



**Valerie M. Donnan, Ed.D.**  
*Superintendent*

**Governing Board Meeting Summary**  
**Wednesday, December 1, 2021**

The Governing Board meeting was structured to allow in-person public seating. Those interested needed to RSVP due to mitigation measures. Since there was room, the public was able to join at the time of the meeting without RSVPing.

**PLEDGE, AGENDA & MINUTES**

Following the call to order, roll call and pledge by President McHugh, the Board accepted the agenda and approved the minutes of the meeting held on August 25, 2021.

**APPROVAL OF MEMORANDUM OF UNDERSTANDING WITH STU**

The Board approved the Memorandum of Understanding agreement with the SEDOL Teachers' Union (STU). This agreement includes certain understandings related to paid administrative leave for employees who are absent from work for certain COVID-related reasons; the Attendance Incentive; and economic incentives. Dr. Laura Wojcik, Assistant Superintendent for Human Resources, presented an overview of the agreement.

**APPROVAL OF MEMORANDUM OF UNDERSTANDING WITH SSSA**

The Board approved the Memorandum of Understanding agreement with the SEDOL Support Staff Association (SSSA). This agreement includes certain understandings related to paid administrative leave for employees who are absent from work for certain COVID-related reasons; the Attendance Incentive; and economic incentives. Dr. Laura Wojcik, Assistant Superintendent for Human Resources, presented an overview of the agreement.

**PUBLIC COMMENT**

There were two people who signed up for Public Comment.

Ms. Nancy Caravello-Dybul, representing SEDOL professional staff, spoke of her concern with the trauma incurred by staff from SEDOL and District Administration, continued safety concerns, and COVID procedures.

Ms. Rebecca Slye, representing SEDOL teachers, spoke of the need to increase pay for teachers and paraprofessionals. She also conveyed gratitude towards the Board and Administration for everything they have put in place so far to help with the effects of COVID and providing more materials/equipment for classrooms.

**PROGRAM REPORTS**

**District Update:**

Dr. Donnan and Mr. Taterks gave an overview and update regarding the SEDOL Strategic Plan and current enrollment including enrollment caps.

**Strategic Plan #1 Climate and Culture:**

Dr. Donnan provided a brief overview of the Humanex Survey completed by staff in August 2021. Focus was on the top five categories:

1. Engage-Inspire received a 4.24 satisfaction rating
2. Pride received a 4.20 satisfaction rating
3. Quality received a 4.16 satisfaction rating
4. Continuous Improvement received a 4.15 satisfaction rating
5. Satisfaction received a 4.11 satisfaction rating

Any rating over a 4.0 means we are doing great in that area. In addition, at the time of the survey, 81% of SEDOL staff were engaged or highly engaged and satisfied or highly satisfied working at SEDOL. Teams

created to review the data are working on action plans to implement continued improvement across SEDOL.

Strategic Plan #2 Student Instruction:

Mr. Taterka provided a brief overview of Student Instruction and the responsibilities of the building Leadership Teams. These teams will compare data to help with decision making to create an action plan to create individual student learning opportunities. In addition, he shared about how SEDOL staff are participating in PLC's, curricular pilots, and SEDOL specialized teams such as the Equity Team to continue focus on exceptional services.

Strategic Plan #3 Social/Emotional Wellness:

Dr. Donnan provided an overview of the following:

1. Safety
2. Time Outs, Isolated Time Outs, and Isolated Restraints
3. Dr. Donnan discussed a wellness needs survey that was sent to staff. There was a 24 hour turnaround time for staff to complete the survey and 57.7% of staff completed the survey. A video was shared with the board recognizing staffs concerns.
  - 34% of those surveyed are in the green zone; 22.2% are in the green zone at work
  - 57.8% are in the yellow zone
  - PLC's will be optional
  - Staff Incentives to shift to pilot
  - Staff meetings will be collaborative
  - Professional Development will focus on staff wellness
  - Early release time on Fridays for all staff; sector staff to work with supervisors to schedule their time

Dr. Donnan praised SEDOL staff for their continued dedication to the students during these emotionally challenging times.

**OPEN FORUM**

President McHugh reminded the Board that there I still an Executive Board seat open for a Governing Board member. If anyone is interested or has question, contact Dr. Donnan or Ms. Martinez. She also reminder the Board of the next meeting date of March 2<sup>nd</sup>.

**ADJOURNMENT**

With no other items to discuss, the Board acted to adjourn the meeting.

:sm 12/3/2021

**2021-22 Executive Board Meeting Schedule** *SEDOL Office Bay Room*

- Thursday, December 16, 2021 – 9:30 a.m.
- Thursday, January 27, 2022 – 9:30 a.m.
- Thursday, February 24, 2022 – 9:30 a.m.
- Thursday, March 24, 2022 – 9:30 a.m.
- Thursday, April 7, 2022 – 9:30 a.m.
- Thursday, April 28, 2022 – 9:30 a.m.
- Thursday, May 26, 2022 – 9:30 a.m.
- Thursday, June 23, 2022 – 9:30 a.m.
- Thursday, July 28, 2022 – 9:30 a.m.

*Special Meeting to Review Tentative Budget Meeting*

**2021-22 Governing Board Meeting Schedule**

- Wednesday, March 2, 2022 – 7:00 p.m.
- Wednesday, June 1, 2022 – 7:00 p.m.