

BOARD MEETING MINUTES
KELSO SCHOOL DISTRICT
MEETING OF THE BOARD OF DIRECTORS
10/14/24

The regular meeting of the Board of Directors of Kelso School District No. 458 was called to order at 6:00 p.m. at the Roy Parsons Board Room as well as on a Zoom online/phone platform.

BOARD OF DIRECTORS

Position 1	Leah Moore
Position 2	Karen Grafton
Position 3	Jeane Conrad - President
Position 4	Mike Haas - Vice President
Position 5	Rich Fletcher (absent excused)

CABINET DIRECTORS

Superintendent	Mary Beth Tack (Secretary to the Board)
Chief Financial Officer	Scott Westlund
Director of Human Resources	Holly Budge
Director of Teaching & Learning	Kim Yore
Director of Special Programs	Heather Ogden
Director of Student Services	Gunnar Guttormsen
Assistant Secretary:	Molly Guler

OTHERS PRESENT

This meeting was held remotely as well as in person. Not all names of people in attendance were available online, or partial names were listed. The names of people in attendance are listed as shown/provided: Sandy DeBruler, Minka Atkinson

COMMUNICATIONS, CORRESPONDENCE, & INTRODUCTIONS

KSD recognizes Indigenous Peoples Day and its partnership with the Cowlitz Tribe.

COMMENTS & QUESTIONS

No comments or questions were submitted before the meeting.

No comments or questions were made on Zoom or in person at the board meeting.

APPROVAL OF AGENDA

APPROVAL OF AGENDA - Motion Passed

Motion to Approve By: Director Grafton

Seconded By: Director Moore

Action: Motion passes unanimously

CONSENT AGENDA

APPROVAL OF CONSENT AGENDA - Motion Passed

Minutes of September 23, 2024, Board Meeting and Work Session

Certificated Employment Recommendations

Classified Employment Recommendations

Contracts

Warrants

Annual TBIP Application

Fundraising Request

Overnight Request

Resolution 202425-01 Credit Cards

Surplus Request

Donation Request

Motion to Approve By: Director Haas

Seconded By: Director Grafton

Action: Motion passes unanimously

UNFINISHED BUSINESS

APPROVED POLICY 2124/2124P PHYSICAL EDUCATION HEALTH CLASS - KIM YORE

New policy from WSSDA.

Motion to Approve By: Director Moore

Seconded By: Director Grafton

Action: Motion passes unanimously

NEW BUSINESS

HEARD FIRST READING OF POLICY 3432 EMERGENCIES - GUNNAR GUTTORMSEN

Updates from WSSDA reflect revisions in RCW.

HEARD FIRST READING OF FOUR POLICIES THAT ARE CLOSELY RELATED:

Navigating the New Title IX Landscape



WSSDA Policy News - Guide for Educators and Administrators

Expanded Scope of Sex-Based Discrimination and Grievance Process (Essential)

- Model Policy & Procedure 3205/3205P1/2 Sex Discrimination and Sex-Based Harassment of **Students** Prohibited
 - Policy updates include new definitions (pg 2), other policy references (pg 3), procedure references (pgs 3&4), material development (pg 4)
- Model Policy & Procedure 5011/5011P Sex Discrimination and Sex-Based Harassment of District **Staff** Prohibited
 - New regulation requires all employees to complete annual training
 - Regulation requires that district grievance procedures address all forms of sex-based discrimination

Expanded Scope of Sex-Based Discrimination and Grievance Process - cont'

"2024 Regulation requires that districts' grievance procedures address not only sex-based harassment but all forms of sex-based discrimination."

Previous : 3205P Sexual Harassment of Students Prohibited

Updates for 2024 :

- 3205P1 Sex Discrimination and Sex-Based Harassment of Students Prohibited - [Grievance Procedure](#)
- 3205P2 Sex Discrimination and Sex-Based Harassment of Students Prohibited - [Implementation Procedure](#)
- 3211P Gender Inclusive School

New Definitions of Sexual Harassment

Sex-Based Harassment - "unwelcome sex-based conduct that, based on the totality of the circumstances, is **subjectively and objectively offensive** , and is so **severe or pervasive** that it limits or denies a person's ability to participate in or benefit from the recipient's **education program or activity** ."

Limitations on Complainants and More Latitude in the Grievance Process

2024 Regulation...

- ...permits but does not require the use of the “single investigator model,” where the investigator can also be the decision-maker...districts will need to determine whether they want to use that model or retain the current one.
- ...did away with “informal” and “formal” complaints, which provides greater latitude for informal resolution.
- ...schools are still required to offer supportive measures as appropriate, but there is a new requirement that an impartial review be made available if a party requests modifications or changes.

Protections for Pregnancy and Related Conditions (Encouraged)

- Model Policy & Procedure 3206/3206P Pregnant and Parenting Students **NEW**
 - Included in OSPI module training for all staff done in August
 - Title IX Coordinator is notified and works with staff and family to ensure supports
- Model Policy & Procedure 5012/5012P Parent Family Marital Status and Pregnancy **NEW**
 - 2024 regulation has pregnancy provisions for employees along with two other Federal laws: the Pregnant Workers Fairness Act (PWFA) and the Providing Urgent Maternal Protections Act (PUMP)

The Work Ahead

- Train all staff (done in August on “all staff day” via OSPI modules)
- Train all new hires (is being done at new employee orientations)
- Train all staff annually (to be done in August each SY)
- Train key staff in additional Title IX investigation procedures (also done through extended OSPI modules)
- Reporting system (initiated through [HIB Complaint Report/Documentation](#))
- Material development for student and families

- **POLICY 3205 SEX DISCRIMINATION AND SEX-BASED HARASSMENT OF STUDENTS PROHIBITED - GUNNAR GUTTORMSEN**
- **POLICY 5011/5011P SEX DISCRIMINATION AND SEX-BASED HARASSMENT OF DISTRICT STAFF PROHIBITED - HOLLY BUDGE**
- **POLICY 3206 PREGNANT AND PARENTING STUDENTS - GUNNAR GUTTORMSEN**
- **POLICY 5012/5012P PARENTAL, FAMILY OR MARITAL STATUS, AND PREGNANCY OR RELATED CONDITIONS OF STAFF - HOLLY BUDGE**

HEARD LEGISLATIVE ASSEMBLY UPDATE - LEAH MOORE

- Priorities have been submitted.

HEARD SUPERINTENDENT'S REPORT - MARY BETH TACK

- Principal Appreciation Month
 - 20 in the role of principal or assistant principals
- In-Service Day last Friday for all areas in the district led by the Teaching & Learning Team
- Safety Audits have been completed for the fall.

FOR THE GOOD OF THE ORDER

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ADJOURN

BOARD MEETING ADJOURNED @ 6:41 pm

X

President

X

Secretary