Deer Park Board of Directors

October 21, 2026 Regular Board Meeting

Published on October 15, 2026 at 10:59 AM PDT

Date and Time

Wednesday October 21, 2026 at 6:00 PM PDT

Location

School Visit - Deer Park Elementary

Agenda

I. Opening Items

- **A.** Record Attendance
- **B.** Call the Meeting to Order
- **C.** ENROLLMENT REPORT

II. SUPERINTENDENT'S REPORT

- **A.** REPORT: SCHOOL IMPROVEMENT PLANS (POLICY 2005)
- **B.** REPORT: DEER PARK ELEMENTARY
- **C.** McCanna Engineering

III. CONSENT AGENDA ITEMS

A. MINUTES OF PREVIOUS MEETINGS

B. VOUCHERS

C. PAYROLL

D. HUMAN RESOURCES REPORT

IV. ITEMS FROM THE FLOOR

V. CONSIDERATION OF ACTION ITEMS

A. Approve School Improvement Plans - All Builldings

B. Policies for 1st Read

C. Travel with Students - State Competition - FFA

VI. Closing Items

A. Adjourn Meeting

Coversheet

ENROLLMENT REPORT

Section: I. Opening Items
Item: C. ENROLLMENT REPORT
Purpose:
Submitted by:
Related Material: Enrollment Report - October.pdf

REPORT ALE

STATE OF WASHINGTON
SUPERINTENDENT OF PUBLIC INSTRUCTION

RUN OCT 14, 2026 @ 10:45
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									3.75
First	42.00	42.00									10.50
Second	41.20	41.20									10.30
Third	47.40	47.40									11.85
Fourth	54.40	54.40									13.60
Fifth	31.60	31.80									7.93
Sixth	54.80	54.80									13.70
Seventh	54.70	54.90									13.70
Eighth	54.80	55.00									13.73
Ninth	42.20	42.40									10.58
Tenth	67.40	71.40									17.35
Eleventh	61.80	64.80									15.83
Twelfth	42.00	51.60									11.70
Kindergarten	15.00	15.00									3.75
Grades 1-3	130.60	130.60									32.65
Grade 4	54.40	54.40									13.60
Grades 5-6	86.40	86.60									21.63
Grades 7-8	109.50	109.90									27.43
Grades 9-12	213.40	230.20									55.45
** TOTALS	609.30	626.70									154.50

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

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	30.00									7.50
First	42.00	42.00									10.50
Second	42.00	42.00									10.50
Third	49.00	49.00									12.25
Fourth	55.00	55.00									13.75
Fifth	33.00	33.00									8.25
Sixth	56.00	56.00									14.00
Seventh	57.00	57.00									14.25
Eighth	56.00	56.00									14.00
Ninth	44.00	44.00									11.00
Tenth	68.00	72.00									17.50
Eleventh	70.00	73.00									17.88
Twelfth	50.00	61.00									13.88
Kindergarten	30.00	30.00									7.50
Grades 1-3	133.00	133.00									33.25
Grade 4	55.00	55.00									13.75
Grades 5-6	89.00	89.00									22.25
Grades 7-8	113.00	113.00									28.25
Grades 9-12	232.00	250.00									60.25
** TOTALS	652.00	670.00									165.25

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Deer Park Board of Directors - October 21, 2026 Regular Board Meeting - Agenda - Wednesday October 21, 2026 at 6:00 PM

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

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Deer Park Board of Directors - October 21, 2026 Regular Board Meeting - Agenda - Wednesday October 21, 2026 at 6:00 PM

STATE OF WASHINGTON
SUPERINTENDENT OF PUBLIC INSTRUCTION

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	162.00									161.50
FIRST	157.00	158.00									157.50
SECOND	184.10	184.10									184.10
THIRD	192.70	193.70									193.20
FOURTH	198.40	202.00									200.20
FIFTH	199.90	197.20									198.55
SIXTH	203.20	204.20									203.70
SEVENTH	235.60	237.67									236.64
EIGHTH	221.94	221.14									221.54
NINTH	223.46	221.66									222.56
TENTH	220.58	222.58									221.58
ELEVENTH	161.94	164.04									162.99
TWELFTH	151.44	152.86									152.15
*** TOTALS	2,511.26	2,521.15									2,516.21

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	162.00									161.50
GRADES 1-3	533.80	535.80									534.80
GRADE 4	198.40	202.00									200.20
GRADES 5-6	403.10	401.40									402.25
GRADES 7-8	457.54	458.81									458.18
GRADES 9-12	757.42	761.14									759.28
*** TOTALS	2,511.26	2,521.15									2,516.21

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STATE OF WASHINGTON
SUPERINTENDENT OF PUBLIC INSTRUCTION

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 ALE Enrollment

	SEPTEMBER	OCTOBER	NOVEMBER	DECEMBER	JANUARY	FEBRUARY	MARCH	APRIL	MAY	JUNE	AVERAGE
KINDERGARTEN	15.00	15.00									15.00
FIRST	42.00	42.00									42.00
SECOND	41.20	41.20									41.20
THIRD	47.40	47.40									47.40
FOURTH	54.40	54.40									54.40
FIFTH	31.60	31.80									31.70
SIXTH	54.80	54.80									54.80
SEVENTH	54.70	54.90									54.80
EIGHTH	54.80	55.00									54.90
NINTH	42.20	42.40									42.30
TENTH	67.40	71.40									69.40
ELEVENTH	61.80	64.80									63.30
TWELFTH	42.00	51.60									46.80
*** TOTALS	609.30	626.70									618.00

Total ALE Enrollment - By Grade Span

	SEPTEMBER	OCTOBER	NOVEMBER	DECEMBER	JANUARY	FEBRUARY	MARCH	APRIL	MAY	JUNE	AVERAGE
KINDERGARTEN	15.00	15.00									15.00
GRADES 1-3	130.60	130.60									130.60
GRADE 4	54.40	54.40									54.40
GRADES 5-6	86.40	86.60									86.50
GRADES 7-8	109.50	109.90									109.70
GRADES 9-12	213.40	230.20									221.80
*** TOTALS	609.30	626.70									618.00

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STATE OF WASHINGTON
SUPERINTENDENT OF PUBLIC INSTRUCTION

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	89.28									90.63
Total SK CNTR	0.00	0.00									0.00
Total VOC 7-8	0.00	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									0.00
ALE SK CNTR	0.00	0.00									0.00
ALE VOC 7-8	0.00	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	71.31											71.31
VOCATIONAL	0.00	10.75											10.75

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	4.00											2.50
VOCATIONAL	0.00	0.00											0.00

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STATE OF WASHINGTON
SUPERINTENDENT OF PUBLIC INSTRUCTION

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									0.00

Summary of all Enrollment

	K-12 P-223S	ALE P-223S *	TOTAL P-240	TOTAL P-223	GRAND TOTAL
KINDERGARTEN				161.50	161.50
Grades 1-3				534.80	534.80
Grade 4				200.20	200.20
Grades 5-6				402.25	402.25
Grades 7-8				458.18	458.18
Grades 9-12				759.28	759.28
K-12 TOTAL				2,516.21	2,516.21
RUNNING START TOTAL					82.06
OD TOTAL					2.50
TK TOTAL					0.00
GRAND TOTAL					2,600.77

Vocational Program Totals

	P-223	P-223S	Total Voc Enrollment	ALE P-223	ALE P-223S	Total ALE Voc Enrollment
VOC 7-8	0.00		0.00	0.00		0.00
VOC 9-12	90.63		90.63	0.00		0.00
Skill Cntr	0.00		0.00	0.00		0.00

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Superintendent or Authorized Official

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Deer Park Board of Directors - October 21, 2026 Regular Board Meeting - Agenda - Wednesday October 21, 2026 at 6:00 PM

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	177									176.50
FIRST	158	159									158.50
SECOND	185	185									185.00
THIRD	194	195									194.50
FOURTH	199	203									201.00
FIFTH	202	199									200.50
SIXTH	204	205									204.50
SEVENTH	238	240									239.00
EIGHTH	224	223									223.50
NINTH	225	223									224.00
TENTH	222	224									223.00
ELEVENTH	196	197									196.50
TWELFTH	181	182									181.50
*** TOTALS	2,604	2,612									2,608.00

Total K-12 Basic Education Enrollment - By Grade Span

	SEPTEMBER	OCTOBER	NOVEMBER	DECEMBER	JANUARY	FEBRUARY	MARCH	APRIL	MAY	JUNE	AVERAGE
KINDERGARTEN	176	177									176.50
GRADES 1-3	537	539									538.00
GRADE 4	199	203									201.00
GRADES 5-6	406	404									405.00
GRADES 7-8	462	463									462.50
GRADES 9-12	824	826									825.00
*** TOTALS	2,604	2,612									2,608.00

Transition To Kindergarten

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

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Deer Park Board of Directors - October 21, 2026 Regular Board Meeting - Agenda - Wednesday October 21, 2026 at 6:00 PM

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	94											94.00
RS ONLY	0	38											38.00

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	4											2.50

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

	SEPTEMBER	OCTOBER	NOVEMBER	DECEMBER	JANUARY	FEBRUARY	MARCH	APRIL	MAY	JUNE	AVERAGE
TBIP TK	0	0									0.00
TBIP K-6	9	9									9.00
TBIP 7-12	10	10									10.00
EXITED TBIP	9	9									9.00

Total ALE Enrollment

	SEPTEMBER	OCTOBER	NOVEMBER	DECEMBER	JANUARY	FEBRUARY	MARCH	APRIL	MAY	JUNE	AVERAGE
KINDERGARTEN	30	30									30.00
FIRST	42	42									42.00
SECOND	42	42									42.00
THIRD	48	48									48.00
FOURTH	55	55									55.00
FIFTH	33	33									33.00
SIXTH	56	56									56.00
SEVENTH	57	57									57.09
EIGHTH	56	56									56.00
NINTH	44	44									44.00
TENTH	68	72									70.00
ELEVENTH	70	73									71.50
TWELFTH	50	61									55.50
*** TOTALS	651	669									660.09

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Deer Park Board of Directors - October 21, 2026 Regular Board Meeting - Agenda - Wednesday October 21, 2026 at 6:00 PM

STATE OF WASHINGTON
SUPERINTENDENT OF PUBLIC INSTRUCTION

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									30.00
GRADES 1-3	132	132									132.00
GRADE 4	55	55									55.00
GRADES 5-6	89	89									89.00
GRADES 7-8	113	113									113.09
GRADES 9-12	232	250									241.00
*** TOTALS	651	669									660.09

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

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Deer Park Board of Directors - October 21, 2026 Regular Board Meeting - Agenda - Wednesday October 21, 2026 at 6:00 PM

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	29	32									32.00
TK	0	0									0.00
K-22	377	375									375.00
TOTAL	406	407									407.00

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

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Deer Park Board of Directors - October 21, 2026 Regular Board Meeting - Agenda - Wednesday October 21, 2026 at 6:00 PM

Coversheet

REPORT: SCHOOL IMPROVEMENT PLANS (POLICY 2005)

Section: II. SUPERINTENDENT'S REPORT
Item: A. REPORT: SCHOOL IMPROVEMENT PLANS (POLICY 2005)
Purpose:
Submitted by:
Related Material: 2026-27 DPSD SIPs.pdf

Deer Park School District

2,657 STUDENTS

166 TEACHERS

Goal 1: Wellness and Belonging

By the end of the 2026–27 school year, Deer Park School District will increase the percentage of students attending 90% or more of school days to 85% districtwide, as reported on the Washington State Report Card. This work will focus on improving attendance for all students, with targeted support to reduce attendance gaps for students experiencing homelessness and students who frequently change schools.

Goal 2: Academic Engagement

By the Spring 2027 SBA, Deer Park School District will reduce the percentage of students scoring Level 1 to 20% or less in ELA and 30% or less in Math. Achievement of this goal will mean at least 80% of students score at Levels 2, 3, or 4 in ELA and at least 70% in Math, as reported on the Washington State Report Card.

Goal 3: Building Bridges, Making Connections

By June 2027, Deer Park School District will strengthen family and community engagement by partnering with schools to improve two-way communication, expand meaningful opportunities for family participation, and coordinate community resources that address barriers to student attendance and postsecondary access. The district will support each building in identifying family needs, implementing responsive engagement strategies, and monitoring their impact on building goals.

2026-2027 DISTRICT IMPROVEMENT PLAN



DPE RANGERS

388 STUDENTS

34 TEACHERS

DEER PARK ELEMENTARY

Goal 1: Wellness and Belonging & Building Bridges, Making Connections

Deer Park Elementary will increase student attendance and strengthen family engagement by addressing barriers, improving communication, and building authentic family-school partnerships.

Goal 2: Academic Engagement

By June 2027, as measured by the end-of-year Really Great Reading (RGR) benchmark assessment:

- 1st Grade: 65% or more of 1st-grade students will perform at or above grade level (an increase from 42.7% in Sept 2026), and students scoring significantly below grade level will decrease from 22.7% to 10% or fewer.
- 2nd Grade: 55% or more of 2nd-grade students will perform at or above grade level (an increase from 29.0% in Sept 2026), and students scoring significantly below grade level will decrease from 45.6% to 20% or fewer.

Goal 3: Academic Engagement

By June 2027 the percentage of students scoring at/above grade level (Tier 1) in Operations and Algebraic Thinking will increase from the current ~57% to at least 80%, while the percentage of students scoring at the intensive level will decrease from the current 20% to no more than 10%, as measured by Bridges diagnostics.

2026-2027 SCHOOL IMPROVEMENT PLAN

We are Deer Park

ENSURING THE FUTURE BY INSPIRING EXCELLENCE

461 STUDENTS

33 TEACHERS

ARCADIA ELEMENTARY

Goal 1: Wellness and Belonging

By Spring 2027, Arcadia Elementary will increase the percentage of students reporting a favorable Sense of Belonging from 58% to 65% as measured by the Panorama Student Survey, with a focus on students feeling known, valued, respected, and connected to their school community.

Goal 2: Academic Engagement

By June 2027, the percentage of students in each grade-level cohort scoring Level 3 or 4 on the SBA will increase by at least 5 percentage points in ELA and in Math, compared with the same cohort's 2025–26 results.

Goal 3: Building Bridges, Making Connections

By June 2027, Arcadia Elementary will strengthen family engagement by increasing family participation in school events and ensuring consistent, proactive communication between school and home.

2026-2027 SCHOOL IMPROVEMENT PLAN



504 STUDENTS

DEER PARK MIDDLE SCHOOL

34 TEACHERS

Goal 1: Wellness and Belonging

By the end of the 2026–27 school year, DPMS will show 5% growth in our students' sense of belonging and teacher-student relationships as measured by the Panorama survey for the Fall of 2026 and Spring 27.

Goal 2: Academic Engagement

By the Spring 2027 SBA, DPMS will grow 10% of the students scoring Level 1 to 2+ and 10% of the students scoring Level 2 to Level 3+ in ELA and Math. Progress will be monitored at the building level through weekly PLC meetings using common formative assessments aligned to grade-level essential standards, as well as review of i-Ready diagnostic data twice annually and SBA interim assessments.

Goal 3: Building Bridges, Making Connections

By the end of the 2026–27 school year, DPMS will show 5% growth in our families' perception of our school-to-family communication as measured by the Panorama survey for the Fall of 2026 and Spring 27.

2026-2027 SCHOOL IMPROVEMENT PLAN





627 STUDENTS



DEER PARK HIGH SCHOOL

41 TEACHERS



Goal 1: Wellness and Belonging

From our Panorama Survey Data in the Spring of 2026, 40% of our students rated their overall "Sense of Belonging" with favorable responses, and 33% of responses were approaching favorable (73% when you combine scores). In our most recent Panorama Survey Data from Fall of 2026, students scored us at 39% favorable, and 38% approaching favorable (77% when you combine scores). We will administer the Panorama Survey again during the Spring of 2027. Our goal is to increase our favorable responses related to "Sense of Belonging" to 45%, and our approaching favorable responses to 40%, for a combined score of 85%.

Goal 2: Academic Engagement

Improving our Tier I Instruction across all content areas continues to be a focus area at DPHS. We are collaboratively working to improve our lesson design, instructional delivery, student engagement, use of quality assessments, timely interventions, consistent grading practices, and overall classroom environments. Our focus on Tier 1 Instruction should positively impact the percentage of students who pass their classes each Semester, and thus remain on-track. When we use the term on-track, we mean that students have achieved the number of credits at each grade-level to be considered on-track for Graduation. As we begin the 2026-2027 school year, our current on-track percentages by grade-level can be found below. Our goal is to increase each grade-level's on-track percentage by 5% by the end of the school year. We will monitor these percentages at the end of Semester 1. We would like our 9th grade on-track to be above 90%.

Goal 3: Building Bridges, Making Connections

Our Graduation Rate for the 2025-2026 school year was 95%. While this is a bright spot in our school data, we continue to focus time and attention on our "College First Year Enrollment" (% of HS Graduates who enter a 2 or 4 year College after HS Graduation). 37% of our 2024-2025 cohort of Graduates enrolled in a College Program right after High School. Our goal for the 2025-2026 school year was to increase our "College First Year Enrollment" to 55%. Data for the 2025-2026 cohort of Graduates will not be available until November of this year.

Our FAFSA Completion Rate was 42% at the end of the 2024-2025 school year. Our FAFSA Completion Rate Goal for last year (2025-2026) was 65%, which we achieved with a final percentage of 67%. Our FAFSA Completion Rate Goal for this year (2026-2027) is 75%.

2026-2027 SCHOOL IMPROVEMENT PLAN



HOME LINK
Deer Park School District



DEER PARK HOME LINK



Goal 1: Wellness and Belonging

Increase family engagement in Home Link activities and connections by 10% by ensuring opportunities for students and families to deepen connection through community events and enrichment experiences.

Goal 2: Academic Engagement

By June 2027, reduce the number of Level 1s in math and ELA by 10% through targeted instruction to families and consistent progress monitoring using iReady and SBA scores. The program will empower parents with math-focused workshops and individualized coaching, increasing family confidence and engagement in home-based math instruction.

Goal 3: Academic Engagement

By spring 2027, Deer Park Home Link will increase state assessment participation among full-time students from 87.6% to 92% in ELA, from 87.3% to 92% in math, and from 78.2% to 87% in science, with female participation in ELA and math reaching at least 90%. We will reach these goals through accurate testing rosters, personal consultant outreach to every full-time family, flexible testing dates at both campuses, and individual results conversations that connect testing to each student's learning plan. This is year one of a two-year path to the state's 95% participation expectation for all students and every subgroup required for federal accountability (ESSA).

Goal 4: Building Bridges, Making Connections

By June 2027, ensure 100% of seniors complete their High School and Beyond Plan for graduation. We will do this by intentionally informing students about post-secondary opportunities, connecting every student to those opportunities through SchooLinks and the High School and Beyond Plan, and expanding student leadership opportunities that connect students to their school and to one another. Students who are not yet connected, including those who have never logged in to SchooLinks.

2026-2027 SCHOOL IMPROVEMENT PLAN



Coversheet

MINUTES OF PREVIOUS MEETINGS

Section: III. CONSENT AGENDA ITEMS
Item: A. MINUTES OF PREVIOUS MEETINGS
Purpose:
Submitted by:
Related Material: Board Meeting Minutes September 28, 2026.pdf
Board Meeting Minutes October 7, 2026.pdf

DEER PARK SCHOOL DISTRICT NO. 414
Board of Directors Meeting
September 28, 2026

President Craig Phillips called the meeting to order at 6:00 pm, all members were present. Dr. Alexa Allman, Superintendent was also present.

ENROLLMENT REPORT:

Brendon Myers reported on the beginning enrollment numbers and where we stand with the projected budget, stating we are up slightly from last year.

SUPERINTENDENT REPORT:

SLP Report: (Speech Language Pathologists) Stacey Wendle and Heidi Rich presented the annual update and Disability Month report, highlighting services, testing and interventions they do daily. "Full details can be viewed within the board packet online"

Technology Report: Alexa gave an overview of the annual technology report. IT is responsible for all the school buildings as well as the district office, maintaining all communications, computers, phone systems, servers and cameras. "Full details can be viewed within the board packet online"

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 172066 through 172119 in the amount of $265,759.97; Capital Projects Fund Check Numbers 172120 through 172122 in the amount of $19,390.84; Associated Student Body Fund Check Numbers 172123 through 172128 in the amount of $13,288.05; General Fund Check Numbers 172129 through 172160 in the amount of $97,144.83; Capital Projects Fund Check Number 172161 in the amount of $10,918.11; General Fund Check Numbers172178 through 172179 in the amount of $2,198.42; General Fund ACH Numbers 252600530 through 252600540 in the amount of $1,999.80; Associated Student Body ACH Fund Number 252600541 in the amount of $130.73; General Fund Wire Transfer Number 202500121 in the amount of $385.09; Associated Student Body Fund Wire Transfer Number 202500122 in the amount of $141.32; General Fund Check Numbers 172180 through 172247 in the amount of $1,039,717.87; Associated Student Body Check Numbers 172248 through 172255 in the amount of $10,617.23;General Fund Check Numbers 172256 through 172289 in the amount of $107,885.82; Capital Projects Fund Check Number 172290 in the amount of $44.69; Associated Student Body Fund Check Number 172291 in the amount of $3,582.61; General Fund ACH Numbers 262700012 through 262700015 in the amount of $751.30; General fund ACH Numbers 262700001 through 262700011 in the amount of $694.73; General Fund Check Numbers 172292 through 172294 in the amount of $23,606.30; General Fund Check Numbers 172295 through 172369 in the amount of $247,246.81; Associated Student Body Fund Check Numbers 172370 through 172374 in the amount of $20,399.70; General Fund ACH Numbers 262700016 through 262700026 in the amount of $1,559.91; Associated Student Body Fund ACH Numbers 262700027 through 262700029 in the amount of $202.88; General Fund Check Numbers 172375 through 172377 in the amount of $34,661.30; Associated Student Body Fund ACH Number 172378 in the amount of $10,915.00; HR Report: Terminations/Resignations: (Haynes, Alicia - SPE 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, Kimberly - HL Specialist - Resigned); (Stevenson, Nick - IT Technician - Resigned); Certified Employees: (Watson, Aaron - DPE Cert Teacher); (Fenster, Jack - Arcadia - Cert Teacher); (McDonald, Elizabeth - DPE SPED/TLC Teacher - OYO); (Silva-Clinard, Rebecca - DPHS SPED Teacher OYO); (Morago, Emilee - Long Term Substitute); Classified Employees: (Fair, Christy - Transportation Supervisory Assistant); (Roetcisoender, Jennifer - DPHS SPED Para); (Willems, Shae - DPAHS Para); (Sivertson, Eric - DPHS Athletic Director); (Beveridge, Brandon -

Bus Driver); (Moe, Stephanie - Bus Driver); (Schoonover, Frank - Bus Driver); (Phan, Huy - HVAC Maintenance Technician); (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 - 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); (Pinkney, Kirsten - Head Volleyball Coach $5164); (Savchuck, Tina - Assistant Volleyball Coach $4301); (Clark, Zoey - Assistant Volleyball Coach $3615); (Morely, Katie - 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 - DPMS 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, Rose - 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 $250); (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 $5346.50); (Henning, Molly - Cell Phone $600); (Henning, Stacia - BLT $700); (Henning, Molly - Extended Days $3768.67); (Hill, Brennan - Clothing $250); (Hill, Mitchell - Clothing $250); (Hilts, Lesley - BLT $700); (Hintz, Sarah - BLT $700); (Hogan - BLT $700); (Irvine, Justin - Clothing $500); (Irvine, Justin - Cell Phone $300); (Justice, Norma - Clothing $250); (Kemper, Wesley - Back Flow 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); (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 $5510); (Sommers, Rebecca - BLT $700); (Spillane, Robbi - BLT $700); (Thain, Christina - Extended Days $5510); (Thompson, cory - Co-Curricular Band $8772); (Thompson, Cory - 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 $750); (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, Alica - Para Stipend $579.55); (Moudy, Chelsey - Para Stipend $750); (Munns, Misti - Para Stipend $750); (Pajimola, Shelley - Para Stipend $750);)Robers, Meegan - Para Stipend $558.24); (Roetcisoender, Jennifer - Para Stipend $750); (Schoening, Linda - 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); Payroll in the amount of $2,723,971.08; Minutes from August 24 and September 14; Policies for 2nd read: Policy 1400 Meeting Conduct, Order of Business, and Quorum; Policy 5253 Maintaining Professional Staff Student Boundaries; A motion to approve was made by Lindsay Lofstrom, the motion passed 4/1 (Gerry Ashby opposed).

ITEMS FROM THE FLOOR:
None at this time

There being no further business, the meeting was adjourned at 7:03 pm.

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

Dated this 21st Day of October, 2026

_____ _____

Board President Superintendent

DEER PARK SCHOOL DISTRICT NO. 414
Board of Directors Meeting
October 7, 2026

President Craig Phillips called the meeting to order at 6:00 pm, all members were present. Dr. Alexa Allman was also present

SUPERINTENDENT REPORT:

Value of Team: The Board engaged in a team building activity
Personal Values Exercise: The Board engaged in a personal values exercise
Annual Goals: Alexa re-shared her annual goals
Levy Discussion: The Board discussed the renewal of the EP&O Levy in the upcoming February 2027 election, maintaining the $1.50/$1000.
Election Day: November 3 - ballot update
Invitation only, Editorial Feature: DPSD was spotlighted in Education Magazine Special Edition.
DPSD Stories for Media: The Board shared some ideas for media options
Alexa shared this week's agenda:

- Leadership reflection and learning - Wednesday October 7
- Learning Improvement Day (LID) - Friday October 9, focusing on Social-Emotional Learning as outlined by the state

"Full details can be accessed within the board meeting recording"

BOARD DISCUSSION:

Board Self-Assessment: The Board agreed to complete the WSSDA Self-Assessment before the November 4 work session.
Board Goals: The board was provided a draft that will be discussed at the work session on November 4.
Board Operating Protocols: The Board will review and discuss the protocols at the work session on November 4.

There being no further business, the meeting was adjourned at 8:17 pm.

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

Dated this 21st Day of October, 2026

_____ Board President

_____ Superintendent

Coversheet

PAYROLL

Section: III. CONSENT AGENDA ITEMS
Item: C. PAYROLL
Purpose:
Submitted by:
Related Material:
9 - SEPTEMBER 2025 PAYROLL and AUGUST 2026 ACCRUAL PR BOARD APPROVAL (1).pdf

DEER PARK SCHOOL DISTRICT NO. 414

Payroll for the month of **September 2026 Payroll (August Accrual included)**

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 **$2,989,596.26**

$8,601.65	AUG ACCRUAL GROSS
$2,980,994.61	SEPTEMBER GROSS
$2,989,596.26	COMBINED TOTAL GROSS

Payroll Warrants: #172379 VOID/REISSUE #172401
Payroll AP Warrant's #172380-172384, 172385-172400

DIRECTORS:

_____ _____

_____ _____

_____ _____

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

Coversheet

HUMAN RESOURCES REPORT

Section: III. CONSENT AGENDA ITEMS
Item: D. HUMAN RESOURCES REPORT
Purpose:
Submitted by:
Related Material: HR Report.pdf

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

Date: October 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
Barcellos, Tanya - DPMS Head Cook - Resigned
Saario, Krystal - Food Service Rover - Resigned

Retirees

Layoff/Furlough

Employment

Certified Employees:

Administrators

Classified Employees:
Rhoades, Morgan - DPE Assistant Cook
Judd, Rachelle - DPMS SPED Para
Forbes, Kelsey - Arcadia Para
DeBorde, Michelle - Transportation - Supervisory Assistant
Harris, Charity - Transportation - Supervisory Assistant
Peterson, Gregory - Pre-School Para
Haynes, Ryan - Pre-School Para
Fleming, Kily - DPMS Archery Club
Newman, Brytney - DPMS Archery Club

Substitutes:
Kuntz, Wayne - Sub Bus Driver
Mann, Rhonda - Sub Food Service

Conner, Debra - Sub Food Service
Hickman, Lacey - Sub Food Service

Coaches
McLean, Tyler - DPHS Assistant Boys Wrestling Coach

Stipends
Armfield, Allison - DPHS Yearbook $3134
Barton, Brandy- DPHS Chemical Hygiene Officer $1000
Barton, Brandy - HI CAP Building Rep $600
Barton, Brandy - ASB Coordinator $2466
Bogle, Tiffany - DECA-Concessions $15,000
Bogle, Tiffany - Class Advisory $1318
Champoux, Robert - CTE -BIOMED $2500
Davis, Michelle - Key Club $500
Didier, Emily - Assessment Coordinator $500
Emmans, Jessica - HL Drama $3724
Emtman, Monica - Assessment Coordinator $500
Forbes, Kelsey - Para Stipend $681.82
Foster, Kelly - CTE - Business ED-Production $2500
Foster, Kelly - Class Advisor $1647
Guhlke-Whitmore, Erica - FFA $15,000
Hamrick, Alyssa - National Honors Society $1000
Hamrick, Alyssa - ASB Coordinator $500
Hansen, Ashley - HI CAP Building Rep $600
Hilts, Lesley - LAP Coordinator $1000
Hilts, Lesley - Assessment Coordinator $1000
Huestis, Dora - 6th Grade Choir $1000
Kneeland, Allie DPMS Yearbook $1568
McCrorie, Ross - DPHS Drama $4059
McKenzie, Shanna - HI CAP Building Rep $600
Messick, Matt - Class Advisor $2307
Messick, Matt - Knowledge Bowl $1268
Miller, Austin - Skill USA - FFA Assistant $15,000
Moyles, Kirstin - HI CAP Building Rep $600
Obryan, Breanna - Key Club $500
Phan, Huy - Cell phone $275
Phan, Huy - Clothing $458.33
Phillips, Scott - ABS Coordinator $2637
Poynor, Dorothy - LAP Coordinator $1000
Poynor, Dorothy - Assessment Coordinator $1000

Poynor, Dorothy - DPMS Athletic Coordinator $10,000
Schupman, Brittany - Class Advisor $2307
White, Marlee - HI CAP Building Rep $600
Roy, Natalie - DPHS Dungeons and Dragons Club $1,000
Honshikno, Roger - DPHS Archery Club $1,000

Corrected Stipends:
Armfield, DPHS Link Crew - $1754.40
Phillips, Rene - DPHS Link Crew $2339.20
Schupman, Brittany - DPHS Link Crew $1754.40

Certificated out of Endorsement Waiver

Leave of Absence - Separate Action Item:

Coversheet

Policies for 1st Read

Section: V. CONSIDERATION OF ACTION ITEMS
Item: B. Policies for 1st Read
Purpose:
Submitted by:
Related Material: 5310 Compensation Schedules (redline).pdf
5260 Personnel Records (redline).pdf
5400 Personnel Leaves (redline).pdf
5401 Sick Leave (redline).pdf
5281 Disciplinary Action Discharge (redline).pdf

Policy: 5310
Section: 5000 - Personnel

Compensation

A. **Represented Employees**
The district will compensate employees represented by an authorized bargaining representative under the applicable collectively bargained salary schedule, which the board must approve.

B. **Non-represented Employees**
The superintendent or designee will establish salary schedules for non-represented employees and present the schedules to the board for approval. In establishing salary schedules, the superintendent or designee will comply with any requirements regarding inflationary increases. For certain positions, like the superintendent or other district-level administrators, the compensation will be established by individual employment contracts.

C. **Reproduction of Annual Salary Schedules for Certificated Employees**
The district will reproduce the annual salary schedules for all certificated employees approved by the board through a reasonable method, like printing.
~~Staff under contract to the district will be paid according to current staff salary schedules.~~

~~**Application of Course Credits to the Certificated Salary Schedule**~~
~~The district will provide for the review and adjustment of certificated staff contracts on the basis of information filed with the personnel office by October 1. The staff member will provide the personnel office, according to schedule, with the required information, including official college or university transcripts, official records of degrees completed, official records of approval and completion of authorized work for equivalent credits and all other pertinent data for contract adjustment purposes.~~

~~Credits earned by certificated staff will be eligible for application to the state salary schedule only if the course content meets one of the following criteria:~~

~~A. The course is consistent with a school-based plan for mastery of student learning goals identified in the annual school performance report for the school in which the staff member is assigned;~~

~~B. The course pertains to the individual's current assignment or expected assignment for the subsequent school year;~~

~~C. The course is necessary to obtain an endorsement required by the Washington Professional Educator Standards Board;~~

~~D. The course is specifically required to obtain an advanced level of certification;~~

~~E. The course is part of a college or university degree program that pertains to the staff member's current or potential future assignment as instructional staff; or~~

~~F. The course addresses research-based assessment and instructional strategies for students with dyslexia, dysgraphia and language disabilities when addressing Washington State Learning Goal One.~~

~~**Military, Peace Corps, or Vista Service Credit**~~
~~The superintendent is authorized to grant one year of increment credit for each year served in the military, Peace Corps or Vista service or professional employment, if such service interrupted the staff member's actual teaching career. For purposes of credit, one-half or more of a year of service will be counted as a full year.~~

Legal References:	RCW 28A.405.200 Annual salary schedule as basis for salaries for certificated employees RCW 28A.400.205 State inflationary increases for employees - Inflationary adjustment index - defined ~~WAC 392-121-264 Definition -- Certificated years of experience~~

Classification: Discretionary
Adoption Date: 01/24/1985
Revised Dates: **01/22/07, 03/26/18**

Policy: 5260
Section: 5000 - Personnel

Personnel Records

The district will organize, compile and maintain personnel records and files for each staff member of the district which will be kept secure under the authority of the superintendent. The contents of the personnel files will be available to the superintendent and to those staff authorized by the superintendent to organize, compile and maintain the files. Any confidential college or university credentials or other confidential pre-employment materials received by the district will be returned to the sender or maintained in personnel records, such as an application file.

Any ~~certificated or classified~~ staff member will be permitted, during normal district business hours, to review the contents of his/her personnel file in the presence of an authorized staff member. Personnel files may be maintained by the district in hard copy or in an electronic format.

Any staff member ~~annually~~ may request, at least annually, that the superintendent review all information in the staff member's personnel file(s) to determine if there is any irrelevant or erroneous information in the file(s), and will remove all such information from the file(s). If a staff member does not agree with the determination, the staff member may at his or her request have placed in the personnel file a statement containing a rebuttal or correction.

Cross References:	4040 - Public Access to District Records
Legal References:	RCW 28A.405.250 Certificated employees, applicants for certificated position, not to be discriminated against — Right to inspect personnel file RCW 42.56.230(3) Certain personal and other records exempt (from public inspection) RCW 49.12.240-260 Employee inspection of personnel file

Classification: Important
Adoption Date: 07/11/1984
Revised Dates: **08/07, 12/16/98, 11/23/15**

Policy: 5400
Section: 5000 - Personnel

Personnel Leaves

Upon the recommendation of the superintendent and in accordance with the law and district policy, staff may be granted leaves pursuant to the following conditions, unless the applicable collective bargaining agreement provides otherwise:

A. **Leave at Full Pay Unless Stated Otherwise.** Leaves will be with pay unless otherwise stated. If leaves are to include expenses to be paid by the district, that also will be specifically stated.

B. **Leaves in Units of Full or Half Days.** Leaves may be granted in units of half or full days only.

C. **Return from Leaves.** At the end of any leave shorter than 20 days in duration, sabbatical leave, or sick leave which does not exhaust the staff member's accumulated sick leave, the affected staff member is entitled to return to the position held when the leave commenced or to an appropriate comparable position.

   Except as may otherwise be specifically provided by law or district policy, a staff member will be entitled to a position in the district subject to the availability of a position for which the staff member is qualified after leaves of longer duration.

D. **Prior Notice of Application.** Reasonable advance notice is required for all leaves, with specific advance notice as stated in district policy.

E. **Flexibility in Granting Leaves.** The superintendent, with approval of the board, may grant leaves to individuals who might not otherwise be covered, or extend leave in excess of the number of days provided by district policy, in unusual or exceptional circumstances.

F. **Leaves Prorated for Part-Time Staff**. Part-time staff will be entitled to leave benefits, unless otherwise stated in district policy, provided that the length of leaves will be prorated according to the ratio of days and/or hours worked to the number of days and/or hours worked by a full-time staff member in the same or a similar position.

G. **Noncumulative**. Leaves will be noncumulative from year to year unless otherwise stated.

Unpaid Leaves
Upon employee request, the superintendent or designee has discretion to consider providing unpaid leave to employees in certain circumstances. The option to provide unpaid leave does not obligate the district to do so or in any way limit or prevent the district from pursuing other responses.

Cross References:	5411 - Staff Vacations 5410 - Holidays 5407 - Military Leave 5406 - Leave Sharing 5404 - Family, Maternity and Military Caregiver Leave 5403 - Emergency and Discretionary Leaves 5401 - Sick Leave
Legal References:	RCW 28A.400.300 Hiring and discharging of employees — Written leave policies — Seniority and leave benefits of

employees transferring between school districts and other educational employers
AGO 1980 No. 22 Limitation on compensated leave for school district employees

Classification: Critical
Adoption Date: 11/18/1998
Revised Dates: **02/26/18**

Policy: 5401
Section: 5000 - Personnel

Sick Leave

I. Paid Sick Leave for Certificated and Classified Staff Members

Compliance with RCW 28A.400.300
The district will grant each certificated and classified employee~~staff member~~ of the district sick leave ~~days annually~~ in accordance with RCW 28A.400.300 and applicable collective bargaining agreements.

Attendance Incentive Program
Eligible employees may cash out accumulated sick leave in accordance with WAC 392-136-015 and WAC 392-136-020.

Employees Covered by RCW 49.46.210
For employees covered by RCW 49.46.210, the district will comply with that statute and the regulations that implement it. The superintendent or designee may adopt a procedure that addresses sick leave use by employees covered by RCW 49.46.210.

Verification
For employees not covered by RCW 49.46.210, the district may require those employees to provide verification for the need to take sick leave when they take more than three consecutive days of sick leave.

Unpaid Leave
Employees who exhaust their paid sick leave may request unpaid leave. At its discretion, the district will determine whether to grant unpaid leave. If an employee does not receive approval for unpaid leave, but, nonetheless, does not attend work, they will be considered absent without leave and may be subject to discipline.

~~Unused sick leave days may be accumulated from year-to-year up to a maximum of one hundred eighty days for the purposes of RCW 28A.400.210 and 28A.400.220, and for leave purposes up to a maximum of the number of contract days agreed to in a given contract, but not greater than one year.~~

~~The district may require a signed statement from a healthcare provider for any absence in excess of five consecutive days. Pursuant to WAC 296-128-660, if the district requires such verification from a nonexempt staff member and the staff member believes obtaining verification would result in an unreasonable burden or expense, the staff member may contact HR Director orally or in writing. Verification must be provided to the district within 10 calendar days of the first day a nonexempt staff member used paid sick leave to care for themselves or a family member.~~

~~If sick leave benefits are exhausted, the board may grant leave without pay for the balance of the year upon the recommendation of the superintendent/designee.~~

~~**II. Attendance Incentive Program for Certificated and Classified Staff Members**~~

~~In January of the year following any year in which a minimum of 60 days of sick leave is accrued, and each January thereafter, any eligible staff member may exercise an option either:~~

~~A. To receive remuneration for unused sick accumulated in the previous year in an amount equal to one day's monetary compensation of the staff member for each four full days of accrued sick leave in excess of 60 days; or~~

~~B. To add that year's sick leave to the staff member's accumulated sick leave.~~

~~All such leave for which the staff member receives compensation will be deducted from accumulated sick leave at the rate of four days for every one day's monetary compensation.~~

~~A staff member may cash out all accrued sick leave at the above rate at the time of an eligible separation from employment as set forth in RCW 28A.400.210 and Chapter 392-136 WAC.~~

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Commented [A1]: See RCW 49.46.010(4).

Commented [A2]: The provisions on frontloading, notice, and verification for employees covered by RCW 49.46.210 were moved into a new procedure.

Commented [A3]: To support districts with unpaid leave, we've included language to the policy.

The administrator of the estate of a deceased staff member may also cash out all accumulated sick leave at the rate of one day's monetary compensation for every four days of leave. A certified copy of the death certificate and proper documentation of court appointment as administrator of the estate must be submitted to the district office.

III. Additional Paid Sick Leave Provisions

A. Nonexempt Staff Members

Nonexempt staff members are covered by the sick leave provisions of RCW 28A.400.300 and are also covered by the sick leave provisions of RCW 49.46.210 and Chapter 296-128 WAC beginning January 1, 2018.

In general, the sick leave benefits provided under RCW 28A.400.300 are more generous than those required by RCW 49.46.210 and Chapter 296-128 WAC. Below, however, are some of the rights that nonexempt staff members are entitled to under RCW 49.46.210 and Chapter 296-128 WAC:

1. Nonexempt staff members must accrue at least one hour of paid sick leave for every forty hours worked.

2. Nonexempt staff members are entitled to use their accrued paid sick leave beginning on the ninetieth calendar day after the commencement of their employment.

3. Nonexempt staff members may use paid sick leave to care for themselves or their family members, when the staff members' workplace or children's school or place of care has been closed by a public official for any health related reason, or for absences that qualify for leave under the Domestic Violence Leave Act.

4. Nonexempt staff members must be permitted to carry over at least forty hours of paid sick leave.

5. Retaliation against a nonexempt staff member for lawful exercise of paid sick leave rights is prohibited.

B. Reasonable Notice for the Use of Paid Sick Leave [Optional]
Nonexempt staff members must provide reasonable advance notice of an absence from work for the use of paid sick leave to care for themselves or a family member. Please provide such reasonable notice to [insert point of contact, e.g. supervisor]. Any information provided will be kept confidential. If a nonexempt staff member's absence is foreseeable, the staff member must provide notice to [insert point of contact] at least 10 days, or as early as possible, before the first day paid sick leave is used. If a nonexempt staff member's absence is unforeseeable, the staff member must contact [insert point of contact] as soon as possible.

A nonexempt staff member must give advance oral or written notice to [insert contact] as soon as possible for the foreseeable use of paid sick leave to address issues related to the staff member or the staff member's family member being a victim of domestic violence, sexual assault, or stalking. If a nonexempt staff member is unable to give advance notice because of an emergent or unforeseen circumstance related to the staff member or the staff member's family member being a victim of domestic violence, sexual assault, or stalking, the staff member or a designee must give oral or written notice to [insert contact] no later than the end of the first day that the staff member takes such leave.

C. Frontloaded Paid Sick Leave [Optional]
The district will provide eligible nonexempt staff members with a notification of frontloaded paid sick leave. This notification will provide details of the amount of paid sick leave hours that will be placed into a nonexempt staff member's paid sick leave bank at the start of their employment. It will include the calculations used to determine the frontloaded hours, the paid sick leave accrual year, and a staff member's eligibility details. Unused frontloaded paid sick leave balances of 40 hours or less will carry over to the following year.

The district will make written or electronic notification to a nonexempt staff member for each paid sick leave frontloading period, providing the amount of paid sick leave frontloaded, the calculation used to determine the amount of paid sick leave, and any adjustments based on additional accrued hours. If a nonexempt staff member's frontloaded paid sick leave is less than the amount that they were entitled to accrue, the district will
make any additional amounts of paid sick leave available for the staff members use no later than 30 days after the discrepancy is identified.

~~If a nonexempt staff member uses more paid sick leave than the staff member would have accrued absent frontloading, the district will not seek reimbursement from the staff member for the paid sick leave used.~~

Cross References: 5406 - Leave Sharing

Legal References:	RCW 49.46.200 Paid sick leave
	RCW 49.46.210 Paid sick leave – Authorized purposes – Limitations – "Family member" defined
	Chapter 296-128 WAC Minimum Wages
	RCW 28A.400.210 Employee attendance incentive program — Remuneration or benefit plan for unused sick leave
	RCW 28A.400.300 Hiring and discharging of employees — Written leave policies — Seniority and leave benefits, of employees transferring between school districts and other educational employers
	Chapter 392-136 WAC Finance — Conversion of Accumulated Sick Leave
	AGO 1964 No.98 Sick leave for certificated and noncertificated employees
	AGO 1980 No.22 Limitation on compensated leave for school district employees

Classification: Critical
Adoption Date: **7.84**
Revised Dates: **10.00; 12.11; 12.17; 2.21**

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Policy: 5281
Section: 5000 - Personnel

Disciplinary Action and Discharge

Grounds for Disciplinary Action or Discharge
Staff who fail to fulfill their job responsibilities or follow the reasonable directions of their administrators or who conduct themselves on or off the job in ways that affect their effectiveness on the job may be subject to disciplinary action or discharge. Behavior, conduct, or action which provides sufficient cause may warrant disciplinary action or discharge. Such behavior, conduct, or action may include but is not limited to:

A. Incompetence;

B. Inefficiency;

C. Misappropriation or misuse of district property;

D. Neglect of duty;

E. Insubordination;

F. Conviction/guilty plea of any crime which adversely affects the employee's ability to perform a job including any felony crime involving:

1. The physical neglect of a child;
2. The physical injury of death of a child;
3. Sexual exploitation of a child;
4. Sexual offenses;
5. Promotion of a minor for prostitution purposes; or
6. The sale or purchase of a minor child;
[employees are required to report in writing to the superintendent any conviction or guilty plea of the above referenced crimes (and of any other crimes that are workplace related) within five days of conviction or guilty plea];

G. Malfeasance;

H. Misconduct;

I. Inability to perform job functions;

J. Willful violation of district policies and procedures or laws and regulations;

K. Mistreatment, abuse or assault of fellow workers, students, or members of the public;

L. Conflict of interest;

M. Abuse of leave;

N. Unlawful~~Sexual~~ harassment, verbal abuse, physical abuse or sexual misconduct toward staff, students, or members of the public;

O. Manufacture, possession, distribution, sale or being under the influence of alcohol controlled, illegal, addictive or harmful substances including anabolic steroids;

P. Conduct (whether on the job or off the job) that has a substantial negative impact on performance;

Q. Mental or physical inability to perform the essential job duties;

R. Intemperance;

S. Intentional discrimination or harassment;

T. Vulgar speech or actions;

U. Use of habit forming drugs without pharmaceutical prescription by a doctor of medicine licensed to practice in the state of Washington;

V. Use of alcoholic beverages on district premises or at a district sponsored activity off the district premises; or

W. Use of district supplies and equipment for personal betterment or financial gain or other improper purposes.

X. Falsification or omission of material information from district records or any report or statement required of or submitted by the employee. This includes, but is not limited to, providing false information to the district (i.e., timesheets, application materials, during formal investigations);

Y. Engage in the obstruction of justice, which includes witness intimidation, retaliation, destruction of evidence, or engaging in conduct to compromise an investigation or inquiry of misconduct; or

~~W.~~Z. Engage in any other conduct that lacks educational value/legitimate professional purpose and harms students.

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In the event that allegations or charges are made against a staff member for misconduct with minors, the superintendent may contact the Child Protective Services central registry for evidence regarding whether the staff member is an adjudicated or admitted perpetrator of child abuse or neglect. Appropriate reports will also be made to law enforcement, the Office of the Superintendent of Public Instruction, and the student's parents or guardians, as required by law.

Nondisciplinary Dismissal

Nonrepresented classified employees and certificated administrators may be subject to nondisciplinary dismissal for behaviors. The option to use nondisciplinary dismissal does not obligate the district to do so or in any way limit or prevent the district from pursuing other responses as determined by the superintendent or designee.

Abuse and Sexual Misconduct

The district will not enter into any contract that is contrary to law to suppress information about verbal or physical abuse or sexual misconduct by a present or former employee and will comply with all legal requirements regarding such misconduct.

The district, or an individual acting on behalf of the district, shall not provide a recommendation of employment for a current or former employee, contractor, or agent that the district or individual acting on behalf of district knows or has probable cause to believe has engaged in sexual misconduct with a student or minor in violation of the law. District/school employees, contractors, and agents are also prohibited from providing a recommendation of employment to a current or former employee, contractor, or agent that the employees, contractors, or agents know or has probable cause to believe engaged in sexual misconduct with a student or minor in violation of the law. This does not prohibit the routine transmission of administrative or personnel files, but does prohibit doing more than that to help the current or former employee obtain new employment.

Suspension of Staff
The superintendent/designee is authorized to suspend a staff member immediately as deemed appropriate.

Cross References:	5006 - Certification Revocation 5240 - Evaluation of Staff 5280 - Separation from Employment
Legal References:	RCW 28A.400.300 Hiring and discharge of employees — Written leave policies — Seniority and leave benefits of employees transferring between school districts and other educational employers RCW 28A.400.320 Crimes against children — Mandatory termination of classified employees — Appeal — Recovery of salary or compensation by district RCW 28A.400.340 Notice of discharge to contain notice of right to appeal if available RCW 28A.405.300 Adverse change in contract status of certificated employee — Determination of probable cause — Notice — Opportunity for hearing RCW 28A.405.310 Adverse change in contract status of certificated employee, including non-renewal of contract — Hearings — Procedure RCW 28A.405.470 Crimes against children — Mandatory termination of certificated employees — Appeal — Recovery of salary or compensation by district RCW 28A.410.090 Revocation or suspension of certificate or permit to teach — Criminal basis — Complaints — Investigation — Process RCW 49.44.200 Personal social networking accounts – Restrictions on employer access - Definitions Chapter 181-86 RCW Policies and procedures for administration of certification proceedings WAC 181-87 Acts of Unprofessional Conduct

Classification: Discretionary
Adoption Date: 07/11/1984
Revised Dates: **08/2007, 12/20/04, 02/26/18**

Coversheet

Travel with Students - State Competition - FFA

Section: V. CONSIDERATION OF ACTION ITEMS
Item: C. Travel with Students - State Competition - FFA
Purpose:
Submitted by:
Related Material: Travel with Students - FFA State Competition.pdf

2026-27 School Year Extra Curricular / Travel with Students

September 18-19 2026

Per Policy 2320: Field Trips, Excursions and Outdoor Education, The board recognizes that field trips, when used as a device for teaching and learning integral to the curriculum, are an educationally sound and important ingredient in the instructional program of the schools. Such trips can supplement and enrich classroom activities by providing learning experiences in an environment beyond the classroom. Field trips that take students out of the state or keep students out of the district overnight must be approved in advance by the board. Outdoor education resident school plans will be presented to the board for annual approval. The superintendent has the authority to approve all other field trips.

Green = Elementary, Purple = Arcadia, Gold = Middle School, Blue = High School

SCHOOL	SPORT/ACTIVITY	DESTINATION	DATES
Deer Park High School	FFA - AG Ed State Level Contest	Walla Walla	10/27-10/28 2026