A regular meeting of the Board of Directors of the Camas School District was held on Monday, September 23, 2013, at the Zellerbach Administration Center, 841 NE 22nd Avenue, Camas, Washington, in the Dennison Board Room. Board members present were Connie Hennessey, Mary Tipton, Doug Quinn, Casey O’Dell and Julie Rotz.

1. **REGULAR BOARD MEETING CALLED TO ORDER – 5:30 PM**
   A. Flag Salute lead by Board Member Casey O’Dell
   B. Public Comments – Camas School District parent, Barbara Braskett (2501 NW 37th Avenue, Camas) shared her concern regarding the high number of students per classroom in her children’s classes at Dorothy Fox Elementary School. Both Superintendent Mike Nerland and Director of Human Resources Rita Pakenen responded to her concerns. Mr. Nerland will share the current enrollment numbers with board members tomorrow, Tuesday, September 24.

2. **BOARD COMMUNICATION**
   Board Member Mary Tipton is participating in the Washington State School Directors’ Association (“WSSDA”) webinars. Ms. Tipton shared that these webinars are very interesting and while some of the content doesn’t directly apply, she found that you could still learn from them. The most recent one is on confronting urban poverty in America.

3. **ITEMS ADDED TO THE AGENDA** – see attached Addendum to the Agenda.

4. **CONSENT AGENDA**
   A. **Minutes**: Approval of regular board meeting minutes of September 9, 2013.

   B. **Accounts Payable**: Accounts payable figures for September 30, 2013:

   **2012-2013 School Year Budgets**
   - Direct Deposits (ACH) $754.07
   - General Fund (Vendor) $88,064.53
   - A.S.B. Fund $1,881.14
   - Capital Projects Fund $27,704.01

   **2013-2014 School Year Budgets**
   - Direct Deposits (ACH) $10,572.52
   - General Fund (Vendor) $607,868.56
   - A.S.B. Fund $39,966.73

   C. **Human Resources**:

   Certificated employee recommendations for hire:
   - Emily Fitch, counselor at Liberty Middle School, effective 9/20/13.
   - Lisa Hartman, teacher at Woodburn Elementary School, effective for the 2013/2014 school year.
Classified employee recommendations for hire:
- Nancy Gerecz, food service at Lacamas Heights Elementary School, effective 9/23/13.
- Juliann Geril, paraprofessional at Grass Valley Elementary School, effective date to be determined.
- Monica Gilson, paraprofessional at Prune Hill Elementary School, effective 9/10/13.
- Gypsy Martin, food service at Helen Baller Elementary School, effective date to be determined.
- Kathleen Morgan, food service at Woodburn Elementary School, effective 9/12/13.
- Kathy Weeks, building maintenance district wide, effective 10/1/13.

The following employees have submitted letters of resignation:
- Wade Bork, grounds district wide, effective 9/13/13.
- Amber Glassmire, paraprofessional, Prune Hill Elementary School, effective 9/6/13.

The following items also submitted for your approval:
- Special Work Assignments for certificated staff.
- Supplemental Contracts.

D. Travel Approval Requests: Approval for extended travel as submitted.

E. Policies & Procedures
   5000 – Recruitment and Selection of Staff
   5020 – Collective Bargaining
   5021 – Conflicts between Policies and Bargaining Agreements
   5215 – Assignment and Transfer of Administrative Staff
   5221 – Part-Time Staff
   5222 – Job-Sharing Staff Members
   5230 - Job Descriptions / Responsibilities
   5253 – Maintaining Professional Staff/Student Boundaries
   5260 – Personnel Record Legal References updated
   5270 – Resolution of Staff Complaints
   5271 – Reporting Improper Governmental Action
   5401 – Sick Leave
   5407 – Military Leave
   5521 – Teacher Assistance Programs
   5630 – Volunteers
   5641 – Student Teachers
   5642 – Administrative Internships

F. Renewal of Annual Agreement with Employee’s Overload, Inc. – Dana Lighty, Director of Special Services, requested board approval to renew the annual agreement with Employee’s Overload, Inc. This agreement serves high school to 21 year old special education students in attaining employment training and experience in the community. The agreement is based on six (6) hours of service per month for each of the seven (7) students for the ten (10) month school year at $60/hour, not to exceed $25,200 for the year. This amount reflects an increase over the amount from the previous 6-month contract but no increase in hourly rate charged by
Employee’s Overload, Inc. and is reflective of the number of students anticipate to be served this year.

*Motion made by Casey O’Dell, seconded by Mary Tipton. Motion carried unanimously approving all consent items.*

5. **REPORTS**

A. **Superintendent’s Report**— Superintendent Mike Nerland shared the following:

- The Camas Washougal Community Chest has programs that impact many of our students here in the Camas School District and now the employees will benefit from this wonderful organization where they will be able to participate November 6, in a Suicide Prevention Workshop by the Camas Washougal Community Chest. In addition Grace Foursquare Church has donated their facility for this event.

- Mr. Nerland had the privilege of participating in a fundraising event on Saturday, September 21 benefitting the Camas Boosters Club.

- Tomorrow evening, Tuesday, September 24 the school district will be hosting the first annual State of the Community event at Camas High School in the theatre. Mr. Nerland invited everyone to attend.

- Mr. Nerland extended an invitation to the board members to attend the New Teacher Welcome event sponsored by the Camas Washougal Rotary Club on Monday, September 30 starting at 5:30 PM at MillTown Pizza in Camas.

- Mr. Nerland shared that he attended the Washington Interscholastic Athletic Association (“WIAA”) Executive Board Meeting, September 22 & 23 in Renton, Washington.

B. **Student Representative Report**— Hayes Freedom High School ASB Ambassador, Ilse Villasenor shared that students were getting set for spirit days that will continue throughout the year with seniors tie dyeing t-shirts which will be their spirit day colors.

C. **Monthly Budget Report**— Business Director, Donna Gregg provided reports to the board for their review.

6. **POLICY REVIEW**

A. **Policies Recommended for Approval – First Reading**

- 5001 – Hiring of Retired School Employees
- 5005 – Employment: Disclosures, Certification, Assurances and Approval
- 5006 – Certification Revocation
- 5010 – Nondiscrimination and Affirmative Action
- 5011 – Sexual Harassment
- 5050 - Contracts
5201 – Drug-Free Schools, Community and Workplace  
5202 – Federal Motor Carrier Safety Administration Mandated  
5203 – Staff Assistance Program  
5211 – Transfers  
5231 – Length of Work Day  
5240 – Evaluation of Staff  
5251 – Conflicts of Interest  
5252 – Staff Participation in Political Activities  
5280 – Termination of Employment  
5281 – Disciplinary Action and Discharge  
5310 – Compensation Schedules  
5315 – Garnishment and Personal Credit Problems  
5400 – Personnel Leaves  
5403 – Emergency and Discretionary Leaves  
5404 – Family, Maternity and Military Caregiver Leaves  
5406 – Leave Sharing  
5408 – Jury Duty and Subpoena Leave  
5410 – Holidays  
5411 – Staff Vacations  
5510 – Retirement Programs  
5520 - Staff Development  
5520 – Staff Development  
5525 – Professional, Civic and Service Organization Memberships  
5610 – Substitute Employment  
5612 - Temporary Administrators  

Motion made by Doug Quinn, seconded by Mary Tipton. Motion carried unanimously approving policies 5001, 5006, 5010, 5011 as read and 5005 with a minor correction in wording changing the word “will” to “may” on page two, paragraph three for first and second reading.  

Motion made by Casey O’Dell, seconded by Julie Rotz. Motion carried unanimously approving policies 5050, 5201, 5202, 5203, 5211, 5231, 5240, 5251, 5252, 5280, 5281, 5310, 5315, 5400, 5403, 5404, 5406, 5408, 5410, 5411, 5510, 5520, 5525, 5610 and 5612 for first and second reading.  

7. QUALITY FACILITIES AND RESOURCES  

A. Purchase of 200 ncomputing thin clients to replace Linux think clients – Sherman Davis,  
   Technology Director, sought board approval to purchase 200 ncomputing thin clients to replace  
   the Linux thin clients which are currently in all of the elementary schools. The cost per device is  
   $157 each, for a total of $34,037.60 with tax. These new units will replace all of the units in the  
   remaining four elementary schools.  

Motion made by Mary Tipton, seconded by Julie Rotz. Motion carried unanimously approving the  
   purchase of 200 ncomputing thin clients for a total purchase price of $34,037.60.
8. **AJOURNMENT OF REGULAR MEETING – 6:47 p.m.**
   - A short recess followed for the signing of approved meeting documents prior to convening for executive session.

9. **EXECUTIVE SESSION: PERSONNEL & PROPERTY**
   - Called to order by Connie Hennessey at 6:55 p.m.
   - Executive Session adjourned at 7:42 p.m. with no action taken.

10. **RETURN TO OPEN SESSION**
    - The board returned to the open session.

11. **MEETING ADJOURNMENT - 7:45 p.m.**

    **BOARD OF DIRECTORS**

    Secretary

    President

    Meeting Minutes Prepared by Gail Gast