



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
December 10, 2020
6:00 pm

Capital Projects:
(360) 709-7005
Financial Services:
(360) 709-7010
Human Resources:
(360) 709-7020
Payroll/Benefits:
(360) 709-7029
Student Learning:
(360) 709-7030
Special Services:
(360) 709-7040

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.

Election of Officers

- **President Melissa Beard called for nominations to fill the Board President position. Scott Killough nominated Casey Taylor. Board President Beard asked for other nominations. Casey Taylor nominated Melissa Beard. Board President Beard asked again for nominations. There were no additional nominations. Board President Beard asked for a vote. Scott Killough voted for Casey. Stephanie Goebel, Darby Kaikkonen and Casey Taylor voted for Melissa Beard. Motion passed with a vote of 3 to 1.**
- **President Melissa Beard called for nominations to fill the Board Vice-President position. Stephanie Goebel nominated Casey Taylor. Melissa asked an additional two times if there were any other nominations. There were no other nominations. Stephanie Goebel, Darby Kaikkonen and Scott Killough voted for Casey Taylor. Motion passed unanimously.**

Review of Minutes

- **Scott Killough/Casey Taylor M/S to approve the minutes from the November 12, 2020 Regular Board Meetings. The motion passed unanimously.**

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

"Continuous Student Learning in a Caring, Engaging Environment"

Consent Agenda

➤ **Stephanie Goebel/Darby Kaikkonen M/S to approve the Consent Agenda as presented. The motion passed unanimously. The Consent Agenda was approved as follows:**

➤ **Personnel Report:**

Employment:				
Debra Reich	Teacher	LRE	Continuing, Effective November 6, 2020	TEA
Aubrie Grant	Paraprofessional	THE	One Year Only (2020-2021)	TAP
Wendy Carter	Paraprofessional	THS	One Year Only (2020-2021)	TAP
Adjusted:				
Ayn Gore	Paraprofessional	TAP	6.0 hours per day Continuing	TAP
Retirement:				
Heidi Beattie	Campus Supervisor	Tumwater High School	Retirement effective November 30, 2020	Non-Rep
Monica Reed	Teacher	THS	Effective June 21, 2021	TEA
Leaves:				
Chanda Brigham	Teacher	MTS	LOA starting January 4, 2021, returning April 12, 2020	TEA
Laurie Wiedenmeyer	Director	DO	Intermittent LOA starting November 13, 2020 though the end of 2020-21 school year	ADMIN
Jordan Owen	Teacher	BMS	LOA starting January 25, 2021, returning September 1, 2021	TEA
Jacqueline Thornton	Paraprofessional	Transportation	LOA starting November 2, 2020, returning in January 2021	TAP
Julie Rohr	Bus Driver	Transportation	LOA starting November 16, 2020 - November 27, 2020	PSE
Gary Jacobson	Paraprofessional	THS	LOA starting December 11, 2020,	TAP

returning in January
2021

Co-Curricular:

Danielle Bentow	School Psychologist Team Lead	SS	TEA
Amelia Lyman	OT/PT Team Lead	SS	TEA
Laura Jordan	SLP Team Lead	SS	TEA
Jasmine Stray	Elementary Resource Team Lead	SS	TEA
Sara Beezley	Elementary Self- Contained Team Lead	SS	TEA

**Recommend
Approval Of:**

Recommend approval to update the NMSC certificated salary schedule, effective September 1, 2020, as approved by New Market's Administrative Council on December 4, 2020.

➤ Payroll and Vouchers

GENERAL FUND:

Payroll				
Payroll Taxes			\$	1,069,775.63
Direct Deposit			\$	3,145,407.57
Payroll Benefit Wire Transfer			\$	1,100,854.89
Accounts Payable -Payroll	72805592	to	72805602	\$ 24,628.95
Accounts Payable -Payroll	72805603	to	72805603	\$ 4,020.85
Accounts Payable	72217969	to	72217981	\$ 55,167.28
Accounts Payable	77217982	to	72217992	\$ 115,656.28
Accounts Payable	72217993	to	72218008	\$ 338,220.25
Accounts Payable	72218009	to	72218026	\$ 990,897.36
Accounts Payable	72218027	to	72218048	\$ 254,835.72
Accounts Payable ACH			\$	30,065.51
Accounts Payable ACH			\$	15,356.10
Accounts Payable ACH			\$	126,080.80
Accounts Payable ACH			\$	409,416.21
Accounts Payable ACH			\$	32,428.51
Accounts Payable ACH				
Voided Warrants			\$	(4,020.85)
Accounts Payable - COMP TAX			\$	526.97
TOTAL GENERAL FUND:			\$	7,709,318.03

CAPITAL PROJECTS FUND:

Accounts Payable	72012397	to	72012400	\$ 68,377.88
Accounts Payable ACH				\$ 307,807.89
Accounts Payable ACH				\$ 12,215.32
Accounts Payable ACH				\$ 9,708.79
Voided Warrants				
Accounts Payable - COMP TAX			\$	-

TOTAL CAPITAL PROJECTS FUND: \$ 398,109.88

ASSOCIATED STUDENT BODY FUND:

Accounts Payable	72441878	to	72441880	\$	3,340.00
Accounts Payable	72441881	to	72441881	\$	25.10
Accounts Payable	72441882	to	72441883	\$	11,416.08
Accounts Payable ACH				\$	600.00
Accounts Payable ACH				\$	589.47
Accounts Payable ACH				\$	32,078.28
Voided Warrants				\$	(900.00)
Accounts Payable - COMP TAX				\$	18.50
TOTAL ASSOCIATED STUDENT BODY FUND:				\$	47,167.43

PRIVATE PURPOSE FUND:

Accounts Payable	72700554	to	72700554	\$	955.70
Accounts Payable	72700555	to	72700555	\$	500.00
Accounts Payable	72700556	to	72700556	\$	500.00
Accounts Payable	72700553	to	72700553		
Accounts Payable ACH				\$	267.99
Accounts Payable ACH				\$	505.22
Accounts Payable - COMP TAX					
TOTAL PRIVATE PURPOSE FUND:				\$	2,728.91

➤ **Budget Status Report**

Student Reports

The question posed to the student board reps for this meeting is what reopening advice would students give to teachers?

- **Rebecca Allen-BHHS:** She put out a survey to students and got quite a few responses. 45% of the students said they like the AB format with M/T and Th/F with a later start time of 8:20, keeping three periods instead of 6 each day. 22% of students said not to return until it is 100% safe. 18% said they didn't want to return even with masks and social distancing. 14% they want to go back as soon as possible and to please figure it out as soon as possible! There were suggestions of every other week as well as having teachers switch rooms instead of students. The cafeteria is too small to social distance so that is likely going to be an issue and a solution might be to put some tables outside. Hallways is an issue during passing and thought a longer passing period might be helpful to allow for staggering. She mentioned that maybe seniors and freshman could go back rather than all four levels. Multiple students brought up that mental health is valid reason for not participating and turning in assignments on time. Several students are of the opinion that sports should take priority over in-person learning. Also, teachers are not often able to respond to emails because they are receiving so many. This leaves questions unanswered, which is quite a problem for students.

- Natasha Bunce-CHS: Natasha was not able to be present but submitted a statement, which was read by Tami Collins. “we could possibly alternate every other day with last name. Like, Monday Wednesdays and Fridays could be A-M and the other days N-Z. Then switch it every week to where N-Z would get Monday, Wednesday and Friday.

Public Comment

- Agenda and Non-Agenda Items: Tami Collins stated that 6 people signed up to address the Board. Tracey Sondgroth, Jenny Sanich, Donald Brewer, Shannon Duncan, Renee Terry and Jeff Pierce spoke on the topic of reopening schools. Tim Voie spoke on the topic of labor relations.

Reports to the Board

- On-Line Learning-Staff/Student Experiences: Jeff Broome and Jody Halterman presented on this topic. Jeff began with outlining their school improvement planning goals. He shared that Marty Reid created a dashboard to identify how many Fs there are among the student population so that staff are always aware of where they are, helping everyone to remember why they are there! He identified some of their strengths, including using an equity lens when problem-solving, amazing growth in technology skills of staff and the number of As and Bs! Of course there are challenges, including staff and student mental health, reaching students furthers from educational justice, grading, rates of failing groups of students, challenges of getting students on campus and the stress of re-opening processes, details and time-lines.

Jody Halterman began by talking about how many Fs there were and how they began to address the issue. After conducting surveys they decided to put a pause on new learning, providing a week for students to get caught up. The number of Fs per student decreased considerably with the number of students with 4 or more Fs dropping from 100 to 84 and the number with 3 Fs dropping from 78 to 37. They surveyed students, asking “how helpful do you think Strong Start was in the following areas: Grades, Work Completion, Organizational Skills, Work Management, Amount of Stress, Overall well-being and Resilience” showed that most students felt the week was beneficial to them in all of those ways. They also asked “what was the most helpful thing a teacher did for you during this week?” and had of 350 students reply! There were some 1:1 conversations that took place and made a huge difference. They asked families what the benefits were for them in having the Strong Start and they said there was time to talk directly with teachers, less screen time and it was just a much needed break. Teachers were asked how they felt and they responded with some key words...engaging, successful, restorative, caring, powerful, needed to name just a few.

Jeff wrapped up by talking about what might be able to grow from the seeds they are planting. Increasing emphasis on equity, access and opportunity, centering the voice of students and families as central to change efforts, more options for students and parents to engage in learning, re-examining content standards, pacing and assessment and what will we never come back to are all things to consider!

- Grading: Tara Richerson presented on this topic. She began by talking about the number of Fs in the system with 3300 across the system in October. In December we are now at 2800. We are obviously decreasing there is still a lot of work being done. There was a change in the grading scale in the spring but it was only a band-aid for a larger issue. There is a committee that has really been digging into this problem and what can be done. They began by putting together a risk index, looking at absences, missing assignments, multiple Fs and SEL scores. With all this information in mind in addition to know that all students are dealing with the pandemic in different ways, a menu of responses is necessary. Developing and building relationships, providing choice and flexibility and leveraging options in Skyward are all strategies that can and will vary from student to student and offer support to students and families while focusing on the strengths of the student.
- HB 5395-Sex Education in Public Schools Measure: Shawn Batstone presented on this topic. He provided some background information and the fact that there was a lot of mis-information out there. Some of the confusion was because people did not necessarily have all the information, understand the Bill or have the knowledge of what schools were already being doing and what would be required.

The instruction that is required is age-appropriate and inclusive of all students and phased-in for grades 4-12. There is no sexual health content required for students in grades K-3. Students in those grades are to receive social-emotional learning, which is what Tumwater has been doing for a long time. In addition, there has always been an opt-out option. Curriculum is always available for parents to review and they can opt their child out of the days the curriculum is being taught in their classroom. He reviewed what is already in place in Tumwater School District and what we still need to do in order to be in compliance.

- Superintendent's Report: Sean Dotson began by reviewing some COVID data, sharing that our numbers were climbing pretty dramatically and are beginning to slowly fall. We do remain in the high range and looking at the Hybrid Opening Decision Framework shows that we are not yet ready to begin large in-person education in a hybrid model.

We are currently hiring for bus drivers so that we will be prepared when we do get to return to hybrid. We have many vacant positions, for a variety of reasons, and it takes 6-8 weeks to train a driver when we are not in a pandemic and so it is likely longer given staffing issues at agencies who provide training and licensing. He appreciates our Buildings and Grounds staff who have worked hard to get our PPE needs met!

The Board approved a hybrid recommendation in August. The Board asked for that to be considered again as there have been changes and more information available to consider. Administrators and staff took a lot of time in reviewing several different options. There was a lot of interest in an AM/PM model at the elementary and middle school level, however, this is not something that would work for high school. High

schools prefer AABB and then ABAB. AM/PM doubles the number of students on each bus because of the number of students vs number of buses, which does not allow us to meet social distancing requirements. AABB and ABAB are more practical for cleaning, on the buses and in the buildings. There is not a broad consensus for any one model amongst staff but in considering every aspect of the system, we are recommending an AABB model.

We will be collecting data, framing it with parents as “registering” for moving to hybrid, staying remote or whichever option will keep my student(s) with their current teacher. Upon returning from winter break, secondary schools will need to get their master schedules ready for 2nd semester and the district will need to review MOUs that are currently in place with our different employee groups.

He wrapped up by reviewing data from the Institute for Disease Modeling Report, which is an arm of the Bill and Melinda Gates Foundation.

Action Items

- Resolution 03-20-21, THE Modernization Final Acceptance of Project: Mel Murray presented. **Casey Taylor/Scott Killough, M/S to approve Resolution 03-20-21 as presented. The motion passed unanimously.**
- Resolution 04-20-21, THE Modernization Acceptance of Final Commissioning Report: Mel Murray presented on this topic. **Casey Taylor/Scott Killough, M/S to approve Resolution 04-20-21, THE Modernization Acceptance of Final Commissioning Report as presented. The motion passed unanimously.**

Board President Melissa Beard called for a short break and the meeting reconvened at 8:30pm.

Board Discussion

- Legislative Update: Darby Kaikkonen presented. She listened in on a couple committees, Senate Ways and Means and the House Education. In Ways and Means they talked about COVID impacts on K12 funding. They talked a lot about the transportation formula and enrollment as well as the prototypical formula. There is a statewide decline in enrollment except for a couple districts that already had a very robust on-line component. Across the board, enrollment is down about 3.7% and kindergarten is down around 15% and talked about what the implications might be as well as ridership causing a problem. There was a panel of superintendents from different districts and private schools, who were very candid and shared their concerns. The private school leader shared how costly it is to open schools and it is worth it to do what is best for kids! In the House Education Committee they gave an overview of some updates since the Spring. There was a student rep who talked about a lot of the same things our students have talked about as barriers. There was talk about waivers, Pathways, instructional hours and what it really means, access to competency-based learning and the concept about school boards and local control. There was, however, a very clear acknowledgement that this is a health crisis and

school boards are not health experts. The overall takeaway is to remain completely student-focused when making decisions. She was part of a legislative rep 101 discussion on student voice and it reinforced how important it is to have all of our student reps present at every meeting. The hope is to have students participate in the WSSDA process.

- Equity Discussion: The Board listened to a podcast called Nice White Parents. Everyone shared their thoughts and feelings about what they heard and learned.
 - Melissa wondered how the reopening comments overlap with the equity work? They are not the same people but how can we bring them together?
 - Scott went into it thinking it would have nothing to do with Tumwater since it takes place in New York. He did find some correlation. His biggest takeaway was “who am I NOT hearing from?” Who does not feel they have a platform? Do they not know they can? Do they not feel they have the privilege to? Do they know how/where? When speakers say they have talked with others, he wonders, have you? Have you talked with people outside of your small group of friends?
 - Stephanie felt that there should be no assumptions about what is right or needed. It should be the voice of the people we are representing. She has been successful in getting things done and she has taken pride in it but this gave her a completely different lens to look at those accomplishments through. Is the work really wanted and needed?
 - Darby had a hard time relating to a public school system that required students to apply to attend but was still able to find some important reminders. We have to listen to voices but we want to hear from everyone because the loudest voices are not necessarily representative of what the majority want or need.
 - Casey had a hard time in the beginning relating to a New York middle school but quickly found a way! The voices we want to hear the most are the ones we don’t often get to hear. He is not sure how we make that happen but it is incredibly important. Things are so complex now and so many voices and we need to think long and hard before we make decisions.
 - Sean agreed completely with Scott. What happened at the school in the podcast he has seen happen everywhere he has been an administrator. Is what we are hearing truly the right fix or do we need to step back before we make a move that is well-intended but a mistake because we need to hear those voices.

- Committees & Assignments: Darby will continue as the Legislative Rep and Military Rep, Casey would like to continue to serve on the Technology Committee and as the WIAA Representative, Scott would like to continue on the Graduation Committee, Stephanie would like to serve on the Budget Committee, Darby and Scott are serving as the representatives for the Equity Advisory Committee and Melissa will serve as the contact for Student Reps and New Board Members.

Board Member Comments

- Stephanie Goebel: She wanted to compliment Rebecca for how well she represents our students. She brought her own voice and many others! She also wanted to extend appreciation for staff paying attention to the mental health needs of our students. She looks forward to the continued efforts to provide support in all capacities on that front.
- Scott Killough: Thank you to Tami Collins for always scanning his mail to him and he was happy to received a post card from a former student who is now an assistant principal! Inquired as to the district SWAG that was ordered many months ago. He has meetings with Dave Myers and Kim Doughty tomorrow that he is looking forward to. Thank you to Shawn for his presentation on HB 5395. He is please to hear that Tumwater has been doing some of these components for years! Thank you Sean Dotson for the swiss cheese analogy! He met with some teachers and could see it in their faces how tired they are and encouraged them to be off the grid during winter break and hopes that Tumwater staff does that as well!
- Darby Kaikkonen: In reflecting on the emotion shared during Public Comment. All of this is heartbreaking. She is an extremely realistic person and came to terms with everything back in the Spring and she cried and was depressed at that time. She sees it coming out with others now and she understands how devastating all this is. She appreciates that people come share their voices and it is impactful. She is starting to struggle with logic and things not lining up and wants to know what things look like in other districts and counties and wants to know more about issues such as our liability and WIAA.
- Casey Taylor: He hopes that parents reach out to teachers if they feel their student is demonstrating knowledge! If the teacher is not responding, please go to the principal. Shannon Duncan's public comment really hit him. We have proven that an on-line system works and does not work. He feels we will always allow our students to attend on line. He feels we need to open up and allow people to choose to come back and that we need to reexamine the framework previously agreed upon. We need to have a fall back plan and expect our teachers to teach on-line and in the classroom as the same time.
- Rebecca Allen: She will need to have a question sent to her for January. She would like to talk to someone about the sex ed presentation from tonight. She feels that there is not enough education and nothing preventative, only what to do if you get pregnant or contract an STD.
- Melissa Beard: There are a lot of students that are coming to school right now and it helps us test our procedures. There are some schools serving more than others and teachers are identifying kids who are the furthers away from educational justice. Coaches are meeting with small groups of athletes. She is very thankful for all of this work and thankful we have the necessary PPE.

The Regular Board meeting was recessed at 9:24pm. The Board entered into an Executive Session pursuant to RCW 42.30.110(1)(g) to discuss a personnel matter.

The Executive Session adjourned at 10:14pm. The Regular Board Meeting reconvened at 10:17pm.

With no further business coming before the Board, the Regular Board Meeting adjourned at 10:17pm

Recorded by:
Tami L. Collins

Signed this 14th day of January, 2021.

Board Member

Board Secretary