

LAKE WASHINGTON SCHOOL DISTRICT NO. 414

BOARD OF DIRECTORS' MEETING

Due to current social distancing precautions, all meeting participants will be joining the meeting remotely in alignment with current proclamation issued by Governor Inslee. The board meeting will be livestreamed and viewable on the [district website](#). If you are unable to live stream the meeting, you may call (425) 936-2805 or (425) 936-2809/Conference ID: 471683 to listen to the meeting in alignment with the Governor's proclamation.

There will be no in-person public comment to ensure social distancing. All public comments should be submitted in writing to djenkins@lwsd.org by 3:00 p.m. on the day of the board meeting.

July 13, 2020

CONSENT AGENDA

A consent agenda has been established by the board in order to eliminate the time-consuming task of acting on routine and repetitive business items. These items are now placed in a consent agenda package and will be voted on at one time. If you see an item on the consent agenda that you would like to have publicly discussed, please discuss your concern with a board member prior to action on the consent agenda.

Lake Washington School District Acronyms

AP: Advanced Placement

AVID: Advancement Via Individual Determination

B/SR: Board/Superintendent Relationship

CADR: College Academic Distribution Requirements

CDSA: Common District Summative Assessments

CEDARS: Comprehensive Education Data and Research System (CEDARS)

CIA: Certificate of Individual Achievement

CLT: Central Leadership Team

COE: Collection of Evidence

CTE: Career & Technical Education

DIBELS: Dynamic Indicators of Basic Early Literacy Skills

DLT: District Leadership Team (manager level and above, includes both certified and classified)

ELL: English Language Learners

ELPA21: English Language Proficiency Assessment for the 21st Century

eMAS: Elementary Mobile Access for Students

ESEA: Elementary and Secondary Education Act

ESSA: Every Student Succeeds Act

GC: Governance Culture (See Policy Governance)

GC/CM: General Contractor/Construction Management

HiCap: Highly Capable Program

HSBP: High School and Beyond Plan

KISN: Kindergarten Intensive Safety Net

KPI: Key Performance Indicators

LDA: Locally Determined Assessment

LEAP: Learning Enhancement & Academic Planning

MTSS: Multi-Tiered Systems of Support

NSBA - National School Board Association

OE: Operational Expectations (See Policy Governance)

OSPI: Office of Superintendent of Public Instruction

PBIS: Positive Behavioral Interventions and Supports

PCC: Professional Community & Collaboration

PDSA: Plan, Do, Study, Act

PLC: Professional Learning Community

Policy Governance: A governance process used by the school board. This sets forth “Results (R)” that the superintendent must reach, while abiding by “Operational Expectations (OE).” R include the district’s mission. OEs provide the boundaries for how the superintendent and staff can get to the goals. See the board policy section on web site for more information.

Quest: Highly Capable program for students in gr. 2-8

Results (R): Results (*See Policy Governance - formerly known as End Results*). Goals set forth by the board, including the mission of the district.

RCW: Revised Codes of Washington

RTI: Response to Intervention

SALT: Strategic Advisory Leadership Team

SBA: Smarter Balanced Assessment

SBE: State Board of Education

SCAP: School Construction Assistance Program

SEL: Social Emotional Learning

SGP: Student Growth Percentile

SIOP: Sheltered Instruction Observation Protocol

SIP: School Improvement Plan

sMAS: Secondary Mobile Access for Students

STEM: Science, Technology, Engineering, and Mathematics

UDL: Universal Design for Learning

WA-AIM: Washington – Access to Instruction and Measurement

WAC: Washington Administrative Codes

WaKIDS: Washington Kindergarten Inventory of Developing Skills

WaNIC: Washington Network for Innovative Careers

WCAS: Washington Comprehensive Assessment of Science

WCAP: Washington Comprehensive Assessment Program

WIDA AMS: Alternative ELL Assessment

WSIF: Washington School Improvement Framework

WSSDA: Washington State School Directors Association

July 10, 2020

Eric Laliberte
President, Board of Directors
Lake Washington School District No. 414
Redmond, WA 98052

Dear Mr. Laliberte:

I am transmitting herewith the agenda for the Board of Directors' regular meeting of July 13, 2020 beginning at 5:00 p.m. in the Board Room of the Resource Center, 16250 NE 74th Street, Redmond, WA.

Due to current social distancing precautions, all meeting participants will be joining the meeting remotely in alignment with current proclamation issued by Governor Inslee. The board meeting will be livestreamed and viewable on the [district website](#). If community members are unable to live stream the meeting, they may call (425) 936-2805 or (425) 936-2809/Conference ID: 471683 to listen to the meeting in alignment with the Governor's proclamation.

There will be no in-person public comment to ensure social distancing. All public comments should be submitted in writing to djenkins@lwsd.org by 3:00 p.m. on the day of the board meeting.

In addition, the board meeting schedule has been revised. Study sessions will be limited during this time and updates on the district closure will be provided during the regular board meetings. Board meetings in May will be held at 5:00 p.m. and held remotely

Order of Business

1. Convene, Roll Call
2. Oath of Office - Dr. Jon Holmen, Superintendent
3. Approve Agenda
4. Public Comment
5. Consent Agenda
6. Non-Consent Agenda
7. Superintendent Report
8. Board Member Comments
9. Adjourn

Sincerely,



Dr. Jon Holmen
Superintendent

LAKE WASHINGTON SCHOOL DISTRICT

Board of Directors' Meeting

L.E. Scarr Resource Center Board Room

July 13, 2020

The board meeting will be livestreamed and viewable on the [district website](#). If you are unable to live stream the meeting, you may call (425) 936-2805 or (425) 936-2809/Conference ID: 471683

<u>Action</u>	<u>Tab</u>	<u>Page</u>
5:00 p.m.		
Convene, Roll Call		
Oath of Office - Dr. Jon Holmen, Superintendent		
Approve Agenda		
Public Comment		
Consent Agenda		
▪ Vouchers		
▪ Minutes - (<i>June 22 board meeting</i>)	1	1
▪ Human Resources Report	2	15
Non-Consent Agenda		
▪ Update on Juanita High School Mascot	3	
▪ Policy Operational Expectation 10 (OE-10), Learning Environment/Treatment of Students Policy Modification	4	18
▪ Update to Fall Planning for Reopening Schools	5	
Superintendent Report		
Board Member Comments		
Adjourn		
<hr/>		
6:00 p.m.		
Study Session - Location: Meeting held remotely		
<i>Topic: Facilities Advisory Committee Report and Discussion of School Resource Officer Task Force Report, City of Kirkland</i>		
Executive Session for the purpose to consider the selection of a site or the acquisition of real estate by lease or purchase and the minimum price at which real estate will be offered for sale or lease		

Next Board Meetings:

July 27

5:00 p.m., Board Meeting, Location: *Meeting held remotely*

6:00 p.m., Study Session, Location: *Meeting held remotely*

August 10

5:00 p.m. Study Session: Location: *Hughes*

7:00 p.m. Board Meeting: Location: *Board Room*

August 24

5:00 p.m. Study Session: Location: *Hughes*

7:00 p.m. Board Meeting: Location: *Board Room*

L.E. Scarr Resource Center

16250 NE 74th Street

Redmond, WA 98052

OFFICIAL MINUTES
LAKE WASHINGTON SCHOOL DISTRICT NO. 414
Board of Directors' Meeting
June 22, 2020

The board meeting was called to order on June 22, 2020 by President Siri Bliesner at 5:10 p.m.

CALL TO ORDER

Due to current social distancing precautions because of the Coronavirus, all meeting participants will be joining the meeting remotely in alignment with current proclamation issued by Governor Inslee. The board meeting will be livestreamed and viewable on the [district website](#). Viewers could call (425) 936-2805 or (425) 936-2809, Conference ID: 471683, to listen to the meeting in alignment with the Governor's proclamation.

There will be no in-person public comment to ensure social distancing. All public comments should be submitted in writing to djenkins@lwsd.org by 3:00 p.m. on the day of the board meeting.

Members present remotely: Siri Bliesner, Mark Stuart, Chris Carlson, Eric Laliberte, and Cassandra Sage.

ROLL CALL

Present: Superintendent Jane Stavem.

Chris Carlson moved to approve the June 22 agenda. Seconded by Eric Laliberte.

APPROVAL OF AGENDA

Motion carried.

Dr. Stavem opened the nominations for president.

BOARD
REORGANIZATION

Mark Stuart moved to nominated Eric Laliberte. Eric Laliberte accepted the nomination. No other nominations were submitted. Nominations were closed.

Motion carried.

Eric Laliberte opened nominations for vice president.

Chris Carlson moved to nominate Mark Stuart for vice president. Mark Stuart accepted the nomination. No other nominations were submitted. Nominations were closed.

Motion carried.

Eric Laliberte opened nominations for legislative representative.

Chris Carlson moved to nominate Cassandra Sage for legislative representative. Cassandra Sage accepted the nomination. Nominations were closed.

Motion carried.

There were 38-pages of public comments compiled on three topics: Inclusion/Support of Black Staff and Students, Juanita High School Mascot, and Transcripts. Board members read a few of the comments from each of the topics for the 30-minutes set aside for public comment.

PUBLIC COMMENT

Inclusion/Support of Black Staff and Students

- **Katie Badger**, letter from the Washington Education Association, Executive Committee
- **Dana Hsim**, LWSD Teacher and Parent
- **Katie White**, Redmond High School Teacher
- **Leann Clawson**, Library Media Specialist

Juanita High School Mascot

- **Libby Finerty**, former LWSD student and community member
- **Theresa Harrington**, JHS Class of 1988 & Parent of a JHS Class of 2018, 2020 and 2022; JHS PTSA Secretary
- **Grace Harrington**
- **Jennifer Loy**
- **Megan Wong**, graduating Senior JHS, submittal of collective letter from JHS Students

Transcripts

- **Diana Lafornera**, parent

Mark Stuart moved to approve the consent agenda. Seconded by Chris Carlson.

CONSENT AGENDA

Siri Bliesner, yes; Mark Stuart, yes; Chris Carlson, yes; Eric Laliberte, yes; and Cassandra Sage, yes.

Motion carried.

Approves the minutes of the June 1 board meeting and June 8 study session.

APPROVAL OF MINUTES

Approves June 22, 2020 Human Resources Report and salary schedules.

APPROVAL OF HUMAN RESOURCES REPORT

Approval of the following instructional materials for use in the Lake Washington schools –

INSTRUCTIONAL
MATERIALS ADOPTION

Title: Marine Science The Dynamic Ocean
Author: Meghan E. Marrero, Ed.D & Glen Schuster, M.S
Publisher: Pearson & Satellite Laboratory Inc.
Copyright: 2012
No. of Copies: 35
Price: \$94.97
School Requesting: Eastlake High School
Classification: Grades 10-12

Title: Marketing Essentials
Author: Schneider Fares, Kimbrell, Woloszyk
Publisher: Glencoe/McGraw Hill
Copyright: 2019
No. of Copies: 573 Licenses (digital only)
Price: \$18.51 per License
School Requesting: CTE Department
Classification: Grade 9-12

Title: MindTap Century 21 Accounting: General Journal
Author: Gilbertson & Lehman
Publisher: Cengage
Copyright: 2019
No. of Copies: 52 Licenses (digital only)
Price: \$119 per License
School Requesting: CTE Department
Classification: Grades 10-12

Title: Skillstreaming – A Guide for Teaching Prosocial Skills
Author: Dr. Arnold P. Goldstein and Associates
Publisher: Research Press
Copyright: 2005 - 2020
No. of Copies: Various books and paper resources
Price: \$25,000
School Requesting: Special Services
Classification: Grades K-12

Title: Psychology
Author: Spencer Rathus
Publisher: Holt McDougal
Copyright: 2018
No. of Copies: 58 copies and one classroom resource pkg
Price: \$75 per copy (text and license); \$5,900 classroom resource pkg
School Requesting: Eastlake High School
Classification: Grades 11-12

LAKE WASHINGTON SCHOOL DISTRICT NO. 414
Board of Directors' Meeting
June 22, 2020

Title: Amplify ELA
Author: Amplify
Publisher: Amplify
Copyright: 2019
No. of Copies: 8,600 Student and 210 Teacher Licenses (digital only)
10-year term
Price: \$817,700
School Requesting: District ELA Adoption Committee
Classification: Grades 6-8

Approves the 2020-21 board meeting schedule as presented.

2020-21 BOARD MEETING
SCHEDULE

Approves the monitoring report for OE-10, Learning Environment/Treatment of Students, as presented.

APPROVAL OF
MONITORING REPORT
OE-10, LEARNING
ENVIRONMENT/
TREATMENT OF STUDENTS

Approves the monitoring report for OE-11, Learning Environment/Treatment of Students, as presented.

APPROVAL OF
MONITORING REPORT
OE-11, INSTRUCTIONAL
PROGRAM

Adopts Resolution No. 2293 authorizing the superintendent or her designee to approve contract modifications with BNBuilders, Inc. to proceed with the initial site construction and structural items as identified in Amendment No. 1 for the Mark Twain Elementary School Addition project in the amount of \$3,677,590, plus sales tax.

AUTHORIZATION TO
PROCEED WITH INITIAL
CONSTRUCTION
MARK TWAIN
ELEMENTARY SCHOOL
ADDITION (SITE 14)
RESOLUTION NO. 2293

Adopts Resolution No. 2293 authorizing the superintendent or her designee to approve contract modifications with BNBuilders, Inc. to proceed with the initial site construction and structural items as identified in Amendment No. 1 for the Rose Hill Elementary School Addition project in the amount of \$3,389,043 plus sales tax.

AUTHORIZATION TO
PROCEED WITH INTIAL
CONSTRUCTION
ROSE HILL ELEMENTARY
SCHOOL ADDITION (SITE 15)
RESOLUTION NO. 2294

Adopts Resolution No. 2295 authorizing the superintendent or her designee to approve contract modifications with BNBuilders, Inc. to proceed with the initial site construction and structural items as identified in Amendment No. 1 for the Benjamin Franklin Elementary School Addition project in the amount of \$3,618,702, plus sales tax.

AUTHORIZATION TO
PROCEED WITH INTIAL
CONSTRUCTION
BENJAMIN FRANKLIN
ELEMENTARY SCHOOL
ADDITION (SITE 16)
RESOLUTION NO. 2295

LAKE WASHINGTON SCHOOL DISTRICT NO. 414
Board of Directors' Meeting
June 22, 2020

Authorizes the superintendent or her designee to approve construction Change Order No. 5 with Lydig Construction, Inc. for the Ella Baker Elementary School project in the amount of \$(380,505) plus sales tax. Approval of this change order results in a revised GMP of \$34,912,249.

GC/CM CONSTRUCTION
CHANGE ORDER NO. 5
ELLA BAKER ELEMENTARY
SCHOOL (SITE 31)

Approves Resolution No. 2296 to accept the work of Lydig Construction, Inc. on the Ella Baker Elementary School project.

FINAL ACCEPTANCE
ELLA BAKER ELEMENTARY
SCHOOL (SITE 31)
RESOLUTION NO. 2296

Authorizes the superintendent or her designee to approve construction Change Order No. 4 with BNBuilders, Inc. for the Clara Barton Elementary School project in the amount of \$0. Approval of this change order results in a GMP of \$39,532,550.

GC/CM CONSTRUCTION
CHANGE ORDER NO. 4
CLARA BARTON
ELEMENTARY SCHOOL
(SITE 28)

Approves Resolution No. 2297 to accept the work of BNBuilders, Inc. on the Clara Barton Elementary School project.

FINAL ACCEPTANCE
CLARA BARTON
ELEMENTARY SCHOOL
(SITE 28)
RESOLUTION NO. 2297

Authorizes the superintendent or her designee to approve contract modifications with Lydig Construction, Inc. to proceed Amendment No. 6 for the Lake Washington High School Addition project in the amount of \$12,415,095 plus sales tax.

GC/CM CONTRACT
AMENDMENT NO. 6
LAKE WASHINGTON HIGH
SCHOOL ADDITION
PROJECT (SITE 84)

Accepts the constructability review report for the Lake Washington High School Gym & Commons Addition project.

CONSTRUCTABILITY
REVIEW REPORT
LAKE WASHINGTON HIGH
SCHOOL ADDITION
PROJECT (SITE 84)

Accepts the donations/grants as identified -

DONATIONS

Acceptance from Ben Franklin PTA to Franklin Elementary School in the amount of \$6,836.73 to provide stipends for talent show and Watch DOGS (\$3,699.23); and support field trips (\$1,600.00) and extracurricular activities (\$1,537.50).

Acceptance from Redmond Elementary PTSA to Redmond Elementary School in the amount of \$1,500.00 to support building activities.

Acceptance from Rosa Parks PTSA to Rosa Parks Elementary School in the amount of \$1,017.95 to support field trips.

Acceptance from Carl Sandburg PTSA to Sandburg Elementary School in the amount of \$2,096.24 to support field trips.

Acceptance from Samantha Smith PTSA to Smith Elementary School in the amount of \$1,945.00 to purchase classroom supplies.

Acceptance from Laura Ingalls Wilder Elementary PTSA to Wilder Elementary School in the amount of \$2,597.61 to provide stipend for Math Olympiad (\$2,466.15); and purchase library books (\$131.46).

Acceptance from Finn Hill Middle School PTSA to Finn Hill Middle School in the amount of \$1,233.08 to provide stipend for spring play.

Acceptance from Redmond Middle School PTSA for Redmond Middle School in the amount of \$1,500.00 to purchase library books.

Acceptance from Tesla STEM PTSA to Tesla STEM High School in the amount of \$21,508.23 to purchase classroom equipment.

TOTAL \$40,234.84

NON-CONSENT AGENDA

Mark Stuart proposed the following amendment to OE-10, Learning Environment/Treatment of Students, and add 10.8 as shown below.

The Superintendent may not

10.8 Allow any current or future building names, mascots, nicknames, logos, activities, or events to reference or portray bias, derogatory connotations, or prejudice associated with race, creed, color, income, ability, national origin, gender, sexual orientation, or sexual identity.

Siri Bliesner appreciated the comments submitted by students, parents, staff, and community members regarding the Juanita High School mascot. She felt it was important to have a review of policy so that the issues raised can be addressed. This would then be followed by a process to select a new mascot. This process needs to involve student-voice. She was reluctant to change policy at this meeting without further discussion/review and recommended providing direction to the superintendent and have it brought back to the board to be considered at the

DISCUSSION AND
DIRECTION TO THE
SUPERINTENDENT
JUANITA HIGH SCHOOL
MASCOT
OE-10, LEARNING
ENVIRONMENT/
TREATMENT OF STUDENTS

LAKE WASHINGTON SCHOOL DISTRICT NO. 414
Board of Directors' Meeting
June 22, 2020

July 13 board meeting to ensure that we are creating a welcoming and inclusive environment at all of our schools.

Chris Carlson noted it was important for the board to direct the administration while at the same time to be responsible for the decisions that had been made in the past. He thanked the numerous people that took time to submit thoughtful comments to the board to advocate for a change. It no longer matters the original intent of the Juanita High School mascot but to find ways to improve the system to provide a welcoming environment for all students.

Cassandra Sage agreed that a change needs to be made systemwide. She thought that additional time would be beneficial to be able to create a systematic change that can be built upon.

Eric Laliberte also supported the language brought forward to adopt policy that would make it explicit that no mascots or buildings can be named that are derogatory. He supported a policy change. The Juanita High School mascot would be a violation of that policy and apologized that this was not addressed sooner.

Mark Stuart felt it was important to address this tonight to help to heal the deep and gaping wound in the community. He conveyed he grew up in a racist and segregated state and didn't like what he experienced which propelled him to work in media/public relations. He was shocked when he moved into the area to see Rebel mascot. This change would still provide the administration to develop the process to implement the change. Due to the seriousness of this situation, he felt that tradition needs to be changed and didn't want to delay it.

Cassandra Sage related that her children are alumni from Juanita High School. In 2018, when the process was implemented to change or affirm the mascot, she did not understand the pain and feelings surrounding the mascot. Policy can be drafted to create systemwide changes and address equity issues so that it will permeate the system and create effective change.

Siri Bliesner conveyed that this is only one step of a bigger issue to build on. There will be deeper conversations with student

groups, students of color, and community/stakeholders to bring everyone together to talk about this issue. She supported writing an equity policy under the current structure. Delaying this would not prohibit moving forward.

Chris Carlson felt that delaying it would ensure that the language can be reviewed.

Jane Stavem shared that there are two types of policy - administrative/operational policies and board governance policies which are available on the district website. The board governance policies enable the administrative/operational policies to carry out the expectations of the board.

Mark Stuart noted that the first step is the hardest when trying to right a wrong, but it is time to make those changes and build upon it. This can be a starting place and we can improve on it later.

Eric Laliberte summarized there is consensus of the board that they want the superintendent to come back with a recommendation regarding the Juanita High School mascot at the July 13 board meeting. There is no disagreement that the policy needs to be changed but whether to look at a comprehensive review.

Mark Stuart moved to amend OE-10 to add "10.8, Allow any current or future building names, mascots, nicknames, logos, activities, or events to reference or portray bias, derogatory connotations, or prejudice associated with race, creed, color, income, ability, national origin, gender, sexual orientation, or sexual identity."

Motion failed for lack of a second.

Chris Carlson noted that policy is presented for first reading and second reading/approval and was concerned with changing the procedures that are in place.

Eric Laliberte reiterated that staff will make a recommendation at the July 13 board meeting regarding the Juanita High School mascot.

LAKE WASHINGTON SCHOOL DISTRICT NO. 414
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June 22, 2020

Jane Stavem noted that Dr. Holmen will be the superintendent, starting July 1. She heard that the board request staff members to take action and submit a draft of OE 10.

Dr. Holmen conveyed that the board has expressed the value to redefine OE-10 and to add language to make sure that practices are in alignment with the values expressed by the board tonight. Two board meetings have been scheduled for July 13 and 27. Information will be presented at the July 13 board meeting.

Mark Stuart felt it was important to have students, parents, and staff of color know that their voices were heard.

Mark Stuart moved that the board discuss OE-10, 10.8, at the July 13 board meeting for discussion and action. Motion seconded by Chris Carlson.

Mark Stuart clarified that he was asking for an agenda item to be on the July 13 board meeting.

Siri Bliesner asked if this would require the board to adopt it at the July 13 board meeting.

Mark Stuart noted that an agenda item does not need a motion but should have the possibility of discussion.

Siri Bliesner moved to amend the motion to consider a revised OE-10, including the language proposed by Mark Stuart, on July 13. Seconded by Cassandra Sage.

Motion carried.

Jane Stavem related that this is ongoing work in the district, regional, and at the State level to plan for the reopening of schools in the fall.

UPDATE TO FALL
PLANNING FOR
REOPENING SCHOOLS

Jon Holmen, Deputy Superintendent, and Mike Van Orden, Associate Superintendent, Teaching and Learning Services, presented information on Return to School 2020. The district continues to review and monitor current conditions and official guidance from Office of Superintendent of Public Instruction, Public Health, and the Center for Disease Control (CDC) to determine appropriate measures for re-opening school in the fall

of 2020. Regular updates will be provided to the Board of Directors and the community as plans take shape, noting the possible scenarios and precautions that may be required for the health and safety of staff and students. A Return to School Task Force and workgroups have been formed and their purpose is:

- Mitigate and minimize the spread of Coronavirus in accordance with Department of Health guidance;
- Keep staff and students safe and support social-emotional well-being and interactions;
- Prioritize inclusive access to learning for each student;
- Enable staff and students to return to learning in ways that are significantly better than during our closures this year; and
- Support families.

The guiding principles and commitments at the center of work:

GP-01: Protect the health and well-being of students, staff, and families.

GP-02: Educate each student.

GP-03: Ensure active, consistent and meaningful connections with each student.

GP-04: Proactively address inequities related to race, ability, socio-economic status, and language that have been exacerbated by the pandemic.

GP-05: Engage our families.

Dr. Holmen indicated that the options are being narrowed for the reopening of schools in the fall. In a letter sent to community and staff, the district is thinking about providing services for the youngest students to the greatest degree possible.

Mike Van Orden reviewed the tasks of each of the workgroups: Scenario Planning Workgroup, Instructional Planning Workgroup, and Unique Needs Workgroup. He highlighted the guidance provided from OSPI on hours/days and attendance and physical distancing. He shared the models (in-person, hybrid, and remote) being considered. The district is working with the Lake Washington Education Association. In addition, Return to School Planning Groups have been formed to address a multitude of issues (e.g., facilities, finance, nutrition, communications, athletics and activities, health and safety, special needs, early learning, professional development, curriculum, racial equity, student supports, staffing, substitutes,

technology services, etc.) Parent/student and staff feedback will be solicited. Updates will be shared each week through the summer. He shared the Return to School Planning Timeline.

Siri Bliesner related that she has met with neighboring board meetings and understand that the district has also been meeting with neighboring school districts. Mike Van Orden noted that each school district has unique needs and resources.

The board meeting was recessed at 7:10 p.m. and reconvened at 7:20 p.m.

BREAK

Barbara Posthumus, Associate Superintendent, Business and Support Services, presented the proposed 2020-21 Draft Budget and reviewed budget policies, processes, and timelines. She provided an overview of the revenues and expenditures for each of the funds: General Fund, Associated Student Body Fund, Debt Service, Capital Projects Fund, and Transportation Vehicle Fund. She reviewed enrollment, staffing and fixed costs.

2020-21 BUDGET,
FIRST READING

The proposed budget for 2020-21 has been prepared in accordance with state laws, rules, and regulations. It provides a four-year outlook. She highlighted the beginning and ending fund balance. Funds have been set aside to mitigate any revenue shortfalls.

Dr. Holmen reviewed the strategic work alignment: academic success, well-being, community engagement excellent staff, and effective use of resources. The budget process began before COVID-19 and had to intentionally consider how to align a budget knowing the economic future is unknown. The district is in good financial condition and is in alignment with the values of the board. He responded to board member questions.

Chris Brenengen, Director, Business Services, noted that the district budget document is presented in both the official F-195 state format and district summary format. The district summary document follows the Association of School Business Officials International (ASBO) Meritorious Budget Award criteria. Feedback can also be provided via the website or e-mail. A public hearing of the 2020-21 budget is scheduled at the next board meeting on August 10, 2020; the budget is scheduled to be adopted at the August 24, 2020 board meeting. The budget must be adopted by August 31.

DISTRICT TEXTBOOK
ADOPTION ENGLISH
LANGUAGE ARTS – GR. 6-8

Jen Rose, Director, Teaching and Learning, reported that during the 2018-2019 school year, the 6-12 English Language Arts (ELA) Adoption Committee reviewed research regarding effective practices and standards in ELA and developed rubrics to use for the evaluation of various ELA curricula. These rubrics included: Effective Practice Alignment, Standards Alignment, Assessment Alignment, Organization and Design, and Digital Resources.

During the 2019-2020 school year, the Committee heard presentations from publishers, evaluated curricula for English Language Arts using rubrics, piloted materials in classrooms, and narrowed options to a final recommendation for grades 6-8. When schools closed because of COVID-19, teachers in grades 6-8 successfully proceeded with the pilot remotely and unanimously recommended Amplify ELA for adoption. The district's Instructional Materials Committee reviewed the grade 6-8 materials and recommended them for adoption at its June 4 meeting.

Alice Humphres, Martha Daman, Kristi Young, and Paul Neet, demonstrated the curriculum, provided an overview of the committee, and highlighted next steps.

Middle school teachers will have multiple opportunities to participate in professional development in English Language Arts standards and curriculum materials. Training through professional learning sessions will occur through the summer and in August during the week prior to our LEAP days. Training in the ELA standards and collaboration time to learn and implement the new materials will be provided throughout the 2020-21 school year.

Teacher and student materials will be accessible and online the first week of August 2020. The curriculum materials will be implemented in the 2020-21 school year.

Title:	Amplify ELA
Author:	Amplify
Publisher:	Amplify
Copyright:	2019
No. of Copies:	8,600 Licenses (10 years)
Price:	\$85.25 Teacher License/\$93.00 Student License
School Requesting:	District 6-12 ELA Adoption Committee
Classification:	Grades 6-8

Jen Rose thanked the members of the committee for their hard work.

Siri Bliesner moved that the Board approves the recommendation from the Instructional Materials Committee to adopt Amplify ELA for use in the district. Seconded by Chris Carlson.

Motion carried.

Matt Gillingham, Associate Superintendent, Student and Community Services, presented for Results 3, Life Skills and Citizenship, for approval and responded to board members' questions.

APPROVAL OF
MONITORING REPORT
RESULT-3, LIFE SKILLS AND
CITIZENSHIP

Eric Laliberte noted that there are a lot of indicators that are being used which will not be available for next year. The board will need to review the indicators and put together a plan.

Chris Carlson moved that the Board approve the monitoring report for Results-1, Mission of Lake Washington School District, as presented. Seconded by Cassandra Sage.

Motion carried.

Jane Stavem conveyed that there were numerous milestones that were not recognized because of COVID-19 restrictions. She wanted to recognize the 66 staff members who retired and provided over 1,500 years of service. A recognition to those staff members has been posted online.

SUPERINTENDENT REPORT

Jane Stavem expressed her appreciation to the board as she steps down and begins her new position in South Dakota. She conveyed that it was a privilege to serve in this district.

The board members thanked Dr. Stavem for her leadership over the last two years and wished her the best in her new position.

BOARD MEMBER
COMMENTS

Chris Carlson reiterated that the board is reading the comments that have been submitted and the board will take action and responsibility to address racism in our institution.

LAKE WASHINGTON SCHOOL DISTRICT NO. 414
Board of Directors' Meeting
June 22, 2020

Siri Bliesner conveyed that the board is excited to work with Dr. Holmen as our superintendent.

Jon Holmen thanked Dr. Stavem for her leadership and legacy that she has left behind. He looked forward to working with the board.

Eric Laliberte reviewed the July board meeting schedule, July 13 and 27. These board meetings will be posted on the district website. It is not known if the August board meetings will be held in person or remotely.

Cassandra Sage moved to adjourn at 9:30 p.m. Seconded by Chris Carlson.

ADJOURNMENT

Motion carried.

The meeting was adjourned at 9:30 p.m.

Eric Laliberte, President

Jon Holmen, Superintendent

Diane Jenkins
Recording Secretary

Human Resources Board Report

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NEW PERSONNEL

<u>Name</u>	<u>Position</u>	<u>Location</u>	<u>Salary/Rate</u>	<u>Start Date</u>	<u>Reason</u>
Adamik, Michael P3	Teacher	Lake Washington HS	C-0	08/24/20	Budgeted
Barto, Heather NC	.8 Teacher	Timberline MS	C-4	08/24/20	Repl. C. Mendez
Blunden, Abby P3	Teacher	SpEd Pool	C-0	08/24/20	Budgeted
Bryan, Callie NC	.5 Teacher	Redmond HS	C-0	08/24/20	Leave Replacement
Collett, Sara NC	Teacher	Finn Hill MS	C-0	08/24/20	Repl. R. Miera
Craig, Hayden NC	Teacher	SpEd Pool	A-0	08/24/20	Budgeted
Currier, Alyssa NC	.5 Teacher	Inglewood MS	C-1	08/24/20	Repl. K. Bulyca
Fail, Ira	Custodian	Inglewood MS	\$24.68	02/18/20	Repl. D. Poponut
Figueroa, Hannah NC	Teacher	Barton Elem	A-0	08/24/20	Leave Replacement
Khan, Naveen P3	Teacher	Lake Washington HS	C-0	08/24/20	Budgeted
Magnani, Alexandra NC	Teacher	Bell Elem	B-0	08/24/20	Repl. K. Rasor
Martineau, Shelly NC	.8 Teacher	Redmond HS	C-0	08/24/20	Rescinded
Meissner, Whitney	Director	Resource Center	\$181,586.00	07/01/20	Repl. D. Cote
Moseley, Emily P3	.5 Teacher	Finn Hill MS	C-0	08/24/20	Repl. W. Organ
Muskavage, Brett P3	Counselor	Eastlake HS	C-0	08/24/20	Repl. A. Duarte
Norton, Leo NC	Teacher	Rose Hill MS	C-0	01/09/20	Repl. D. Warnick
Norton, Leo P3	Teacher	Timberline MS	C-0	08/24/20	Budgeted
O'Connor, Taylor NC	Teacher	Evergreen MS	A-0	08/24/20	Repl. K. McNaughton
Oltean, Mariana P3	.2 Teacher	Evergreen MS	A-0	08/24/20	Repl. P. Behzad-Pour
Quinsaat, Sadie NC	Teacher	Kirk Elem	A-0	08/24/20	Repl. K. Peteron
Reagan, Kristy NC	Library Media Specialist	Kirk Elem	C-0	08/24/20	Repl. C. Cranson
Relei, Emma P3	Teacher	Inglewood MS	C-0	08/24/20	Repl. R. Pemble
Riedeman, Alexandria NC	Teacher	SpEd Pool	D-0	08/24/20	Budgeted
Ross, Joy	Assistant Superintendent	Resource Center	\$196,703.00	07/01/20	Budgeted
Schuh, Kari	Director	WaNIC	\$161,245.00	07/01/20	Repl. K. Hay
Shadle, Jolene NC	Teacher	Rockwell Elem	C-0	08/24/20	Leave Replacement
Shannon, Lucas NC	Teacher	Evergreen MS	A-0	08/24/20	Repl. D. Williams
Vaze, Seema P3	Teacher	Kamiakin MS	B-0	08/24/20	Repl. S. Partlow
Widman, Michael P3	.8 Teacher	Redmond MS	C-0	08/24/20	Repl. M. Fairfield

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RETIREMENTS/RESIGNATIONS/TERMINATIONS

<u>Name</u>	<u>Position</u>	<u>Location</u>	<u>Start</u>	<u>Effective Date</u>	<u>Reason</u>
Angell, Cathy	Teacher	Wilder Elem	01/10/98	06/30/20	Resignation
Bourriague, Jacqueline	Instructional Assist	Alcott Elem	10/31/19	06/30/20	Resignation
Byers, Siobhan	Special Ed Para Ed	Kirkland MS	10/14/19	06/17/20	Termination
Castro, Melissa	Instructional Assist	Leaves	08/29/18	04/17/20	Resignation
Coleman, Carol	Teacher	Juanita HS	09/05/95	08/31/20	Retirement
Corrin, Taylor	Special Ed Para Ed	McAuliffe Elem	01/30/20	06/30/20	Resignation
Georges, Jennifer	Librarian	Rush Elem/Smith Elem	11/18/16	06/30/20	Resignation
Gray, Charene	Instructional Specialist	Resource Center	08/29/16	06/30/20	Resignation
Hartman, Julia	Special Ed Para Ed	Keller Elem	12/20/19	06/30/20	Resignation
Holzauer, Jeffrey	Teacher	Redmond HS	08/26/19	06/30/20	Resignation
Losh, Colleen	Teacher	Muir Elem	04/09/12	06/30/20	Resignation
Lytz, Pamela	Instructional Assist	Juanita Elem	05/27/92	06/30/20	Retirement
Machonis, Anne	Library Media Specialist	Rose Hill Elem	08/25/14	06/30/20	Retirement Rescinded
Pettersen, Karen	Office Manager II	Juanita Elem	08/13/19	08/13/20	Resignation
Romman, Leslie	Instructional Assist	Rush Elem	11/23/15	06/30/20	Resignation
Rowley, Laura	Instructional Assist	Leaves	09/02/14	06/30/20	Resignation
Sarmiento, Francisco	Teacher	Muir Elem	09/18/19	06/30/20	.5 Resignation
Singh, Alyson	Teacher	Eastlake HS	08/26/16	06/30/20	Resignation
Stoddard, Ashlyn	Teacher	Redmond MS	10/17/12	06/30/20	.2 Resignation
Wajsgras, Columbia	Teacher	Kirk Elem	08/27/18	06/30/20	Resignation
Williams, Andrew	Associate Principal	Redmond MS	07/01/17	06/30/20	Resignation
Wissing, Edward	Teacher	Redmond HS	04/09/18	06/30/20	Resignation
Young, Jonathan	Associate Principal	Bell Elem/Franklin Elem	07/01/17	06/30/20	Resignation

CHANGE OF CONTRACTUAL STATUS

<u>Name</u>	<u>Location</u>	<u>Change</u>	<u>Effective Date</u>
Fingado, Bryce	Int'l Community	0.6 P2 to 0.6 P2/0.2 NC	08/24/20
Davis-Pickett, Kathryn	Rose Hill MS	0.8 P2 to 1.0 P2	08/24/20
Fairfield, Madison	Redmond MS	0.8 NC to 0.8 NC	09/15/20

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CHANGE OF CONTRACTUAL STATUS - Con't

<u>Name</u>	<u>Location</u>	<u>Change</u>	<u>Effective Date</u>
Fairfield, Madison	Redmond MS	0.8 NC to 1.0 NC	09/15/20
Fukushima, Kaori	Eastlake HS	0.2 NC to 0.2 NC	08/24/20
Lidstrom, Jesse	Rose Hill MS	0.9 P2 to 1.0 P2	08/24/20
VanBuskirk, Tanya	Rose Hill MS	0.5 C to 0.5 C/0.5 NC	08/24/20

CHANGE OF POSITION

<u>Name</u>	<u>Old Position</u>	<u>New Position</u>	<u>Effective Date</u>	<u>Reason</u>	<u>New Salary</u>
Brenner, Kimberly	Associate Director	Director	07/01/20	Reorganization	\$164,470.00
Bronstein, Jeffrey	Manager	Director	07/01/20	Reorganization	\$150,971.00
Buck, Brian	Director	Executive Director	07/01/20	Reorganization	\$188,835.00
Cote, Dale	Director	Assistant Superintendent	07/01/20	Reorganization	\$196,703.00
DeGallier, Jeffrey	MS Principal	Elem APOSA	07/01/20	Reorganization	\$155,585.00
Edwards, Brianna	Account Tech III	Benefits Specialist	04/14/20	Budgeted	\$79,820.00
Emry, Scott	Manager	Director	07/01/20	Reorganization	\$150,971.00
Foster, Robert	Associate Director	Director	07/01/20	Reorganization	\$164,470.00
Fowler-Fung, Patricia	Director	Executive Director	07/01/20	Reorganization	\$188,835.00
Gordon, Jennifer	Admin Prof III	Admin Assistant	03/04/20	Repl. J. Cimburek	\$32.95
Hitch, Shannon	Director	Executive Director	07/01/20	Reorganization	\$188,835.00
Ivanoff, Stoycho	Plumber	Lead Plumber	06/11/20	Budgeted	\$44.66
Joss, Joseph	Principal	Dean of Students	06/11/20	Budgeted	C-25
Kelly, Jerred	Associate Director	Director	07/01/20	Reorganization	\$167,069.00
McCraith, Stacey	Associate Director	Director	07/01/20	Reorganization	\$167,069.00
Pierce, Lori	Elem Principal	Elem Assoc Principal	07/01/20	Budgeted	\$139,330.00
Rosen, William	Associate Director	Director	07/01/20	Reorganization	\$167,069.00
Tiegs, Michelle	Associate Director	Director	07/01/20	Reorganization	\$167,069.00
Vine, Paul	Associate Director	Director	07/01/20	Reorganization	\$167,069.00
Wagner, Deborah	Associate Director	Director	07/01/20	Reorganization	\$167,069.00
Yuhan, Samuel	Associate Director	Director	07/01/20	Reorganization	\$167,069.00

Naming Facilities and Mascots

File: 6970

Naming New Facilities or Mascots

Names and mascots for new elementary, middle and high school facilities shall be submitted to the ~~Board of Directors~~ Superintendent for consideration and approval.

The ~~Board~~ Superintendent shall name each new elementary school by selecting the names of a deceased person famous for work in science, the humanities, letters, ~~or education,~~ or a person (living or deceased) that has made a significant cultural or humanitarian contribution. The Superintendent may, after request by the naming committee, consider other categories for naming. The ~~Board~~ Superintendent shall name a mascot for each new elementary school. Mascots shall be culturally and racially sensitive and appropriate and comply with the district's Human Dignity (4010) and Non-discrimination (5010) policies.

The ~~Board~~ Superintendent shall name each new secondary school according to:

1. The neighborhood or district in which it is located or
2. By selecting the name of a living or deceased person that has made a significant cultural or humanitarian contribution or
3. A place related to local area or Pacific Northwest history.

The ~~Board~~ Superintendent shall name a mascot for each secondary school. Mascots shall be culturally and racially sensitive and appropriate.

In keeping with the district's policy of inclusion and recognition of diversity, at least one out of every three new elementary schools constructed in the Lake Washington School District shall be named to reflect diverse populations.

Renaming Facilities or Mascots

Existing facilities shall only be renamed at the direction of the superintendent. The superintendent may initiate a procedure to rename an existing facility due to programmatic changes or other reasons deemed appropriate by the superintendent.

Should the Superintendent determine that a facility name or mascot does not meet the requirements of this policy; he/she may immediately remove the name or mascot and require the school to go through the selection process in order to adopt a new school name or mascot.

~~A petition to rename existing mascots may be submitted to the Board of Directors. Upon approval of the Board of Directors, existing mascots may be renamed when agreed to by a majority vote of the current student body. Imagery, symbols, and costumes used in conjunction with a school's mascot may be modified at any time at the discretion of the school principal.~~

Naming a Portion of a School, Site or Facility

No portion of any building or site shall be named differently than the name of the school, unless such naming is initiated by the ~~Board of Directors~~ Superintendent. Any such names needs to recognize that the names of public structures are expected to be in place for significant periods of time and should be reflective of the long-term use of the school or other facility. Therefore, any name selected needs to be meaningful to future generations of students and community users. Names with geographical historical reference would be appropriately considered. If a name of a person, living or deceased, is proposed because of a significant past or recent direct contribution to the school or portion of the facility to be named, such person's direct connection with the district must have been discontinued for at least five years before the person's name would be considered for ~~Board~~ Superintendent approval.

Other Memorials/Dedications

Any site or facility improvement in memorial or as a dedication of outstanding service shall be in accordance with the following guidelines:

- The dedication is for the purpose of a memorial of a deceased student or staff member of the school or in recognition of outstanding service of a retired staff member or former board member.
- The dedication and any associated signage, statuary, landscaping, etc. has received the approval of the building principal and ~~Director of School Support~~ Director of Elementary or Secondary Education with direct oversight of the school for the region of schools.
- The costs of any signage, statuary, landscaping, or other facility or site improvements shall be borne by those seeking the dedication and shall not be paid for from school district funds. Any improvements to facilities or grounds shall require approval by the district facility staff and shall not incur any ongoing costs or create any additional liability for the district.
- The dedication shall not be used to "name" facilities and shall not be used for identification of location or directions.

Dedications or portions of district facilities shall be considered to be active for a period not to exceed ten years. Future facility improvements will not be planned to retain the dedication/memorial. Replacement of any such dedication/memorial that is worn or is past its useful life, will be left up to the principal. Such replacement shall not be done at the expense of the district.

Adopted:

09/01/19

Revised:

07/13/20

Procedure Naming Facilities and Mascots

File: 6970P

The following procedures are to be followed in naming ~~new~~ schools and selecting ~~new~~ school mascots:

1. Principal meets with prospective or current students of the school ~~at assembly~~ to explain criteria and procedure.
2. Students nominate school names and mascots that meet specific guidelines.
3. Committee of parents, staff, and students (if secondary) pare list down to 6-8 names that meet approved guidelines. If proposed name for school is that of a person, approval from the person's family/estate is sought.
4. Names/mascots are presented to the ~~Board of Directors~~ Superintendent for evaluation and review.
5. A ballot is developed based on the names/mascots approved by the Superintendent; each student ~~shall receives~~ one ballot. Ballots must be submitted by a specified due date in order to count.
6. The naming committee counts ballots and determines winning name/mascot. If winning name is that of a person, the person's family/estate is contacted. The district must obtain written confirmation of permission to use a person's name.
7. Name is presented to ~~Board of Directors~~ Superintendent for approval.

~~The following procedures are to be followed in the petition to change mascots:~~

- ~~1. Current student(s) initiate a petition to change the mascot to the current student body. Petition must identify the rationale for requested mascot change.~~
- ~~2. Upon collection of signatures of 10% of the student body, students may submit the petition, including the rationale for requested mascot change, to the school principal for consideration.~~
- ~~3. School and district administration (the school principal; Director, School Support; Deputy Superintendent, and Superintendent) shall review the petition and rationale, and the Superintendent shall make a recommendation to the Board of Directors to approve or deny the petition.~~
- ~~4. The Board of Directors will approve or deny the petition to change the school's mascot.~~
 - ~~a. Should the Board of Directors approve the petition, a vote of the entire current student body will be conducted.~~
 - ~~i. Should a majority of the current student body vote to change the mascot, the school shall initiate the process for selecting a new mascot, as outlined above.~~
 - ~~ii. Should a majority of the current student body vote to keep the mascot, the mascot will remain unchanged.~~
 - ~~b. Should the Board of Directors deny the petition, the mascot will remain unchanged.~~

Renaming of Existing Facilities

~~The following procedures are to be followed in renaming existing facilities:~~

- ~~1. Principal or administrator designated by the superintendent meets with staff and with students and parents, as applicable, to explain the rationale for the initiation of the renaming process.~~
- ~~2. Principal or administrator designated by the superintendent convenes a representative committee of staff, students, and parents, as applicable, to generate a list of potential alternative names.~~
- ~~3. Representative committee pares the list down to three possible names.~~
- ~~4. Names are presented to the superintendent for consideration and superintendent determines the final name.~~
- ~~5. Name is presented to the Board of Directors.~~

Adopted:

09/01/19

Revised:

07/13/20

POLICY OPERATIONAL EXPECTATION 10 LEARNING
ENVIRONMENT/TREATMENT OF STUDENTS: POLICY MODIFICATION

July 13, 2020

SITUATION

In 2018, a number of students, staff, parents, and community members expressed concern over the Juanita High School (JHS) mascot. At that time, the administrative policy identified a process for how a school would adopt a mascot but was silent on changing a mascot. Policy 6970 and Procedure 6970P, Naming Facilities and Mascots, was updated to identify a process for how a school could change a current mascot. Ultimately, this policy allows a student body to vote and change a mascot. At that time, the study body voted and a majority vote led to the existing mascot being retained, with some changes occurring to update graphics and images used for the mascot.

Therefore, the current JHS mascot is the Rebel. This mascot was selected in 1971 when JHS opened. In a statement on the website, it describes the inception of the term "Rebel:"

Juanita High School has been a "Rebel" since its inception. It began as an idea as part of the 1960's educational change. In the early days, known as the "Juanita Concept," JHS was developed and nurtured in the late 1960's by John Strauss, Juanita's first principal, and came to fruition with the opening of Juanita in 1971. The concept included an open architectural design sometimes compared to the architecture of a warehouse. Juanita's large open area was surrounded by an auditorium, music area, industrial arts and art area, photo and business rooms, the KIVA, science room and the main office. The Juanita concept embraced innovative educational concepts, like respect for the student, mastery learning, performance-based learning, credit for work completed, individualized instruction, and the development of life long learning skills. Ironically some of these concepts have reemerged as hallmarks of recent education reform.

The term, Rebel, also has significant and historical roots related to the Confederacy, and in that context is widely considered to be both derogatory and discriminatory.

The Board and District leadership have received communication from students, parents, staff, and community members related to the current JHS mascot. Primarily, this communication has voiced concern that the term/mascot, Rebel, is discriminatory, racially derogatory, and offensive with a request to remove the mascot.

The Board and District leadership have also received communication from parents and community members related the JHS mascot with a request to maintain the current mascot, noting the importance of the democratic process of the study body and the positive connotations that can come from being a "rebel" or agent of change.

At the June 22 meeting, the Board discussed modifications to Operational Expectation 10 (OE-10), Learning Environment/Treatment of Students. At the meeting, Director Stuart motioned to modify OE-10 with language that specified the Board's expectations related to naming of schools and mascots. The Board determined to continue the policy discussion related to OE-10 at the July 13 meeting.

Attached is a revised OE-10 which reflects strikethrough/underline with recommended changes related to the expectations for naming schools and mascots.

RECOMMENDATION

The Board of Directors adopt OE-10, Learning Environment/Treatment of Students, as modified to include 10.8; a statement related to the Board's expectations for naming schools and mascots.

Policy Type: Operational Expectations

Learning Environment/Treatment of Students

The Superintendent shall establish and maintain a learning environment that is safe, respectful, free from unnecessary disruption and conducive to effective learning.

The Superintendent will:

- 10.1 Maintain a collaborative school culture that ensures high expectations and success for all children in all classrooms through equitable and aligned systems and supports.
- 10.2 Ensure an inclusive, equitable, welcoming and safe school environment.
- 10.3 Ensure that all policies and procedures regarding discipline are collaboratively developed, appropriately communicated to students and parents, and enforced consistently using reasonable judgment.
- 10.4 Appropriately collect, use, and protect confidential student information.
- 10.5 Assure that no volunteer has unsupervised contact with students without first clearing reasonable background inquiries and checks.

The Superintendent may not:

- 10.6 Tolerate any behaviors, actions, or attitudes by adults who have contact with students that hinder the academic performance or the well-being of students.
- 10.7 Permit unruly behaviors on school property and at school sponsored events by students or by adults that disrupt learning or that are disrespectful or dangerous.
- 10.8 Allow any current or future building names, mascots, nicknames, logos, activities, or events to reference or portray bias, derogatory connotations, or prejudice associated with race; color; creed; income; religion; sex; age; national origin; ethnicity; marital status; sexual orientation, gender; honorably discharged veteran or military status; or the presence of any sensory, mental, or physical disability.

{formerly EL-6, Student Learning Environment}

Adopted: 07.07.03

Revised: 01.26.04

09.27.10

11.19.12

08.12.19 /Executive Limitations (EL) Policies changed to Operational Expectations (OE)

XX.XX.XX

Monitoring Method: Internal Report

Monitoring Frequency: Annually