

**Washington State Center for  
Childhood Deafness and Hearing Loss**  
Board of Trustees Meeting  
May 10, 2019

---

**Board Members Present:** Maria Christianson (District #1)  
Allie Joiner (District #2)  
Nancy Sinkovitz (District #3)  
Nita Kamphuis (District #4)  
Char Parsley (District #5)  
Rita Reandeau (District #6)  
Ariele Belo (District #7)  
Nancy Fitta (District #9)  
Larry Swift (District #10)

**Board Members Absent:** Sidney Weldele-Wallace (District #8)

**Executive Director:** Rick Hauan

**Superintendent:** Shauna Bilyeu

**Legal Counsel:** Tsering Cornell (Absent, excused)  
Kim Witherspoon

**Recorder:** Jessica Sydnor

**Interpreters:** Rich Hall, Daniel Mroz

**Guests:** Kris Ching, Director, Outreach B-5  
Carol Carrothers, Director, Outreach K-12  
Erica Pedro, Behavioral Specialist  
Toni Stromberg, WaCAD Program Supervisor  
Sarah Decker, Lean Specialist

---

Nancy Fitta, Chair, called the board meeting to order at 9:47 AM. It was determined a quorum was present.

**Approval of the Minutes:**

Correction to March and April minutes: Ariele Belo's name is misspelled in the minutes for both months. Maria Christianson was present for the meeting on March 8, 2019. Char Parsley moved to adopt with corrections and Allie Joiner seconded the motion. ***The board approved the minutes for the Board meeting on March 8, 2019.***

Char Parsley moved to adopt the Board Minutes for the meeting on April 12, 2019 minutes with corrections. Ariele Belo seconded the motion. Discussion: Toni Stromberg was not present for the April meeting. Finance committee "met" not meet on... Exec Director discussed what is needed. Nancy Sinkovitz and Maria Christianson abstained as they were not present for the meeting on April 12. ***The board approved the minutes for the Board meeting on April 12, 2019.***

## **Committee Reports:**

### ***Finance Committee:***

The Finance Committee reported that the 2019 supplemental and 2019-21 biennial budgets were passed by the Legislature on April 28, 2019. The agency will receive 1.6 million for the current fiscal year. Due to this increased funding, the agency will have in excess of \$600,000 to address agency needs due to budget freeze during this fiscal year. The Leadership Team is developing a spend down plan. On May 9, 2019, Executive Leadership, and DES consultant Kai Matthews conducted all staff meetings to explain the current budget status. Staff members were informed of the new projected budget surplus and were asked to send their list of needs to their supervisor for consideration for expenditure this fiscal year. Rita Reandeu reported the all staff meetings conducted on May 9, 2019 were positive. She also indicated that the finance committee identified training needs for the board relating to budget oversight and clarifying reporting expectations to assist with budget monitoring. This will be scheduled for the Board Retreat to be scheduled in July. Presentation materials from yesterday (May 9) along with answers to the written questions left following the meeting will be compiled and emailed to all staff as soon as possible.

Nancy Fitta brought the board attention to a handout with budget detail to review. AJ asked about the new funding allocation for a social worker. She asked if that position will serve both campus and outreach. Shauna clarified that Social Worker will serve campus. Rick added that we may need to add a Social Worker to the Outreach Team in the future. The board discussed the contract with DCYF and Kris Ching clarified the funding shift through legislation from OSPI to DCYF did not occur this session. Both OSPI and DCYF acknowledged that the shift was significant and there were details that needed to be addressed before the change could happen. CDHL will continue to work with DCYF and OSPI to identify needs and to organize services. We will continue to monitor and address this again through the next biennium.

### ***Capital committee:***

The committee had no formal report. Shauna was able to update the board on the approval to reallocate \$750,000 from the current fiscal year to the next fiscal year to support the demolition of buildings to continue to prepare for the capital request in the 10-year capital plan. Additionally, the agency received \$500,000 for minor public works for the biennium to address maintenance and repair needs for the campus. Shauna reported that this budget is not sufficient to meet all of the need and is approximately \$300,000 less than what was requested.

### ***Policy Committee:***

Nancy Sinkovitz explained the committee is working with the AAG, Tsering Cornell to convert the policies previously reviewed by the board as the "1000 series" to the Board of Trustees bylaws. These are still in draft form and will hopefully be submitted for review at the meeting on June 13 or the Board of Trustees Summer Retreat. Six policies are currently in committee for review with 3 still in development. Nancy Sinkovitz indicated that the committee and the AAG have reviewed the 6000 series policies which are in your Board Packet for review and action today.

### ***Executive Director:***

Rick addressed an error in his report relating to changing the name of Washington State Center for Childhood Deafness and Hearing Loss to Washington Center for Deaf and Hard of Hearing Youth. This bill number is **HB 1604**, not HB 1109, which was listed in error. Rick told the board that HB 1604 was signed by Governor Inslee on Tuesday, May 7, 2019. There were five students and several staff members who attended the signing ceremony. It was a very positive experience. Governor Inslee and Representative Stonier were very supportive and kind to our students.

Nancy Fitta addressed the board relating to an assembly she attended earlier on the morning of May 10 in recognition of **teacher and staff appreciation**. She described the video that was developed and asked that it be shown to the board at lunch.

Nancy Fitta also talked about comments that she observed at the All Staff Budget meetings the day before where concerns were raised at all of the meetings relating to the pay SLCs currently receive. She felt the whole board should be aware that this is a significant issue with the classification and compensation. She feels strongly that these employees are not appropriately situated on the state salary scale and they need a pay raise. Nancy Sinkovitz inserted that SLC's

have not received a class and compensation adjustment for over 30 years. Ms. Sinkovitz went on to say that the residential director informed her that he struggles to hire and retain employees because he has to compete with Burgerville! They offer wages comparable to our SLC compensation. Larry Swift expressed concern that we need to understand the system in which we are working in order to know the concerns facing our employees relating to state HR that sets classification and compensation ranges as well as funding provided for these positions by the legislature. That goes to the point that it should be a continued objective of the agency to request state HR review the classification and perform a compensation study and it will require work from us. Perhaps we should solicit support from more avenues such as the Governor's office on this. Jessica Sydnor, Director of Human Resources, noted that at the all-staff meetings on May 9, the Washington Federation of State Employees WFSE Council Representative was present which allowed us to show staff that this is one area that we as management and the union agree for the need to increase wages for SLCs and other employee classifications. While we need to follow process it is something we can do together. Allie Joiner brought up the title "classified staff" and the use of dual language which was clarified by Jessica Sydnor that not all positions are eligible for dual language.

**Superintendent:**

Teacher appreciation week was this week and we have had a great time acknowledging the tremendous dedication and hard work our staff do every day with our students on-campus at WSD.

**HB 1604** - We were fortunate to take the group of 5 students to meet Governor Inslee and Representative Monica Stonier. Following the bill signing Monica toured the students to show them how things worked up on the hill. Two of our students who attended the bill signing are interested in becoming Legislative Page next year. Representative Stonier will send the information to the Superintendent and assist with seeking resources for providing access to accomplish sending our students to have the experience of being a Legislative Page for the Legislature during session next year.

Jim Sporleder, founder of Trauma Responsive Schools will be on campus and in our attempt to become a *Trauma Informed School* we must complete some orientation and training. We will start that next week as Jim comes to campus to meet with principals and counselors and other select staff. This approach is similar to our Positive Behavioral Interventions and Supports (PBIS). PBIS supports schools to build systems capacity for implementing a multi-tiered approach to social, emotional and behavior support to improve outcomes for all students. WSD has used this system for several years allowing us to effectively respond to student needs, reduce negative behaviors, and meet students where they are. We are using an OSPI grant for implementing the *Trauma Responsive Schools* approach and next fall we will continue this implementation by conducting a book study on this topic.

Last week on Friday **Dane Bevan** accepted the position as the new Facilities Manager. His first day will be May 20<sup>th</sup>. He will shadow Warren Pratt, our current Facilities Manager until his retirement June 30<sup>th</sup>. Warren is leaving us after 28 years at CDHL/WSD. I'm not sure how he will impart all of his knowledge throughout that time to Dane in just a month and a half but we have high hopes. Dane comes to us from the Oriental College of Medicine, OCOM, where he was the Maintenance and Facilities Supervisor. He also brings a passion for history and has written several historical articles himself.

May 30, 2019 is **All-Star Day!!** We will have a presenter from NASA at this great annual event. Next is **Graduation** on June 12. We have 11 seniors who will be graduating. We intentionally schedule Graduation the day before the final Board of Trustees meeting of the school year to allow as many board members as possible to attend this fantastic event. I want to share a wonderful story of one of our seniors, Ashantay Truong. Ashantay has grown up here. She started in pre-school has attended for 12 years and recently traveled for a basketball honors trip. She went to Washington DC attended Youth Leadership Camp and is an all-around *star* student. Although her college plans didn't work out as she had hoped, we just found out that NTID just started a new college prep immersion program. We recently received a call inviting Ashantay to participate in this new program free of charge. If she is able to increase her scores through this in-depth training program over the summer, she will be able to attend NTID in the fall. We are so proud of Ashantay!

Shauna was reelected to a seat on the CEASD board representing the Northwest. That post will continue for the next three years.

### ***Outreach***

#### **Outreach Director, Birth – 5, Kris Ching:**

CDHL was represented at the annual Infant and Early Childhood Conference (IECC) in Tacoma, WA, May 1-3. Kerianne Christie and Krissy Walker presented on The Partnership between Early Language Development and Social Skills. They had an audience of over 80 participants! Kris presented with Christine Griffin, WA Hands & Voices president and Guide By Your Side coordinator on Keeping Our Children Safe. Keeping Our Children Safe is a taken from Hands & Voices Head Quarters' O.U.R. Children Project ***Observe Understand and Respond*** (O.U.R).

The O.U.R training is so impactful as it provides tools to identify and support students who are Deaf/HH to express possible neglect or abuse, what O.U.R. Children Project refers to as maltreatment. Harold Johnson (co-founder of the OUR Children's Project and of Kent State University and Michigan State University)) provided a webinar in March for WA State through the WA Hands & Voices chapter, which is where Kris and Christine got the inspiration for their presentation. Educational professionals are mandated reporters if they suspect or know a child is being maltreated. However, there is very little training around this topic. Research shows students with disabilities are at higher risk for maltreatment, especially children who have communication and language delays. Some of these scary statistics related to child maltreatment for all children where in 70% of cases the families know the abuser. The goal of our presentation was to provide much needed awareness and training to parents and early childhood professionals. As Kris and Christine researched the topic, they were struck at the fact another reason children with disabilities are at higher risk for maltreatment is because they are expected to comply with expectations in therapy sessions. One example is children who have physical therapy to help strengthen overall muscle tone. They are told and trained to persevere through difficult therapy sessions, however this can teach them to learn to be compliant which makes them more susceptible. We need to provide more training and awareness in addition to making sure that the children we serve have the vocabulary, language, and self-advocacy skills, and parents have awareness and tools to change these statistics.

WSDS has extra money specific for 3-5/preschool from the OSPI grant that CDHL/WSDS (Kris and Carol) are planning to provide workshops and training around the topic of O.U.R Children Project (child maltreatment) and Social-Emotional Learning. They plan to include Erica Pedro, behavior specialist, and Julie Spigner, school counselor, from the CDHL Outreach Team, and Dr. Brooke Dubler, from Olympia, WA, and possible others to provide a training for professionals and parents in Washington State this summer. The goal for this training is to provide opportunities for service providers in all of these areas that are interrelated in delivering services to young children and their families.

Char Parsley recommended inviting Child Protective Service professionals as experts as well.

Allie Joiner indicated there is a connection with a recent bill that just passed in the legislature related to sex education.

On the national/federal level, the Division of Early Childhood (DEC) of the Council for Exceptional Children released a Position Statement on Child Maltreatment in October 2016. It took this group 8 years to work on and officially release the statement, firmly making a commitment to allocate funding and research towards this important subject.

#### **Outreach Director K-12, Carol Carrothers:**

We have been very busy this Spring. This time of the school year is always a scramble for services. We continue to provide support and services to **Educational Interpreters** on the EIPA. Currently, out of approximately 250 interpreters across the state, only about 139 have passed both the written and performance examination with a passing score of 3.5. This is the standard established by the Professional Educator Standards Board. We have a significant crisis of supply and demand where school districts do not have staff who meet standards. For example, if school districts released all interpreters who have not met the minimum skills requirements there are not sufficient numbers of educational interpreters located where services are needed. Currently, Washington State has only one training program ~~in the~~ located at Spokane Falls Community College. That program is an online program and only about 10 individuals a year graduate, some of whom may not even reside in Washington due to the fact that they can take the courses as an online program.

**Deaf Fiesta** was in Ellensburg in April was very successful and is a very impactful event for those families whose spoken language preference is Spanish. Seattle Children's spearheads the event. The keynote speaker from LA spoke on her upbringing as a Deaf Latina.

**Family Camp** was last weekend at Lazy F Camp and Conference Center, in Ellensburg. This is the best year so far. Next year will be our 20<sup>th</sup> year hosting family camp. There are many training opportunities for parents. Listed below are some of the training opportunities that were offered this year and some thoughts/observations from camp.

1. Dr. Brooke Dubler presented about brain neuroscience and the effectiveness of using ASL and what the brain does when children are given language.
2. There was a panel with two moms and two teens. We asked the teens questions with the moms not in the room and then the Moms came in and answered the same set of questions when the teens left which was a fun experience.
3. We also had parent groups where parents talk in a small group where they could pick the group based on which age of their child.
4. One dad looked at another dad and asked if he remembered a few years back they were in a "dad's group" together. The dad said "that was the first time he remembered thinking we are going to be okay! Because of this!" He meant we have camp and this community of support and that means we will be okay." It was a very touching weekend.

Next year you are all invited to come! Even though many of you have been, you can come again as it will be our 20<sup>th</sup> year. This year our theme was **Star Wars**<sup>®</sup>. Mark Hoshi has contacts in Seattle with a group that dresses up as Star Wars<sup>®</sup> characters. Since camp was on May 4<sup>th</sup> (May the fourth be with you day) it was remarkable that we were able to get them to attend camp for a few hours as they had 6 other events booked that weekend.

Shawn Broderick reported that this was the second year of ASL immersion program at family camp and we added Krissy Walker and her daughter Katasha. We cancelled the beginner class as not enough participants signed up, but we had an advanced class on the use of classifiers which was new and enlightening for those who attended.

Allie Joiner asked Carol if she has met Tara Lynn Petrites yet. Carol has, she is the new ASL teacher at Central Washington University, she just took over the ASL teaching position from Jer Loudenback. Tara Lynn is planning to working on a curriculum for ASL classes and is interested in proposing an interpreter training program. While Dr. Teresa Smith is not sure the ITP will work in Ellensburg as there is a lack of deaf community in the area.

### **End of year events**

Graduation 6:30pm on June 12<sup>th</sup>

Superintendent's Dinner is on June 6<sup>th</sup> at 5:00

There will be the Senior Tease after dinner on that evening

### **Policy Discussion**

We are skipping the 1000 series as described earlier Nancy Sinkovitz's report from the Policy Committee. These will be incorporated into the Board of Trustees by-laws and will be reviewed at a later date.

**Policy 6001** – Char Parsley motioned to approve policy 6001, Ariele Belo seconded the motion. Discussion: Char Parsley asked if any action was needed to be taken when the name change becomes law. Rick Hauan indicated that this is considered "housekeeping" and would not take board action as the law indicates that everything referring to our old agency name will convert to the new agency name. The board stated that all policies will need to be cleaned up to reflect the new agency name. No further questions. ***The motion carries. All in favor, no abstentions.***

**Policy 6002** – Char Parsley motioned to approve policy 6002, Nita Kamphuis seconded the motion. Discussion: Rita Reandeau asked for clarification confirming that this is the final version with edits submitted at the last board meeting. Allie Joiner noticed that the policy first mentions the Director of Business and Operations or the designee and then throughout the documents it is not consistently listed with the designee. Rick Hauan responded that is due to the fact that only some of the actions can be delegated by the Director of Business and Operations. Some activities must be completed by that role and cannot be delegated. The name of the committee was incorrectly identified. It should be identified as the “Board Finance Committee” not Board Financial Committee. A question related to the phrasing on the 5<sup>th</sup> and 6<sup>th</sup> bullet, is the phrasing clear? The language is taken directly from SAAM. Clarification requested on the last line talking about splitting purchases. Rick Hauan explains you cannot charge a large purchase on two different cards in part to avoid limits or to circumvent purchasing limits. Jessica added an example. “We were talking about adding a water cooler system and it was suggested to split the plumbing and the equipment to avoid going out for bid and that is not in compliance with state rules.” No further question. ***The motion carries with noted clerical edits. All in favor, no abstentions.***

**Policy 6010** – Char Parsley moved to adopt policy 6010, Ariele second. Discussion: Did the section of reporting variances to the Director of Business Operations meet the needs? Response: It did we just needed the correct title. ***The motion carries. All in favor, no abstentions.***

At 11:32am the Board went into recess for Board pictures and lunch  
Back at 12:15pm.

**Public comment:**

Toni Stromberg, WaCAD program supervisor, thanked the board for including WaCAD in the budget request to support her program. Toni shared information about the program and the number of student we are anticipating for next year.

**Strategic Planning:**

Shauna Bilyeu informed the board that strategic plan expires this year so several staff members have been working together to update the plan. One activity we have started is to develop an agency purpose statement as opposed to a mission statement. The group has come up with three options that have been shared with staff members. Shauna shared the option to the board and requested their feedback. Shauna also discussed the school improvement plan and the components of the plan. The academic team updated the plan to more closely connect with accreditation needs. Erica Pedro talked about Outreach strategic planning. The process was managed similarly to the campus effort. Erica and the outreach directors have been meeting weekly to draft goals and gather information. The Outreach Team will partner with campus on professional development.

The team is working on a purpose statement for the agency as a whole. Shauna will be emailing the agency purpose document to the board members’ CDHL email accounts. Shauna will collect all the feedback and share information as work is completed. Our goal is complete this before the end of June and requests the board responds with feedback by May 20<sup>th</sup>. Larry requested more information about the strategic plan process and the board’s role in that process. Rick shared that we will bring the draft strategic plan for retreat discussion and approval in September.

Rita asked if there should be a board section of the strategic plan and Rick said that is a good idea and we should discuss that in further detail during the summer retreat. Allie mentioned that we need to emphasize our expertise. Shauna said our strategic plan will assist with our budget decision packages. Erica asked about a plan of action that clarifies roles. Shauna said we haven’t dismissed that idea but we need to think about that more.

**Other Discussion:**

***Roles and Responsibilities of the Executive Director and Superintendent:*** Char Parsley said there is a lot of confusion from the staff about Rick’s role and Shauna’s role and was curious if Rick having an office closer to Olympia will help or not. Char and Allie Joiner said the staff may be making assumptions and they are unclear as to how to address that. Nancy Fitta recommends the board discuss this further at a later time.

**Transportation for board members:** Nancy wanted to know what the plan for transporting board members to and from the airport. Rick and Jessica talked about the lack of drivers and requested the board continue to use Uber until we are able to hire more on-call drivers.

**Retreat:** The board discussed the possible retreat dates. Jess will send out a doodle poll to help coordinate the meeting. The board agrees to set this in the annual schedule for next year and beyond. Rita suggests we put the board schedule in the board packet.

**Agenda Development for Board Meetings:** Jessica suggested the board adds a standing agenda item to prepare the next agenda (draft) format at the end of each board meeting. This should help with board organization efforts.

The board entered into Executive Session at 12:53pm pursuant to RCW 42.30.110(1)(g) "To evaluate the qualifications of an applicant for public employment or to review the performance of a public employee." The board will reconvene at 2pm.

The board reopened at 2:00pm to announce they will continue in executive session until 2:30pm.

The board reopened at 2:30pm to announce they will continue in executive session until 2:45pm.

The board reopened at 2:45pm to announce they will continue in executive session until 3:00pm.


The Board exited executive session at 3:03pm and no further action or discussion was taken.

Seeing no objection Nancy Fitta closed the meeting.

**Meeting adjourned at 3:05pm.**

  
\_\_\_\_\_  
Nancy Fitta, Chair  
CDHL Board of Trustees

6/13/19  
\_\_\_\_\_  
Date

  
\_\_\_\_\_  
Rick Hauan, Executive Director  
CDHL

6/13/19  
\_\_\_\_\_  
Date

