

**NORTH THURSTON PUBLIC SCHOOLS**  
**Board of Directors Meeting**  
**Tuesday, November 5, 2019 – 5:30 PM**  
**John W. Gott Administrative Center**  
**305 College St NE; Lacey, WA**

Estimated Time  
for Each Area  
5:30 p.m.

**I. ROUTINE ITEMS**

- |   |               |
|---|---------------|
| A. Call to Order  |               |
| B. Pledge of Allegiance   |               |
| C. Roll Call  | I/D/A         |
| D. Adoption of the Agenda   | I/D/A         |
| E. Approval of Minutes from:  |               |
| - October 8, 2019 Board Meeting   | A             |
| - October 17, 2019 Joint Work Session with City of Lacey  | A             |
| F. Consent Agenda:  | A             |
| - Consideration of Bills  |               |
| - Personnel Actions: Resolution 6-19/20; Covering all actions to include leaves and resignations processed through October 30, 2019 |               |
| G. Required Approvals:  | I/D/A         |
| - Amended Official Ballot Language, Proposition 1   | -Monty Sabin  |
| - Updated Policy 3231 (renumbered from 3600) Student Records  | -Sarah Rich   |
| - Rescind Policy 7230 Revenues from Local, State and Federal Sources (Replaced by 6100)   | -Teena Barnes |
| - Policy 6100 Revenues from Local, State and Federal Sources (Replacing 7230)   | -Teena Barnes |
| - Vehicle Surplus List (scrap metal)  | -Teena Barnes |
| - 2019-20 ASB Fund Contractual Service Agreement  | -Teena Barnes |
| - 2019-20 Capital Projects Fund Contractual Service Agreement   | -Teena Barnes |
| - 2019-20 General Fund Contractual Service Agreement  | -Teena Barnes |
| - 2019-20 Notice of Completion Log for General and Capital Projects Funds   | -Teena Barnes |
| - ASB Club Applications:  | -Teena Barnes |
| o Gaming Club – Timberline High School  |               |
| o Anime Manga Club – Timberline High School   |               |
| o Jazz Band Club – Komachin Middle School   |               |

**II. NEW BUSINESS**

- |  |                    |       |
|--|--------------------|-------|
| A. Land Acknowledgement Presentation                                       | -Kate Frazier      | I/D/A |
| B. Presentation of Nisqually Tribal Flags to North Thurston Public Schools | -Kate Frazier      | I/D/A |
| C. Presentation of School Improvement Plans                                | -School Principals | I/D   |

**III. ADJOURNMENT**

## NORTH THURSTON PUBLIC SCHOOLS

### Board of Directors Meeting

Tuesday, November 5, 2019 – 5:30 PM

John W. Gott Administrative Center

305 College St NE, Lacey, WA

Approximately 80 staff members and 2 visitors

#### I. ROUTINE ITEMS

##### A. Call to Order

President Newkirk called the meeting to order at 5:30 p.m., and welcomed everyone to the meeting.

##### B. Pledge of Allegiance

Dave Newkirk led the Board and audience in the Pledge of Allegiance.

##### C. Roll Call

Board Members present: Dave Newkirk, Mel Hartley, Graeme Sackrison, Gretchen Maliska, and Chuck Namit

Student Advisors present: Madison Mercado, Fedora Izuagbe

Others Present: Deb Clemens, Troy Oliver, Vicky Lamoreaux, Sarah Rich, Karen Remy-Anderson, Teena Barnes, Charlie Burleigh, Kate Frazier, Leslie VanLeishout, Brad Hooper, Joyce Mackiewicz, Kevin Reimer, Tyler Stiner, Carmen Barriga, and Jenny Boeholt.

##### D. Adoption of the Agenda

Superintendent Clemens confirmed that there were no changes or additions to the agenda. Chuck Namit made a motion to adopt the agenda. Mel Hartley seconded the motion. The motion passed unanimously.

##### E. Approval of Minutes from the October 8, 2019 and October 17, 2019 Board Meetings

President Newkirk noted that on the October 8, 2019 minutes, John Hammond was listed once as Josh Hammond. The October 8, 2019 minutes will be corrected to reflect John Hammond under Recognitions. Graeme Sackrison made a motion to approve the minutes from the October 8, 2019, and the October 17, 2019, board meetings. Gretchen Maliska seconded the motion. The motion passed unanimously.

##### F. Consent Agenda

###### – Consideration of Bills

The Board approved the following bills:

General Fund	71135850 through 71136285	\$ 4,452,893.45
Wire Transfers GF	201900082	\$ 2,232.89
	201900003-005, 047-051, 055-059, 064	\$ 2,368,497.13
	20190008, 035-044, 052, 061, 065, 084-086	\$ 116,399.34
	201900069, 072, 087-089	\$ 6,933.02
	20190066-067, 075-076, 090-091, 099-100, 107-108	\$ 2,773,561.15
	201900097	\$ 5,718.00

	201900104-104	\$ 2,942.96
ACH	192000255 through 192000297	\$ 128,208.29
	192000301 through 192000362	\$ 133,249.99
Capital Projects Fund	71205570 through 71205594	\$ 1,813,710.40
	192000298 and 201900070	\$ 2,793.85
ASB Fund	71409360 through 71409441	\$ 69,309.68
	192000299	\$ 33,379.76
	201900071 and 201900073	\$ 762.40
Private Purpose Trust	71703290 through 71703324	\$ 11,916.90
	192000300	\$ 3,589.38
	201900074	\$ 350.25
Transportation Vehicle Fund	7190030	\$ 273,943.96

– Personal Actions

The Board approved Resolution 6-19/20; covering all actions to include leaves and resignations processed through October 30, 2019.

Graeme Sackrison made a motion to approve the Consent Agenda. Chuck Namit seconded the motion.

The motion passed unanimously to approve the Consent Agenda.

**G. Required Approvals:**

- Amended Official Ballot Language, Proposition 1
- Updated Policy 3231 (renumbered from 3600) Student Records
- Rescind Policy 7230 Revenues from Local State and Federal Sources (Replaced by 6100)
- Policy 6100 Revenues from Local, State and Federal Sources (Replacing 7230)
- Vehicle Surplus List (scrap metal)
- 2019-20 ASB Fund Contractual Service Agreement
- 2019-20 Capital Projects Fund Contractual Service Agreement
- 2019-20 General Fund Contractual Service Agreement
- 2019-20 Notice of Completion Log for General and Capital Projects Funds
- ASB Club Applications:
  - o Gaming Club – Timberline High School
  - o Anime Manga Club – Timberline High School
  - o Jazz Band Club – Komachin Middle School

President Newkirk asked if there were questions from board members regarding the required approvals. There were no questions.

Gretchen Maliska made a motion to approve the Required Approvals. Mel Hartley seconded the motion. The motion passed unanimously.

**II. NEW BUSINESS:**

**A. Land Acknowledgement Presentation**

Kate Frazier expressed gratitude and appreciation for the Nisqually Tribe and shared that North Thurston Public Schools believes that it is the district's responsibility and honor as an academic institution, in partnership with the Nisqually Tribe to educate our students, staff and families about the true history of colonialism and the continued need to address colonialism today.

The land acknowledgement will encourage the community to reflect upon the land we are standing on and engage in conversations centered in honoring the land and decolonization. She acknowledged Mike Smith, Jerad Koepp, Alison McCartan and Josh Parker for their contributions to the project. She then introduced Jerad Koepp to read the proposed land acknowledgement.

Mel Hartley made a motion to approve the Land Acknowledgement. Chuck Namit seconded the motion. The motion passed unanimously.

**B. Presentation of Nisqually Tribal Flags to North Thurston Public Schools**

Kate Frazier introduced River Ridge Assistant Principal Mike Smith, who shared that each of the schools in the district would be flying Nisqually Tribal Flags and the flags would accompany a lesson for students. Mr. Smith then introduced Hanford McCloud from the Nisqually Tribe Council to speak about the partnership with North Thurston Public Schools. He expressed his gratitude to North Thurston Public Schools in being the first school district to partner on the land acknowledgement and shared he was honored to speak on behalf of the tribe and share culture, heritage and traditions.

Mel Hartley made a motion to fly the tribal flags at North Thurston Public School buildings. Chuck Namit seconded the motion. The motion passed unanimously.

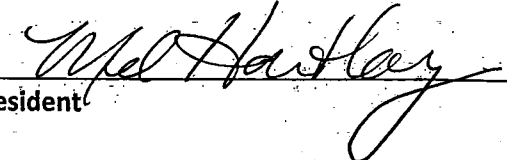
**C. Presentation of School Improvement Plans**

**III. ADJOURNMENT**

The meeting adjourned at 8:31 p.m.

Respectfully submitted:

  
Secretary of the Board

  
President



## NORTH THURSTON PUBLIC SCHOOLS

ADMINISTRATIVE OFFICES • 305 COLLEGE STREET NE, LACEY, WASHINGTON 98516  
TELEPHONE: (360) 412-4400 • FAX: (360) 412-4410 • WWW.NTHURSTON.K12.WA.US

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DATE: October 31, 2019

TO: Dr. Debra Clemens  
Superintendent

FROM: Kate Frazier  
Director of Equity and Languages

**RE: *Land Acknowledgment***

The North Thurston Public Schools expresses our gratitude and appreciation to the Nisqually Tribe, who are the traditional stewards of the land on which the North Thurston Public Schools resides. We believe that it is our responsibility as an academic institution, in partnership with the Nisqually Tribe, to educate our students, staff and families about the true history of colonialism and the continued need to address colonialism today. This land acknowledgement will encourage our community to reflect upon the land we are standing on and engage in conversations centered in honoring the land and decolonization. Our community will take the time to learn more about the leadership of the Nisqually Tribe in caring of our environment, preserve Nisqually history and culture, youth education programs and so much more.

Land acknowledgments will take place during the following times:

- School Board meetings
- District-wide community meetings
- School assemblies
- Parent and community school evening events

Thank you.

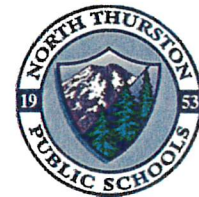
Attachment

### BOARD OF DIRECTORS

GRETCHEN MALISKA • CHUCK NAMIT • MELISSA HARTLEY • GRAEME SACKRISON • DAVID NEWKIRK  
EQUAL EDUCATIONAL OPPORTUNITIES • EQUAL EMPLOYMENT OPPORTUNITIES

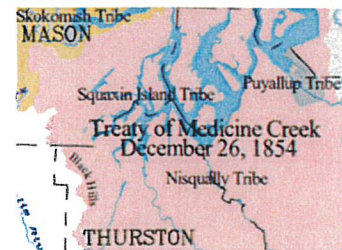
# North Thurston Public Schools

## Acknowledging Traditional Lands



## What is Land Acknowledgement?

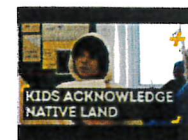
Land acknowledgement is the practice of opening meetings and events with a statement recognizing the indigenous inhabitants of the land. North Thurston Public Schools resides on the traditional lands of the Nisqually people. ([MAP](#))



“Acknowledgment is a simple, powerful way of showing respect and a step toward correcting the stories and practices that erase Indigenous people’s history and culture and toward inviting and honoring the truth.” (US DAC)

[Honor Native Land Video](#)

[Toronto Public Schools Recognize Aboriginal Lands](#)





## NTPS Land Acknowledgement\*

We acknowledge that North Thurston Public Schools resides on the traditional lands of the Nisqually people. The Nisqually have lived on and cared for this land and these waterways since time immemorial. We make this acknowledgement to open a space of recognition, inclusion, and respect for our sovereign tribal partners and all indigenous students, families, and staff in our community.

*\*(this is a living document that may grow or be clarified over time)*

## The Nisqually Flag

We are honored to be gifted Nisqually Tribe flags to fly at each of our 22 schools.

Flying this flag will serve as daily recognition of their traditional lands, thriving government and culture, and increase openness and awareness of all indigenous peoples and to our duty to equitably support and educate their children.



## History of the Nisqually Tribe

“For 10,000 years the Nisqually Tribe lived in relative peace and prosperity in its aboriginal homeland of about 2 million acres near the present-day towns of Olympia, Tenino, and Dupont, and extending to Mount Rainier.”

Their sovereignty, reservation, and rights are recognized in the 1854 Treaty of Medicine Creek. An example of a reserved right from the treaty includes, “The right of taking fish, at all usual and accustomed grounds and stations, is further secured to said Indians.”



**Nisqually Indian Tribe**  
dx<sup>w</sup>sq<sup>w</sup>ali<sup>?</sup> abš People of the river, people of the grass

## Nisqually Tribe Today

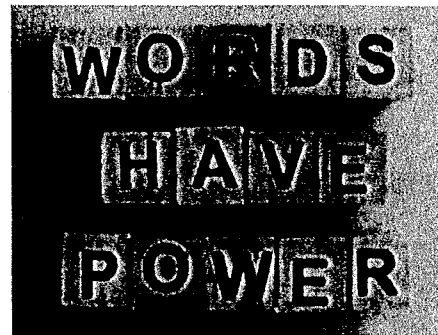
- 5,000 acre reservation
- 650+ enrolled tribal members
- Numerous government programs and services
- Contributes millions of dollars each year in charitable funds to community programs and local governments
- Strong economic development ([Video](#))
- Committed to cultural preservation, language, heritage
- Committed stewards and advocates for area natural resources and wildlife habitat.





## Key Terms

- Indigenous
- Acknowledgement
- Treaty
- Sovereignty
- Tribe
- Reservation
- Ceded and Unceded Lands



## 1 Conversation Starters

### Before Presentation

K-2: When something unfair happens to a friend, how might you respond?

3-5: What does the word 'Acknowledge' mean? When would you acknowledge something?

Middle School: Why do we fly flags? Are they a symbol or something more?

High School: If North Thurston Public Schools and the Nisqually Tribe are both government bodies, what responsibilities do they have to each other in their 'intergovernmental' relationship?

### After Presentation

K-2: What questions or surprises do you have about the presentation?

3-5: How did your ideas about the word acknowledge change or get confirmed?

Middle School: How does flying the Nisqually flag for a month at every school show about the relationship between North Thurston and the tribe?

High School: In what ways is an acknowledgement both important and not enough?

## Additional Information and Resource Links

[US Dept. of Arts and Culture. Honor Native Land](#)

[Nisqually Indian Tribe](#)

[Washingtontribes.org](#)

[Treaty of Medicine Creek](#)



NTPS Native Student Programs Contact Jerad Koepp at  
[jkoepp@nthurston.k12.wa.us](mailto:jkoepp@nthurston.k12.wa.us)



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DATE: October 31, 2019

TO: Dr. Debra Clemens  
Superintendent

FROM: Kate Frazier  
Director of Equity and Languages

**RE: *Nisqually Tribal Flags***

In honor of Native American Heritage Month, and in recognition of our ongoing partnership with the Nisqually Tribe, the North Thurston Public Schools will display the Nisqually Tribal Flag at every District site. As part of the flag display, every building will engage in a lesson developed in partnership with the Nisqually Tribe and North Thurston Public Schools staff. The purpose of this lesson is to educate our students, staff and families about the significance of the Nisqually Tribal flag and our ongoing commitment to partner with the Nisqually Tribe in educating our community about our history of colonization and the present day need to decolonize our education system.

The Nisqually Tribal Flag will be flown throughout the school year and only taken down during specific days when another flag is set to be flown such as the P.O.W flag. There are some building flag poles that are not tall enough to fly three flags when flags are required to be at half-mast. In this case, the Nisqually Tribal Flag will not be flown at certain buildings.

Thank you.

Attachment

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**North Thurston Public Schools**  
**Nisqually Land Acknowledgment and Flag Raising**  
**Lesson Guide, K-12**

**Essential Question:** Why are we flying the Nisqually tribal flag across the school district?

**Washington State Social Studies Learning Standards**

**C3:** Understands the purposes and organization of tribal and international relationships and U.S. foreign policy.

**C4:** Understands civic involvement.

**G3:** Understands the geographic context of global issues and events.

**H4:** Understands how historical events inform analysis of contemporary issues and events.

**Lesson Objective:** Students will be able to explain why district schools are flying the Nisqually Tribal flag, and define a land acknowledgment.

**Essential Vocabulary:** Indigenous, Acknowledgement, Treaty, Sovereignty, Tribe, Reservation, Ceded and Unceded Lands

**Necessary Materials:** projector & speakers, slides presentation, lesson guide

**Optional Materials:** Supplemental lesson documents, as desired

Lesson Plan Sequence	Approx. Time
<p>(Optional opening discussion prompts - see below)</p> <p><b>Required:</b></p> <ul style="list-style-type: none"><li>● Project Slides Presentation, title slide (1)</li><li>● Announce to students: "This month, during Native Heritage Month, all schools in our district will be raising and flying the tribal flag of the Nisqually people."</li><li>● Present district Slides Presentation, slides 2-6<ul style="list-style-type: none"><li>○ <b>Slide 2: Explanation of Land Acknowledgment.</b> Read definition to students, invite questions and discussion. Click link to show a map of tribal lands in Washington State. Show optional videos (linked on slide).</li><li>○ <b>Slide 3: Land Acknowledgment.</b> Read the text of the land acknowledgment to students. Define terms as needed (<b>optional - see below</b>) <u>Discussion prompts by grade band:</u><ul style="list-style-type: none"><li>■ All - What questions do you have about words or ideas in the statement?</li><li>■ Elementary - What does it mean to acknowledge something?</li><li>■ Middle - What does the statement 'sovereign tribal partners' imply about the relationship between North Thurston schools and the Nisqually tribe?</li><li>■ High - How does an acknowledgment make space for inclusion and respect? Are there other examples of this you can think of?</li></ul></li><li>○ <b>Slide 4: Flag.</b> Read explanation of the flag. Invite discussion about what students see within the flag imagery. Let students know that all included images are key</li></ul></li></ul>	<p><b>Required: 15 min</b></p> <p>1 min (5 min if using discussion stems)</p> <p>10 minutes (15 including optional videos)</p>

elements of Nisqually culture and have been since time immemorial.

- **Slide 5: Nisqually Tribal History.** Read excerpts of Nisqually tribal history included on slide. Invite discussion and add information about Fishing Wars, etc as desired.
- **Slide 6: Nisqually Tribe Today:** Read examples of Nisqually tribal activities today and play linked video about economic activity

**Optional:**

- **Slide 7: Key Terms:** define the terms on slide 7 to ensure students understand key ideas presented through this lesson and land acknowledgment.
- **Slide 8: Discussion Prompts:** Before and after lesson, invite discussion using stems on slide 8 to help students engage with main ideas and implications of this lesson & land acknowledgment
- **Slide 9: Additional Information & Resources:** Materials linked here can be used for activities such as a document study on the Medicine Creek Treaty, research projects about Native land in Washington State, or discussions about current issues facing Native communities.

**Optional: 15-40**

**min**

5 min

15 min

30-40 min