APPROVED

Griffin School District #324

Minutes

Griffin School Board Meeting

Date and Time
Wednesday September 24, 2025 at 6:00 PM

Location
Griffin School Library
6530 33rd Avenue NW
Olympia, WA 98502

Directors Present
Blair Baker, Emma Rose, Julie Osterberg

Directors Absent
Tesa Frevert, Trish Hefton

Guests Present
Alex Jones, Ashley Herron, Erin Hagen, Kim Ferra, Kirsten Rue, Kyle Nixon, Maitri Sojourner, Rebekah Keiser

I. Opening Items

A. Record Attendance

B. Call the Meeting to Order

Julie Osterberg called a meeting of the board of directors of Griffin School District #324 to order on Wednesday Sep 24, 2025 at 6:01 PM.

C. Board Recognition of Students, Staff or Community Members

New Recess Mentors:
Seventh-grade students **Tucker DeLong** and **Landon Hufana** were recognized as new Recess Mentors. They assisted younger students during recess by helping them play games, resolve conflicts, and build positive relationships.

Landon shared that they played football, basketball, and other games with the younger students.
Tucker stated that it was a lot of fun helping the younger students and that they enjoyed participating in many games together.

Director Rose asked what strategies they used to assist younger students.
Tucker responded that they stepped in between students if necessary and talked with them to help resolve issues.

A **member of the public** asked if Griffin provided training for student mentors.
Superintendent Rue responded that a Restorative Practices Training would be held at Griffin on **November 12**, and both Tucker and Landon had been selected as leaders to help pilot the program.

Dr. Ashley Herron, 7th and 8th grade teacher, was recognized for earning her **doctoral degree**. The Board commended her perseverance and commitment to continued learning, highlighting her dedication to professional growth.

Director Rose asked Dr. Herron what one of the key insights from her research had been.
Dr. Herron shared that teachers experienced great satisfaction when participating in self-directed learning, gaining a sense of self-efficacy. She emphasized her belief in developing teacher leaders and valuing them as experts in their fields, and thanked the Board for supporting her work at Griffin.

Finance Director Kim Ferra was recognized for her longstanding service as Griffin's fiscal director. Superintendent Rue expressed deep appreciation for Kim's dedication and expertise, noting that her careful management had kept Griffin financially stable despite challenging economic conditions. While nearby districts faced binding conditions requiring state oversight, Griffin remained solvent thanks to Kim's leadership and fiscal responsibility.

II. Public Comment

A. Comments from the Public

Maitri Sojourner provided comments and submitted an attached document for the record.

III. CONSENT AGENDA

A. Approval of Board Meeting Minutes - August. 27, 2025

Emma Rose made a motion to approve the minutes from Griffin School Board Meeting on 08-27-25.
Blair Baker seconded the motion.
The board **VOTED** unanimously to approve the motion.

B. Approval of Study Session Minutes - September 10, 2025

Emma Rose made a motion to approve the minutes from Griffin School Board Study Session on 09-10-25.
Blair Baker seconded the motion.
The board **VOTED** unanimously to approve the motion.

C. Approval of Warrants & Payroll

D. Approval of the Enrollment Report

E. Approval of the Personnel Report

F. Approval of All Consent Agenda Items

Emma Rose made a motion to Approve Consent Agenda.
Blair Baker seconded the motion.
The board **VOTED** unanimously to approve the motion.

IV. NEW BUSINESS

A. Facilities Update

Griffin School District Facilities Update

A presentation was provided summarizing Summer 2025 projects, which included deep cleaning, water filter installation, drywall repairs, installation of a new hot water heater, refurbishing the picnic shed, and the installation of new boilers.

The main project of the year was the installation of new boilers, completed in partnership with **West Coast Mechanical**, a local business. Superintendent Rue noted that the project positioned Griffin for improved efficiency moving forward.

Griffin continued progress toward becoming a “green” school. The district received a grant from the **Department of Commerce** and participated in a **Puget Sound Energy program** to help reduce overall energy spending.

Facilities Supervisor Alex presented the Capital Projects Fund Plan, outlining identified projects, priorities, and associated costs.

A **member of the public** asked about reserve funds, and **Superintendent Rue** explained the five separate district funds.

Board members expressed appreciation for Alex and his team:
Director Rose commended their efforts.
Director Osterberg acknowledged the detailed planning.
Director Baker expressed appreciation for the work done to secure new grants.

B. Technology Plan Review

Technology Supervisor Kyle Nixon provided an update on the Technology Plan. In May, all teacher laptops were replaced, and new laser projectors were installed in every classroom over the summer. Eighty new iPads were added, replacing outdated devices. Middle school students are no longer to take iPads home daily; instead, charging stations were added to classrooms.

Phase 2 of the plan, scheduled for next summer, will include a complete Wi-Fi upgrade and enhanced network security.

Superintendent Rue thanked the community for approving the **February 2024 Levy**, which funded many of these updates, emphasizing the importance of local levy support.

C. Spring 2025 SBAC Results

SBAC Summary 2024-25 Presentation

A presentation was provided summarizing **Spring 2025 SBAC assessment results**.
Performance levels were explained as follows:
Level 1: Below grade-level knowledge
Level 2: Foundational grade-level knowledge
Level 3: Consistent grade-level knowledge (college-ready)
Level 4: Advanced grade-level knowledge

Griffin students performed strongly compared to state averages in all tested areas.

Level 2, 3 & 4: ELA
-State: 70.9%
-Griffin: 83.8%

Level 3 or 4: ELA
-State: 50.9%
-Griffin: 64.3%

Level 4: ELA
-State: 24.1%
-Griffin: 26.2%

Level 2, 3 & 4: Math
-State: 63.3%
-Griffin: 77.4%

Level 3 or 4: Math
-State: 40.7%
-Griffin: 54.5%

Level 4: Math
-State: 21.8%
-Griffin: 26.5%

Level 2, 3 & 4: Science
-State: 62.6%
-Griffin: 86.0%

Level 3 or 4: Science
-State: 40.7%
-Griffin: 66.9%

Level 4: Science
-State: 15.9%
-Griffin: 28.9%

Director Rose asked whether Griffin performed above the state in all categories.

Principal Keiser confirmed that the district performed above state averages overall. Further discussion followed regarding cohort growth, grade-level comparisons, and strategies for addressing students performing below grade level.
Assistant Principal Hagen acknowledged the challenges of closing achievement gaps, particularly for students multiple grade levels behind.

Principal Keiser described how the school's **MTSS process** utilizes individualized data tracking—covering assessment scores, attendance, and other indicators—to ensure comprehensive student support.

Director Rose asked whether the SBAC data would be shared with families and the community.

Principal Keiser confirmed that results could be uploaded to **Qmlativ** and would be added to the website.

Superintendent Rue noted that an **assessment page** was being developed on the district website to share these results publicly.

V. OLD BUSINESS

A. Approval of Superintendent's Goals 2025-2026

Emma Rose made a motion to approve the Superintendent's Goals for 2025-2026.
Blair Baker seconded the motion.
Superintendent Rue reviewed the general goal areas, originally discussed during the September 10th Study Session:
1. Student Voice
2. Community Engagement
3. Building Board Knowledge of District Operations

Director Osterberg appreciated the connection between these goals and the Strategic Plan.

Director Rose noted that the outlined format would make the future review process more efficient.
The board **VOTED** unanimously to approve the motion.

VI. POLICY - UPDATES

A. 2151 Interscholastic Acitivities

Emma Rose made a motion to approve Policy 2151.
Blair Baker seconded the motion.
Superintendent Rue confirmed the policy was reviewed during the September 10th Study Session and that related surveys would be administered every three years.
The board **VOTED** unanimously to approve the motion.

B. 3141 Nonresident Students

Emma Rose made a motion to approve Policy 3141.
Blair Baker seconded the motion.
Superintendent Rue explained that the policy update aligned Griffin’s transfer process with state compliance requirements.
The board **VOTED** unanimously to approve the motion.

C. 6210 Purchasing Authorization & Control

Blair Baker made a motion to approve Policy 6210.
Emma Rose seconded the motion.

Superintendent Rue noted that the update set a $25,000 spending limit for emergency expenditures requiring immediate action, such as a roof leak, without prior Board approval. Expenditures beyond that amount would require an emergency Board meeting.
The board **VOTED** unanimously to approve the motion.

D. 6212 Charge Cards

Blair Baker made a motion to approve Policy 6212.
Emma Rose seconded the motion.
Superintendent Rue stated that this policy was reviewed in detail during the September 10th Study Session.
The board **VOTED** unanimously to approve the motion.

E. 6215 Expense Claim Certification and Approval

Emma Rose made a motion to approve Policy 6215.
Blair Baker seconded the motion.
Superintendent Rue noted that the policy ensures internal auditing practices and caps expense claims at $5,000.
The board **VOTED** unanimously to approve the motion.

VII. DISTRICT REPORTS

A. Finance Director's Report

Finance Director Ferra reviewed the August 2025 Budget Status Report, included in the meeting packet. She stated that the district had used approximately **92%** of its planned expenditures and was in the process of closing the books for the fiscal year. Although expenditures exceeded revenues, the difference was less than initially projected.

B. Superintendent's Report

Beginning **October 1**, state legislation would require schools to begin paying taxes on many previously exempt services, including costs associated with the **Special Education Co-op**. Superintendent Rue encouraged continued advocacy with legislators to address this issue.

Effective **October 2**, Griffin would discontinue return bus service following athletic events due to low utilization and high cost ($300–$500 per event). Coaches would remain on site until all students were picked up.

Learning Walks for Board Members would be scheduled soon, providing opportunities to observe daily activities without evaluative intent.

Superintendent Rue recently attended a **Leadership & Happiness Symposium for Superintendents** and looked forward to incorporating its concepts into her work.

She expressed appreciation to the **Griffin School Foundation** for its successful auction, which supports multiple district initiatives.

VIII. Closing Items

A. For the Good of the Order

Principal Keiser noted that 122 Griffin students were currently enrolled as **Choice Transfers**.

Director Rose reported attending the **WSSDA General Assembly**, commending the diverse representation of districts. She requested that the WSSDA survey be added to the next Study Session agenda.

Director Osterberg thanked the Board for their support during her absence in September.

B. Executive Session

C. Adjourn Meeting

There being no further business to be transacted, and upon motion duly made, seconded and approved, the meeting was adjourned at 7:19 PM.

Respectfully Submitted,
Julie Osterberg

Documents used during the meeting

- Payroll Sept. 2025.pdf
- Enrollment Sept. 2025.pdf
- Personnel Report Sept. 2025.pdf
- Superintendent Rue's 2025-26 Goals.pdf
- 2151 Interscholastic Activities.pdf
- 3141-Nonresident Students.pdf
- 6210-Purchasing Authorization and Control.pdf
- 6212-Charge Cards.pdf
- 6215-Expense Claim Certification and Approval.pdf
- Budget Status August 2025.pdf

"Where students thrive, feel valued, and shape a better world."