

Tumwater School District
School Board Meeting Minutes
 Zoom Meeting originating at District Office
 621 Linwood Avenue SW
 Tumwater, WA 98512
 November 12, 2020
 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 lead 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

- **Scott Killough/Stephanie Goebel M/S to approve the minutes from the October 8, 2020 and October 22, 2020 Regular Board Meetings. The motion passed unanimously.**

Consent Agenda

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

- **Personnel Report:**

Employment:				
Teresa Sinclair	Custodian	PGS	Continuing, Effective October 19, 2020	PSE
Alice Clements	Substitute Food Services	Food Services	From retired Food Service to Substitute	PSE
Susan Lakey	Office Professional 3	Special Services	Temporary position from October 13,	TOPA

			2020- January 29, 2021	
Jessica Thomas	Paraprofessional	THE	One Year Only (2020-2021)	TAP
Nikki King	Paraprofessional	BLE	Continuing (2020-2021)	TAP
Daniel Hinkle	Teacher	EOE	0.5 Temporary, 1st Semester (2020-2021)	TEA
Jullysa Fox	Paraprofessional	BHHS	One Year Only (2020-2021)	TAP
Moses Kaber	Paraprofessional	BLE	Continuing (2020-2021)	TAP
Laurie Furth	Paraprofessional	LRE	Continuing (2020-2021)	TAP
Andrew Coughlan	Substitute Custodian	B&G	Continuing, Effective October 19, 2020	PSE
Patrick Murphy	Custodian	EOE	Cotinuing, effective November 3, 2020	PSE
Gabi Jones	Teacher	BLE	1.0 FTE, One Year Only (2020-2021)	TEA
Kaelee Felton (Barnes)	Teacher	BHHS	1.0 FTE, Continuing (2020-2021)	TEA
Kelsey Kosin	Teacher	BLE/THE	0.4 FTE, One Year Only (2020-2021)	TEA
Everett Gage	Custodian	B&G	Temporary Custodian, effective November 2, 2020 - January 15, 2021	PSE
Anthony Steele	Teacher	TMS	1.0 FTE, One Year Only (2020-2021)	TEA
Ryan Robertson	Paraprofessional	MTS	One Year Only (2020-2021)	TAP
Emily Farden	Paraprofessional	PGS	One Year Only (2020-2021)	TAP
Mo Gradinaru	Paraprofessional	MTS	One Year Only (2020-2021)	TAP
Hannah Grondel	Paraprofessional	BLE	One Year Only (2020-2021)	TAP
Leah Nelson	Office Professional 2	SS	Temporary OP, effective November 9, 2020- June 30, 2021	TOPA
Thomas Lawrence	Skilled Maintenance (electrician)	B&G	Continuing, Effective November 9, 2020	PSE

Adjusted:				
Karen Kelly	Paraprofessional	Transportation	From 5.5 hours per day to 3.3	TAP
Laurie Williams	Paraprofessional	Transportation	From 5.83 hours per day to 2.6	TAP
Josiah Price	Teacher	BHHS/THS	Adding 0.2 Super FTE first semester to current 1.0 FTE, effective October 20, 2020	TEA
Kristi Martin	Teacher	BHHS	Adding 0.2 Super FTE to current 1.0 FTE for the 2020-21 school year	TEA
Nicholas Mailhot	Teacher	BHHS	Adding 0.2 Super FTE to current 1.0 FTE for the 2020-21 school year	TEA
Saura Moore	Paraprofessional	MTS	Resigning Paraprofessional position to accept Office Professional 6 effective October 26, 2020	TAP to TOPA
Alyssa McCartney	Paraprofessional	THE	From One Year Only to Continuing	TAP
Amanda Jacobs	Paraprofessional	THE	Adding 3.0 hours of One Year Only	TAP
Tamara Vanderlugt	Teacher	TVA	From LRE to TVA and from 1.0 to 0.8 FTE	TEA
Resignation:				
Lori Epperson	Bus Driver	Transportation	Effective October 12, 2020	PSE
Mavis Wedam	Paraprofessional	THE	Effective October 30, 2020	TAP
Saura Moore	Paraprofessional	MTS	Effective October 23, 2020	TAP
Leaves:				
Bobbie Harris	Paraprofessional	LRE	LOA starting October 5th, 2020, returning October 13th, 2020	TAP
Marcia Sizemore	Teacher	BHHS	LOA starting October 8, 2020, returning approximately January 1, 2021	TEA

Kyle Grunenfelder	Principal	MTS	0.5 LOA for the 2020-21 school year	ADMIN
Liz Maunaga	Principal	THE	LOA starting January 1, 2021, returning July 1, 2021	ADMIN
Candy Sapp	Paraprofessional	EOE	LOA starting September 28, 2020, returning October 12, 2020	TAP
Harriet Ferris	Asst Cook/Bus Driver	Transportation	LOA from asst cook and bus driver positions, effective October 16, 2020 for the 20-21 school year	PSE
Amanda Jacobs	Asst Cook	THE	LOA from asst cook position, effective November 3, 2020 for the 2020-2021 school year	PSE
Kelli Coffman	Teacher	TMS	LOA starting November 9, 2020, returning November 19, 2020	TEA
Danielle Beamish	Teacher	PGS	LOA starting September 28, 2020, returning approximately November 23, 2020	TEA
Co-Curricular:				
Amy Fulton	Interact Club Advisor	BHHS		N/A
Patrick Taggesell	Link Crew Advisor	BHHS		N/A
Todd Franklin	H.S. Freshman Class Advisor	BHHS		TEA
Michael Gibbons	College in the Classroom - First Semester	BHHS		TEA
Henry Valz	College in the Classroom - First Semester	BHHS		TEA
Melinda Mulcahy	College in the Classroom - First Semester	BHHS		TEA
Sharilyn Gibson	Secondary Prep	THS		TEA
Jill Bender	H.S. Junior Class Advisor	BHHS		TEA
Susan Larson	Secondary Prep	BHHS		TEA

Patrick Belony	Assistance Football	BHHS	N/A
Teresa Board	Health Room	MTS	TAP
Sherry Taylor	Health Room	PGS	TAP
Nancy Winkley	Health Room	BLE	TAP
:Linda Lord	Health Room	THE	TAP
Angela Foresta	C-19 Room	LRE	TAP
Tina Meserve	Health Room	EOE	TAP
Julie Wilkerson	C-19 Room	TMS	TAP
Julie Grieve	Health Room	BMS	TAP
Sandy Vandenberg	C-19 Room	PGS	TAP
Kathi Clarke	C-19 Room	EOE	TAP
Stephanie Waltrip	C-19 Room	EOE	TAP
Corinne Dowd	C-19 Room	BMS	TAP
Kate Ayers	H.S. Drama	BHHS	N/A
Kylee Eichner	C-19 Room	MTS	TAP

**Recommend
Approval Of:**

Recommend approval for \$3/hour increase to salary schedule 19, Licensed Practical Nurse, retro to September 1, 2020

Recommend approval for 1.6% increase to salary schedules: 31-34a, 17, 34b, 34c, 34d, 36, 38, PSE Employees

Recommend approval to update salary schedule 09

Recommend approval to roll the PSE TSD CBA for the 2020-21 school year

Recommend approval to incorporate the PSE MOU, for premium pay to employees who are first responder to after hour call-outs, into the CBA

Corrections:

Rescind 0.2 of Sarah Wyrembek's leave of absence for the 2020-21 school year.

Recommend approval to roll the PSE TSD Collective Bargaining Agreement for the 2020-21 school year with a 1.6% IPD for all PSE employees.

➤ **Payroll and Vouchers:**

GENERAL FUND:

Payroll				
Payroll Taxes			\$	1,041,662.82
Direct Deposit			\$	3,037,815.69
Payroll Benefit Wire				
Transfer			\$	1,076,053.40
Accounts Payable -				
Payroll	72805580	to	72805591	\$ 29,545.72
Accounts Payable	72217863	to	72217879	\$ 134,991.74
Accounts Payable	77217880	to	72217900	\$ 117,511.25
Accounts Payable	72217901	to	72217901	\$ 56,871.36
Accounts Payable	72217902	to	72217919	\$ 191,321.12
Accounts Payable	72217920	to	72217936	\$ 111,094.04
Accounts Payable	72217937	to	72217954	\$ 988,580.09
Accounts Payable	72217955	to	72217968	\$ 361,078.00
Accounts Payable ACH			\$	82,561.35

Accounts Payable ACH				\$	30,225.34
Accounts Payable ACH				\$	475,707.67
Accounts Payable ACH				\$	77,402.93
Accounts Payable ACH				\$	37,143.12
Accounts Payable ACH				\$	62,800.05
Accounts Payable ACH				\$	29,788.30
Voided Warrants					
Accounts Payable - COMP TAX				\$	552.65
TOTAL GENERAL					
FUND:					\$ 7,942,706.64

CAPITAL PROJECTS FUND:

Accounts Payable	72012382	to	72012385	\$	192,391.03
Accounts Payable	72012386	to	72012389	\$	78,281.15
Accounts Payable	72012390	to	72012396	\$	292,711.91
Accounts Payable ACH				\$	129,005.66
Accounts Payable ACH				\$	132,918.41
Accounts Payable ACH				\$	136,928.80
Voided Warrants					
Accounts Payable - COMP TAX				\$	-
TOTAL CAPITAL					
PROJECTS FUND:					\$ 962,236.96

ASSOCIATED STUDENT BODY FUND:

Accounts Payable	72441874	to	72441874	\$	975.68
Accounts Payable	72441875	to	72441876	\$	5,285.00
Accounts Payable	72441877	to	72441877	\$	850.00
Accounts Payable ACH				\$	2,907.89
Accounts Payable ACH					
Voided Warrants					
Accounts Payable - COMP TAX					
TOTAL ASSOCIATED STUDENT BODY FUND:					\$ 10,018.57

**PRIVATE PURPOSE
FUND:**

Accounts Payable	72700549	to	72700549	\$	500.00
Accounts Payable	72700550	to	72700550	\$	20.00
Accounts Payable	72700551	to	72700552	\$	10,328.50
Accounts Payable	72700553	to	72700553	\$	700.00
Accounts Payable ACH				\$	488.20
Accounts Payable ACH					
Accounts Payable - COMP TAX					
TOTAL PRIVATE PURPOSE					
FUND:					\$ 12,036.70

**TRANSPORTATIO
N VEHICLE FUND:**

TOTAL TRANSPORTATION	
VECHILE FUND:	\$ _____

- Budget Status Report
- Capital Projects-Change Order: #1 for Security/Safety Upgrades at BLE and MTS
- Capital Projects Acceptance of Contracts as Complete: PGS Old Library Re-Roofing Project-Madsen Roofing, Inc.; BHHS Gym Floor Refinishing-Western Hardwood/KCDA; NMSC Boiler Replacement Northwest Thermal Hydraulics LLC and TALC-Jones & Roberts Co.
- Highly Capable Plan

Student Reports

The question posed to the student board reps for this meeting was: If you could share advice with your teachers on remote learning, what would it be?

- Rebecca Allen-BHHS: She spoke with four different seniors on this topic. Two students said teachers, seem to be assigning too much homework. One of those students said this seems to be especially true in AP classes where they are spending over 100 minutes on Zoom and then working on assigned homework. One student mentioned that not all students are comfortable turning on their cameras and another said teachers need to be more lenient with assignment due dates. Rebecca herself would like for teachers to remember that some students may need more time and more one-on-one help because they do not necessarily have adults home and/or may not be versed in things like new math. Also, it is much more difficult to get up in the mornings when there is no time required to get on the bus and so there is a suggestion to have the school day start later.

Public Comment Follow-Up, Recognitions, By The Numbers

Superintendent Dotson began by giving an update of COVID-19 information and stats in Thurston County, with increases in people being diagnosed and deaths. One of the biggest concerns is the number of available beds in our hospitals, which is continuing to decline as they are being occupied by COVID patients. As a district we are continuing to see increases in our employees being exposed to people who have tested positive and needing to get tested themselves and quarantine.

- By The Numbers: 105.3 is the cases per 100,000 over 14 days in Thurston County (through November 1st). 5904 is the FTE enrollment for November. 8 is the number of school psychologists in the District.
- Recognition: This week is National School Psychologist week. He expressed appreciation for all the ways in which to provide support to students, families and teachers. Thank you!

Public Comment

- Agenda and Non-Agenda Items: Tami Collins stated that 9 people signed up to address the Board on the topic of reopening schools: Sarah Overbay, Stephen Manning, Nathan Kassler, Cooper Wall, Jeff Yates, Jody Bishop and Jarrett Sands. Two people signed up to address the Board on the topic of Mental Health and Student Experiences: Peyton Peirce and Erica Wall.

Reports to the Board

- On-Line Learning-Staff/Student Experiences: Kim Doughty, Principal at Peter G. Schmidt Elementary gave a “tour” of her school! She shared some information and videos from teachers and students at each grade level. She showed great examples of ways that teachers and staff are reaching out and connecting with kids as well as some of the challenges everyone is facing in this environment.
- Superintendent’s Report: Sean Dotson began by sharing a letter from Thurston County Health Officer as well as the Department of Health decision tree, stating that they continue to line-up so opening schools would be going against both Thurston County and the State. Laurie Wiedenmeyer created a graphic that will go on the district website to help keep everyone informed on our status as we continue to consider everything included in the framework that the Board approved at the last meeting.

Principals are reviewing four different models for in-person learning, taking into consideration all that we have learned up to this point including feedback from staff, parents and students while considering if our system can support the different options with staffing, transportation and cleaning. The plan is that if something besides the already approved AA/BB model moves to the top for what is recommended, it will be brought to the Board at the December 10th meeting. We have to have a decision by this time to allow for secondary to have time to create a master schedule, which is incredibly challenging and time-consuming.

He wrapped up by sharing that the district had its first Equity Advisory Committee meeting last week with over 50 people participating. He felt like it went really well and is looking forward to the next meeting.

Action Items

- 2nd Reading, Policy 4130, Title 1 Parent and Community Involvement: Shawn Batstone presented. **Stephanie Goebel/Scott Killough M/S to approve Policy 4130, Title 1 Parent and Community Involvement as presented. The motion passed unanimously.**
- Resolution 02-20-21, Levy Collection Authority: Sean Dotson presented on this topic. **Casey Taylor/Darby Kaikkonen M/S to approve Resolution 02-20-21, Levy Collection Authority as presented. The motion passed unanimously.**

Board Discussion

- Legislative Update: Darby Kaikkonen presented on this topic. She had her monthly call with local legislators and school district superintendents in Thurston County. The other districts expressed a lot of concern about schools and students, including the loss of instructional time when schools move to a hybrid model as well all of the things mentioned tonight by our speakers. They seem to be split on whether or not they think schools should remain in remote learning or move to an in-person model. The next session will likely be remote and the number of bills in general will likely go down. They have done some dry-runs and it is very challenging to get everything done.

There was a WSSDA Legislative Rep 101 session that she participated in. 10 of the 20 priorities were the same ones TSD agreed upon! She also participated in a listening tour, hearing from school boards about the digital divide, speed of testing, flexibility/waiver and the frustration about feeling that districts cannot open if the local health administrator and/or your neighboring district don't support opening, especially when bars and restaurants are open. The most recent meeting focused on board reps establishing relationships with their legislators as well as placing importance on student voices.

Board President Melissa Beard called for a short break at 7:50pm and reconvened the meeting at 8:00pm.

- Equity Discussion: The Board read an article titled "What if We...Don't Return to School as Usual" and each shared their thoughts and a "What If" statement that they came away with.
 - Darby hopes that on-line continues to be an option for families/students even when we return to in-person learning. She likes the idea of rethinking seat time and considering other educational experiences, which would cause us to rethink highly capable measures that are based off of some form of standardized testing. Darby's "what if" is what if we think about how we react (or don't react) to racial slurs in the classroom/school environment in a way that it is shocking when it is heard and not tolerated? This behavior would not be tolerated in a work environment and is what the culture in schools should be as well.
 - Scott spoke about leadership and innovation/change. Right now we are all dealing with innovation/change with remote learning. Change involves people and raw emotion and we have to work to always attend to the people. He spoke to engagement and how being engaged does not look the same for everyone. For some being on camera during a zoom session means they are engaged, for some being off-camera means they are engaged. It is not just seat-time and not just checking a box that they showed up. Scott's "what if" is "what if we gathered data from students about their experiences on a regular basis?"
 - Casey identifies with what Scott talked about with regard to being engaged. He knows he would have a hard time being engaged in six hours of zoom meetings. Casey's "what if" is "what if, when we come back, we follow policies and procedures more?"
 - Stephanie really likes the idea of student voice being heard by our legislators. It is meaningful to every single thing we do! She also agrees with Darby on her statement about racial slurs. Stephanie's "what if" is "what if we gather data from students about their experience of our classrooms and schools regularly."
 - Rebecca shared that she had not previously ever thought that school could ever look any different and that when we go back, it would just be the same as it always has been. She shared some of the things that she feels we can learn from COVID as we look at reopening, including valuing projects/group

work over tests. She also feels early release on a Wednesday would allow students to use the time to focus on school work. Currently, the early release on Fridays just ends up meaning a longer weekend for students where school work is not considered. She did not feel that any of the “what if” statements at the end of the article really spoke to her.

- Melissa felt the article made her think more broadly. Student voice is very important and because change is about the people like Scott said, sometimes students being involved and providing feedback is essential. It is great to hear from the student board reps or the few students who are brave enough to speak up at a board meeting but we need to find other avenues for other students to be heard. As we talk about equity, it is all adults talking when kids are the ones we serve. We need to include them.
- What stuck out for Sean is the same as what seemed to speak to Scott in that we need to gather data about their experiences. The connection between a teacher and their students is how this all works.

Board Member Comments

- Scott Killough: Darby’s report really struck him as interesting tonight. Legislators are really interested in what school districts are doing and seem to recognize what we are dealing with. They share that they are upset that they cannot function how they normally do and in turn will likely just say home. He finds this hypocritical. He is struggling with the right decision about going back to school. Liability guidance would be very helpful. Yes, districts can make their own decisions but all it takes is for one person to get sick with a terrible outcome and then the district is responsible. He is just not sure what to do and this is a lot of weight on the shoulders of school board members.
- Casey Taylor: He thanked Kim Doughty for her presentation and he appreciates the great work going on at Peter G Schmidt! He shared that he agrees with what Rebecca said about participating in projects/collaboration because does not really remember anything he learned on tests but can remember projects and collaborations with classmates! He would like it if teachers could focus on this! Teachers and students are doing an amazing job! Not everything is working for everyone but there are a lot of things that are going really well. He is glad the Thurston County Health Office and the Department of Health are finally on the same page. He would like the graphic to be reevaluated. The work is being done and there are some things we cannot control but the district is going to move forward on getting kids back in school. His biggest concern is reopening and then having to close right away! We need student leadership to get everyone to wear masks and follow protocols.
- Stephanie Goebel: She wants to share her gratitude for our students! They are navigating a world we hadn’t planned on, doing so many complicated things, are missing so many things and we care so much about all of these things! We want you to be safe and we care!
- Darby Kaikkonen: She met with Glenn Spinnie at Littlerock Elementary and had a tour. She attended the recreation and monument dedication the day after her tour and it was great to be a part of. She attended a zoom session of Mrs. Murphy at Michael T. Simmons Elementary, who had her fire fighter husband there that day! All

the classes were participating and got to ask questions of Mr. Murphy. She was so impressed by what she saw and the skills they are learning! They are missing out on a lot but they are also learning so much. She hopes that we can continue to talk about what makes the most sense about bringing secondary or elementary students back first! She had a conference for her two students. She failed to put it on her calendar and missed it but a teacher made a video and sent it to her so that she could hear everything he had to say. He did mention that their office hours for kids are not being utilized. She would like to have Ref. 90 on the agenda for the next meeting and asked that everyone send their questions to Sean in advance.

- Rebecca Allen: The discussion around mental health at the meeting tonight is something she sees and feels. Friendships are dissolving and that is a big issue. She appreciates that it was mentioned that it should be discussed whether or not bringing elementary age students back first is the right decision.
- Melissa Beard: Scott shared a link to a podcast (Nice White Parents) and she wants everyone to listen to those before the next board meeting in December. After listening, what questions does it bring up and that would be the next equity discussion. Staff are working on how to bring our kids back. We are not just waiting for the health officer to tell us what to do. Staff are doing a lot of work to get through all of the challenges that coming back to in-person learning. Staff are starting all over as they consider things other than what was previously approved and she appreciates the work. She has also been hearing that people appreciate the discussion the board is having in these meetings and hearing the struggles. She appreciates the team and for the sharing and questions. Disagreeing is good sometimes!

Board President Melissa Beard recessed the Regular Meeting to enter into Executive Session at 8:51pm.

The Executive Session convened at 8:55pm and adjourned at 9:40pm. The regular meeting reconvened at 9:40pm. With no further business coming before the Board, the regular meeting adjourned at 9:41pm.

Recorded by:
Tami L. Collins

Signed this 10th day of December, 2020.

Board Member

Board Secretary