood interweaves with the district five commitments with a focus specifically on problem based math instruction, targeted intervention and progress monitoring, and positive behavior and a sense of belonging.

Mr. Means shared that for Problem Based Math Instruction they are focusing on teacher clarity with PLC work, TPEP inquiry cycles and staff meetings. First grade teacher Mia Harrington shared lesson specific strategies that she utilizes throughout the day. She shared how teachers are identifying students who need extra support, developing plans and monitoring progress. Data was shared showing students closing the gap with targeted math intervention.

Also shared were steps taken beyond core instruction when classroom interventions aren't enough for students and how they utilize Targeted Intervention and Progress Monitoring. Mr. Means shared how the Student Support Team (SST) process works at Southwood Elementary with teachers submitting requests for support to the SST. Intervention plans are created for students using data to set goals and monitor progress.

Mr. Means showcased ways positive behavior is being reinforced at Southwood. Students are receiving "panther bucks" as rewards and he stated the goal and power of the 4:1 positive feedback. Teacher Laura Johnson and two students shared about the benefits of the school's HERO team and the Character Strong program at Southwood. Students shared that these positive experiences help students learn how to respect each other and encourages them to be kind and safe. Students are learning important life skills as they do activities surrounding the word of the month. January's word is "perseverance. "

Mr. Means thanked the Board of Directors for their time. The Board of Directors asked clarifying questions and thanked Mr. Means, the teachers and students for their presentation.

E. Presentation - Consertus: Progressive Design Build

Mr. Phil Iverson, Director from OAC/Consertus, introduced himself to the Board of Directors. He stated he was in attendance to give an update on the Ten Trails Elementary Project. He clarified that the school name has not been selected, but the name Ten Trails Elementary Project will be referenced until a school name is selected.

Mr. Iverson shared a presentation with the Board of Directors and reminded them that the feasibility study of the proposed school site began after their approval for this work in the 2025. This work confirmed the site viability with no critical issues found and they created conceptual estimates based on a 65,000 square foot building and a 72,000 square foot building.

Mr. Iverson shared with the Board the steps taken to utilize the Progressive Design Build (PDB) model which included getting approval from the State of Washington. With a PDB there is cost certainty and reduced risk with a singular contract with a builder and a designer. A memo was provided to the Board of Directors to show the steps taken to get to this point. The resolution provided is requesting approval for the "validation phase." The validation phase will confirm everything they know about the site with a designer and a contactor along with development requirements. The team selected, Korsmo Construction, will deliver a school for the district's budget. Mr. Iverson shared the timeline for the project with a school completion being ready for students in August 2027. The contractor will engage with local businesses.

Director of Business Kyle Fletcher stated the benefits of working with OAC/Consertus. He shared that there will be regular updates coming to the Board of Directors from Consertus and Korsmo. Superintendent Burnes summarized that there are three resolutions on the agenda for the Board to consider which are to authorize district personnel, approve the Progressive Design Build, and the validation phase. She stated that the there will be time dedicated to this project on the February Board Work Study agenda.

Board President Gamblin shared that the PDB Committee met over the past few months with a very well vetted process of interviewing and scoring to arrive at this this decision.

III. HEARING OF PERSONS DESIRING TO ADDRESS THE BOARD AS A WHOLE

A. Persons Desiring to Address the Board:

Rachael Bylin introduced herself to the Board of Directors. She read the following statement:
I am here regarding the so called "EHS Wrestling Accountability Contract" that was presented to my daughter from the wrestling coach and athletic director. I want to be very clear, this contract is based on false premises, lacks due process and places unreasonable and inappropriate responsibility on a minor student athlete. First it says that our daughter disrespected the team by leaving the Kelso tournament and not standing on the podium. The statement is simply not true and is proven by the text messages I have from the coaching staff. Our daughter received approval from the coaches. She did not walk out, she did not refuse an award, and she did not violate any team rule. Approval was granted. To now label that approved action as misconduct is a misrepresentation of the facts.

Secondly, this contract attempts to punish her for the behavior of a grown man in the stands, who did not violate Enumclaw High Schools fan code in any way. I ask the board directly, since when is a teenage student responsible for controlling adult spectators? That responsibility lies with the event staff and administration, not a child in your school district. Yet per this contract if she does not control these spectators she will forfeit her match and be kicked off the team? I ask you how this is reasonable or fair?

Thirdly, this contract effectively removes her ability to wrestle without ever giving her a chance to defend herself. There was no investigation, no hearing, no meeting, and no opportunity to respond before discipline was imposed. A contract that threatens dismissal from the team without due process in not accountability, it is coercion. In fact we requested a meeting with the Athletic Director and the principal without the presence of the coach after the he screamed in our daughter's face on two different occasions following the Kelso finals. That request was denied. The AD told us the coach deserved to be in the meeting. That is not a safe or neutral process for a student who has already been verbally confronted. Why was our daughter denied an independent administrative meeting as it states in EHS's code of conduct? Why has no administrator spoken to us directly to her our side?

Finally, what concerns us most is the appearance that staff are protecting each other rather than protecting a student. We have yet to be heard by anyone in authority, yet conclusions were drawn, a contract was written and a punishment was issued. Either sign a contract that is completely false filled with lies and accusations or you're off the team. We are asking for fairness, transparency, and adherence to district policy. My daughter is a senior this year, she is a coach appointed captain, your current state champ and is currently ranked number one in the state. Enumclaw High School, the athletic director and the coach have failed her by not following the districts policies.

Mitch Bylin introduced himself to the Board of Directors and stated that Rachel covered the contract, but he wanted to cover the oversights. He read the following statement: I am here out of concern for fairness, concern for policy, and concern for the impact this decision has had on my daughter and her future. Enumclaw High School has a clear Code of Conduct and established disciplinary procedures. These policies exist to ensure that consequences are fair, consistent, and based on facts, not assumptions, emotions or selective interpretation. In this situation, those standards were not followed.

My daughter did not receive any due process before receiving this contract from the coach Monday afternoon following the tournament in Kelso. Per the Enumclaw Code of Conduct, the Athletic Director did not interview my daughter, she did not explain what rule was broken, she did not give an opportunity for her to respond to the allegations the coach brought against her. The AD did not call us or give us a written letter that outlined the incident or penalty which is also stated in the districts code of conduct. Lastly we were denied the opportunity to request an unbiased hearing per the district's code of conduct.

The punishment our daughter received does not match the incident, there was no clear violation of the student code of conduct, there was no written rule my daughter broke, there was no formal disciplinary findings, per Enumclaw's school district handbook you cannot punish a student without proving a rule has been broken. Under Enumclaw's disciplinary standards it states once a rule was broken and proven to be broken punishment would be minor incidents-a student will receive a warning, moderate incidents-a short suspension, major incident-suspension. The AD wrote this contract up with the coach without following the district's step by step process, a contract was imposed rather than a formal discipline process under the student handbook, this bypasses the protections the code of conduct gives students athletes. Because of this decision, the AD, the coach and the school district are taking away more than just a season. You are taking away opportunities. Our children deserve better and my daughter deserves better.

Rhonda Bullock introduced herself to the Board of Directors. She read the following statement:
I am here to formally address violations of Enumclaw High School athletic policy and district standards in the treatment of my senior daughter by both her wrestling coach and the Athletic Director.

Enumclaw School District policy is clear: athletics exist to serve students. Coaches and administrators are required to provide a safe, respectful, non-discriminatory environment, free from harassment, intimidation, humiliation, or retaliation. Students are entitled to equitable opportunities when they meet participation requirements. Those standards were not upheld.
Before the wrestling season began, my daughter notified the coach that she would be absent due to a college soccer showcase. He approved it. Despite that approval, on the first day of practice he publicly threatened to remove her from the team, in front of teammates. District policy explicitly prohibits conduct that humiliates or degrades students. That threat alone violated professional conduct standards. My daughter complied with all team requirements, attended every practice after returning, and prepared physically and mentally for her senior season. Yet she was arbitrarily denied participation in the Portland tournament without explanation. When she asked why, she was told, “Because it’s my decision.” Enumclaw policy does not allow coaches to exercise unchecked authority without accountability, transparency, or administrative review. When she spoke to the athletic director she explained that she backs the coaches decision and there was nothing else she could do. Most concerning is conduct that violates student safety and harassment policies outright. The coach physically grabbed my daughter’s leg hair, commented on her body, and mocked her family—publicly. That is inappropriate physical contact and verbal harassment. It is a clear violation of district expectations, WIAA coach ethics, and Title IX protections regarding sex-based harassment. No student should ever be touched or commented on in that manner by a coach.

My daughter reported this behavior. The Athletic Director's response was to defer entirely to the coach—failing the duty of oversight required by district policy. Administrators are not permitted to ignore credible complaints of misconduct. Doing so enables harm. After leaving wrestling, my daughter sought to join flag football to salvage her senior winter season. District policy promotes equitable access and inclusion, especially for seniors. She was denied participation over a jersey—an administrative convenience prioritized over student opportunity. That decision directly cost her the chance to letter in a sport she earned. She is not a marginal student. She has represented Enumclaw High School in multiple varsity sports, academics, leadership programs, music, and volunteer service. She is exactly the type of student these policies are designed to protect. This is not a misunderstanding. This is a systemic failure of leadership, policy enforcement, when administrators refuse to intervene, the message sent to students—especially young women—is that their effort, dignity, and safety are negotiable. I am asking this body to take this seriously: to review conduct, enforce policy, and ensure that no other student experiences what my daughter did. Thank you.

Dave Weston introduced himself to the Board of Directors. He wanted to start by acknowledging Jill Burnes and stated that it is remarkable that someone was ready and able to step in. He said that the district is fortunate to have her. He said he wanted to know what we can do to support her in being successful. Mr. Weston stated that he appreciates the levy information, but he is scared about the upcoming levy. He said it's helpful to have good information out there, but that it gives him great fear if the district doesn't pass the levy. He knows that if the levy doesn't pass and the district is crippled the best people will get poached. He appreciated Southwood's presentation and students owning their learning. He sees these students being prepared for success in the real world.

IV. ADMINISTRATION/BUSINESS

A. Resolution 1153: Authorized District Personnel

Scott Mason made a motion to approve Resolution 1153-Authorized District Personnel, Resolution 1154-Authorization to Use Progressive Design Build Delivery and Intent to Construct and Comply with Requirements of RCW 39.10, Resolution 1155-Resolution Recommending Award-Validation Phase Services (PDB), Resolution 1156-Appointment of District Claims Agent, Resolution 1157-Authorization of Facsimile Signature, Resolution 1158-Authorization of Warrant Signature, Resolution 1159-Authorization to Invest Funds, Resolution 1160-Designation of District Agent, Resolution 1161-Designation of Auditing Officers, and Resolution 1162-Certified Signatures of District Personnel Authorized to Sign School Construction Project Documents.
Ben Stouffer seconded the motion.
The board **VOTED** to approve the motion.

B.

Resolution 1154: Authorization to Use Progressive Design Build Delivery and Intent to Construct and Comply with Requirements of RCW 39.10

C. Resolution 1155: Resolution Recommending Award-Validation Phase Services (Progressive Design Build)

D. Resolution 1156: Appointment of District Claims Agent

E. Resolution 1157: Authorization of Facsimile Signature

F. Resolution 1158: Authorization of Warrant Signature

G. Resolution 1159: Authorization to Invest Funds

H. Resolution 1160: Designation of District Agent

I. Resolution 1161: Designation of Auditing Officers

J. Resolution 1162: Certified Signatures of District Personnel Authorized to Sign School Construction Project Documents

K. School Improvement Plans

Scott Mason made a motion to approve the 2025-26 School Improvement Plans.
Ben Stouffer seconded the motion.
The board **VOTED** to approve the motion.

L. Policies - First Reading

The Board of Directors acknowledged the first reading review of Policy #1111-Oath of Office, Policy #1820-Board Self-Assessment, New Policy #1821-Standards for School Directors and the retirement of Policy #1810-Annual Goals and Objectives. These policies will be brought forward for a second reading in February.

M. Policies - Second Reading

Ben Stouffer made a motion to approve second reading of Policy #2170-Career and Technical Education and Policy #2420-Grading and Progress Reports.
Scott Mason seconded the motion.
The board **VOTED** to approve the motion.

N. Financial Report

Director of Business Kyle Fletcher submitted the Financial Report to the Board of Directors in advance of the meeting. There were no questions or comments.

O. Payroll and Vouchers

Scott Mason made a motion to approve vouchers and payroll warrant as submitted.
Ben Stouffer seconded the motion.
Director Stouffer asked clarifying questions regarding voucher payments for facsimile services lines, fire protection services, City of Enumclaw utilities, and Solar Winds.
Director of Business Kyle Fletcher responded to Director Stouffer's questions.
The board **VOTED** to approve the motion.

V. CONSENT AGENDA

A. Personnel Report

Personnel Report - January 2026

B. Field Trip Requests

C. Memos to the Board

D. Donations

E. School Calendars

F. Vote on Consent Agenda Items

Ben Stouffer made a motion to approve the consent agenda.
Scott Mason seconded the motion.
Director Stouffer asked how project close-outs work in the district. Superintendent Jill Burnes shared the district's Maintenance Supervisor's process of walk throughs with Project Managers to ensure work has been completed as contracted.

In reference to the school calendars on the agenda for approval, Superintendent Jill Burnes shared that the EEA was given two options for the school calendars and the ones that received the majority of votes are what are on the calendar for approval for the 2026-27 and 2027-28 school year.
The board **VOTED** to approve the motion.

VI. BOARD PROCESS DEBRIEF

A. Board Debrief

A reminder was given to the public to vote on February 10. Board President Gamblin shared that there is a lot happening in the district with building a new school, conducting a superintendent search and upgrading the Skyward program. Board President Gamblin offered gratitude to the cabinet members, teachers and staff in the district. He shared that there will be opportunities for public input and discussions and invited the community stay involved.

VII. Closing Items

A. Adjourn Meeting

There being no further business to be transacted, and upon motion duly made, seconded and approved, the meeting was adjourned at 8:07 PM.

Respectfully Submitted,
Tyson Gamblin