

Tumwater School District
School Board Meeting Minutes
Support Services
2020 80th Avenue SW
Tumwater, WA 98512
July 25, 2019

Board Members Present: Melissa Beard, Rita Luce, Andrea McGhee, Kim Reykdal, Sean Dotson (Secretary)

President Melissa Beard called the meeting to order at 8:33 am and acknowledged that the Tumwater School District sits on the ancestral land of the Nisqually, Squaxin Island and Chehalis people.

Agenda Discussion/Approval

- Agenda Changes: Sean Dotson shared that surplus items from the Transportation Department were added to the Consent Agenda. **Rita Luce/Andrea McGhee, M/S (moved/seconded) to approve the agenda as presented. The motion passed unanimously.**

President Melissa Beard reminded the public they must sign up if they wish to address the board during the Public Comment portion of the meeting.

Approval of Minutes

- **Kim Reykdal/Rita Luce, M/S to approve the minutes from the July 11, 2019 Regular Board Meeting. Melissa Beard noted that Andrea McGhee was not listed as being present at the last meeting. The motion passed unanimously.**

Public Comment

- Agenda and Non-Agenda Items: Tami Collins stated that there is no one signed up to address the Board.

Site Report

- Transportation: Jeff Gregory presented an overview of the things going on in the Transportation Department. He began by discussing the driver shortage here in Tumwater and across the United States. He mentioned a district in North Carolina that is requiring all support staff to earn their CDL so they can drive and another district in another state had to shut down because they did not have enough drivers to get students to and from school. He went over the pros and cons for bus drivers, including the paid training that the district has begun offering. With Intercity Transit and other transportation providers in the South Puget Sound hiring hundreds of drivers, the TSD Transportation Department focusing on continued training and retention by continuing to outline the benefits of working for the district. Bargaining occurred yesterday and TSD is in the ballpark of neighboring district with regard to pay. He feels that yes, money helps, but morale is the way to keep people!

They are continuing to work on getting the word out that we need drivers. Laurie Wiedenmeyer discussed all the ways that she has gotten this message out. Beth Scouller talked about using WorkSource and connecting with JBLM.

One of the main parts of the training is to help drivers build relationships with students and their behavior. This is difficult because there is minimal time for that to happen as the students get on and off the bus but it is very important.

Our bus ridership is about equal to those who are walking or receiving rides in personal vehicles. Data supports that riding a bus is the safest way to get kids to school as there are far more personal vehicle accidents than bus accidents during transportation periods.

He reviewed the addition of the new bus wash system, the fuel stations improvements, the purchase of four class A 30p buses, collaboration with NTPS/OSD grant for improving safe schools walk route maps as well as adding an Assistant Transportation Supervisor position.

He discussed the challenges with regard to eating on the bus after Andrea asked if this is something that might help with behavior issues.

- Buildings & Grounds: Ken Ames presented. He reviewed all of the projects that are going on during the summer and talked a bit about the responsibilities and skills required in our staff in order to get this long list of tasks done. Our new buildings have a lot more technology that operates systems that require specific knowledge and training.

He shared some photos and details about how the snow this last year affected his department, not just at the time but even through the rest of the year as they had to continue to deal with damage that occurred. He guesses that with *just* snow removal there was a cost of about \$35,000. Snow took weeks to melt once it was plowed from parking lots and sidewalks. Limb/branch disposal took months.

He wrapped up by talking about the 30-year cycles at our buildings and we are in the last ten years of this cycle at several buildings. There are going to be problems that start arising as things begin to fail as they are reaching their end of life.

Kim Reykdal thanked Ken for the presentation as it really sheds light on everything that is done by Buildings & Grounds, especially the skills and training required!

Business/Financial:

- Capital Projects Report: Mel Murray presented on this topic. He began by talking about all the remodels that have gone on and how much of a stress that was on the Buildings & Grounds staff because the buildings are still occupied and new and old systems trying to work together! He shared updates about the construction projects going on around the district.

Consent Agenda

- **Rita Luce/Kim Reykdal, M.S., to approve the Consent Agenda as presented. The motion passed unanimously. The Consent Agenda was approved as follows:**

- Employment:

Justin Overlie	Teacher	BMS	Continuing (2019-2020)	TEA
Timothy Rogers	Teacher	BMS	Continuing (2019-2020)	TEA
Katie Brueske	Teacher	BMS	Continuing (2019-2020)	TEA
Peter Gosney	Substitute Custodian	B & G	Substitute	PSE
Ella Richardson	Teacher	THE	Continuing (2019-2020)	TEA
Caleb Pedersen	Counselor	BHHS	Continuing (2019-2020)	TEA

- Adjusted:

Elizabeth Anderson	Counselor	THS	From Counselor at TMS to a Counselor at THS	TEA
Christy Turnbow	Teacher	EOE	Continuing (2019-2020)	TEA
Christa Williamson	Teacher	BMS	From Secondary Literacy TOSA to SpEd Resource at BMS	TEA
Treven Blaisdell	Custodian	PGS	From Custodian at PGS to 9 month groundskeeper/3 month custodian at B& G	PSE
Susan Jones	Office Professional 3	Transportation	From OP5 at BHHS to OP3 at Transportation	TOPA

- Resignation:

Tashona Bailey	Teacher	BLE	Effective the end of the 2018-19 school year	TEA
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- Retirement:

Sheila Winters	ParaPro	BLE	Effective at the end of the 2018-2019 school year	TAP
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- Leaves:

Jordan Smith	System Administrator	Technology	0.5 unpaid personal leave starting August 5, 2019 through June 28, 2020	Non-Rep
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- Co-Curricular:

Dean Sawhill	Secondary Prep Stipend 2nd Semester	BHHS		TEA
Melissa Suarez	2019-20 Head Dance Coach	BHHS		None

- Affirmative Action Report

- Capital Acceptance of Contract as Complete: BHHS Storm Drain Maintenance; THS Projector Installations

- Surplus: Bus 45, Bus 59, Van 205, Van 206 and Van 786

Action Items

- Boys & Girls Club Lease: Mel Murray presented this item. **Rita Luce/Andrea McGhee, M.S., to approve the Boys & Girls Club Lease & for Dr. Sean Dotson to sign on behalf of TSD. The motion passed unanimously.**
- Resolution 11-18-19, Signature Authority & Use of Grant Funds-NMSC: Mel Murray presented this item. **Kim Reykdal/Rita Luce, M.S., to approve Resolution 11-18-19, Signature Authority & Use of Grant Funds-NMSC as presented. The motion passed unanimously.**

Superintendent's Report

- Discipline-Policy/Procedure Revisions: Sean Dotson presented on this topic. There is a policy change required by law that must be implemented before the commencement of the 19-20 school year. This will be brought to the Board at the next regular meeting. Kim Reykdal asked if it was possible to get an extension from OSPI to allow us to have more time to get this right and get input from staff and parents. Sean responded that we can adopt a policy that aligns with the law and allows us to be compliant, which TEA has already reviewed, but we continue to work on the procedures. Kim felt that this made sense but wants to make sure that we are very transparent during this process and work to get input from those involved.

He talked about “zero tolerance” in our schools and how this came about. Studies in 2019 are showing no credible evidence of effectiveness as they are resulting in a huge number of students suspended or expelled, which has a negative impact on their education leading to course failure, lower attendance, dropping out as well as lower school-wide academic achievement. Suspension use is disproportionate and taking away from our efforts in equity.

The new rules do not prevent us from using suspension or expulsion but should be a practice of last resort. He reviewed a few of the changes to help illustrate a bit of the complexity involved in this.

Kim discussed the fact that OSPI has best practices available and there is data to support that there have been improvements when using restorative practices and/or multi-tiered systems of support.

Melissa is hoping for some sort of measurement of our relationships, not just test scores when we are looking at data.

Sean pointed out that all these changes aligned with many of our strategic plan goals.

- Superintendent's Remarks: We are now at 41 days until our students return! He had a fantastic Meet and Greet at River's Edge yesterday morning. A lot of great conversations and feedback. August 7th is the next Board retreat, at the District Office from 6pm-8pm. The August 8th Board meeting will be a budget work session. Sean will talk to Jim to make sure he gets information out to the Board in advance so they have a chance to take a look at the information, along with something concrete about what has been done so far and what still needs to be done.

Board Member Comments

- Kim Reykdal: Thank you for everyone staying for the full meeting! The meeting at Support Services is such a good one because it reminds us that it takes so many to make this all work. She is looking forward to diving into the discipline policy/procedures to support our kids and teachers.
- Andrea McGhee: She attended a Tumwater City Council meeting where a rezoning of the corner of Tumwater Blvd and I-5 for a truck stop/travel center was discussed. It was unanimous and it was voted down. She thought it was great to see that the community came together and made a difference.
- Melissa Beard: She went to the Meet and Greet yesterday with the Superintendent and it was great to connect with people. She is part of Leadership WSSDA and recently went to Walla Walla and got to hear from Jim Sporleder, who was the principal who was in the documentary Paper Tigers. Jim reinforced that an attitude is the most important part of making sure kids are getting what they need and that we are not just trauma informed but trauma responsive. There is a reason why kids behave the way they do. She doesn't care as much about test scores. She cares about relationships and feels the test scores will come. She supports building relationships for ALL our staff. She wants to encourage people to email the Superintendent, Board members and not wait for Public Comment at a Board meeting, which can be intimidating. Everyone is open to listening and problem-solving. She thanked everyone who has reached out so far but just wants to encourage *everyone* to do so when they have an issue or a question or concern.

With no further business coming before the Board, the regular meeting adjourned at 10:42am.

Recorded by:
Tami L. Collins

Signed this 22nd day of August, 2019.

Board Member

Board Secretary