

Tumwater School District
School Board Meeting Minutes
 Zoom Meeting originating at the District Office
 621 Linwood Avenue SW
 Tumwater, WA 98512
 September 10, 2020

Board Members Present: Melissa Beard, Casey Taylor, Stephanie Goebel, Darby Kaikkonen, Scott Killough, 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.

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 was one change to the agenda since it was published. We will move first reading of Policy 4130 to the October Board Meeting. **Stephanie Goebel/Casey Taylor, Moved/Seconded (M/S) to approved the amended agenda as presented. Motion passed unanimously.**

Review of Minutes

- **Scott Killough/Darby Kaikkonen, M/S to approve the minutes from the August 13, 2020 Board meeting. The motion passed unanimously.**

Consent Agenda

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

- Personnel Report

Employment:				
Douglas Lawrence	Maintenance - Carpenter	B&G	Continuing Effective September 1, 2020	PSE
Michael Randleas	Swing Shift Custodian	PGS	Continuing Effective September 1, 2020	PSE
Kristin Calabrese	Teacher	BLE	1.0 FTE, Continuing (2020-2021)	TEA
Jason Dick	Paraprofessional	SL	Temporary	TAP

Gladys Espino	Teacher	THE	1.0 FTE, One Year Only (2020-2021)	TEA
Haley Carney	Teacher	LRE	Continuing (2020-2021)	TEA
Christy Schock	Teacher	LRE	Continuing (2020-2021)	TEA
David Weinman	Paraprofessional	LINCS	One Year Only (2020-2021)	TAP
Jessica Juergens	Counselor	THE	0.4 FTE, One Year Only (2020-2021)	TEA
Kailyn Berry	Teacher	TMS	1.0 FTE, One Year Only (2020-2021)	TEA
Joy Lower	Teacher	TVA/CHS	0.6 TVA/0.4 CHS Continuing (2020-2021)	TEA
Adjusted:				
Christopher Jenson	Teacher	THE	Adding 0.5 FTE (1 Year Only) for the 2020-2021 school year	TEA
Avery Butler	Teacher	BLE	From One Year Only to Continuing Teacher, effective 2020-2021 school year	TEA
Wendy Taylor	Teacher	THE	From One Year Only to Continuing Teacher, effective 2020-2021 school year	TEA
Tanya Guarino	Teacher	BLE	From Grade 3 Hi-Cap at MTS to Grade 3 at BLE	TEA
Jennifer Lacey	Teacher	BLE	From Grade 2 to Grade 4	TEA
Elizabeth Leitch	Teacher	THE	From Specialist/K-3 Intervention at MTS to Grade 4 at THE	TEA
Laurie Harris	Teacher	TMS/BHHS	Adjusted to 0.6 Library Specialist at TMS and 0.4 Library Specialist at BHHS	TEA

David Perreira	Teacher	BHHS/THS	Adjusted to 0.6 CTE at BHHS and 0.4 CTE at THS	TEA
Scott Cutler	Teacher	BHHS/TMS	Adjusted to 0.6 Science at BHHS and 0.4 Science at TMS	TEA
Dale Reeves	Teacher	BHHS	Adjusted to 0.6 Teacher/Activities Director and 0.4 Dean of Students at BHHS	TEA
Kevan Hagen	Teacher	BMS/BHHS	Adjusted to 0.6 Library Specialist at BMS and 0.4 Library Specialist at BHHS	TEA
Alaura Caton	Teacher	LRE	From MTS to LRE	TEA
Jayde Richtmyer	Teacher	PGS	From MTS to PGS	TEA
Jason Roberts	Teacher	BMS	From MTS to BMS	TEA
Kristie Hodges	Teacher	BMS	From TMS to BMS	TEA
Katie Brueske	Teacher	TVA	From BMS to TVA	TEA
Christy Turnbow	Teacher	TVA	From EOE to TVA	TEA
Adrienne Kuhn	Teacher	TVA	From MTS to TVA	TEA
Lindella Brasche	Teacher	TVA	From MTS to TVA	TEA
Melinda Mulcahy	Teacher	TVA	From BHHS to TVA	TEA
Tanya Guarino	Teacher	TVA	From BLE to TVA	TEA
Anna Michel	Teacher	TVA	From BLE to TVA	TEA
Ashley Andrews	Teacher	TVA	From Para at THS to Teacher at TVA	TEA
Jamie Escobar	Teacher	TVA	From THE to TVA	TEA
Amiee Opincarne	Teacher	TVA	From TMS to TVA	TEA
Christy Schock	Teacher	LRE	From 0.5 FTE to 1.0 FTE	TEA
Kristen Olson	Teacher	BLE	From Grade 4 to Grade 3	TEA
Resignation:				
Craig Lester	Bus Driver	Transportation	Effective August 31, 2020	PSE
Joe Jordan	Electrician	Buildings & Grounds	Effective September 15, 2020	PSE

Ashley Andrews	Paraprofessional	THS	Effective September 2, 2020	TAP
Teresa Valler	Paraprofessional	BMS	Effective September 21, 2020	TAP
Charles Yates	Bus Driver	Transportation	Effective August 31, 2020	PSE
Michael Randleas	Custodian	PGS	Effective September 2, 2020	PSE
Ross Hemphill	Bus Driver	Transportation	Effective August 31, 2020	PSE
Retirement:				
Charles Pontius	Substitute Bus Driver	Transportation	Retirement effective August 24, 2020	PSE
Leaves:				
Amanda Cooper	Teacher	BMS	LOA September 9, 2020 - February 5, 2021	TEA
Darrel (DJ) Brimer	Teacher	TMS	LOA starting September 21, 2020, returning October 12, 2020	TEA
Sarah Dyer	Teacher	TMS	LOA starting November 9, 2020 returning at the start of the 2021-2022 school year	TEA
Kaylene Hanley	Teacher	TMS	LOA starting October 22, 2020, returning approximately December 7, 2020	TEA
Nicole Deaton	Paraprofessional	MTS	LOA starting September 9th, 2020, returning December 14th, 2020	TAP
Jill Rotter	Counselor	BMS	LOA starting September 9, 2020 returning October 5, 2020	TEA
Steve Brooks	Teacher	BLE	LOA starting September 9, 2020, return date to be determined	TEA

**Recommend
Approval Of:**

Recommend approval to issue all 2020/21 contracts

Recommend approval for 1.6% increase to salary schedules: 26, 27, 28, 29, 30, 31, Office Professionals 1-6

Recommend approval for 1.6% increase to salary schedule: 33, Paraprofessionals

Corrections:

Rescind Melinda Mulcahy 0.2 leave of absence for the 20/21 school year

- Payroll and Vouchers
- Budget Status Report
- 20/21 Fee Schedule

Public Hearing

The Public Hearing began at 6:07pm.

- Capital Facilities Plan: Mel Murray presented on this topic. Mel shared that a Capital Facilities Plan update is required each year, and projects out 6 years and allows us to qualify to collect impact fees for new housing.

The Public Hearing adjourned at 6:18pm. The Regular Meeting was meeting reconvened at 6:18pm

Public Comment Follow-Up, Recognitions, By The Numbers

- Recognition: Superintendent Sean Dotson introduced Maesyn Williams, a 5th grade student at East Olympia. She spent a lot of her time during the summer to help serve food to families at Tumwater High School.
- First Day of School: Superintendent Dotson took some time to visit most schools on the first day and saw on-site conferences with kids and families, zoom meetings with families, supply pick-up opportunities as well as some pre-arranged home visits.
- By The Numbers: 1068 confirmed COVID cases in Thurston County since March, 885 recovered or recovering, 15 deaths, 168 active cases as of yesterday. 53 diagnosed in the past 7 days, which is down. 77545 number of COVID cases in Washington State. The number of cases in people under 19 is 14%. 1775 MERV HVAC filters, 3000 hospital gowns, 25500 masks and 63300 gloves purchased to ensure our staff and buildings have supplies necessary to be safe. 6542 is budgeted FTE. 6526 students in the system today, which is headcount vs FTE. FTE will be available Monday.

Public Comment

- Agenda and Non-Agenda Items: Tami Collins stated that on person signed up, Ryan Moore, to address the Board on the topic of Concerns with the MOU.

Action Items

- Staffing Plan: Beth Scouller and Jim Brittain presented on this topic. There was lengthy discussion on this matter with initial concern about making the decision tonight and needing more time to discuss the details. Darby Kaikkonen and Scott Killough recommend that in order to serve students and be fiscally responsible, they feel we should support the plan being presented. President Melissa Beard proposed that the discussion be paused to allow for Michael Dennis from TOGETHER! to present and to return to this discussion after he completes his presentation. Casey Taylor is not comfortable moving forward at this time and would like additional time to discuss the issue. President Melissa Beard suggested putting off making this decision until November. **Darby Kaikkonen/Scott Killough, Moved/Seconded to approve the Staffing Plan as presented. Casey Taylor Moved to table the discussion. There was no second. The Board returned to the original motion by Darby Kaikkonen and Scott Killough. Melissa Beard and Casey Taylor opposed the motion. The motion passed with yes votes from Stephanie Goebel, Darby Kaikkonen and Scott Killough.**

Reports to the Board

- TOGETHER! Community Schools: Michael Dennis, Director of Community Schools presented on this topic. He began by sharing some of the things that Community Schools provides during a standard school year to assist students in need as well as the ways in which they adjusted to offer support during the COVID closure. Their goal is to provide “hubs” within the schools to offer a range of opportunities, supports and services to students and families, including services offered outside of the K-12 system. During the closure they worked very closely with Bob Gibson in Food Services as well as Homeless Backpacks to deliver meals to families who were not able to get to a school to pick them up. Their partnerships with local businesses and non-profits allows them to help with rental assistance and many other needs such as food, hygiene items, clothing, assisting with getting families signed up for health care and hotspots for families who need internet connection. They have plans to help with earbuds and some other school supplies in the upcoming weeks.

President Melissa Beard recessed the meeting at 7:42pm for a short break. The meeting reconvened at 7:50pm with a return to the discussion regarding the Action Item “Staffing Plan.”

Action Items Continued

- TEA 2020/21 Collective Bargaining Agreement: Beth Scouller presented on this item and began by discussing the process as well as some of the details such as a 2.5% increase for all teachers and adding language regarding educational equity. There were also some updates regarding leave language so that it reflects current practice. **Darby Kaikkonen/Scott Killough, Moved/Seconded to approve TEA 2020-21 Collective Bargaining Agreement as presented. The motion passed unanimously.**

- Superintendent's Report: Superintendent Sean Dotson presented. He began by shared a letter from Dr. Abdelmalek with Public Health and Social Services Department from July 30, 2020 regarding schools remaining closed to in-person general instruction for the fall term. We need the public health officer tell us to do otherwise as well as get employee groups and families to agree that returning to in-person instruction is something they intend to participate in. When we do get to this point, we would have to consider how to transition to the hybrid model that the Board approved. The recommendation would likely be that we start with our youngest learners and slowly move to bringing in other grades, with secondary being the last group to return. Dr. Abdelmalek wants to have at least 14 days after Labor Day to pass before a decision is made about returning to in-person, given the spike that occurred after the 4th of July. Athletic Directors are also involved in discussions and working towards conditioning being allowed, especially given that community athletics are going on.

He shared that he received an invitation to apply for the Honorary Commander Program at McChord Air Force Base and was accepted. He knows Superintendents who have participated in this program and is looking forward to events on base and to building stronger relationships with our military families! This is extra special for him because his brother serves with the 62nd.

He wrapped up by thanking all of our administrators and staff. The work done isn't always seen but people are working so hard and he is very proud of everyone's efforts.

Board Discussion

- Legislative Update: Darby Kaikkonen presented briefly on this topic so everyone could be prepared for the meeting next week. The item that will be the most challenging is that at *all* the positions will be reviewed at some point. The Board needs to focus on the top 15 and decide what the District wants to prioritize.

Stephanie Goebel/Darby Kaikkonen, M/S to moved the remainder of the Board Discussion agenda to a work session on September 17th at 6:00pm. Stephanie Goebel, Darby Kaikkonen and Scott Killough voted yes. Casey Taylor voted no. The motion passed.

Board Member Comments

- Scott Killough: He wanted to reassure the community that board members do read their emails! He also wants to ask families to communicate directly with teachers and then the building administrators. Keep going up the chain of command. As a former classroom teacher he would want to have the opportunity to talk with parents.
- Darby Kaikkonen: She spoke with local superintendents, Beth Doglio, Laurie Dolan and Sam Hunt earlier in the week regarding many topics, including transportation funding. The call ended with a shout-out by them to the Superintendent's. This is hard work. Darby thanks everyone for their work and energy. What is being done is phenomenal!

- Stephanie Goebel: She thanked the team for all the work that was put into the staffing decision that was presented tonight. Being accountable to the community is hard and she appreciates the efforts.
- Casey Taylor: He is confused about the athletic events taking place in the community but not through schools. He doesn't know how we close that gap! OSPI and the Governor put us into the position of having to make decisions such as furloughing staff. He thinks we did a disservice to staff tonight but thinks it was fiscally responsible.
- Melissa Beard: Thank you to staff for all the work to get us to this point. There was a lot of anxiety leading up to Wednesday. There were staff at BHHS spending a lot of time answering questions. She will grant staff grace and she hopes that staff grant kids grace. She agrees with Scott about communication. Parents need to communicate with teachers and administrators before they come to the Board. She also believes that staff need to have communication with families and each other before they come to the Board. Although it was a difficult conversation tonight, she is glad that the discussion occurred.

With no further business coming before the Board, the regular meeting adjourned at 9:02pm

Recorded by:
Tami L. Collins

Signed this 8th day of October, 2020.

Board Member

Board Secretary