

**Tumwater School District  
School Board Meeting Minutes**  
Zoom Meeting originating at the District Office  
621 Linwood Avenue SW  
Tumwater, WA 98512  
June 11, 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 will work.

**Administer Oath**

- Superintendent Sean Dotson read the Oath of Office to Stephanie Goebel.

**Agenda Discussion/Approval:**

- Agenda Changes: Superintendent Sean Dotson shared that there have not been any changes to the agenda since it was published. **Darby Kaikkonen/Casey Taylor, Moved/Seconded (M/S) to approve the amended agenda.**

**Review of Minutes**

- **Scott Killough/Stephanie Goebel, M/S to approve the minutes from the May 28, 2020 Board Meeting. 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>				
Brian Hinkle	Supervisor of Buildings and Grounds	Support Services	Effective June 22, 2020	ADMIN
<b>Resignations:</b>				
Obadiah England	Bus Driver	Transportation	Effective June 2, 2020	PSE

<b>Retirement:</b>				
Alice Clements	Cook	EOE	Effective August 31, 2020	PSE
<b>Leaves:</b>				
Megan Soule	Paraprofessional	DO	LOA starting September 8, 2020 for 24 weeks	TAP
Elizabeth Masunaga	Principal	EOE/THE	0.5 FTE LOA for the 2020/2021 school year	ADMIN
Jordan Smith	System Administrator	Technology	0.5 FTE LOA for the 2020/2021 school year	Non-Rep
Sylvia Raatz	Office Professional 6	PGS	LOA starting June 2, 2020 , returning the beginning of the 2020-21 school year	TOPA
Kylee Harper	Paraprofessional	THE	LOA starting September 9, 2020, returning January 18, 2021	TAP
<b>Co-Curricular:</b>				
Jordan L. Stray	Summer School - PE/Health	THS		TEA
Patty Gale	Summer School - Math	THS		TEA
Allison Joyce	Summer School - Science	THS		TEA
Heather Siminski	Summer School - ELA	THS		TEA
<b>Recommend Approval Of:</b>				
<b>Recommend approval for 1.6% increase to salary schedules: 05, 07, 07A, 08A 08B, 10, 13,13A, 14, 15, 18, 19, 20, 25, 25A, 26, 27, 28, 29, 30, 40, 50</b>				
<b>Corrections:</b>				
<b>Correction to Linda O'Shaughnessy's LOA, was previously approved on March 12th's Board Report as starting June 20, 2020 and should be starting July 1, 2020</b>				

➤ Payroll and Vouchers

**GENERAL**

**FUND:**

Payroll				
Payroll Taxes			\$	1,016,306.05
Direct Deposit			\$	3,013,859.84
Payroll Benefit Wire Transfer			\$	1,049,495.32
Accounts Payable - Payroll	72805504	to	72805518	\$ 33,970.32
Accounts Payable	72217365	to	72217391	\$ 60,220.65

Accounts Payable	72217392	to	72217410	\$	192,362.99
Accounts Payable	77217411	to	72217425	\$	117,480.56
Accounts Payable	72217426	to	72217449	\$	1,020,928.29
Accounts Payable	72217450	to	72217467	\$	107,924.91
Accounts Payable		to			
Accounts Payable		to			
Accounts Payable		to			
Accounts Payable		to			
Accounts Payable		to			
Accounts Payable		to			
ACH				\$	34,350.54
Accounts Payable				\$	97,084.05
ACH				\$	87,176.50
Accounts Payable				\$	85,676.92
ACH				\$	30,873.26
Accounts Payable				\$	
ACH				\$	
Voided Warrants					(544.40)
Accounts Payable -				\$	6.38
COMP TAX				\$	
<b>TOTAL GENERAL FUND:</b>				<b>\$</b>	<b>6,947,172.18</b>

**CAPITAL  
PROJECTS  
FUND:**

Accounts Payable	72012318	to	72012321	\$	21,011.39
Accounts Payable	72012322	to	72012327	\$	29,245.44
Accounts Payable		to			
Accounts Payable				\$	16,958.97
ACH				\$	611,086.60
Accounts Payable				\$	
ACH				\$	
Accounts Payable				\$	
ACH				\$	
Voided Warrants					(960.00)
Accounts Payable -				\$	-
COMP TAX				\$	
<b>TOTAL CAPITAL PROJECTS FUND:</b>				<b>\$</b>	<b>677,342.40</b>

**ASSOCIATED  
STUDENT  
BODY FUND:**

Accounts Payable	72441691	to	72441772	\$	8,282.00
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Accounts Payable	7244173	to	72441774	\$	72.00
Accounts Payable	72441775	to	72441781	\$	6,496.75
Accounts Payable		to			
Accounts Payable					
ACH				\$	4,633.00
Accounts Payable					
ACH				\$	12,032.86
Accounts Payable					
ACH				\$	61.40
Voided Warrants					
Accounts Payable -					
COMP TAX					
<b>TOTAL ASSOCIATED STUDENT BODY FUND:</b>				<b>\$</b>	<b>31,578.01</b>

**PRIVATE  
PURPOSE  
FUND:**

Accounts Payable	72700545	to			
Accounts Payable					
ACH				\$	7,417.68
Accounts Payable					
ACH					
Accounts Payable -					
COMP TAX					
<b>TOTAL PRIVATE PURPOSE FUND:</b>				<b>\$</b>	<b>7,417.68</b>

- Budget Status Report
- Capital Projects- Contract Award: J.A.M. Construction, Inc. for the NMSC Building B Safety/Security Upgrades.
- Capital Projects-Acceptance of Contract as Complete: Wayne’s Roofing Inc. for TUMS Re-Roofing Buildings A, B & C.
- Capital Projects- Change Order: #1 for Support Services Bus Wash and Fueling Station
- 5-Year TSD CTE Action Plan

**Public Comment**

- Agenda and Non-Agenda Items: Tami Collins stated that four people signed up to address the Board. Laurie Harris and Kristi Bonds commented regarding Library-Media Specialist positions at TMS, BMS and BHHS. Jean Dragon commented on the Hi-Cap program and offerings at BHHS. Kim Johnson commented on AP Biology not being available at BHHS.

**Other Business**

- WA Graduation Requirements & Student Programs: Sean Dotson presented on this topic. Sean and Brian Hardcastle talked about the 24 credits required and the ways that districts will help students meet the requirements, such as course equivalences and “two for one” as well as continuing to offer credit retrieval. The course equivalency and dual credit options at BHHS and THS were shown and discussed. In addition to

students signing up for these courses, qualified staff also plays into what courses can/cannot be offered at each school. There was discussion around College in the High School as well as Running Start. There hope is that kids will understand the choices are about exploration and not just about making life/career choices (solely based on the money they can make.)

- 20/21 Budget-CP, Debt Service, ASB, Transportation Vehicle Fund: Jim Brittain presented on this topic. He began by thanking the community for approving the bond and levy. He shared details about each fund, sharing that we cannot use these funds to pay salaries. There are some CP funds that can be used to reimburse the General Fund on salaries that are assigned to specific projects. He will have a preliminary budget for next year to ESD at the beginning of July. He will keep the Board updated.
- Equity and Racism: Board President Melissa Beard presented on this topic. District staff is doing a lot of work on this topic but she feels that the Board needs to tackle it as well. She reminded the Board that there will be a lot that the Board doesn't have control over as it is not the role of the Board. The Board needs to focus on the ways they can support and influence and feels that training is important. Scott thinks it is important that the Board trains as a team. That way we can listen to each other and help to figure out how we as a team will communicate with staff and the community. Darby is hoping that discipline data can be viewed with this lens as part of the training as well as reviewing policies. Casey hopes to have a local leader/speaker to come in and provide some community input, wants to look at Tumwater data with an equity lens and thinks training is a good idea. Stephanie hopes the Board will have hard conversations and hear from the people who will help them better understand. She also hopes that our students will be prepared to go live and work in communities that might be more diverse than Tumwater. Melissa mentioned former Superintendent John Bash having started to form many relationships with people in our community who can help navigate these conversations and thinks the Board needs to work to build on these relationships. The Board has to not just be ready to talk and listen but to truly hear what is said, no matter how difficult! The Board needs to decide on what tool will be used to guide their work.
- Legislative Update: Board Member Darby Kaikkonen presented on this topic. She discussed several policies that are considered essential by WSSDA and to be addressed by school districts. She also briefly discussed budgeting and that it sounds like there is not a lot of discussion about the State budget. Most of the discussions seems to be around Federal funding. A revenue forecast is scheduled for June 17<sup>th</sup> so a lot is waiting for that to come out and there is talk of a special session. Agencies have submitted their "Cost Savings Options", which include the impacted programs and while these are not formal proposals, it paints a picture about the level of uncertainty. She watched Superintendent Reykdal's Q&A and he referenced the OFM discussion with the Senate Ways & Means Committee and talked about basic education funding he seems to have some confidence.

## Superintendent's Reports

- Superintendent's Remarks: He began with an update on the current status of COVID-19 in Thurston County. The County is applying to move into Phase 3, which will make the upcoming graduation ceremonies easier. He reviewed the plans for Cascadia and New Market High Schools.

Superintendent Reykdal discussed the OSPI recommendations for returning to school in the Fall. He said very clearly that it is his expectation that schools will open for in-person instruction, although he understands it doesn't necessarily mean all students, five days a week in buildings the same way school was run pre-COVID. Districts will be held to the requirement next year of 180 days and 1027 instructional hours. He talked about what transportation will look like as well as sharing a few of the general guidance such as daily health screenings upon entry and everyone wearing cloth face coverings (with limited exceptions) and social distancing in classrooms and hallways. Districts need to consider things such as cancelling field trips and assemblies as well as suspending or modifying high risk activities, staggering arrival/dismissal times and limiting nonessential visitors. Our Back-To-School Committee will be tackling individual topics with regard to the plan for returning to the buildings. We will be surveying families regarding their intent in the Fall regarding returning to classrooms and a team will start discussing this process tomorrow. There is a lot of discussion about an A day/B day schedule and it seems the most likely if we cannot bring *all* of our students back. We will have to reflect on what worked and what didn't with continuous learning in its current form. We have learned that we will try to have some more consistency for our families as far as learning platforms are concerned but there will be more discussion. Our families don't want us to decide too early and end up being too conservative but want information as soon as possible.

He talked about the equity, diversity and inclusion work that has gone on in the district since a commitment was made in the Summer of 2017 with a policy being adopted of December of 2018. The district will continue to work on training, reviewing data for disproportionality, engaging students in work to create welcoming schools as well as re-examining discipline practices. A sentence in the Ensuring Educational Equity policy reads that we will "significantly change our practices to achieve and maintain equity in education". He is not sure we have made *significant* changes but we are working in that direction. He reviewed the equity policy. The next steps are to listen to students and community, review data to inform actions, develop system-wide equity plans and work to recruit/retain diverse staff.

Melissa hopes that the Board can support staff in all the work they have to do!

### BY THE NUMBERS:

24,354: Number of cases in Washington State

6: Number of days left in the school year.

90: Number of days to prepare for the 20-21 school year.

## Board Member Comments

- Scott Killough: He asked for some clarification on the THS/BHHS graduation ceremonies that are happening next week and the role of the Board. He explained that if we are in Phase 3, we might be able to have more people participate and that might include some board members present. He will follow-up with Principals and get an answer to the Board. He welcomed and thanked Stephanie, said she had great questions and she seems to fit right in.
- Casey Taylor: He also welcomes Stephanie. He talked about Randy Leeper retiring and although he is sad the district is losing him but is happy for him! He watched the press conference today and is very unhappy with the four objectives that were outlined because they all cost money. He specifically asked about any funding for technology/hardware that has come to us. 900 is the average square feet in a classroom in Washington. 113 is the space that taken up through social distancing in a classroom and less than 8 is the number of kids you can get into a 900 square foot classroom...and it does not include the teacher. 20 minutes is how early a student can be dropped off early at school and the number of minutes that screeners would have to screen students. 60 is the number of people one screener can process in 20 minutes. That would require a lot of people to screen all the students in a school! Bus drivers are our most at risk group and they will be the ones most exposed to the students. 83 days since school was shut down and there is 90 days until school starts next year and he doesn't know how we can have a plan when just 83 days ago we did not see this coming! He does not think any of the CAREs money is coming to Tumwater. He finds the recommendations to be out of touch and reality. He knows the district will do what is best for kids and staff. He talked a bit about the discussions going on around school sports. Sports are a risk, especially during the Fall. If we are banning things like field trips, how can we do sports? The community passed a levy that supports extra-curricular activities and he urges voters to share their opinions. He fully supports the partnership with the Tumwater Police Department and believes the community and other board members support it. He thanks OSPI for endorsing the program and Governor Inslee for ensuring the funding gets to districts to support it. The school board felt that the sex ed bill that was passed was signed prior to them having the ability to take a position and they asked that those people asking that of the Board to speak to their legislators. They have responded and a repeal is being presented. He congratulated his daughter on her graduation this year!
- Darby Kaikkonen: She welcome to Stephanie and is very excited to work next to her again! Her son finished his time at East Olympia Elementary and there was a small parade for those moving on to middle school. It was very special and she thanked EOE! She attended her last PTO meeting at EOE and encouraged them to attend Board meetings and provide public comment. She thanked Melissa and Sean for the attention to the equity topic and ongoing work. When she registered her freshman she was shocked at how many offerings that were available! The district should be proud because it is remarkable how much is available to our students!
- Stephanie Goebel: While we might not have a plan on paper for educational equity, her son's fourth grade class was having a discussion about Black Lives Matter, well done Mrs. Olson! The return to school that staff not students are in the demographics that are highly affected by COVID and hopes the district considers that as we are

making our plans. She watched the BLE parade and it was very special! Great to see the graduates and her heart goes out that they won't get the ceremony that most get but the celebration was wonderful! She is happy and honored to be here. Gave thanks to Melissa for all her efforts to help her feel confident in attending her first meeting. The Board is here because it is a calling not a job.

- Melissa Beard: Her aunt, Mrs. Lueschen from BMS is retiring at the same time as Randy Leeper. She cares deeply for the profession and Melissa is glad she was able to be a part of Tumwater School District. She took her daughter to get her license and so there is one less student needing a bus next year! She looks forward to having a full team and to having the retreat in two weeks. The hope is that it is in person. The plan is for Dana Anderson from the ESD to come work with the Board. The Board needs to work to prioritize because we cannot ask staff to do everything or we will burn them out. She appreciates that everyone on the team has a valid perspective and that it is ok if there are disagreements.

With no further business coming before the Board, the regular meeting adjourned at 9:23pm

Recorded by:  
Tami L. Collins

Signed this 9th day of July, 2020.

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Board Member

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Board Secretary