



Dr. Sean Dotson  
Superintendent

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**Tumwater School District**  
**School Board Meeting Minutes**  
Zoom Meeting originating at District Office  
621 Linwood Avenue SW  
Tumwater, WA 98512  
January 14, 2021  
6:00 pm

Board Members Present: Melissa Beard, Casey Taylor, Stephanie Goebel, Darby Kaikkonen, Scott Killough, Superintendent Sean Dotson (Secretary)

President Melissa Beard called the meeting to order at 6:00pm and acknowledged that the Tumwater School District sits on the ancestral land of the Nisqually, Squaxin Island and Chehalis people, thanking the caretakers of the land who have lived on and continue to live on the land since time immemorial. She then led us in the flag salute.

**Public Comment Reminder:**

- President Melissa Beard outlined how the Public Comment portion of the meeting works.

**Agenda Discussion/Approval:**

- Agenda Changes: Superintendent Sean Dotson shared that there were no changes to the previously published version of the agenda.

**Review of Minutes**

- **Stephanie Goebel/Scott Killough, M/S (Moved/Seconded) to approve the minutes from the December 10, 2020 Regular Board Meetings. The motion passed unanimously.**

**Consent Agenda**

- **Casey Taylor/Darby Kaikkonen, M/S to approve the Consent Agenda as presented. The motion passed unanimously. The Consent Agenda was approved as follows:**

- Personnel Report:

<b>Employment:</b>				
Shannon Malone	Paraprofessional	MTS	2 hours Continuing, 4.5 hours One Year Only	TAP
Christina Berry	Office Professional 6	Special Services	One Year Only (2020-2021), effective November 16, 2020	TOPA

BOARD OF DIRECTORS  
MELISSA BEARD    STEPHANIE GOEBEL    DARBY KAIKKONEN    SCOTT KILLOUGH    CASEY TAYLOR

*"Continuous Student Learning in a Caring, Engaging Environment"*

<b>Adjusted:</b>				
Lori Kanz	Office Professional 3	TVA	From Office Professional 1 to Office Professional 3, effective December 9, 2020	TOPA
Jacqueline Thornton	Paraprofessional	Transportation	New assignment at 10 hours per week, effective January 4, 2021	TAP
Wendy Carter	Paraprofessional	THS	From One Year Only to Continuing effective January 18, 2021	TAP
Kasey Gonzalez	Paraprofessional	THE	2.5 hours per day, Temporary, effective January 7, 2021	TAP
Lisa Alonzo	Office Professional 1	Special Services	From OP1 in Student Learning to OP1 in Special Services, effective January 4, 2021	TOPA
<b>Resignation:</b>				
Amanda Winslow	Paraprofessional	THS	Effective January 15, 2021	TAP
Cindy Guffey	Bus Driver	Transportation	Effective January 4, 2021	PSE
Everett Gage	Temporary Custodian	Buildings & Grounds	Effective December 13, 2020	PSE
<b>Retirement:</b>				
Diane Cronin	Paraprofessional	BLE	Effective January 29, 2021	TAP
<b>Leaves:</b>				
Marcia Sizemore	Teacher	BHHS	0.2 LOA for the rest of the 2020-21 school year, starting February 8, 2021	TEA
Adi Khalsa	Teacher	BMS	LOA starting January 4, 2021, returning April 1, 2021	TEA
Nicole Deaton	Paraprofessional	MTS	LOA starting December 14, 2020, returning April 12, 2021	TAP
Fallon Kelly	Paraprofessional	BHHS	LOA starting January 4th, 2021, returning April 12, 2021	TAP
Danielle Baker	Teacher	MTS	LOA starting March 1, 2021, returning May 10, 2021	TEA

Alicia Estrada	Office Professional 6	Admin	LOA starting December 1, 2020 - December 28, 2020	TOPA
James Brigham	Custodian	PGS	LOA starting December 18, 2020 - January 28, 2021	PSE
Angela Foresta	Paraprofessional	LRE	Intermittent LOA starting December 17, 2020, returning January 12, 2021	TAP
DeeAnn Larsen	Paraprofessional	LRE	LOA starting December 7, 2020, returning December 14, 2020	TAP
Deborah (Starr) Wyatt	Teacher	SS	LOA for the 2020-21 school year, effective approximately February 1, 2021	TEA
Kelly McNeal	Teacher	BHHS	0.4 LOA for the 2020-21 school year; effective February 8, 2021	TEA
Hayley Ridout	HR Specialist 1	HR	LOA starting January 25, 2021, returning May 10, 2021	NON-REP
<b>Co-Curricular:</b>				
Paige Walker	Head Volleyball coach	BHHS		N/A
<b>Corrections:</b>				
TOPA 2020-21 CBA and Covid Stipend approved at December 10th Board Meeting				

➤ Payroll and Vouchers

**GENERAL FUND:**

Payroll				
Payroll Taxes			\$	1,055,651.27
Direct Deposit			\$	3,110,125.90
Payroll Benefit Wire Transfer			\$	1,075,220.53
Accounts Payable - Payroll	72805604	to	72805614	\$ 21,494.31
Accounts Payable	72218049	to	72218058	\$ 18,369.12
Accounts Payable	77218059	to	72218076	\$ 244,479.11
Accounts Payable	72218077	to	72218095	\$ 380,113.15
Accounts Payable	72218096	to	72218113	\$ 991,892.38
Accounts Payable	72218114	to	72218132	\$ 76,588.43
Accounts Payable	72218133	to	72218133	\$ 86.32
Accounts Payable ACH			\$	30,077.13

Accounts Payable ACH		\$	78,714.62
Accounts Payable ACH		\$	73,863.01
Accounts Payable ACH		\$	435,735.94
Accounts Payable ACH		\$	55,591.80
Accounts Payable ACH			
Accounts Payable ACH			
Voided Warrants			
Accounts Payable - COMP TAX		\$	488.98
<b>TOTAL GENERAL FUND:</b>		\$	<b>7,648,492.00</b>

**CAPITAL PROJECTS FUND:**

Accounts Payable	72012401 to 72012406	\$	148,263.95
Accounts Payable	72012407 to 72012413	\$	482,973.66
Accounts Payable ACH		\$	272,048.12
Accounts Payable ACH		\$	30,319.01
Accounts Payable ACH			
Voided Warrants			
Accounts Payable - COMP TAX		\$	-
<b>TOTAL CAPITAL PROJECTS FUND:</b>		\$	<b>933,604.74</b>

**ASSOCIATED STUDENT BODY FUND:**

Accounts Payable	72441884 to 72441884	\$	144.80
Accounts Payable	72441885 to 72441886	\$	300.00
Accounts Payable ACH		\$	10,228.15
Accounts Payable ACH			
Accounts Payable ACH			
Voided Warrants			
Accounts Payable - COMP TAX		\$	18.32
<b>TOTAL ASSOCIATED STUDENT BODY FUND:</b>		\$	<b>10,691.27</b>

**PRIVATE  
PURPOSE FUND:**

Accounts Payable	72700557	to	72700557	\$	1,671.50
Accounts Payable					
ACH				\$	3,184.75
Accounts Payable					
ACH				\$	6,000.00
Accounts Payable -					
COMP TAX					
<b>TOTAL PRIVATE PURPOSE</b>					
				<b>FUND:</b>	<b>\$ 10,856.25</b>

**TRANSPORTATION  
VECHILE FUND:**

Accounts Payable					
ACH					
<b>TOTAL TRANSPORTATION</b>					
				<b>VECHILE FUND:</b>	<b>\$ -</b>

- Budget Status Report
- Donations:
  - \$1000 from BMS PIE to BMS Learning Hub
  - \$1000 from EvergreenDIRECTCU to BMS Library
  - \$700 from TUMS to BMS Music

**Student Reports**

The question posed to the student board reps for this meeting is: What is on your mind and what do you want the school board to be thinking about as it relates to your learning?

- Ella Jimenez-THS: She feels that sport is the biggest thing on the mind of students at THS. Many students want to return with several showing symptoms of struggling with their mental health. She has gotten a lot of questions about the grading system, hoping something will occur like it did in the Spring. She has had a 4.0 throughout all of high school and she has never had grades as low as she does right now. She thanked everyone for their hard work and those students who understand what goes on "in the background" really appreciate it!
- Rebecca Allen-BHHS: She posed the question to her peers. Many did not want/care to answer. She got a lot of responses saying they feel they are getting a lot of work and it is really adding to their stress. They are hoping for a flexible grading system. Many want to go back but to first understand the details of what that will look like. Some students felt it was not time for them to go back and others felt at least sports needed to begin. They also don't want false-hopes being shared as well as a plan for enforcing masks and other safety protocols. Different groups have different needs, such as an IEP student and an AP student. She has noticed that the teachers could use some love. They have had to make adjustments on doing their job and now adjusting again and so they need support.

### **Recognition/Pubic Comment Follow-Up/By The Numbers**

- Public Comment Follow-Up: We have had very active Public Comment at recent meetings in addition to messages that continue to come in. He and the Board really do value and care about the feedback that is received. They do not take any of it lightly but know that no matter the decisions that are made they cannot make everyone happy because there are so many perspectives. He appreciates the patience and participation.
- Recognition of Tumwater School Board: Sean Dotson shared that throughout his career he has never seen a time in his career when serving as a school board member has been more challenging. He read a Proclamation from Governor Inslee and shared a slideshow of photos from around the district, thanking board members for their time and efforts.
- Recognition of Lindsey Bates & Community Schools: Lindsey is the Community Schools Manager at Tumwater School District and worked on the Kicks and Coats for Kids projects. In partnership with local organizations she was able to secure brand new Nike shoes and coats for over 200 kids in the district! Lindsey brought all these partners together to make this happen for all Tumwater kids and families. Lindsey accepted the recognition on behalf of all the support and collaboration from community members and organizations.

### **Public Comment**

- Agenda and Non-Agenda Items: Tami Collins stated that 8 people signed up to address the Board on three different topics. Henry Valz, Tammy Bunn, Erica Wall, DJ Brimer on behalf of Justin McKaughan, Sudhir Oberoi and Chris Hudson spoke on the topic of returning to school. Tim Voie spoke on the topic of TEA/District Collaboration and Concerns. Natalie Manning spoke about her experience with on-line learning.

### **Reports to the Board**

- On-Line Learning-Staff/Student Experiences: Shawn Guthrie, Jonathan Fox, Cathy McNamara and Nick Reykdal presented on this topic. Shawn began by talking about how closely the two middles schools are working this year, not just the administration but the teachers as well. He shared some information about how they are focusing on student engagement and listening to student voices. Nick talked about technology and student connectivity, parent conferences as well as professional development for teachers. Cathy talked about feedback, focusing on how teachers can give authentic feedback to students in a zoom environment. She also shared that a lot of time has been put into talking about grading, working with a district level grading committee with the frame of mind of "doing no harm." Jonathan explained some of the work that has gone on around student and staff wellness. Generation Wellness training has helped not only staff but helped them learn to tend to the needs of students, sharing tricks and tips. In addition, Character Strong has played a big part in social-emotional learning of the students. Finally, he shared the plan for communication and working to make sure parents and students to know where to go to get the information they need, while not overwhelming them with emails.

- 1<sup>st</sup> Reading, Policy 3424, Opioid Related Overdose Reversal: Kelli Ehresmann presented on this topic.
- 1<sup>st</sup> Reading, Policy 3416, Medication at School: Kelli Ehresmann presented on this topic with some assistance from Linda Moffitt, who serves as the district RN.
- 1<sup>st</sup> Reading, Policy 3413, Student Immunizations and Life-Threatening Health Conditions: Kelli Ehresmann presented on this topic.
- 12/10/20 Board Meeting Follow-Up/Clarification: Melissa Beard talked about the fact that she made a statement at the December board meeting that was interpreted by staff that she was upset with the Superintendent, which was not the case. She wants to make sure she is aware of her intent of her comments vs the impact.
- Superintendent's Report: Sean began by discussing the communication that went out to families about the four phases of returning to in-person learning in a hybrid model and reminded that we have, from the very beginning, said we would be relying on data from County and State health officials regarding COVID rates and their recommendations. He reviewed the board approved hybrid opening decision framework and our current status as we move towards reopening on the dates that we have proposed in the four phases. He shared some of the data we have collected as students/families are responding to the survey asking if they will be staying remote or returning to in-person learning. We are still waiting to hear from approximately 1300 students, with reminders going out to them regularly that we are waiting for this information. Anyone who ultimately does not respond will be marked as returning to in-person learning.

He moved on to discuss grading and some of the data that Tara Richerson in our Student Learning Department has gathered as she works with administrators and teachers at each school. The hope is there is continued improvement in lowering the number of Fs but not sure if we can get to our normal rate of 5%-7%. Tara shared that teachers are going above-and-beyond to work with students. Students are trying as hard as they can in this environment. Teachers need to see demonstration of learning while granting grace.

He wrapped up by sharing the "Swiss Cheese Model" of preventing the spread of COVID and talked about all the ways that we will be working on this each-and-every day as we return to in-person learning.

President Melissa Beard recessed the meeting for a short break. The meeting reconvened at 8:05pm.

#### **Action Items**

- Superintendent's Contract: Melissa Beard presented. **Scott Killough/Darby Kaikkonen, M/S to approve the Superintendent's Contract as presented. The motion passed unanimously.**
- Legislative Priorities: Sean Dotson and Darby Kaikkonen presented. **Stephanie Goebel/Scott Killough, M/S to approve the Legislative Priorities as presented. The motion passed unanimously.**

## **Board Discussion**

- **Legislative Update:** Darby Kaikkonen presented. Session started on Monday, fully virtual. The legislative priorities will help her to track what is going on with the bills that are related. WSSDA has a bill watch list and although it has some information that is helpful, it doesn't have everything. She will be focusing only on TSD priorities and those are the updates she will bring to meetings. There is a bill on equity training for boards and there was quite a lot of pushback and she will keep an eye on it. Another bill, regarding transportation, has a hearing scheduled in the morning, where they will discuss the funding model. She has a couple more that she will be looking into further and will continue to share additional information.
- **WIAA Update:** Casey Taylor presented. He met with district athletic directors to review the changes outlined by WIAA. All Fall sports will start February 1<sup>st</sup> with codes of conduct and eligibility still in effect. We must be in Phase 2 for competition and we have seven weeks to complete a season. We are currently in Phase 1, which allows for outdoor activities for low and moderate practices and training with a mask. Hi-risk sports must maintain pods of 5. Indoor activities are limited to strength and conditioning and in a building that allows 500 square feet per person. Phase 2 means all low/moderate indoor sports can resume competition and all low/moderate/high risk outdoor sports can also resume competition. We do not know yet what will happen with high-risk indoor sports. Currently there is a maximum for all sports of 200 total people, including athletes and spectators. We are currently looking at ways to provide livestream options to accommodate free of charge. All sports will require 5 practices before competition, except for football which will require 10. We will need to look at transportation implications and may experience limited officiating during this time.
- **Equity Update:** Scott Killough presented. Puget Sound ESD is the anchor for equity training in the state. They are working with Tumwater's Equity Advisory Committee. The first four meetings were foundational to help get the 45 people all on the same page. The next meetings will be more specific to Tumwater. The committee is still taking members and he gave Tami Collins' contact info. He shared that these meetings have been very informative, especially with regard to red-lining.

## **Board Member Comments**

- **Darby Kaikkonen:** She thanked Sean, DO staff, principals and teachers. The work being done is incredible!
- **Scott Killough:** He had site visits at BHHS and PGS in December and things seem to be going well. Both Dave and Kim are very proud of their staff for all the work they are doing. Staff are being so creative in their ability to problem-solve.
- **Casey Taylor:** He met Tim Graham, Don Farler and Shawn Batstone to bring his WIAA updates. He gave Public Comment at Thurston County Public Health and how guidelines and metrics do not line up as well as asking them to advocate to get teachers into group A2 for vaccinations. He received a couple emails this week about returning to school and he commits to going through the process for returning to hybrid. He reassures everyone that the Board has not taken these decisions lightly. He hopes that the divisions discussed during Public Comment do not remain a part of Tumwater School District.



- Stephanie Goebel: She hopes also that teachers and staff can get vaccinations soon! The Board gets a lot of emails and there is no answer that is right. There is an answer that is challenging no matter which way you look at it and there are no politics involved in the decisions that are being made. What is best for students and staff is the most important thing and she is in awe of how quickly everyone has adapted.
- Rebecca Allen: She had not realized how much a school board does before her experience on the board and she appreciates everyone so much! On January 7<sup>th</sup> so many teachers talked about current events rather than ignoring everything going on and she appreciates it, especially given political divides that exist.
- Ella Jimenez: After months of being depressed and anxious, tonight's meeting has really helped to lift a weight off her shoulders. She is very grateful to be a part of this process.
- Melissa Beard: The emails coming in have really made her think and are sometimes tough to read. She believes they are important so staff can be aware what people are feeling as they do everything possible to make this work. She really does believe that we can keep staff safe and bring kids back to school. There has been so much work going on since November but there has been so much time put into making sure hybrid can work! Everyone is being creative and doing things they had never been trained to do previously. She loves that TSD listened to feedback from the community in the Fall, where they shared that staying with their teacher, whether on-line or in person, was the most important thing to some people. That choice was given and that is not the case in other districts. She wrapped up by thanking everyone for the board appreciation video!

With no further business coming before the Board, the Regular Board Meeting adjourned at 8:59pm.

Recorded by:  
Tami L. Collins

Signed this 11th day of February, 2021.

  
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Board Member

  
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Board Secretary