

OFFICIAL MINUTES
LAKE WASHINGTON SCHOOL DISTRICT NO. 414
Board of Directors' Meeting
July 13, 2020

The July 13 board meeting was called to order by President Eric Laliberte at 5:00 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: Eric Laliberte, Mark Stuart, Cassandra Sage, Siri Bliesner, and Chris Carlson.

ROLL CALL

Present: Superintendent Jon Holmen.

OATH OF OFFICE

Eric Laliberte administered the oath of office to Dr. Jon Holmen. Dr. Holmen became the 14th Superintendent of the Lake Washington School District's on July 1, 2020.

JON HOLMEN,
SUPERINTENDENT

Siri Bliesner moved to approve the agenda. Seconded by Mark Stuart.

APPROVAL OF AGENDA

Motion carried.

There were 15-pages of public comments compiled on three topics: Return to School/Fall, Inclusion/Equity, and Juanita High School Mascot. Board members read a few of the comments from each of the topics for the 30-minutes set aside for public comment.

PUBLIC COMMENT

Return to School/Fall

- Benjamin Hart
- Lisa Berenson
- Greta Climer

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Inclusion / Equity

- Chanel Murray
- Stephen Hynden
- Mahtab Mahmoodzadeh
- FABSE of Lake Washington (The Family Alliance of Black Student Excellence, Lake Washington)
- Abby Hu
- Cleo Rohn
- Crystal Visperas
- Adam White
- Delaney Chenevert
- Vivek Gopalam
- Jennifer Marin
- Jana Mansour
- Jocelyn Randall
- Steph Hodges
- Mickey Stuart

Juanita High School Mascot

- Ian Shuler
- David Jennings
- Natalie Ferrara
- Jennifer Parkinson

Chris Carson moved to approve the consent agenda. Seconded by Siri Bliesner.

CONSENT AGENDA

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

Motion carried.

Approved the minutes of June 22 board meeting.

VOUCHERS

The following June 2020 vouchers were approved:

APPROVAL OF
VOUCHERS

General Fund

369598-370475 \$5,412,499.26

Payroll

3045-3048 \$11,628.49

Accounts Payable Direct Deposit \$4,970,773.55

Acquisition Card 475,232.91

Deferred Comp 163,188.00

Department of Revenue 3,286.43

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Dept. of Retirement Systems	3,726,819.36
Dept. of Retirement Systems	1,105,700.16
American Fidelity HSA	17,356.47
DSHS - Division of Child Support	4,042.26
Payroll Direct Deposit	15,398,611.80
Payroll Tax Withdrawal	5,627,996.47
TSA Envoy	430,395.28
VEBA	0.00
Vision/Northwest Benefit Network	0.00
Key Bank Processing Fees	\$ 320.33
	<u>\$31,923,723.02</u>
<u>Capital Fund</u>	
700959-700997	\$985,141.87
<u>ASB</u>	
65900-67428	\$269,170.63
<u>Transportation Vehicle Fund</u>	
64	\$588,955.20
<u>Private Purpose Trust Fund</u>	
3281-3289 and 8284	\$4,598.28

Approved the minutes of June 22 board meeting.

APPROVAL OF MINUTES

Approved July 13, 2020 Human Resources Report.

APPROVAL OF HUMAN RESOURCES REPORT

A 10-minute break was taken. The meeting was recessed at 5:30 p.m. and reconvened at 5:40 p.m.

BREAK

NON-CONSENT AGENDA

Jon Holmen related that at the June 22 board meeting, the board requested the superintendent to review the Juanita High School Mascot. He reported that significant public comment had been received from students, staff, parents, and community members to either change or retain the mascot. He provided a description and timeline for the purpose and meaning of the Rebel Mascot. In 1971, when Juanita High School opened, the Rebel mascot was selected as a deviation from the standard educational methodologies. In 2016-17 school year, there was a process to decide to keep or select another mascot; the decision was made to keep and update the mascot/branding.

UPDATE ON JUANITA HIGH SCHOOL MASCOT

In June 2020, additional concerns were raised regarding the Rebel as the mascot for Juanita High School. Since the June 22 board meeting, he had the opportunity to talk with students, parents, PTSA, and Juanita High School administration; do further research around the concept of the Rebel mascot; and review literature from across the county. There are different meanings; some of which are tied to the Confederacy.

Dr. Holmen continued and reviewed the district's current policy and procedures for naming of facilities and mascots. He reviewed the revised #6970, Naming of School and Mascots Policy which clarifies categories for naming of schools; added language to require school names and mascots to be in alignment with policy and values, and added language clarifying that the superintendent has the right to remove a school name or mascot.

Dr. Holmen indicated that the purpose of a mascot is to unite a school and if it continually needs to be explained, then it needs to be changed. The term "Rebel" has direct linkages to the Confederacy, The South, Stars and Bars/Confederate Flag, and the Lost Cause. "Rebel" was not used to glorify slavery or the cause of the Confederacy values.

Based on his research, Dr. Holmen stated that the "Rebel" Mascot does not meet the criteria set for in Policy #6970 and will immediately remove "Rebels" as the Juanita High School mascot and direct staff to start the process to change and identify a new mascot. The mascot should act as a mechanism to unite a student body and every student should have the expectation knowing that Juanita High School is inclusive.

Chris Carlson appreciated Dr. Holmen's thoughtful approach. We are humans and we make mistakes. He was supportive of making this change.

Cassandra Sage conveyed that her children are JHS graduates. They have letterman jackets that will never be worn again. She thanked Dr. Holmen for meeting with students and stakeholders and hearing their perspectives. This is a very emotional issue.

Mark Stuart thanked Dr. Holmen for moving quickly and decisively on this issue and that this will help to ensure that all students feel welcome at the school.

Siri Bliesner felt the first step in addressing equity is understanding the historical connections. Each community is different and much more diverse; we must continue to adapt and change. Our values shift over time and we need to represent the values of our community. She looked forward to seeing the options for the new mascot.

Eric Laliberte concurred that this is the right decision on this issue and appreciated the process used to make this change.

Dr. Holmen noted 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 this board meeting.

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

A new section, 10.8, was presented to OE-10 as shown below. This language was slightly modified that Director Stuart brought forward at the June 22 board meeting.

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.

Cassandra Sage noted that other policies include gender identification and immigration status and would like this language to be included so that it is consistent with other policies.

Mark Stuart suggesting removing “creed” since it references religion and felt it was redundant.

Siri Bliesner moved that 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. Seconded by Chris Carlson.

The board discussed adding additional words and were concerned with leaving something out and suggested not having an exhaustive list but to not portray bias, derogatory connections, or prejudice.

Dr. Holmen conveyed that there are several administrative policies which lists categories and individual groups that are protected. The board desires not to portray bias, using derogatory language, or acting with prejudice. He noted that there are specific laws for a public institution regarding immigration status which he would need to research.

Eric Laliberte explained the board’s governance process. The board sets the policies which are annually monitored in which evaluate the superintendent for compliance.

Mark Stuart felt that it was important to have this language contained within OE-10 so that it shows clearly the intent of the board.

Siri Bliesner moved to amend the motion to end after the point of prejudice. 10.8 Allow any current or future building names, mascots, nicknames, logos, activities, or events to reference or portray bias, derogatory connotations, or prejudice.

Motion died for a lack of second.

Chris Carlson moved to amend the motion
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 personal traits including but not limited to, race; color; ~~creed~~; income; religion; sex; age; national origin; ethnicity; marital status; sexual orientation, gender

identify; gender; honorably discharged veteran or military status; or the presence of any sensory, mental, or physical disability. Seconded by Mark Stuart.

Cassandra Sage was concerned that this was not an inclusive list and felt that it was important to link this to the district's administrative human dignity and discrimination policies. This will help to guide the board as a value and inclusive statement is developed.

Chris Carlson noted that the list could be amended at a later time.

Motion carried.

Siri Bliesner conveyed that the key value is to ensure that the district is providing a welcoming environment and that mascots unite a student body. As a follow-up, the board wants to develop a value statement about equity and to use the feedback gleaned from linkages to be held this fall.

Eric Laliberte reported that this will be put on the board's work plan.

Mike Van Orden, Associate Superintendent, Teaching and Learning Services, highlighted the Return to School Guiding Principles. He noted that there have been spikes in the country as schools start to open around the nation. California schools started to open and may start to close some school districts due to spikes in the data regarding the Coronavirus.

UPDATE TO FALL
PLANNING FOR
REOPENING SCHOOLS

The district is working on models that are in accordance with the guidance provided by the Department of Health and Office of Superintendent of Public Instruction. Conditions are changing rapidly. So, the district is preparing multiple contingencies. Safety is a priority. Districts need to be able to "pivot" as evidenced in different regions throughout the county. He reviewed the models being considered: in person, hybrid, or remote learning. Parents and staff were surveyed; he shared the results of the survey. Parents can register to have their students participate in fully remote as an option. He reviewed the Return to School Planning timeline. Planning and training will

continue until school begins in September. He responded to questions from the board members.

Dr. Holmen stated that updates on childcare, technology information services, and mental health supports will be provided at the July 27 board meeting.

Dr. Holmen related that this was his first board meeting as Superintendent. He shared a picture of his first 3rd grade class in the district 22 years ago. He reiterated that our work is about students and to ensure that systems are in place to support all students. He learned a lot from his students and strives to ensure that there is a welcoming environment for all students. Students need to be the focus in all work - from budget to equity. He thanked the board for their support and looked forward to working with them to ensure that all students are successful.

SUPERINTENDENT
REPORT

Mark Stuart commented that there has been a tremendous amount of work being done as the district has had to switch to remote learning. He suggested hiring a person/department to oversee remote learning which can be beneficial during this pandemic but also address future opportunities to provide distance learning. He also suggested contacting local businesses to see how they might support employees to restructure their days/schedules, provide medical leave for families, donating gift cards which will support students and their families.

BOARD MEMBER
COMMENTS

Eric Laliberte expressed his appreciation to the board members and Dr. Holmen for working together as a team to make a decision regarding the Juanita High School mascot. The input received and discussions were thoughtful, and the outcomes are better because of this work.

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Chris Carlson moved to adjourn. Seconded by Siri Bliesner.

ADJOURNMENT

Motion carried.

The meeting was adjourned at 8:00 p.m.

Eric Laliberte, President

Jon Holmen, Superintendent

Diane Jenkins
Recording Secretary