

CASHMERE SCHOOL DISTRICT #222  
Regular Board Meeting  
April 21, 2025

Call to Order: Vice-Chairman Nick Wood called the meeting to order at 6:00 P.M.

Declaration of Quorum: Board members Sara Pipkin, Roger Perleberg and Paul Nelson were present. Chairman Aaron Bessonette was absent. There were ten others present including Superintendent Johnson.

1.0 Flag Salute – Vice-Chairman Nick Wood led the Pledge of Allegiance.

2.0 Approval of the Agenda – Superintendent Johnson requested for item 4.0 to be moved up and be addressed at the conclusion of the Student Report.

On a motion by Vice-Chairman Paul Nelson, the Board approved the agenda as revised.

3.0 Reports, Correspondence and Program

3.1 Board Report – Board member Roger Perleberg shared he recently enjoyed a couple of baseball games. Superintendent Johnson went on to share he had received a couple of positive emails this week—one praising the staff and students for their professionalism and representation at the Lionel Hampton Jazz Festival held recently. The other email recognized the outstanding sportsmanship shown by our players and coaches during sports events. Superintendent Johnson also acknowledged the Arbor Day tree planting event scheduled for Friday, April 25<sup>th</sup>. He went on to thank Vale’s Vice-Principal, Rhett Morgan, for his efforts in planning this meaningful event. Board member Nick Wood proudly announced his daughter, Jada Wood, had been crowned Queen for the Cashmere Royalty.

3.2 CHS Student Report – ASB Treasurer Eliana Thomas was present to update the Board on the latest CHS activities and sporting events. She began by stating today was National Bulldog Day! A leadership student dressed up as the Bulldog mascot and greeted students with candy in celebration. She went on to state registration for next year’s classes is currently underway, and cheer tryouts are also taking place. She then gave a recap of various updates for all of the spring sports.

4.0 Visitors – Community member Margaret McManus addressed the Board, sharing that her two kids had graduated from CHS a few years back and highlighting her 30 years of experience as a certified teacher. Ms. McManus currently serves on the Cashmere Museum Board of Directors and shared that the museum now has a dynamic new board and a newly appointed Director of Education. Ms. McManus noted that the Cashmere Museum is becoming a destination for educational visits, attracting students from many places including Eastmont, Chelan and Manson. She emphasized the importance of building membership and distributed flyers with details about an upcoming membership meeting scheduled for Monday, April 28<sup>th</sup>. Ms. McManus encouraged greater community

involvement and membership and invited the Board and Cashmere School District administration to attend the upcoming meeting.

### 3.3 Superintendent Report

- 3.3.1. Fiscal / Enrollment Update – Business Manager Bo Charlton provided the Board with a brief summary of this month’s enrollment. Mr. Charlton reported that March enrollment is tracking similarly to last year, and the district remains on track to meet its goals for the year. He noted that enrollment increased this month, ending 36.71 students above the budgeted projection. Mr. Charlton also shared preparations are underway for next year’s budget.
- 3.3.2. CHS Graduation Ceremony – Board Member Presentation of Diplomas – Superintendent Johnson stated the high school is looking for board members who are interested in passing out diplomas at this year’s graduation ceremony. Board Chairman, Aaron Bessonette and board member, Nick Wood volunteered to pass out diplomas this year.
- 3.3.3. Custodial / Maintenance Collective Bargaining – Superintendent Johnson informed the Board that the district is beginning preparations for the upcoming Custodial and Maintenance Collective Bargaining Agreement. He requested a Board member to participate in the upcoming meetings, Board member Roger Perleberg volunteered to serve in this role.
- 3.3.4 AI Board Policy / Procedure Development Process and Timeline – Superintendent Johnson began by providing the Board with a recap of the District’s AI Team presentation given during the March Board meeting. He explained that at the time of that presentation, there hadn’t been sufficient time to review the drafted policy. Because of this, this item had again been brought back for the Board’s consideration and review. Superintendent Johnson went on to introduce Assistant Principal, Jon Shelby and Executive Director of Technology for the North Central Educational Service District, Pete Phillips. Both were present to walk the Board through where the district currently stands in the development process and timeline for adopting and implementation of an official AI policy.

Mr. Shelby explained he started development of this policy by working directly with Mr. Phillips. Originally districts were provided a more than 50-page document from the Washington Office of Superintendent of Public Instruction (OSPI) from which a rough draft policy / belief statement was created. The draft has undergone several reviews with both staff and Mr. Phillips assistance, resulting in the third draft currently being presented for the Board’s review. This draft focuses on ensuring that staff and students use AI tools effectively and ethically, with an emphasis on equitable access for all

students. While no policy has been developed by WSSDA, Mr. Shelby stated Peninsula School District has published some guiding principles that may be helpful in our planning.

Mr. Phillips went on to share that Cashmere is in a strong position, having started this work early on and highlighting the thoughtful planning and collaboration that has gone into this process with the team from Cashmere collectively working on this. He praised the effort, noting that this is the best policy he's seen in the region—describing it as “rock solid” in terms of supporting both teachers and students. He also acknowledged that AI is rapidly evolving, and the policy will need to be reviewed and updated over time.

Superintendent Johnson noted he wanted to present this item to the Board for an initial review. He would like to bring this item back as a standalone item during the May work session, and again at the regular May board meeting, with a goal to have a finalized version ready for adoption by June, and in time for implementation for the upcoming school year.

3.3.5 School / Program Update Updates –

Superintendent Johnson invited all building principals as well as the Director or Special Services to provide a brief update on the current status of their building and programs. Topics covered ranged from staffing, scheduling and testing timelines.

5.0 Consent Agenda –

5.1 Approval of Board Minutes – On a motion by Roger Perleberg, the Board approved the March 24, 2025 minutes as presented.

5.2 Approval of Warrants and Financial Reports –

Pay date of March 31, 2025: Warrants #326161 - #326240 totaling \$284,321.62

General Fund \$271,080.20

ASB \$13,241.42

Pay date of April 11, 2025: Warrants #326241 - #326301 totaling \$162,186.02

General Fund \$150,357.76

ASB \$11,828.26

Pay date of April 30, 2025: Warrants #326315 - #326361 totaling \$159,825.68

General Fund \$148,391.44

ASB \$11,434.24

Pay date of April 30, 2025: Payroll in an amount totaling \$1,880,248.25, including benefits.

On a motion by Paul Nelson, the Board approved the warrants and payroll as presented.

## 6.0 Action Items

- 6.1 2025-2026 District Calendar Revision – Superintendent Johnson noted the previously adopted 2025-2026 district calendar included a professional development date on October 10<sup>th</sup>, which conflicted with several high school events related to Homecoming. To avoid these conflicts, it was agreed to move the professional development day to October 17<sup>th</sup>.

On a motion by Paul Nelson, the Board approved the 2025-2026 district calendar as revised.

- 6.2 2024-2025 Highly Capable Program Plan Approval – Assistant Principal Rhett Morgan presented the Board with newly required documentation sent from OSPI regarding the District’s Highly Capable Program. He explained that the content is largely consistent with previous years’ plans, with the only change being the updated document format.

On a motion by Sara Pipkin, the Board approved the Hi-Cap Program Plan as presented.

## 6.3 Personnel Report –

### 1. Retirements/Resignations/Releases/Terminations, etc.

Name	Position	FTE	Request/Reassignment
Scott Brown	CHS – Vice Principal		Resignation
Heidi Hartnell	Vale – Kindergarten Teacher		Resignation
Karen Christensen	CHS – SpEd Paraprofessional		Resignation
Pamela Gaspers	CMS / CHS Math Teacher		Resignation

### 2. Requests for Leave/Transfer/Change in Hours/Additional or New Assignment

Name	Position	FTE	Request/Reassignment
------	----------	-----	----------------------

### 3. Recommendation for Employment/Transfer/Return from Leave of Absence

Name	Position	FTE	Request/Reassignment
David Belcher	CMS – SpEd Paraprofessional		Replaces Michelle Byington
Annie Yousey	CHS – Spanish / Electives Teach		Replaces Tyler Theiss
Tyler Theiss	CHS – Spanish Teacher		Replaces Susan Gubsch (Internal Transfer)
Conrad Wharton	CHS – ELA Teacher		Replaces Shawn Morrison
Amanda Low	Vale – Kindergarten Teacher		Replaces Heidi Hartnell
Emily Becker	Vale – Kindergarten Teacher		Replaces Hope Kunsman
Alexis Lepez	Vale – 4 <sup>th</sup> Grade Teacher		Replaces Heather Couture
Denise Gann	Vale – 4 <sup>th</sup> Grade Teacher		Replaces Scott Griffith
Rainie Whitesitt	Vale – 4 <sup>th</sup> Grade Teacher		Replaces Denise Gann
Desilee Valeri	Vale – 3 <sup>rd</sup> Grade Teacher		Replaces Rachel Cruickshank

Kim Larson	Vale – SpEd Paraprofessional	Replaces Rachel Battis (Internal Transfer)
Sydney Smith	Vale – SpEd Paraprofessional	Replaces Brenda Hostetter (Internal Transfer)

### 3a. Contract Approvals/Renewals 2024-2025

### 4. Recommendation/Request for Approval of Positions to be Posted

#### CO-CURRICULAR/SUPPLEMENTAL POSITIONS

##### 1. Resignations/Releases

Name	Position	Comments
Leisa Osburn	CHS – Winter Cheer Coach	Resignation
Jake Stewart	CHS – Asst Football Coach	Resignation

##### 2. Non-Renewals

Name	Position	Comments
------	----------	----------

##### 3. Recommendations for Employment/Renewals: Co-Curricular Contracts for Activities

Name	Position	Comments
Shelby Brunner	CHS – Winter Cheer Coach	Replaces Leisa Osburn

On a motion by Roger Perleberg, the Board approved the Personnel Report.

#### 6.4 Surplus Property –

Cashmere School District:

- CHS Cheer Skirts
- CHS Cheer Shells
- CHS Cheer Outerwear

On a motion by Sara Pipkin, the Board approved the surplus property as presented.

#### 7.0 Discussion Items – there were no discussion items.

#### 8.0 Executive Session – Personnel No Action – Superintendent Johnson requested an approximate 30-min executive session on a personnel matter with no action to follow per RCW 42.30.110(1)(g).

On a motion by Paul Nelson, the Board moved into executive session at 7:40 PM.

On a motion by Sara Pipkin, the Board moved out of executive session at 8:10 PM.

#### 9.0 Adjournment – On a motion by Roger Perleberg and there being no further business to discuss, Vice-Chairman Nick Wood adjourned the meeting at 8:11 PM.

---

Secretary

---

Chairman