



Deer Park Board of Directors

September 28, 2026 Regular Board Meeting

Published on September 24, 2026 at 12:44 PM PDT

Date and Time

Monday September 28, 2026 at 6:00 PM PDT

Location

District Administration - Board Room

Agenda

I. Opening Items

- A. Record Attendance
- B. Call the Meeting to Order

II. Flag Salute

III. Enrollment Report

- A. September

IV. Superintendent Report

- A. Report: Technology Services

B. Report: Disability History Month

C. Special Education: Update

V. Consent Agenda

A. Minutes of Previous Meeting

B. Vouchers

C. Payroll

D. Human Resources Report

E. POLICIES FOR 2ND READ

VI. Items from the Floor

VII. Closing Items

A. Adjourn Meeting

Coversheet

September

Section:	III. Enrollment Report
Item:	A. September
Purpose:	
Submitted by:	
Related Material:	Enrollment Report - September.pdf

REPORT ALE

STATE OF WASHINGTON
SUPERINTENDENT OF PUBLIC INSTRUCTIONRUN SEP 21, 2026 @ 13:58
Page 1 of 2

ALE ENROLLMENT AS REPORTED IN SAFS APPLICATION FOR SCHOOL YEAR ENDING 2027

--- ALE FTE

Deer Park S.D. No. 414

GRADES	SEPTEMBER	OCTOBER	NOVEMBER	DECEMBER	JANUARY	FEBRUARY	MARCH	APRIL	MAY	JUNE	AVERAGE
Kindergarten	15.00										15.00
First	42.00										42.00
Second	41.20										41.20
Third	47.40										47.40
Fourth	54.40										54.40
Fifth	31.60										31.60
Sixth	54.80										54.80
Seventh	54.70										54.70
Eighth	54.80										54.80
Ninth	42.20										42.20
Tenth	67.40										67.40
Eleventh	61.80										61.80
Twelfth	42.00										42.00
Kindergarten	15.00										15.00
Grades 1-3	130.60										130.60
Grade 4	54.40										54.40
Grades 5-6	86.40										86.40
Grades 7-8	109.50										109.50
Grades 9-12	213.40										213.40
** TOTALS	609.30										609.30

REPORT ALE

STATE OF WASHINGTON
SUPERINTENDENT OF PUBLIC INSTRUCTION

RUN SEP 21, 2026 @ 13:58
Page 2 of 2

ALE ENROLLMENT AS REPORTED IN SAFS APPLICATION FOR SCHOOL YEAR ENDING 2027

I hereby certify that all students are reported in accordance with enrollment reporting rules and instructions, and that supporting student records are available for audit.

District Superintendent or Authorized Official

REPORT ALEH

STATE OF WASHINGTON
SUPERINTENDENT OF PUBLIC INSTRUCTIONRUN SEP 21, 2026 @ 13:58
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ALE ENROLLMENT AS REPORTED IN SAFS APPLICATION FOR SCHOOL YEAR ENDING 2027

--- ALE Head Count

Deer Park S.D. No. 414

GRADES	SEPTEMBER	OCTOBER	NOVEMBER	DECEMBER	JANUARY	FEBRUARY	MARCH	APRIL	MAY	JUNE	AVERAGE
Kindergarten	30.00										3.75
First	42.00										5.25
Second	42.00										5.25
Third	49.00										6.13
Fourth	55.00										6.88
Fifth	33.00										4.13
Sixth	56.00										7.00
Seventh	57.00										7.13
Eighth	56.00										7.00
Ninth	44.00										5.50
Tenth	68.00										8.50
Eleventh	70.00										8.75
Twelfth	50.00										6.25
Kindergarten	30.00										3.75
Grades 1-3	133.00										16.63
Grade 4	55.00										6.88
Grades 5-6	89.00										11.13
Grades 7-8	113.00										14.13
Grades 9-12	232.00										29.00
** TOTALS	652.00										81.50

REPORT ALEN

STATE OF WASHINGTON
SUPERINTENDENT OF PUBLIC INSTRUCTION

RUN SEP 21, 2026 @ 13:53
Page 2 of 2

ALE ENROLLMENT AS REPORTED IN SAFS APPLICATION FOR SCHOOL YEAR ENDING 2027

I hereby certify that all students are reported in accordance with enrollment reporting rules and instructions, and that supporting student records are available for audit.

District Superintendent or Authorized Official

Report 1251

STATE OF WASHINGTON
SUPERINTENDENT OF PUBLIC INSTRUCTION

RUN September 21, 2026 @ 13:59

SUMMARY OF FULL-TIME EQUIVALENT ENROLLMENT AS REPORTED ON FORM P223 FOR SCHOOL YEAR ENDING 2027

Deer Park School District - (32414)

Spokane County No. 32

E.S.D 101

Total K-12 Basic Education Enrollment - including ALE

	SEPTEMBER	OCTOBER	NOVEMBER	DECEMBER	JANUARY	FEBRUARY	MARCH	APRIL	MAY	JUNE	AVERAGE
KINDERGARTEN	161.00										161.00
FIRST	157.00										157.00
SECOND	184.10										184.10
THIRD	192.70										192.70
FOURTH	198.40										198.40
FIFTH	199.90										199.90
SIXTH	203.20										203.20
SEVENTH	235.60										235.60
EIGHTH	221.94										221.94
NINTH	223.46										223.46
TENTH	220.58										220.58
ELEVENTH	161.94										161.94
TWELFTH	151.44										151.44
*** TOTALS	2,511.26										2,511.26

Total K-12 Basic Education Enrollment - By Grade Span - including ALE

	SEPTEMBER	OCTOBER	NOVEMBER	DECEMBER	JANUARY	FEBRUARY	MARCH	APRIL	MAY	JUNE	AVERAGE
KINDERGARTEN	161.00										161.00
GRADES 1-3	533.80										533.80
GRADE 4	198.40										198.40
GRADES 5-6	403.10										403.10
GRADES 7-8	457.54										457.54
GRADES 9-12	757.42										757.42
*** TOTALS	2,511.26										2,511.26

Report 1251

STATE OF WASHINGTON
SUPERINTENDENT OF PUBLIC INSTRUCTION

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SUMMARY OF FULL-TIME EQUIVALENT ENROLLMENT AS REPORTED ON FORM P223 FOR SCHOOL YEAR ENDING 2027

Deer Park School District - (32414)

Spokane County No. 32

E.S.D 101

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	SEPTEMBER	OCTOBER	NOVEMBER	DECEMBER	JANUARY	FEBRUARY	MARCH	APRIL	MAY	JUNE	AVERAGE
KINDERGARTEN	15.00										15.00
FIRST	42.00										42.00
SECOND	41.20										41.20
THIRD	47.40										47.40
FOURTH	54.40										54.40
FIFTH	31.60										31.60
SIXTH	54.80										54.80
SEVENTH	54.70										54.70
EIGHTH	54.80										54.80
NINTH	42.20										42.20
TENTH	67.40										67.40
ELEVENTH	61.80										61.80
TWELFTH	42.00										42.00
*** TOTALS	609.30										609.30

Total ALE Enrollment - By Grade Span

	SEPTEMBER	OCTOBER	NOVEMBER	DECEMBER	JANUARY	FEBRUARY	MARCH	APRIL	MAY	JUNE	AVERAGE
KINDERGARTEN	15.00										15.00
GRADES 1-3	130.60										130.60
GRADE 4	54.40										54.40
GRADES 5-6	86.40										86.40
GRADES 7-8	109.50										109.50
GRADES 9-12	213.40										213.40
*** TOTALS	609.30										609.30

Report 1251

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SUPERINTENDENT OF PUBLIC INSTRUCTION

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SUMMARY OF FULL-TIME EQUIVALENT ENROLLMENT AS REPORTED ON FORM P223 FOR SCHOOL YEAR ENDING 2027

Deer Park School District - (32414)

Spokane County No. 32

E.S.D 101

Total Vocational and Skill Center Enrollment below are included in K-12 Enrollment

	SEPTEMBER	OCTOBER	NOVEMBER	DECEMBER	JANUARY	FEBRUARY	MARCH	APRIL	MAY	JUNE	AVERAGE
Total VOC 9-12	91.98										91.98
Total SK CNTR	0.00										0.00
Total VOC 7-8	0.00										0.00

ALE Vocational and ALE Skill Center Enrollment are included in above Total Vocational & Skill Center Enrollment

	SEPTEMBER	OCTOBER	NOVEMBER	DECEMBER	JANUARY	FEBRUARY	MARCH	APRIL	MAY	JUNE	AVERAGE
ALE VOC 9-12	0.00										0.00
ALE SK CNTR	0.00										0.00
ALE VOC 7-8	0.00										0.00

Running Start - 9 month average, (Oct - Aug) - Not included in K-12 Enrollment

	SEPTEMBER	OCTOBER	NOVEMBER	DECEMBER	JANUARY	FEBRUARY	MARCH	APRIL	MAY	JUNE	JULY	AUGUST	AVERAGE
NONVOC.	0.00												0.00
VOCATIONAL	0.00												0.00

Open Doors - 10-month average of the school year's 12 months - not included in K-12 Enrollment

	SEPTEMBER	OCTOBER	NOVEMBER	DECEMBER	JANUARY	FEBRUARY	MARCH	APRIL	MAY	JUNE	JULY	AUGUST	AVERAGE
NONVOC.	1.00												1.00
VOCATIONAL	0.00												0.00

Report 1251

STATE OF WASHINGTON
SUPERINTENDENT OF PUBLIC INSTRUCTION

RUN September 21, 2026 @ 13:59

SUMMARY OF FULL-TIME EQUIVALENT ENROLLMENT AS REPORTED ON FORM P223 FOR SCHOOL YEAR ENDING 2027

Deer Park School District - (32414)

Spokane County No. 32

E.S.D 101

Transition To Kindergarten - Not included in K-12 Enrollment

	SEPTEMBER	OCTOBER	NOVEMBER	DECEMBER	JANUARY	FEBRUARY	MARCH	APRIL	MAY	JUNE	AVERAGE
TK FTE	0.00										0.00

Summary of all Enrollment

	K-12 P-223S	ALE P-223S *	TOTAL P-240	TOTAL P-223	GRAND TOTAL
KINDERGARTEN				161.00	161.00
Grades 1-3				533.80	533.80
Grade 4				198.40	198.40
Grades 5-6				403.10	403.10
Grades 7-8				457.54	457.54
Grades 9-12				757.42	757.42
K-12 TOTAL				2,511.26	2,511.26
RUNNING START TOTAL					0.00
OD TOTAL					1.00
TK TOTAL					0.00
GRAND TOTAL					2,512.26

Vocational Program Totals

	P-223	P-223S	Total Voc Enrollment	ALE P-223	ALE P-223S	Total ALE Voc Enrollment
VCC 7-8	0.00		0.00	0.00		0.00
VCC 9-12	91.98		91.98	0.00		0.00
Skill Cntr	0.00		0.00	0.00		0.00

I hereby certify that all students are reported in accordance with enrollment reporting rules and instructions, and that supporting student records are available for audit.

Superintendent or Authorized Official

Report 1251H

STATE OF WASHINGTON
SUPERINTENDENT OF PUBLIC INSTRUCTION

RUN September 21, 2026 @ 13:59

SUMMARY OF HEAD-COUNT ENROLLMENT AS REPORTED ON FORM P223 FOR SCHOOL YEAR ENDING 2027

Deer Park School District - (32414)

Spokane County No. 32

E.S.D 101

Total K-12 Basic Education Enrollment

	SEPTEMBER	OCTOBER	NOVEMBER	DECEMBER	JANUARY	FEBRUARY	MARCH	APRIL	MAY	JUNE	AVERAGE
KINDERGARTEN	176										176.00
FIRST	158										158.00
SECOND	185										185.00
THIRD	194										194.00
FOURTH	199										199.00
FIFTH	202										202.00
SIXTH	204										204.00
SEVENTH	238										238.00
EIGHTH	224										224.00
NINTH	225										225.00
TENTH	222										222.00
ELEVENTH	196										196.00
TWELFTH	181										181.00
*** TOTALS	2,604										2,604.00

Total K-12 Basic Education Enrollment - By Grade Span

	SEPTEMBER	OCTOBER	NOVEMBER	DECEMBER	JANUARY	FEBRUARY	MARCH	APRIL	MAY	JUNE	AVERAGE
KINDERGARTEN	176										176.00
GRADES 1-3	537										537.00
GRADE 4	199										199.00
GRADES 5-6	406										406.00
GRADES 7-8	462										462.00
GRADES 9-12	824										824.00
*** TOTALS	2,604										2,604.00

Transition To Kindergarten

	SEPTEMBER	OCTOBER	NOVEMBER	DECEMBER	JANUARY	FEBRUARY	MARCH	APRIL	MAY	JUNE	JULY	AUGUST	AVERAGE
Total TK HC	0												0.00

Report 1251H

STATE OF WASHINGTON
SUPERINTENDENT OF PUBLIC INSTRUCTION

RUN September 21, 2026 @ 13:59

SUMMARY OF HEAD-COUNT ENROLLMENT AS REPORTED ON FORM P223 FOR SCHOOL YEAR ENDING 2027

Deer Park School District - (32414)

Spokane County No. 32

E.S.D 101

Running Start - 9 month average, (Oct - Aug)

	SEPTEMBER	OCTOBER	NOVEMBER	DECEMBER	JANUARY	FEBRUARY	MARCH	APRIL	MAY	JUNE	JULY	AUGUST	AVERAGE
TOTAL RS.	0												0.00
RS ONLY	0												0.00

Open Doors - 10-month average of the school year's 12 months

	SEPTEMBER	OCTOBER	NOVEMBER	DECEMBER	JANUARY	FEBRUARY	MARCH	APRIL	MAY	JUNE	JULY	AUGUST	AVERAGE
OPEN DOORS.	1												1.00

TBIP - 9-month average, (Oct - June)

	SEPTEMBER	OCTOBER	NOVEMBER	DECEMBER	JANUARY	FEBRUARY	MARCH	APRIL	MAY	JUNE	AVERAGE
TBIP TK	0										0.00
TBIP K-6	9										0.00
TBIP 7-12	10										0.00
EXITED TBIP	9										0.00

Total ALE Enrollment

	SEPTEMBER	OCTOBER	NOVEMBER	DECEMBER	JANUARY	FEBRUARY	MARCH	APRIL	MAY	JUNE	AVERAGE
KINDERGARTEN	30										30.00
FIRST	42										42.00
SECOND	42										42.00
THIRD	48										48.00
FOURTH	55										55.00
FIFTH	33										33.00
SIXTH	56										56.00
SEVENTH	57										57.00
EIGHTH	56										56.00
NINTH	44										44.00
TENTH	68										68.00
ELEVENTH	70										70.00
TWELFTH	50										50.00
*** TOTALS	651										651.00

Report 1251H

STATE OF WASHINGTON
SUPERINTENDENT OF PUBLIC INSTRUCTION

RUN September 21, 2026 @ 13:59

SUMMARY OF HEAD-COUNT ENROLLMENT AS REPORTED ON FORM P223 FOR SCHOOL YEAR ENDING 2027

Deer Park School District - (32414)

Spokane County No. 32

E.S.D 101

Total ALE Enrollment - By Grade Span

	SEPTEMBER	OCTOBER	NOVEMBER	DECEMBER	JANUARY	FEBRUARY	MARCH	APRIL	MAY	JUNE	AVERAGE
KINDERGARTEN	30										30.00
GRADES 1-3	132										132.00
GRADE 4	55										55.00
GRADES 5-6	89										89.00
GRADES 7-8	113										113.00
GRADES 9-12	232										232.00
*** TOTALS	651										651.00

I hereby certify that all students are reported in accordance with enrollment reporting rules and instructions, and that supporting student records are available for audit.

Superintendent or Authorized Official

Report 1735T

STATE OF WASHINGTON
SUPERINTENDENT OF PUBLIC INSTRUCTION

RUN September 21, 2026 @ 13:59

SPECIAL EDUCATION ENROLLMENT AS REPORTED ON FORM P223H FOR SCHOOL YEAR ENDING 2027

Deer Park School District - (32414)

Spokane County No. 32

E.S.D 101

* 9 month average, October through June.

	SEPTEMBER	OCTOBER	NOVEMBER	DECEMBER	JANUARY	FEBRUARY	MARCH	APRIL	MAY	JUNE	AVERAGE
Ages 3-5	19										0.00
TK	0										0.00
K-22	372										0.00
TOTAL	391										0.00

I hereby certify that all students are reported in accordance with enrollment reporting rules and instructions, and that supporting student records are available for audit.

Superintendent or Authorized Official

Coversheet

Report: Technology Services

Section:	IV. Superintendent Report
Item:	A. Report: Technology Services
Purpose:	
Submitted by:	
Related Material:	Technology Services Report 09_28_2026 (1) (1).pdf

DPSD Technology Services

Sept. 28 2026

Technology Support

➤ Sites

- DPHS, DPMS, Arcadia, DPES
- Deer Park Home Link, Clayton Home Link
- Bus Garage, ECEAP, Maintenance

➤ Staff and Students

- Chromebooks (1:1) & Workstations
- Printers, Projectors, Document Cameras, Phones
- Servers, Data Storage, Network Access
- Online Integrations for curriculum based learning, books, testing

2025-26 Summary

- Outdoor Camera Installations
-
- Outdoor intercom installations
-
- UPS installations
-
- Security camera server, camera migration
-
- Network Switch upgrades
-
- Bus Garage Internet upgrade!
-
- Network access cable installations...extend wifi

Current Implementations (Summer 2026 to Now)

- 300 Chromebook deployment refresh
-
- New Phone System Implementation
-
- Intercom system replacements
-
- Wifi clocks
- Chromebook repairs
- New server implementation
- Firewall upgrade
-
- School Startup
 - Work Orders! 398 (2025:432) (2024: 257)

Future Plans (2026-2027)

- Security Camera Implementation continues
 - Refresh & add cameras
 - Implement 2nd camera server & migrate cameras
- Clayton internet upgrade...continuing
- Leverage eRate funding for upgrades
 - Possible network wiring at multiple buildings
 - More UPS's for network environment
 - Additional Network switches
 - Renew licensing
- Security system upgrades(Intercom)
- Wifi Clocks
- Expand wifi at HS

Coversheet

Special Education: Update

Section:	IV. Superintendent Report
Item:	C. Special Education: Update
Purpose:	
Submitted by:	
Related Material:	SLP Highlight - School Board Meeting 9_28_26.pdf

Speech & Language Special Education Highlight

Supporting Communication,
Literacy, and Academic Success

*Communication is the foundation of all
learning and social connection in our
schools.*





Who are we?

The School-Based SLP

- **Certified Professionals:** Master's-level specialists holding the Certificate of Clinical Competence in Speech-Language Pathology (CCC-SLP).
- **Education-Focused Role:** Unlike clinic or hospital settings, our focus is directly tied to a student's ability to access the curriculum and succeed in school.
- **Collaborative Partners:** We work daily with general education teachers, special education staff, school psychologists, and parents to support the whole child.

How We Identify & Support Students



- **Early Identification:** Partnering with Multi-Tiered Systems of Support (MTSS) and preschool teams to catch communication needs early.
- **Comprehensive Evaluations:** Conducting thorough evaluations to determine eligibility based on state criteria and educational impact.
- **Individualized Education Programs (IEPs):** Designing customized, measurable goals that address each student's unique learning needs.
- **Data-Driven Progress:** Continuously tracking progress to adapt strategies and ensure steady improvement.

Flexible Service Delivery Models

- **Classroom-Based Support (Push-In):** Working alongside teachers in social and academic areas so students apply communication skills directly to classroom learning.
- **Small Group Instruction (Pull-Out):** Providing targeted, direct instruction in small-group settings to master specific speech sounds or language tools.
- **Flexible Minutes:** Structuring therapy time flexibly (e.g., 30-60 minutes per week broken into shorter, frequent sessions) to minimize missed instructional time.
- **Consultation & Accommodations:** Training classroom staff on strategies and adaptive tools to ensure continuous support throughout the school day.



Area	What It Means	Impact on Classroom Learning
Speech Sound Production <i>(Articulation)</i>	Producing clear sounds and words	Helps students be understood by peers/teachers and aids early reading and spelling skills.
Receptive Language	Understanding spoken or written words	Enables students to follow directions, understand lessons, and comprehend reading materials.
Expressive Language	Using words and sentences to share thoughts.	Allows students to answer questions, write assignments and participate in classroom discussions.

Area	What is means	Impact on Classroom Learning
Social Communication <i>(Pragmatics)</i>	Using language appropriately in social settings	Helps students build friendships, resolve conflicts, and collaborate on group work.
Fluency/Voice	Smooth and continuous flow of speech/vocal quality	Builds confidence when speaking aloud or presenting in front of the class.
Augmentative & Alternative Comm. (AAC)	Tools, systems, and strategies that support or replace spoken language.	Provides non-verbal or minimally verbal students a direct voice in our school community - supporting functional communication and comprehension.

Core Words



a small group of high-frequency words that make up about 60% to 85% of everything we say every day

“Sticky back” core vocabulary used to prompt students during language activities









Fringe words



Fringe words are specific, context-based nouns that add detail.



Core Words





Portable Core Board (Playground Fringe)



















Thank

You

Katja Sias: Preschool

Stacy Wendle: Grades K-2

Kelly Turner: Grades K-2, 9-12

Heidi Rich: Grades 3-8

Coversheet

Minutes of Previous Meeting

Section:	V. Consent Agenda
Item:	A. Minutes of Previous Meeting
Purpose:	
Submitted by:	
Related Material:	Board Meeting Minutes August 24, 2026.pdf Board Meeting Minutes September 14, 2026.pdf

DEER PARK SCHOOL DISTRICT NO. 414
Board of Directors Meeting
August 24, 2026

President Craig Phillips called the meeting to order at 6:05 pm, all members were present. Dr. Alexa Allman, Superintendent was also present.

OATH OF OFFICE:

President Craig Phillips administered the oath of office for the newly appointed Board Director at Large: Caleb Krantz.

PUBLIC HEARING:

President Craig Phillips recessed the regular meeting at 6:10 pm to enter a public hearing for the purpose of Fiscal Budget 2026-27.

Brendon Myers, Director of Business Services presented the fiscal budget for the 2026-27 school year, giving an overview and highlights of the different budget categories and expenditures.

President Craig Phillips closed the public hearing at 6:21 pm and reopened the regular meeting.

SUPERINTENDENT REPORT:

Dr. Allman introduced our new Athletic Director Eric Sivertson and welcomed him to the district.

The new school year kicked off with Orientation Day held at the high school that district staff attended as well as Board Director Caleb Krantz.

SBE (State Board of Education): Certification is now final for the district

Land easement agreement has been processed

Arcadia Roof Project: scheduled for next summer, will be going out for bid shortly

Board Meeting Calendar: Policy 1400 - proposed date changes to be discussed

CONSENT AGENDA:

Check Approval: Checks audited and certified by the auditing officer as required by RCW 42.24.80, and those expense reimbursement claims certified as required by RCW 42.24.90, have been recorded on a listing which has been made available to the board. As of this date, the board by a 4/1 vote does approve for payment, those checks included in the above listing and further described as follows: General Fund Check Numbers 171871 through 171877 in the amount of \$140,662.03 - reissue; General Fund Void / Cancellations Check Numbers 171871 through 171877 in the amount of (-\$140,662.03); General Fund Check Numbers 171878 through 171924 in the amount of \$125,054.77; Capital Projects Fund Check Number 171925 in the amount of \$59.43; General Fund ACH Numbers 252600507 through 252600520 in the amount of \$2,608.70; Associated Student Body ACH Fund Number 252600521 in the amount of \$823.54; General Fund Check Numbers 171926 through 171982 in the amount of \$326,113.80; Capital Projects Fund Check Numbers 171983 through 171986 in the amount of \$7,790.82; Associated Student Body Fund Check Number 171987 in the amount of \$2,939.86; General Fund Check Numbers 171988 through 171994 in the amount of \$28,264.33; General Fund ACH Numbers 252600522 through 252600523 in the amount of \$1,705.92; General Fund Wire Transfer Number 202500113 in the amount of \$192.38; General Fund Void / Reissue Check Number 172018 in the amount of \$6,235.07; General Fund Check Numbers 172019 through 172063 in the amount of \$285,029.66; Capital Projects Fund Check Numbers 172064 through 172065 in the amount of \$51,866.38; General Fund ACH Numbers 252600524 through 252600529 in the amount of \$2,044.26; HR Report: Terminations/Resignations: (Nash, Sara - ECEAP Lead Teacher - Resigned); (Easley-Cate, Monica - HL Bookkeeper - Resigned); (Greer, Ashley - HL Specialist - Resigned); (Shelton, Michele - DPHS Soccer Coach - Resigned); (Gilbert, Cameron - DPHS Athletic director - Resigned); (Conroy, Megan - Cert Teacher - Resigned); (Foley, Kieran - Arcadia Para - Resigned); Certified Employees: (Jeuschede, Sven - Arcadia - Cert Teacher - OYO); Administrators: (Stansbury, Tanner - DPHS Assistant Principal); (Cromwell, Brett - DPE Assistant Principal); Classified Employees: (Bostic, Heather - DPMS SPED Para); (York, Courtney - DPMS Library Supervisory Assistant); (Parker, Dylan - DPMS LAP Para); (Kropf, Samuel - Temp Seasonal Grounds); (Kernkamp, Andrea - transportation Bus Driver); (Petrovich, Lisa - ECEAP Lead Teacher); (Teshera, Danelle - HL Bookkeeper/Purchasing Secretary); Stipends: (McCrorie, Ross - College in the Classroom \$1980); (Roy, Natalie - College in the Classroom \$765); (Shepherd, Jamie - College in the Classroom \$1035); (Wrigley, Jon - College in the

Classroom \$1980); Leave of Absence: (Madden, Brook - Transportation Bus Driver); Payroll - July in the amount of \$3,274,542.38; a motion to approve was made by ReBecca Fouts, the motion passed 4/1 (Gerry Ashby opposed).

BOARD DISCUSSION:

Board Meeting Calendar

Policy 1400 - meeting date changes

Suggested edits: Move meetings to the 1st and 3rd Wednesday of each month

ITEMS FROM THE FLOOR:

None at this time

Action Items:

RESOLUTION NO. 2 - 2025-26 ADOPTION OF 2026-27 FISCAL BUDGET

A motion to approve was made by Lindsay Lofstrom and was approved unanimously

POLICIES FOR 1ST READ:

Policy 1400 - Meeting Conduct Order of Business and Quorum

Policy 5011 - Sexual Harassment of District Staff Prohibited

Policy 5001 - Retire Rehire

Policy 5005 - Employment and Volunteers Disclosures Certification Requirements Assurances and Approval

Policy 5010 - Nondiscrimination Affirmative Action

Policy 5253 - Maintaining Professional Staff Student Boundaries

A motion to approve the policies for 2nd Read was made by Lindsay Lofstrom and was approved unanimously

LEAVE OF ABSENCE: B. MADDEN

A motion to approve was made by Lindsay Lofstrom. The motion failed 0/5

VICE PRESIDENT OF THE BOARD: FILL VACANT POSITION

A motion to elect ReBecca Fouts as Vice President was made by Lindsay Lofstrom, the motion was approved unanimously

President Craig Phillips recessed the regular meeting at 6:50 pm to enter Executive Session to review the performance of a public employee per RCW 42.30.110(g)

EXECUTIVE SESSION: Per RCW 42.30.110(g) to review the performance of a public employee

President Craig Phillips reopened the regular meeting at 7:45 pm

There being no further business, the meeting was adjourned at 7:46 pm.

Regular Board meetings are recorded and found on the district website on the Board of Directors page.

Dated this 24th Day of August 2026

Board President

Superintendent

DEER PARK SCHOOL DISTRICT NO. 414
Board of Directors Meeting
September 14, 2026

President Craig Phillips called the meeting to order at 6:16 pm, all members were present except ReBecca Fouts who was excused. Dr. Alexa Allman, Superintendent was also present.

SUPERINTENDENT REPORT:

President Craig Phillips offered sympathy and prayers for the passing of Mayor Tim Verzal with a moment of silence.

Report: Anya Gumke presented the State Assessment results for 2026.

School Improvement plans: reports will be given during site visits.

Non-Residential Enrollment Update: Watching ALE enrollment numbers and paying attention to 25% apportionment from OSPI.

BOARD DISCUSSION:

Board Calendar: Moving Board Meetings to 1st & 3rd Wednesdays of each month (Policy 1400)

Maintaining Professional Staff Boundaries: Policy 5253 discussion; final edits for 2nd read, asking for Legal Counsel to advise.

WSSDA Board Self Evaluation (Policy 1820): Educational tool to assess the Board's performance.

General Assembly: Lindsay Lofstrom shared proposals being presented at General Assembly, asking the Board's opinion on voting and priorities.

Spokane County School Directors Meeting: October 8, in Medical Lake. Craig and Caleb will attend.

ITEMS FROM THE FLOOR:

None at this time

President Craig Phillips recessed the regular meeting at 7:03 pm to enter Executive Session: Per RCW 42.30.110(i) to discuss with Legal Counsel, potential litigation.

President Craig Phillips reopened the regular meeting after ending Executive Session at 7:45 pm.

Action Items:

TRAVEL WITH STUDENTS - X-Country to Missoula, MT

A motion to approve was made by Caleb Krantz, the motion passed 3/1 (Gerry Ashby opposed)

There being no further business, the meeting was adjourned at 8:10 pm.

Regular Board meetings are recorded and found on the district website on the Board of Directors page.

Dated this 28th Day of September 2026

Board President

Superintendent

Coversheet

Payroll

Section: V. Consent Agenda
Item: C. Payroll
Purpose:
Submitted by:
Related Material: 8- AUGUST PAYROLL BOARD APPROVAL.pdf

DEER PARK SCHOOL DISTRICT NO. 414

Payroll for the month of **August 2026 Payroll**

We, the undersigned, do hereby certify that the foregoing payroll is just, true and correct; that the persons whose names appear hereon actually performed services as stated for the time shown, and that the amounts are actually due and unpaid.

Clerk of District

Approved gross in the sum of **\$2,723,971.08**
Payroll AP Warrant's #172162-172177

DIRECTORS:

_____	_____
_____	_____
_____	_____

Provision is made for the adjusting of employee and employer benefits as necessary.

Coversheet

Human Resources Report

Section:	V. Consent Agenda
Item:	D. Human Resources Report
Purpose:	
Submitted by:	
Related Material:	HR Report - September.pdf

Deer Park School District No. 414
Deer Park, WA 99006

Date: September 2026
To: Deer Park School District Board of Directors
From: Terra Sirevog
RE: Human Resources Board Report

The following staff changes are being submitted for school board approval at the board meeting.

Terminations/Resignations

Haynes, Alicia - DPE Teacher - Resigned
Mann, Nikki - ECEAP Associate Teacher - Resigned
Lathrop, Kristin - DPHS Teacher - Resigned
Jeuschede, Sven - Arcadia Teacher - Resigned
Dryden, Kamisha - HL Secretary - Resigned
Brazington, Anita - Arcadia Supervisory Assistant - Resigned
Conger, Gina- DPMS Para - Resigned
Grissom, Amy - DPE Assistant Secretary - Resigned
Fuller, Jessica - HL Para - Resigned
Shepler, Terri - Bus Driver - Resigned
Snyder, Darren - Baseball Coach - Resigned
Krepcik, Kevin - Baseball Coach - Resigned
Stockman, Courtney - ECEAP Para/Transportation Supervisory Assistant - Resigned
Mildes, Colleen - HL Para - Resigned
Asay, Kimberley - HL Specialist - Resigned
Stevenson, Nick - IT Technician - Resigned

Retirees

Layoff/Furlough

Employment

Certified Employees:

Watson, Aaron - DPE Cert Teacher
Fenster, Jack - Arcadia - Cert Teacher - OYO
McDonald, Elizabeth - DPE SPED/TLC Teacher -OYO
Silva-Clinard, Rebecca - DPHS SPED Teacher- OYO
Morago, Emilee - Long Term Substitute

Administrators

Classified Employees:

Fair, Christy - Transportation Supervisory Assistant
Roetcisoender, Jennifer - DPHS SPED Para
Willems, Shae - DPHS Para
Sivertson, Eric -DPHS Athletic Director
Beveridge, Brandon - Bus Driver
Moe, Stephanie - Bus Driver
Schoonover, Frank-Bus Driver
Phan, Huy - HVAC Maintenance Tech
Munsen, Kelsey - DPHS Para
Talbot, Dave - Transportation Bus Driver
Brownell, Shawna - Arcadia Supervisory Assistant
Sluss, Tessa- DPE Assistant Secretary

Substitutes:

Johnson, Annika - Cert Sub
Petersen, Melanie
Lucas, Melinda

Coaches

Ranger, Christine - DPHS Assistant Soccer Coach
Link, Bradley - DPMS Assistant Football Coach
Watson, Aaron - DPMS Head Football Coach
Durgin, Holly - DPMS Assistant Softball Coach
Klicker, Eric- DPMS Assistant Football Coach

Stipends

Smith, Kelsi - DPHS Cheer Coach - Fall/Winter - \$4101
Perry, Kim - DPHS Cheer Coach- Fall/Winter - \$7396
Wadkins, Dane - DPHS Head Football Coach \$7686
Hill, Brennen - DPHS Assistant Football Coach \$5380
Wadkins, Ted - DPHS Assistant Football Coach \$6507
Lofstrom, Jared-DPHS Assistant Football Coach \$4022
Holmes, Micah-DPHS Assistant Football Coach \$4266
Ehring, Thomas-DPHS Assistant Football Coach \$5073

Hogan, Levi-DPHS Assistant Football Coach \$6507
Holmes, Mark - DPHS Assistant Football Coach \$5380
Phillips, Scott - Head Soccer Coach \$7432
Foley, Taylor - Assistant Soccer Coach \$3615
Ranger, Christine - Assistant Soccer Coach \$3216
Kirsten Pinkney-Head Volleyball Coach \$5164
Savchuck, Tina - Assistant Volleyball Coach \$4301
Zoey Clark - Assistant Volleyball Coach \$3615
Katie Morely-Assistant Volleyball Coach \$4301
Hamrick, Alyssa-Assistant Volleyball Coach \$3615
Shaw, Dana- Head Softball Coach \$7838
Schupman, Brittney - Assistant Softball Coach \$4536
Messick, Matt-Head Cross Country Coach \$3883
Mulvania, Ken-Head Cross Country Coach \$5082
Link, Brad- DPSM Assistant Football Coach \$2271
Watson, Aaron -DPMS Head Football Coach \$3244
Fenster, Jack - DPMS Assistant Football Coach \$2408
Toon, Parker- DPMS Head Football Coach \$4339
Sines, Riley - DPMS Assistant Football Coach \$2704
Durgin, Holly - DPMS Assistant Softball Coach \$1978
Moore, Erin - DPMS Head Softball Coach \$3564
Carr, Scott - DPMS Assistant Softball Coach \$2646
Laurich, Moravia - DPMS Head Cross Country Coach \$3360
Beal, Jeremy - DPMS Head Cross Country Coach \$2824
McKinney, Matt - DPMS Assistant Cross Country Coach \$1865
Klicker, Eric - DPMS Assistant Football Coach \$2646

Ainley,Stephan, GOOD NEWS,\$300

Ashbaugh,Rosemary, BLT,\$700

Bachman,Amy, BLT,\$700

Bachman,Amy, EXTENDED DAYS,\$2561.67

Ball,Ashlie, EXTENDED DAYS,\$6404.17

Barton,Brandy, BLT,\$700

Bean,Windie, CLOTHING,\$250

Bono,Trevor, CLOTHING,\$250

Brown,Stacey, BLT,\$700

Bruninga,Darin, CELL PHONE,\$300

Bruninga,Darin, CLOTHING,\$500

Buries,Jason, BLT,\$700

Burton,Travis, CLOTHING,\$250

Byers,Michele, EXTENDED DAYS,\$4604.22

Corder,Danny, CLOTHING,\$250

Corkins,Miriam, BLT,\$700

Dalager,Joshua, CLOTHING,\$250

Dotts,Trisha, BLT,\$700

Durgin,Holly, GOOD NEWS,\$300

Dwyer,Jacob, CLOTHING,\$250

Dysart,Benjamin, CO-CURRICULAR BAND,\$4093

Easley,Stephanie, BLT,\$700

Elmore,Danielle, BLT,\$700

Forgey,Miranda, BLT,\$700

Gillis,Travis, CLOTHING,\$250

Goodnight,Laurie, BLT,\$700

Guhlke-Whitmore,Erica, BLT,\$700

Hanlin,Stefany, BLT,\$700

Harris,Rachel, CO-CURRICULAR,\$3509

Hays,Michael, CLOTHING,\$250

Heinecke,Jennifer, EXTENDED DAYS,\$5346.5

Henning,Molly, CELL PHONE,\$600

Henning,Stacia, BLT,\$700

Henning,Molly, EXTENDED DAYS,\$3768.67

Hill,Brennan, CLOTHING,\$250

Hill,Mitchel, CLOTHING,\$250

Hilts,Lesley, BLT,\$700

Hintz,Sarah, BLT,\$700

Hogan,Levi, BLT,\$700

Irvine,Justin, CLOTHING,\$500

Irvine,Justin, CELL PHONE,\$300

Justice,Norma, CLOTHING,\$250

Kemper,Wesley, BACKFLOW TESTING \$2600

Kemper,Wesley, CELL PHONE,\$300

Kemper,Wesley, CLOTHING,\$500

Knapp,Kenneth, CLOTHING,\$250

Kneeland,Allison, GOOD NEWS,\$300

Laurich,Moravia, BLT,\$700

Lazott,Laci, BLT, \$700

Leliefeld,Kerri, CELL PHONE,\$1200

Lockwood,Seth, CLOTHING,\$250

Lyerla,Aiden, CLOTHING,\$250

Lyerla,Jeremy, CLOTHING,\$250

Martinez,Marcos, CLOTHING,\$250

Mattausch,Lisa,BLT,\$700

Miller,Shaun, CELL PHONE,\$300

Miller,Shaun, CLOTHING,\$500

Nichols,David, CLOTHING,\$500

Nichols,David, CELL PHONE,\$300

Oberdorfer,Darlene, CLOTHING,\$250

Perry,Donna, BLT,\$700

Pinkney,Kirsten, BLT,\$700

Pinkney,Kirsten, EXTENDED DAYS,\$4465.5

Ramsden,Cody, CELL PHONE,\$1200

Ranger,Christine, BLT,\$700

Rasmussen,Ronald, CLOTHING,\$250

Rosenberger,Emily, BLT,\$700

Schoenrock,Jessica, BLT,\$700

Shepherd,Jamie, BLT,\$700

Sines,Riley, BLT,\$700

Sivertson,Eric, CELL PHONE,\$1200

Snyder,Darren, BLT,\$700

Snyder,Lisa, BLT,\$700

Snyder,Darren, EXTENDED DAYS,\$6404.17

Sommers,Rebecca, BLT,\$700

Spillane,Robbi, BLT,\$700

Thain,Christina, EXTENDED DAYS,\$5510

Thompson,Cory , CO-CURRICULAR BAND,\$8772

Thompson,Cory, CO-CURRICULAR VOCAL,\$5263

Todd,Jennifer, CELL PHONE,\$300

Toon,Parker, BLT,\$700

Tucker,Katherine, BLT,\$700

Weil,Shelly, BLT,\$700

Weil,Shelly, EXTENDED DAYS,\$4648.83

White,Marlee, BLT,\$700

Wise,Justin, CLOTHING,\$250

Wrigley,Jonathan, BLT,\$700

Begani,Crystal, Para Stipend,\$750

Bond,Kayla,Para Stipend,\$558.24

Bostic,Heather, Para Stipend,\$750

Bowyer,Ashley,Para Stipend,\$750

Buchanan,Kaeli,Para Stipend,\$579.55

Chandler,Hannah, Para Stipend,\$750

Clark,Shawn, Para Stipend,\$750

Culp,Jody,Para Stipend,\$750

Foust,Justeena,Para Stipend,\$541

Frank,Kimmie,Para Stipend,\$579.55

Harmon,Jennifer,Para Stipend,\$750

Harper,Megan,Para Stipend,\$326.49

Henry,Jamie,Para Stipend,\$750

Holloway,Marrissa, Para Stipend,\$579.55

Holmes,Robyn,Para Stipend,\$750

Kimrey,Joann,Para Stipend,\$750

Kugler,Kristina, Para Stipend,\$750

Lentz,Hailey,Para Stipend,\$750

Lillquist,Meredith, Para Stipend,\$750

Marshall,Brooke, Para Stipend,\$750

Meyer,Alicia,Para Stipend,\$579.55

Moudy,Chelsey, Para Stipend,\$750

Munns,Misti, Para Stipend,\$750

Pajimola,Shelley,Para Stipend,\$750

Roberts,Meegan,Para Stipend,\$558.24

Roetcisoender,Jennifer, Para Stipend,\$750

Schoening,Linda,Para Stipend,\$750

Schultz,Teresa, Para Stipend,\$750

Senseney,Samantha,Para Stipend,\$558.24

Spurgeon,Sarah, Para Stipend,\$394.18

VanWetten,Amy,Para Stipend,\$545.78

Wise,Christina, Para Stipend,\$558.24

Certificated out of Endorsement Waiver

Leave of Absence - Separate Action Item:

Coversheet

POLICIES FOR 2ND READ

Section:	V. Consent Agenda
Item:	E. POLICIES FOR 2ND READ
Purpose:	
Submitted by:	
Related Material:	Policy 1400 Revised Dates.pdf Policy 5253 - Maintaining Professional Staff Student Boundaries.pdf

Policy: 1400
Section: 1000 - Board of Directors

Meeting Conduct, Order of Business, and Quorum

The board will schedule its meetings in compliance with the law, and as deemed by the board to be in the best interests of the district and community. The board will function through (1) regular meetings, (2) special meetings, and (3) emergency meetings.

Regular Meetings

Regular meetings are held at 6:00 pm on the first and third Wednesday of each month in the Board room. An agenda of the business that the board will transact will be posted on the district website, or the website shared or hosted by another public agency not less than twenty-four (24) hours in advance of the published start time of the meeting.

If the board adjourns to times other than a regular meeting time, the board will provide notice of the meeting in the same manner as provided for special meetings. All regular meetings of the board will be held within the district boundaries. In cases of emergency, fire, flood, earthquake, or other emergency, the presiding officer *chair/president* may provide for a location other than that of the regular meeting, a remote meeting with no physical location, or a meeting at which physical attendance is limited. In the instances of remote or limited in-person meetings, the District will provide real-time telephonic, electronic, internet, or other readily available means of remote access that do not require an additional cost to access the meeting.

The district will hold remote or physical attendance limited meetings only in cases of emergency declared by federal, state or local government, or in cases of local emergency, fire, flood, earthquake or other emergency, and at such meetings will provide real-time telephonic, electronic, internet or other readily available means of remote access that do not require an additional cost to access the meeting.

Special Meetings

Special meetings may be called by the *chair/president* or at the request of a majority of the board members. A written notice of a special meeting, stating the time and place of the special meeting and the business to be transacted will be delivered to each board member. Written notice will also be delivered to each newspaper and radio or television station that has filed a written request for such notices. Written notice may be delivered personally, by mail, facsimile, or email. The notice must be posted on the district's website unless the district (1) does not have a website or share a website with, or have its website hosted by, another public agency; (2) employs no full-time equivalent employees; or (3) does not have an employee whose job description or employment contract provides a duty to maintain or update the website.

The district must also prominently display the notice at the main entrance of the district's headquarters as well as at the location of the meeting if the meeting is held at a location other than the headquarters and is not held as a remote meeting. During a declared emergency that prevents a meeting from being held in-person with reasonable safety, the district may post notice of a remote meeting without a physical location on the district website, or the website hosted or shared by another agency.

All required notices must be delivered or posted not less than twenty-four (24) hours prior to the meeting.

A board member waives the written notice requirement if that board member:

1. Submits a written waiver of notice to the board secretary at or prior to the time the meeting convenes. The waiver may be given by telegram, fax, or email; or
2. Is actually present at the time the meeting convenes.

The board will not take final disposition on any matter other than those items stated in the meeting notice.

If the district calls a special meeting of the board to deal with an emergency involving injury or damage to persons or property or the likelihood of such injury or damage, when time requirements of such notice would make notice impractical and increase the likelihood of such injury or damage, or when the required notice cannot be posted or displayed with reasonable safety, including but not limited to declared emergencies in which travel to physically post notice is barred or advised against, the board may meet immediately with no prior notice.

Emergency Meetings

If the district determines, by reason of fire, flood, earthquake, or other emergency, that there is a need for expedited action by the board to meet the emergency, the *chair/president* may provide for a meeting site other than the regular meeting site, for a remote meeting without a physical location, or for a meeting at which the physical attendance by some or all members of the public is limited due to a declared emergency. The *chair/president* may provide for an emergency meeting without providing notice.

If, after the declaration of an emergency by a local or state government or agency, or by the federal government, the district determines that it cannot hold a board meeting with its members or with public attendance in person with reasonable safety because of the emergency, the district will either:

1. Hold a remote meeting without a physical location, or

2. Hold a meeting at which the physical attendance by some or all members of the public is limited due to the declared emergency.

Members of the board may appear at a remote meeting telephonically or by other electronic means that allows for real-time, remote communication.

For a remote meeting or a meeting at which the physical attendance by some or all members of the public is limited due to a declared emergency, the district must provide an option for the public to listen to the proceedings telephonically or by using a readily available alternative in real-time that does not require any additional cost for participation. Free readily available options include, but are not limited to, broadcast by the public agency on a locally available cable television station that is available throughout the jurisdiction or other electronic, internet, or other means of remote access that does not require any additional cost for access to the program. The district may also permit the other electronic means of remote access.

The district will provide notice for remote meetings or meetings at which the physical attendance by some or all members of the public is limited due to a declared emergency according to this Policy. The notice for meetings pursuant to a declared emergency must include instructions on how the public may listen live to proceedings and how the public may access any other electronic means of remote access offered by the district.

The district will not take final disposition on any matter during a remote meeting or a meeting at which the physical attendance by some or all members of the public is limited due to a declared emergency unless the district has provided an option for the public to listen to the proceedings, except for an executive session, pursuant to this Policy.

Public Notice

The board will give proper public notice for any special meeting whenever a regular meeting is adjourned to another time. The board may provide notice for an emergency meeting in accordance with this Policy.

All meetings will be open to the public with the exception of executive or closed sessions authorized by law. The board will take final action resulting from executive session discussions during a meeting open to the public as required by law.

Individuals with disabilities who may need a modification to participate in a meeting and those who may have difficulty physically attending a meeting should contact the superintendent's office no later than three days before a regular meeting and as soon as possible in advance of a special meeting so that special arrangements can be made.

During the interim between meetings, the office of the superintendent, as board secretary, will be the office of the board. The district's public records will be open for inspection in the manner provided by and subject to the limitation of the law.

Quorum and Voting

A quorum consists of the majority of all board members. For school boards with five members, three board members constitute a quorum. A quorum is required for the transaction of business, including voting. Board members are not required to be physically present to attend a board meeting. Any or all board members may attend a board meeting and vote via any communication platform that provides real-time verbal communication without being in the same physical location with those in attendance.

Additionally, any meeting held via a communication platform must: 1) include proper notice with any required passwords or authorization codes; 2) be known and accessible to the public; and 3) accommodate any member of the public who wishes to participate.

The board will take no action by secret ballot at any meeting required to be open to the public. Generally, the board votes on motions and resolutions by "voice" vote, unless a board member requests to vote by oral roll call, in which case the board will do so. A motion passes when a majority of those board members present and voting vote in favor. However, a majority vote of *all* board members is required to elect or select a superintendent or board officer and the board must vote on these matters by an oral roll call. The board will vote by an oral roll call whenever required by law.

Meeting Conduct and Order of Business

The board will conduct all board meetings in a civil, orderly, and business-like manner. The board uses *Roberts Rules of Order (Revised)* as a guide, except when board bylaws or policies supersede such rules. During board meetings, board members will refrain from communicating electronically (e.g., by email, text, social media) with their fellow board members.

The board will use the agenda to establish its regular order of business. However, either the superintendent or a board member may request additions or changes to the prepared agenda, and the board may adopt a revised agenda or order of business by a majority vote of the board members present. At a special meeting, the board may take final action only on that business contained in the notice of the special meeting.

It is unlawful for any member of the public to knowingly carry onto, or to possess on, any area of a facility being used for official school board meetings, a dangerous weapon, including but not limited to a firearm, "nun-chu-ka sticks," "throwing stars," air gun or pistol, stun gun, or other dangerous weapon as listed in RCW 9.41.280. The board will ensure that signs providing notice of the restrictions on possession of firearms and other weapons are posted at facilities being used for official meetings of the board.

Public Attendance and Comment

Any member of the public may attend board meetings, including individuals who do not live within district boundaries. The board will not require people to sign in, complete questionnaires, or establish other conditions for attendance.

The board recognizes the value of public comment on educational issues and the importance of involving members of the public in its meetings. In order to permit fair and orderly expression of public comment, with the exception of emergency situations, the board will provide a period at or before every regular meeting at which final action is to take place for public comment. During public comment period, visitors may address the board on any topic within the scope of the board's responsibility. Public comment may occur orally or through written comments submitted before the meeting. Written comments must adhere to the standards of civility discussed below and must be received one week before the board meeting. All written public comments timely submitted will be distributed to each board member.

The board may structure the oral public comment period, including determining the total time allotted for public comment and equally apportioning the minutes for each speaker. The board is not obligated to provide additional public comment time to accommodate everyone in attendance who wishes to speak. Any structure the board imposes will be content neutral.

The board may require those who wish to speak (but not all attendees) to sign in so that the board has a tally of individuals who wish to speak and can call them forward. When called forward, individuals will identify themselves and proceed to make comments within the time limits established by the board.

The board is not obligated to respond to questions or challenges made during the public comment period and the board's silence will not signal agreement or endorsement of the speaker's remarks. The board may control the time, place, and manner of public comment. The chair/president may terminate an individual's statement when the allotted time has passed and may interrupt a speaker to require the same standard of civility that the board imposes on itself. Examples of uncivil comments include comments that:

- Are libelous or slanderous under a legal standard;
- Are an unwarranted invasion of privacy;
- Are obscene or indecent pursuant to the Federal Communications Act or any rule or regulation of the Federal Communications Commission;
- Violate school district policy or procedure related to harassment, intimidation, or bullying of students, or policy or procedure related to nondiscrimination;
- Incite an unlawful act on school premises or violate a lawful school regulation; or
- Create a material and substantial disruption of the orderly operation of the board meeting.

The board as a whole has the final decision in determining the appropriateness of all such rulings and can maintain order by removing those who are disruptive. However, the board recognizes the distinction between uncivil discourse, which it will not tolerate, and comments about the board, district, and / or staff that are negative yet still civil in nature. The board will exercise its authority to maintain order in a content neutral manner.

In addition to the public comment period, the board may identify the agenda items that require or would benefit from opportunity for public comment and provide those opportunities as part of the meeting agenda before taking final action. Individuals or groups who wish to present to the board on an agenda item are encouraged to request and schedule such presentations in advance. Opportunity for public comment—both oral and written—is required before the board adopts or

amends a policy that is not expressly or by implication authorized under state or federal law, but which will promote the education of K-12 students, or will promote the effective, efficient, or safe management and operation of the district. Additionally, the board will provide an opportunity for a representative of a firm eligible to bid on materials or services solicited by the board to present about his or her firm.

Meeting Recordings

Effective June 30, 2024, all regular and special meetings of the board at which a final action is taken or formal public testimony is accepted, except executive sessions or emergency meetings, will be audio recorded. Such recordings will be maintained for at least one year. The recording will include the comments of the directors and the comments of members of the public if formal public testimony is accepted at the meeting.

Cross References: 1220 - Board Officers and Duties of Board Members
 1410 - Executive or Closed Sessions
 1420 - Proposed Agenda and Consent Agenda

Legal References: RCW 28A.330.020 Certain board elections, manner and vote
 required - Selection of personnel, manner
 RCW 28A.320.040 Bylaws for board and school government
 RCW 28A.330.070 Office of board • • • Records available for
 public inspection
 RCW 28A.343.370 Vacancies
 RCW 28A.343.380 Meetings
 RCW 28A.343.390 Quorum • • • Failure to attend meetings
 RCW 42.30.030 Meetings declared open and public
 RCW 42.30.050 Interruptions - Procedure
 RCW 42.30.060 Ordinances, rules, resolutions, regulations, etc.,
 adopted at public meetings • • • Notice • • • Secret voting
 prohibited
 RCW 42.30.070 Times and places for meetings - Emergencies -
 Exception
 RCW 42.30.080 Special Meetings
 42 U.S.C. • • • • 12101-12213 Americans with Disabilities Act
 RCW 9.41.280 Possessing dangerous weapons on school
 facilities • • • Penalty • • • Exceptions
 RCW 42.30.035 Minutes

Management Resources: 2022 - June Issue

2018 - August 2018 - August Policy Issue

2014 - June Issue

2013 - April Issue

2012 - June Issue

Policy News, June 2005 Special Meeting Notice Requirements

Adoption Date:

Classification: **Essential**

Revised Dates: **02.00; 06.05; 06.12; 12.12; 04.13; 06.14; 08/01/2018; 06/29/2022; 07.23; 04.24
09.26;**

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Policy: 5253
Section: 5000 - Personnel

Maintaining Professional Staff/Student Boundaries

Purpose

This policy provides all staff, students, volunteers, and community members with information about their role in protecting children from inappropriate conduct by adults. This policy applies to all district staff and volunteers. For purposes of this policy and its procedure, the terms "district staff," "staff member(s)," and "staff" also include volunteers.

General Standards

The board expects all district staff to maintain the highest professional standards when they interact with students. District staff are required to maintain an atmosphere conducive to learning by consistently maintaining professional boundaries.

Professional staff/student boundaries are consistent with the legal and ethical duty of care that district employees have for students.

The interactions and relationships between district staff and students should be based upon mutual respect, trust, and commitment to the professional boundaries between staff and students in and outside of the educational setting, and consistent with the educational mission of the district.

District staff will not intrude on a student's physical and emotional boundaries unless the intrusion is necessary to serve a demonstrated educational purpose. An educational purpose is one that relates to the staff member's duties in the district. Inappropriate boundary invasions can take various forms. Any type of sexual conduct with a student is an inappropriate boundary invasion.

Additionally, staff members are expected to be aware of the appearance of impropriety in their own conduct and the conduct of other staff when interacting with students. Staff members will notify and discuss issues with their building administrator or supervisor whenever they suspect or question whether their own or another staff member's conduct is inappropriate or constitutes a violation of this policy.

The board recognizes that staff may have familial and pre-existing social relationships with parents or guardians and students. Staff members should use appropriate professional judgment when they have a dual relationship to students to avoid violating this policy, the appearance of impropriety, and the appearance of favoritism. Staff members shall pro-actively discuss these circumstances with their building administrator or supervisor.

Use of Technology

The board supports the use of technology to communicate for educational purposes. However, when the communication is unrelated to school work or other legitimate school business district staff are prohibited from communicating with students by phone, e-mail, text, instant messenger, or other forms of electronic or written communication. District staff members are prohibited from engaging in any conduct on social networking websites that violates the law, district policies or procedures, or other generally recognized professional standards. This prohibition includes prohibiting staff from "friending" and/or "following" students on social media.

Staff whose conduct violates this policy may face discipline and/or termination consistent with the district's policies and procedures, acceptable use agreement, and collective bargaining agreements, as applicable.

The superintendent will develop protocols for reporting and investigating allegations and develop procedures and training to accompany this policy.

Cross References: 3205 - Sexual Harassment of Students Prohibited

3207 - Prohibition of Harassment, Intimidation and Bullying
3210 - Nondiscrimination

Legal References: Title IX of the Education Amendments of 1972

Chapter 9A.44, RCW – Sex offenses

Chapter 9A.88, RCW – Indecent exposure – Prostitution

RCW 28A.400.320 Crimes against children — Mandatory termination of classified employees — Appeal — Recovery of salary or compensation by district

RCW 28A.405.470 Crimes against children — Mandatory termination of certificated employees — Appeal — Recovery of salary or compensation by district

RCW 28A.405.475 Termination of certificated employee based on guilty plea or conviction of certain felonies — Notice to superintendent of public instruction - Record of notices

RCW 28A.410.090 Revocation or suspension of certificate or permit to teach — Criminal basis — Complaints — Investigation - Process

RCW 28A.410.095 Violation or noncompliance — Investigatory powers of superintendent of public instruction — Requirements for investigation of alleged sexual misconduct towards a child — Court orders — Contempt — Written findings required

RCW 28A.410.100 Revocation of authority to teach — Hearings

Chapter 28A.640, RCW Sexual Equality

Chapter 28A.642, RCW Discrimination Prohibition

Chapter 49.60, RCW – Washington State Law Against Discrimination

Chapter 181-87 WAC Professional certification — Acts of unprofessional conduct

Chapter 181-88 WAC Definitions of sexual misconduct, verbal and physical abuse - Mandatory disclosure — Prohibited agreements

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