



Tumwater School District

Kevin Bogatin
Superintendent

621 Linwood Avenue SW Tumwater, WA 98512-6847
(360) 709-7000 www.tumwater.k12.wa.us

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

School Director's Agenda Regular Meeting

Thursday, November 9, 2023

Start Time: 6:00pm

Location: District Office and YouTube
621 Linwood Ave. SW Tumwater, WA 98512

Please Note: Public Comment is only available to those who have signed up in advance by filling out the [Public Comment Form](#) by 12 PM on the day of the meeting. Please see our website for more information.

- 6:00pm Call Regular Meeting to Order** (*President Kaikkonen*)
- Recognition/Flag Salute
- 6:01pm Agenda Discussion/Approval** (*President Kaikkonen/Superintendent Bogatin*)
- 6:02pm Meeting Minutes Review**
- October 26, 2023 Regular Meeting
- 6:03pm Consent Agenda**
- Personnel Report
 - Payroll and Vouchers
 - Capital Project Contract Change Order
 - 23-24 Non-Rep/Admin Salary Schedule
- 6:04pm Superintendent's Report** (*Superintendent Bogatin*)
- 6:14pm Student Rep Reports**
- Lilly Wilson/Chloe Wachtman, BHHS
 - Ameiya Brown/Ben Morgan, THS
 - Lyn Hepp, CHS
- 6:24pm Public Comment Reminder** (*President Kaikkonen*)
- 6:25pm Public Comment**-*In the interest of maintaining the integrity of the published agenda, individual speakers are asked to limit their comments to not more than 3 minutes. A maximum of 30 minutes will be reserved on the agenda for all public comment.*
- Speakers-Agenda and Non-Agenda Items (*Becky Parsons*)

BOARD OF DIRECTORS
JILL ADAMS MELISSA BEARD DARBY KAIKKONEN SCOTT KILLOUGH CASEY TAYLOR

"Continuous Student Learning in a Caring, Engaging Environment"

- 6:55pm** **Reports to the Board**
- Special Services Update (*Chris Burgmeier*)
 - Human Resources Update (*Wendy Bromley*)
- 7:15pm** **Action Items**
- 2nd Reading Policy 3205, Sexual Harassment of Students Prohibited (*Shawn Batstone*)
 - Resolution 03-23-24 Uncollected Tax
 - Resolution 04-23-24 EP&O Levy
 - For and Against Levy Appointments
- 7:45pm** **Board Committee Reports**
- Legislative Update (*Vice President Beard*)
- 7:50pm** **Board Comments**
- 8:00pm** **Adjourn Regular Meeting**

NEXT BOARD MEETING: Regular Board Meeting December 14, 2023.
The Board may also schedule additional special or emergency meetings consistent with RCW 28A.343.380.

MEETING MINUTES

- October 26, 2023 Regular Board Meeting



Kevin Bogatin
Superintendent

621 Linwood Avenue SW Tumwater, WA 98512-6847
(360) 709-7000 www.tumwater.k12.wa.us

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

Tumwater School District School Board Meeting Minutes

Location: District Office & YouTube
621 Linwood Ave. SW
Tumwater, WA 98512
October 26, 2023
6:00 pm

Board Members Present: Casey Taylor, Melissa Beard, Darby Kaikkonen, Jill Adams, Scott Killough, Kevin Bogatin (Secretary)

Vice-President Kaikkonen called the meeting to order at 6:00 pm 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 everyone in the flag salute.

Agenda Discussion/Approval

- Agenda Changes: Superintendent Bogatin shared that there are no updates to the previously published version of the agenda.
Director Taylor/Director Beard Motioned/Seconded (M/S) that the following two Consent Agenda items be moved to Action Items:
 - a. 23-24 Non-Rep/Admin Salary Schedule
 - b. 23-24 Co-Curricular Salary ScheduleThe agenda was unanimously approved as amended.

Board Officer Elections

- **PRESIDENT** - Director Beard nominated Darby Kaikkonen and Director Killough seconded. Vice President Kaikkonen asked if there were any other nominations. Vice President Kaikkonen was unanimously elected President of the Tumwater SD School Board until December of 2023 starting immediately.
- **VICE PRESIDENT** - President Kaikkonen nominated Melissa Beard and Director Killough seconded. President Kaikkonen asked if there were any other nominations. Director Beard was unanimously elected Vice President of the Tumwater SD School Board until December of 2023 starting immediately.

Review of Minutes

The Board has reviewed the September 28, 2023 Regular Board Meeting minutes and there are no changes or corrections. The minutes were approved unanimously.

BOARD OF DIRECTORS
JILL ADAMS MELISSA BEARD DARBY KAIKKONEN SCOTT KILLOUGH CASEY TAYLOR

"Continuous Student Learning in a Caring, Engaging Environment"

Consent Agenda

- No motion is necessary. The Consent Agenda was unanimously approved as follows:

- Personnel Report:

New Hires	Position	Location	Status	Group
Angelique Gourley	TOSA	SL	1.0 FTE Continuing effective October 2, 2023	TEA
Nicole Arsenault	Food Services Substitute	Food Services	Effective September 29, 2023	PSE
Samantha Wilkie	Paraprofessional	EOE	Impact position, effective October 3, 2023	TAP
Sasha Utter	Custodial Sub	B&G	Effective October 2, 2023	PSE
Teresa Neat	Paraprofessional	BLE	Impact position, effective October 2, 2023	TAP
Autumn Klump	Paraprofessional	EOE	Impact position, effective October 4, 2023	TAP
Christina Salazar	SLP	SS	0.7 FTE Continuing effective October 16, 2023	TEA
Michael Christie	Custodian	MTS	Effective October 23, 2023	PSE
Thu Mickelson	Paraprofessional	TMS	One Year Only, effective October 19, 2023	TAP
Angela Ader	Food Services Substitute	Food Services	Effective October 19, 2023	PSE
Sarah McGovern	Food Services Substitute	Food Services	Effective October 19, 2023	PSE
Kahlil Bredeson	Assistant Girls Soccer Coach	BHHS	Effective August 30, 2023	N/A
Ronald Lugar	Assistant Girls Volleyball Coach	BHHS	Effective October 2, 2023	N/A
Carmen Luce	Assistant Girls Basketball Coach	THS	Effective October 9, 2023	N/A
Hari-Jordan Scott	Assistant Girls Basketball Coach	BMS	Effective October 11, 2023	N/A
Jace Feldmeier	Assistant Girls Basketball Coach	TMS	Effective October 16, 2023	N/A
Joshua Sproul	Assistant Girls Basketball Coach	TMS	Effective October 16, 2023	N/A
Charles Hensley	Bus Driver in Training	Transportation	Effective October 24, 2023	PSE
Nicholas Hall	Drama Director	BHHS	Effective October 24, 2023	N/A
Adjusted:				

Anthony Neff	Teacher	CHS	From 0.8 FTE to 1.0 FTE, effective the 2023-2024 school year	TEA
Christian Rosbach	Bus Driver	Transportation	From 6.25 hours per day to 5.83 hours per day, effective 10/02/2023	PSE
Christy Miller	Bus Driver	Tranportation	From 5.5 hours per day to 6.84 hours per day, effective October 2, 2023	PSE
Cozian Jacoby	Cook	THE	From Food Services Sub to 6.5 hours per day, effective October 2, 2023	PSE
Dylan Mackenzie	Paraprofessional	BLE	From 3.5 hours per day (4 days per week) to 6.5 hours per day (2 days per week) and 3.5 hours per day (2 days per week)	TAP
Faith Landry	Bus Driver	Transportation/ Food Services	From 5.92 hours per day Bus Driver, adding substitute cook with varying hours effective September 14, 2023	PSE
Jack Sergojen	Bus Driver	Transportation	From 6.08 hours per day to 7.14 hours per day, effective October 2, 2023	PSE
Kelly Anderson	Paraprofessional	MTS	From 3.5 hours per day to 6.5 hours per day, effective October 9, 2023	TAP
Laura Allison	School Nurse	SS	From 0.2 FTE to 0.4 FTE effective October 2, 2023	TEA
Lou Unis	Bus Driver	Transportation	From 7.33 hours per day to 5.87 hours per day, effective September 20, 2023	PSE
Samantha Reed	Bus Driver	Transportation	From 5.58 hours per day to 6.33 hours per day, effective October 9, 2023	PSE
Sarah Wyrembek	School Nurse	SS	From 0.8 FTE to 0.6 FTE effective October 2, 2023	TEA
Shannon Leon	B&G Coordinator	B&G	From 8 hour per day Warehouse Tech/Support Services Tech to 8 hour per day B&G Coordinator, effective October 9, 2023	PSE
Stephan Derout	Safety and Security Manager	DO	From 6.0 hours per day to 8.0 hours per day,	NON REP

			effective September 25, 2023	
Kathleen Haviland	Assistant Cook	PGS	From 3 hours per day Assistant Cook (TMS) to 4 hours per day Assistant Cook (PGS), effective October 11, 2023	PSE
Steven Sept	Bus Driver	TR	From sub driver to 6 hours per day bus driver, effective October 13, 2023	PSE
Melissa Merten	Nurse	SS	From 1.0 FTE to 0.6 FTE, effective November 13, 2023	TEA
Keri O'Hara	Paraprofessional	TMS	From 5.5 hours per day to 6.5 hours per day, effective October 16, 2023	TAP
Teri Guard	Bus Driver	Transportation	From 6.42 hours per day to 6.25 hours per day, effective October 1, 2023	PSE
Andie Harper	Cook and Sub Driver	THE	From 6.5 hours per day cook, adding substitute driver with varying hours effective September 13, 2023	PSE
Leaves:				
Connie Unis	Bus Driver	Transportation	Leave of Absence, beginning October 4, 2023 for 8-12 weeks	PSE
Lou Unis	Bus Driver	Transportation	Intermittent Leave of Absence, beginning October 4, 2023 for 8-12 weeks	PSE
Denise Shiroma	SLP	SS	Leave of Absence, beginning October 16, 2023 for up to 12 weeks.	TEA
Monika Kuligowski	Teacher	BHHS	0.4 FTE Leave of absence, effective the 2023-2024 school year	TEA
Resignation:				
Zach Grate	Assistant Boys Basketball Coach	BHHS	Effective September 29, 2023	N/A
Ryan Robertson	Teacher	EOE	Effective October 13, 2023	TEA

Deb Jones	Benefits Coordinator	DO	Effective January 5, 2024	NON REP
Janice Houghton	Paraprofessional	BMS	Effective October 31, 2023	TAP
Valentin Beltran	Campus Supervisor/Paraprofessional	BMS	Effective October 16, 2023	NON REP/TAP

➤ Payroll and Vouchers

GENERAL FUND:

Payroll				
Payroll Taxes			\$	1,521,506.67
Direct Deposit			\$	4,093,922.43
Payroll Benefit				
Wire Transfer			\$	1,121,437.66
Accounts Payable				
-Payroll	72806061	to	72806079	\$ 45,535.07
Accounts Payable	72221650	to	72221673	\$ 55,086.15
Accounts Payable	72221675	to	72221677	\$ 897.25
Accounts Payable	72221678	to	72221695	\$ 292,846.88
Accounts Payable	72221696	to	72221696	\$ 3,337.58
Accounts Payable	72221697	to	72221715	\$ 105,481.36
Accounts Payable	72221716	to	72221734	\$ 1,210,420.65
Accounts Payable	72221735	to	72221735	\$ 291.23
Accounts Payable	72221736	to	72221751	\$ 43,800.81
Accounts Payable	72221752	to	72221752	\$ 7,800.00
Accounts Payable				
ACH			\$	25,818.38
Accounts Payable				
ACH			\$	406,369.68
Accounts Payable				
ACH			\$	2,450.41
Accounts Payable				
ACH			\$	359,930.25
Accounts Payable				
ACH			\$	114,494.41
Accounts Payable				
ACH			\$	320,785.23
ACH Rejection			\$	(46.09)
Voided Warrants				
Accounts Payable				
- COMP TAX			\$	7,885.82
TOTAL GENERAL FUND:			\$	9,740,051.83

CAPITAL PROJECTS FUND:

Accounts Payable	72012654	to	72012654	\$ 4,300.00
Accounts Payable	72012655	to	72012657	\$ 79,986.87
Accounts Payable	72012658	to	72012659	\$ 184,032.16

Accounts Payable ACH				\$	641,891.45
Accounts Payable ACH				\$	144,215.24
Accounts Payable ACH				\$	491,707.22
Voided Warrants					
Accounts Payable - COMP TAX					
TOTAL CAPITAL PROJECTS FUND:				\$	1,546,132.94

**ASSOCIATED STUDENT BODY
FUND:**

Accounts Payable	72442259	to	72442260	\$	1,525.00
Accounts Payable	72442261	to	72442263	\$	10,625.00
Accounts Payable	72442264	to	72442269	\$	6,025.88
Accounts Payable	72442270	to	72442272	\$	1,401.27
Accounts Payable ACH				\$	5,142.09
Accounts Payable ACH				\$	45,759.96
Accounts Payable ACH				\$	9,170.94
Accounts Payable ACH				\$	19,795.95
Voided Warrants					
Accounts Payable - COMP TAX				\$	414.89
TOTAL ASSOCIATED STUDENT BODY FUND:				\$	99,860.98

**PRIVATE
PURPOSE FUND:**

Accounts Payable	72700588	to	72700589	\$	953.52
Accounts Payable		to			
Accounts Payable ACH					
Accounts Payable ACH					
Voided Warrants					
Accounts Payable - COMP TAX					
TOTAL PRIVATE PURPOSE FUND:				\$	953.52

**TRANSPORTATION
VEHICLE FUND:**

Accounts Payable to _____
TOTAL TRANSPORTATION VEHICLE
FUND: \$ _____

- Capital Projects Contract Change Orders – Change Order #1, #2 and #3 for the LINCS Modular building contract.
- Capital Projects Acceptance of Contract as Complete – TMS Seismic Upgrades Construct, Inc.
- 23-24 Non-Rep/Admin Salary Schedule
- 23-24 Co-Curricular Salary Schedule

Public Hearing

- Capital Facilities Plan. The regular meeting recessed at 6:06 PM. Mel Murray presented the 2023-2029 Capital Facilities Plan. There was no public comment. The regular meeting reconvened at 6:15 PM.

Recognition

- Jill Giudice – WA State Secondary Level Art Educator of the Year

Student Board Reports

- Ameiya Brown (THS) – She reported that her peers think that some improvements could be more flexibility for students with special needs. There could be more support on how to apply to out of state colleges and more classes regarding taxes and loans. Summer classes that just aren't for credit retrieval but are an opportunity for finding your interests and keep on posting scholarships. Students are participating in SPSCC, applying for college, attending senior meetings, college fairs, working, and focusing on getting good grades. Some are planning on going into the military. A student said they are working on their social skills for after high school. Some supports they have at the school are: homeroom college and beyond plan, personal finance, career/counseling center to help with scholarships. Some students are unaware of available supports, but students need to engage to find the answers.

Public Comment Reminder

- Vice-President Kaikkonen outlined how the Public Comment portion of the meeting works.

Public Comment

- Agenda and Non-Agenda Items: Becky Parsons stated that two people signed up to address the Board. Jeff Curry spoke regarding retaliation for whistleblowing and Kecia Rongen spoke about the Pioneer Bowl and transfer policy.

Reports to the Board

- 1st Reading Policy Sexual Harassment of Student Prohibited. Shawn Batstone presented.
- ABCS - Attendance. Glenn Spinnie, Heidi Center-Howden, Cathy McNamara and Dave Myers presented.
- Buildings & Grounds Update. Brian Hinkle presented.
- Financial Services Update. Melissa Richter presented.

Action Items

- Resolution 02-23-24, 2023-2029 Capital Facilities Plan. Mel Murray presented.
Vice President Beard/Director Adams, (M/S) to approve Resolution 02-23-24. The motion passed unanimously.
- 2nd Reading of Policy 3246, Restraint, Isolation and Other Uses of Reasonable Force. Chris Burgmeier presented.
Vice President Beard/Director Taylor, (M/S) to approve Policy 3246. The motion passed unanimously.
- 2nd Reading Policy 5281, Disciplinary Action and Discharge. Wendy Bromley presented.
Director Killough/Vice President Beard, (M/S) to approve Policy 5281. The motion passed unanimously.
- 2nd Reading Policy 5401, Sick Leave. Wendy Bromley presented.
Director Killough/Vice President Beard, (M/S) to approve Policy 5401. The motion passed unanimously.
- 2nd Reading Policy 5406, Leaving Sharing. Wendy Bromley presented.
Director Killough/Vice President Beard, (M/S) to approve Policy 5406. The motion passed unanimously.
- 23-24 Non-Rep/Admin Salary Schedule
Director Taylor/Director Kaikkonen (M/S) to table this salary schedule until the next meeting. The motion passed unanimously.
- 23-24 Co-Curricular Salary Schedule
Director Taylor/Director Kaikkonen (M/S) to table this salary schedule until the next meeting. The motion passed unanimously.

Superintendent's Report

Superintendent's Report: Superintendent Bogatin shared that it's National Principals Month! He thanked Laurie Wiedenmeyer for the creative social media posts recognizing our amazing building leaders! He also reported on National Career Development Month, Thurston County Food Bank, 2023 Refund Levy, the Transportation Task Force meeting, and Walk to School Month.

Board Committee Reports

- Legislative Update: Vice President Beard shared Tumwater's top Legislative Priorities: Special Education, Transportation Funding, Budget Stability, Ample Funded Staffing Levels, Universal Free School Meals, Equitable Funding for Regionalization and Staff Mix, Fiscal Notes and Unfunded Mandates, Graduation Requirements and Pathways, Career and Technical Education Funding and Materials, Supplies and Operating Costs Funding.

Board Member Comments

- Director Taylor: He believes our highest priority is transportation. He thanked Laurie Wilson for attending tonight's meeting. He shared what the district has done in regards to transfers: reduced BHHS to THS transfer numbers; reduced out of district transfers to BHHS & THS; centralized transfer requests to the district office; worked with TCYFL to make sure kids are playing for the correct franchise (by address); shift middle school football to late winter/early spring so high school football coaches can start coaching athletes sooner; "Billy the Goat" spirit game. What's next? He'd like to make sure that our coaches have the tools they need to succeed. He'd like to make sure that student athletes have a safe environment to participate in. He apologized for making the comment about the BHHS program going from 62 rostered players to 21. His intention was good and he meant to draw attention to the issue in order to find out the reason why.
- President Kaikkonen: She shared that she attended the WSSDA FCC Emergency Connectivity Fund audit finding meeting and gave some background on the issue. She attended football, cross country, soccer, volleyball and swimming. She's looking forward to theater productions and concerts. She visited TMS and principal McNamara and when she was there, she was able to see an archery lesson.
- Vice President Beard: She appreciated today's agenda and learned a lot from everyone. She appreciates the work that's being done around transportation and she believes that needs to be the priority right now. She understands that there's a lot of talk about transfer issues right now and pointed out the work that the board has done. She acknowledges that they possibly have more work to do, but right now getting kids to school on time, especially listening to the attendance data from the principals tonight, needs to be the focus.
- Director Adams: She was impressed with the native plant sale at BHHS. John Glenn not only taught his students basic business skills but at the same time he encouraged respect for the outdoors and the local community. She acknowledged the effort of the staff and superintendent and their work with the enrollment numbers. She is extremely happy with the transportation task force. She agrees that once we are done with transportation issues, she thinks we should work on the imbalance between the BHHS and THS enrollment numbers.
- Director Killough: Scott shared a story about Arlen Schwandt. Arlen is the night custodian at PGS who always goes above and beyond for the staff and students at his school!
- Ameiya Brown: She has noticed the differences in her building when she came back after summer break and appreciates the building and grounds department. She also thinks that it's a good idea to raise awareness around employment opportunities so students know there are other options other than college.

Adjourn Regular Meeting

With no further business coming before the Board, the Regular Board Meeting adjourned at 8:30 PM.

Recorded by:
Becky Parsons

Signed this 9th day of November 2023.

Board Member

Board Secretary

CONSENT AGENDA

- Personnel Report: Questions can be directed to Wendy Bromley.
- Payroll and Vouchers: Questions can be directed to Melissa Richter.
- Capital Projects Contract Change Orders – Change Order #3 for BLE/THS Boiler Replacement construction contract: Questions can be directed to Mel Murray.
- 23-24 Non-Rep/Admin Salary Schedule: Questions can be directed to Wendy Bromley.



Tumwater School District

621 Linwood Avenue SW, Tumwater, WA 98512-6847
 (360) 709-7000 www.tumwater.k12.wa.us

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

Kevin Bogatin
 Superintendent

November 3, 2023

TO: School Board
 FROM: Human Resources
 SUBJECT: Personnel Report

New Hires	Position	Location	Status	Group
Andrew Pitman	Assistant Principal	THE	0.6 FTE one year only, effective October 30, 2023	ADMIN
Laurel Chappell	Paraprofessional	LRE	One Year Only, effective November 6, 2023	TAP
Emma Duff	Assistant Girls Basketball Coach	BMS	Effective October 30, 2023	Co Curr
Adjusted:				
Azar Salazar	Lead Custodian	BLE	From day custodian at multiple sites to lead custodian at BLE, effective November 1, 2023	PSE
Wendi Weiks	Teacher	THS	From 0.3 FTE to 0.4 FTE, effective November 3, 2023	TEA
Wendi Weiks	Paraprofessional	THS	From 5.0 hours per day to 4.5 hours per day, effective November 3, 2023	TAP
Faith Landry	Bus Driver/Asst Cook	Transportation/CHS	From 5.92 hours per day Bus Driver, adding 1.25 hours per day Assistant Cook at CHS, effective October 16, 2023	PSE
Faith Landry	Bus Driver/Asst Cook	Transportation/CHS	From 5.92 hours per day Bus Driver and 1.25 hours per day Assistant Cook at CHS, adding .25 hours per day Assistant Cook at CHS effective November 6, 2023	PSE
Deann Workman	Bus Driver	Transportation	From 7.75 hours per day bus driver to 8 hours per day bus driver, effective November 1, 2023	PSE
Emily Fournier	Paraprofessional	THE	From 6.5 hours per day (BHHS) to 6.0 hours per day (THE) 4 days per week (Preschool Impact)	TAP
Colleen Gundersen	Teacher	EOE	From 6.5 hours per day Paraprofessional to 1.0 FTE Teacher, effective November 3, 2023	TEA
Stephen Walker	Campus Supervisor/Paraprofessional	BMS	From 6.0 hours per day Paraprofessional to 4.5 hours per day Campus Supervisor and 2.0 hours per day Paraprofessional	NON REP/TAP
Resignation:				
Kyle Wilhelme	Driver in Training	Transportation	Effective October 23, 2023	PSE
Gus Russell	Bus Driver	Transportation	Effective October 31, 2023	PSE
Saura Moore	Office Professional	MTS	Effective October 31, 2023	TOPA
Steven O'Connor	Bus Driver	Transportation	Effective November 14, 2023	PSE

BOARD OF DIRECTORS

MELISSA BEARD CASEY TAYLOR SCOTT KILLOUGH DARBY KAIKKONEN JILL ADAMS

"Continuous Student Learning in a Caring, Engaging Environment"

Tumwater School District

Affidavit covering payment of payroll, invoices, and voids for General Fund, Capital Projects Fund,
Associated Student Body Fund, Private Purpose Trust Fund and Transportation Vehicle Fund for the
month of October 2023.

DATE: **November 9, 2023**

THIS IS TO CERTIFY, under penalty of perjury, that the undersigned has examined the attached vouchers and payroll, and that each of the invoices and vouchers were duly certified to have been received and checked as to price and quantity and have been duly certified by the claimant, as required by law; that the extensions and additions of said invoices and vouchers have been checked by Financial Services Office staff and were found to be correct.

Melissa Richter, Executive Director of Financial Services

County, Washington, as listed below, have been allowed by the School Board of this district.

FUND NAME	WARRANTS (INCLUSIVE)	AMOUNT
GENERAL FUND:		
Payroll		
Payroll Taxes		\$ 1,399,961.52
Direct Deposit		\$ 3,972,009.20
Payroll Benefit Wire Transfer		\$ 1,003,130.65
Accounts Payable -Payroll	72806080 to 72806093	\$ 22,828.68
Accounts Payable -Payroll	72806094 to 72806095	\$ 4,865.51
Accounts Payable -Payroll	72806096 to 72806096	\$ 3,244.68
Accounts Payable	72221753 to 72221753	\$ 46.09
Accounts Payable	72221754 to 72221754	\$ 5,776.80
Accounts Payable	72221755 to 72221775	\$ 115,405.34
Accounts Payable	72221776 to 72221776	\$ 80,290.00
Accounts Payable	72221777 to 72221790	\$ 83,388.44
Accounts Payable	72221791 to 72221809	\$ 122,689.99
Accounts Payable	72221810 to 72221827	\$ 1,211,487.81
Accounts Payable	72221828 to 72221843	\$ 36,224.50
Accounts Payable	72221844 to 72221844	\$ 4,205.04
Accounts Payable ACH		\$ 26,315.01
Accounts Payable ACH		\$ 1,855,202.86
Accounts Payable ACH		\$ 166,580.08
Accounts Payable ACH		\$ 319,305.26
Accounts Payable ACH		\$ 366,536.86
Accounts Payable ACH		\$ 160.00
ACH Rejection		
Voided Warrants		
Accounts Payable - COMP TAX		\$ 587.14
TOTAL GENERAL FUND:		\$ 10,800,241.46

CAPITAL PROJECTS FUND:		
Accounts Payable	72012660 to 72012661	\$ 26,078.25
Accounts Payable	72012662 to 72012664	\$ 19,420.62
Accounts Payable ACH		\$ 465.68
Accounts Payable ACH		\$ 21,269.32
Accounts Payable ACH		\$ 413.58
Accounts Payable ACH		\$ 97,649.72
Voided Warrants		
Accounts Payable - COMP TAX		
TOTAL CAPITAL PROJECTS FUND:		\$ 165,297.17

ASSOCIATED STUDENT BODY FUND:		
Accounts Payable	72442273 to 72442276	\$ 1,941.39
Accounts Payable	72442277 to 72442280	\$ 1,390.00
Accounts Payable	72442281 to 72442284	\$ 117.93
Accounts Payable	72442285 to 72442286	\$ 1,760.00
Accounts Payable	72442287 to 72442288	\$ 301.00
Accounts Payable	72442289 to 72442289	\$ 70.00
Accounts Payable ACH		\$ 6,017.15
Accounts Payable ACH		\$ 19,614.69
Accounts Payable ACH		\$ 14,901.21
Accounts Payable ACH		\$ 6,466.59
Voided Warrants		
Accounts Payable - COMP TAX		\$ 161.12
TOTAL ASSOCIATED STUDENT BODY FUND:		\$ 52,741.08

PRIVATE PURPOSE FUND:		
Accounts Payable	72700590 to 72700590	\$ 1,000.00
Accounts Payable	72700591 to 72700591	\$ 21.00
Accounts Payable ACH		
Accounts Payable ACH		
Voided Warrants		
Accounts Payable - COMP TAX		
TOTAL PRIVATE PURPOSE FUND:		\$ 1,021.00

TRANSPORTATION VEHICLE FUND:		
Accounts Payable	to	
TOTAL TRANSPORTATION VEHICLE FUND:		\$ -

Board of Directors of Tumwater School District No. 33	
I, Kevin Bogatin, being duly sworn, depose and say: That I am the Secretary to the Board of Tumwater School District No. 33, Thurston County, Washington, and that the above signatories are personally known to me and have signed these statements in my presence.	



DATE: November 9, 2023
TO: Tumwater School District Board of Directors
FROM: Mel Murray, Director of Facilities
SUBJECT: Consent Agenda
Capital Projects Contract Change Order

Change Order #3 for the BLE/THS Boiler Replacements construction contract is attached.
This change order is recommended for approval. Please contact me with any questions.



**Tumwater
School District**

**CHANGE
ORDER #3**

OWNER X
ARCHITECT X
CONTRACTOR X
FIELD
OTHER

PROJECT: **BLE & THS Boiler Replacements** CHANGE ORDER NO.: **Three**
DATE: **October 25, 2023**

TO CONTRACTOR: **Betschart Mechanical** CONTRACT DATE: **February 2, 2023**
5508 128th ST E STE 101
Puyallup WA 98373 INITIAL CONTRACT AMOUNT: **\$930,500.00**

The Contract is changed as follows:

CCD #1 THS Replace leaking Victaulic tees & couplings in the Admin. office **\$8,964.59**

Total Change Order # 3 **\$8,964.59**

This change order provides for all compensation arising directly or indirectly for this work including money, time and impact compensation

Not valid until signed by the Owner, Architect and Contractor.

Net change by previously authorized Change Orders **\$10,146.87**
The (Contract Sum) (~~Guaranteed maximum Price~~) prior to this Change Order was **\$940,646.87**
The (Contract Sum) (~~Guaranteed Maximum Price~~) will be (Increased) (decreased)
(unchanged) by this Change Order in the amount of **\$8,964.59**
The new (Contract Sum) (~~Guaranteed Maximum Price~~) including this Change Order will be **\$949,611.46**

The Contract Time will be (Increased) (decreased) (unchanged) by zero calendar (-0-) days.
The date of Substantial Completion as of the date of this Change Order therefore is: **August 25, 2023**

NOTE: This summary does not reflect changes in the Contract sum, Contract Time or Guaranteed Maximum Price which will have been authorized by Construction Change Directive.

ENGINEER
Hargis Engineers
1201 3RD AVE STE 600
Seattle WA 98101-3042

CONTRACTOR
Betschart Mechanical
5508 128th ST E STE 101
Puyallup WA 98373

OWNER
Tumwater School District
621 Linwood AVE SW
Tumwater WA 98512

BY _____

BY _____

BY _____

DATE _____

DATE _____

DATE _____



Tumwater School District

DATE: November 9, 2023
 TO: Tumwater School District Board of Directors
 FROM: Wendy Bromley, Executive Director of Human Resources
 SUBJECT: Consent Agenda:
 Acceptance of 23/24 Non-Rep/Admin/Principals Salary Schedule

The Board passed a 3.7% (representing IPD) Non-Represented and Administrators on 6/30/2023. Interim Superintendent, Carole Meyer had worked to restructure the Non-Rep group during the 22-23 school year to go from 3 to 5 salary steps, as well as to be competitive with regional school districts.

The Principals group has in its contract the following language:

The adjustment to the 2023-24 compensation package will be determined through a comparison of this position with 2022-23 compensation packages for similar positions among the following group of school districts: Eastmont, Longview, Olympia, North Thurston, Sunnyside, University Place, Walla Walla, Wenatchee, and Yelm. The adjusted compensation package shall be no less than the average compensation package for this position for the comparison group.

The comparison group is listed below and even with the 2% increase, the TSD principals are still below the average for the comparison districts.

	Tumwater	Eastmont	Longview	Olympia	North Thurston
Elementary AP	\$ 125,934.00	\$ 144,622.00		\$ 125,983.00	\$ 131,936.00
Elementary Principal	\$ 148,955.00	\$ 173,625.00	\$ 135,788.00	\$ 145,771.00	\$ 156,910.00
Secondary AP	\$ 135,793.00	\$ 159,018.00	\$ 125,534.00	\$ 133,520.00	\$ 153,927.00
Secondary Principal	\$ 152,770.00	\$ 190,317.00	\$ 147,752.00	\$ 155,905.00	\$ 172,012.00
Sunnyside	University Pla	Walla Walla	Wenatchee	Yelm	Average
\$ 132,151.00	\$ 144,571.00	\$ 126,667.00	\$ 112,548.00		\$ 132,118.75
\$ 154,995.00	\$ 176,624.00	\$ 129,928.00	\$ 147,064.00	\$ 161,508.00	\$ 152,209.80
\$ 146,316.00	\$ 163,311.00	\$ 132,947.00	\$ 148,136.00	\$ 134,644.00	\$ 141,558.40
\$ 167,219.00	\$ 199,583.00	\$ 149,085.00	\$ 171,872.00	\$ 164,460.00	\$ 163,751.20

NON-REP. TECHNICIAN - BA x/xx/xxxx												
	Sub 94	Step 1	Step 2	Step 3	Step 4	Step 5		Step 1	Step 2	Step 3	Step 4	Step 5
15	24.77	29.14	29.90	30.66	31.45	32.25						
15	29.67	34.90	35.80	36.72	37.66	38.63						
15	31.57	37.14	38.09	39.07	40.07	41.10						
15	37.10	43.65	44.77	45.91	47.09	48.30						
NON-REP MANAGERS - BA x/xx/xxxx/												
18		104,023	106,690	109,426	112,232	115,109						
18		98,814	101,347	103,946	106,611	109,345						
18	37.68	44.33	45.47	46.63	47.83	49.06						
18		40.90	41.95	43.02	44.13	45.26						
NON-REP DISTRICT SUPPORT STAFF - BA x/xx/xxxx												
20		87,516	89,760	92,062	94,422	96,844						
20		79,207	81,238	83,321	85,458	87,649						
20	32.39	38.10	39.08	40.08	41.11	42.16						
20	32.39	38.10	39.08	40.08	41.11	42.16						
20	32.39	38.10	39.08	40.08	41.11	42.16						
20	29.41	34.60	35.49	36.40	37.33	38.29						
20	23.89	28.10	28.83	29.56	30.32	31.10						
NON-REP SCHOOL SUPPORT STAFF - BA x/xx/xxxx												
19	26.08	30.68	31.47	32.27	33.10	33.93						
29	24.29	28.58	29.31	30.06	30.83	31.60						
25	30.74	36.17	37.10	38.05	39.03	40.00						
25	30.74	36.17	37.10	38.05	39.03	40.00						
30	30.74	36.17	37.10	38.05	39.03	40.00						

ADMINISTRATORS - BA XX/XX/XXXX						
	Step 1	Step 2	Step 3	Step 4	Step 5	
05	221,979					
07A	175,283	179,777	184,387	189,115	193,964	
07	174,265	178,734	183,316	188,017	192,838	
08A	174,265	178,734	183,316	188,017	192,838	
08B	164,508	168,725	173,052	177,489	182,040	
10	129,806	133,136	136,548	140,050	143,642	
14	129,679	133,004	136,414	139,912	143,500	
13	147,912	151,706	155,595	159,585	163,666	
50	145,154	149,657	154,162	158,665	163,169	
50	128,461	132,447	136,433	140,419	144,405	
14	134,095	137,534	141,061	144,678	148,388	
13	147,912	151,706	155,595	159,585	163,666	
13	147,912	151,706	155,595	159,585	163,666	
PRINCIPALS - BA X/XX/XXXX						
	Step 1	Step 2	Step 3	Step 4	Step 5	
09	90.66	155,938	160,540	165,142	169,744	174,346
09	84.39	145,154	149,657	154,162	158,665	163,169
09	80.82	139,022	140,645	144,591	148,539	156,019
09	81.82	140,730	144,158	147,583	151,009	154,483
09	75.79	130,345	134,239	138,132	142,026	145,919
09	72.05	123,936	127,118	130,375	133,633	136,890
09		TBD				
CLASSIFIED SUPERVISORS - BA X/XX/XXXX						
	Step 1	Step 2	Step 3	Step 4	Step 5	
14	109,541	112,349	115,229	118,184	121,215	
14	113,668	116,582	119,572	122,638	125,782	
14	113,668	116,582	119,572	122,638	125,782	
14	99,077	101,098	103,162	105,807	108,520	
14	89,113	91,398	93,742	96,146	98,611	

SUPERINTENDENT'S REPORT/PUBLIC COMMENT FOLLOW UP



Superintendent Board Report

November 9, 2023

Public Comment Follow Up

- Transfer Policy

Around the District

- BHHS Senior Night
- BLE Trunk or Treat
- EOE Trunk or Treat

Veterans Day

Tomorrow is a no-school day and I feel it's important to take a moment to express the significance of this important occasion and its relevance to our educational community.

Veterans Day is a time when we come together as a nation to honor and recognize the sacrifices and service of the men and women who have served in the armed forces to protect our freedoms and way of life. Each of our schools does a great job of observing this holiday and honoring Veterans within their school communities.

Native American Heritage Month.

November is Native American Heritage Month. A time to observe, celebrate and honor the history, traditions, cultures, and contributions of the indigenous peoples of the USA. Join us to celebrate all the rich and diverse cultures in the Pacific Northwest.

American Education Week

American Education Week is an annual nationwide event in the United States that celebrates the importance of education and the role it plays in shaping the future of individuals and the nation as a whole. It typically takes place during the third week of November, this year it starts on November 13 and ends on November 17.

Washington Guaranteed Admissions Program (WAGAP)

I am pleased to announce that the Tumwater School District is now participating in the Washington Guaranteed Admissions Program (WAGAP)! A huge thank you to **Andra Kelley-Batstone** for connecting with the Washington Council and Council of Presidents to help include TSD into this program. I also want to thank **Dan Reich** for his work in getting all of the technical components put together to make this happen. WAGAP provides guaranteed admission efforts at Central Washington University, Eastern Washington University, The Evergreen State College, University of Washington Tacoma, Washington State University and Western Washington University. We're excited to get started with this great opportunity for Tumwater School District graduates. More information will be sent to seniors and families later this month!

Continuous Student Learning in a Caring, Engaging Environment.

621 Linwood Avenue SE • Tumwater, WASHINGTON 98512

Phone: (360) 709-7001 • Fax: (360) 709-7052

Superintendent Kevin Bogatin



Tumwater School Board Meeting

November 9, 2023





Superintendent's Report/Public Comment Follow Up

BHHS Senior Night

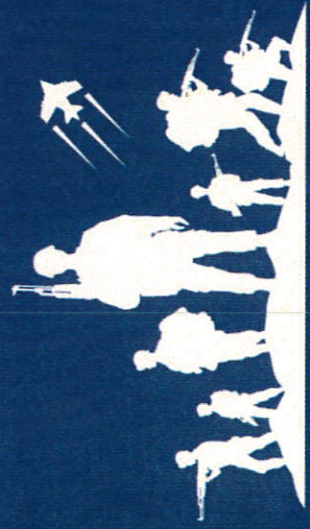


BLE Trunk or Treat

*It's official!
I'm a "Swifty"!*



EOE Trunk or Treat



Veterans Day

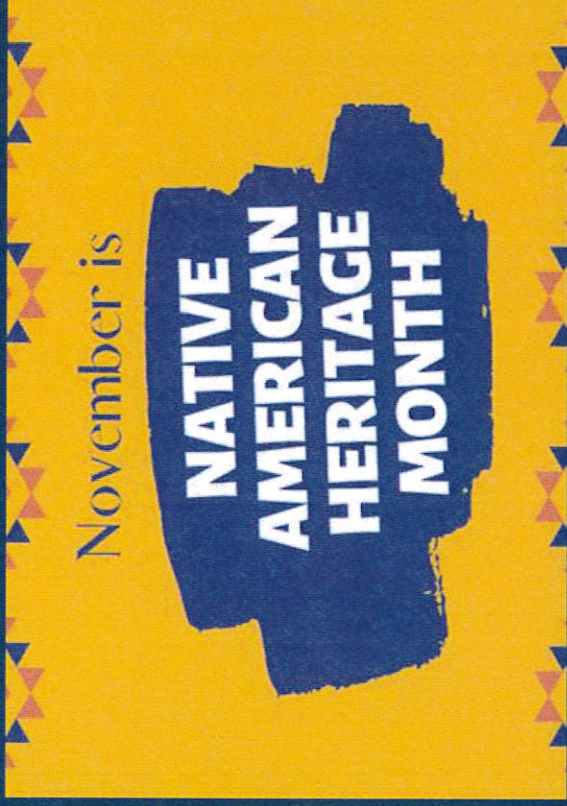
11th November



Our buildings are closed on November 10th in observance of Veterans Day.

We honor and recognize the sacrifices and service of the men and women who have served in the armed forces to protect our freedoms and way of life.

Native American Heritage Month

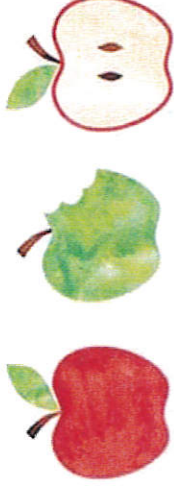


American Education Week

November 13-17, 2023

CELEBRATING

American Education Week!





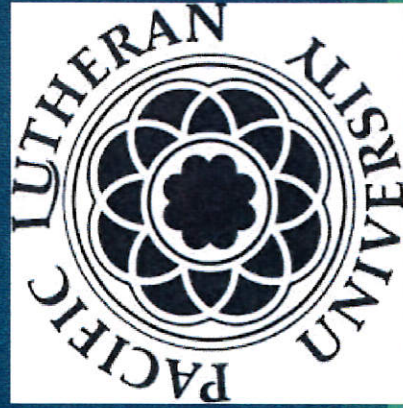
WASHINGTON
**Guaranteed
Admissions
Program**



the
evergreen
state college



Central
Washington
University



Student Representatives



Lilly Wilson/Chloe Wachtman, BHHS
Ameiya Brown/Ben Morgan, THS
Lyn Hepp, CHS



Public Comment

Special Services Update

Chris Burgmeier

Executive Director of Special Services

Human Resources Update

Wendy Bromley

Executive Director of Human Resources

Board Policy - 2nd Read

Policy 3205 - Sexual Harassment of Students Prohibited
Shawn Batstone, Assistant Superintendent



Board Committee Reports



REPORTS TO THE BOARD

- Special Services Update: Questions can be directed to Chris Burgmeier.
- Human Resources Update: Questions can be directed to Wendy Bromley.



Tumwater School District

621 Linwood Avenue SW
Tumwater, WA 98512-6847
(360) 709-7000 www.tumwater.k12.wa.us

MEMORANDUM

Date: November 3, 2023
TO: Tumwater School District Board of Directors
FROM: Chris Burgmeier, Executive Director of Special Services
RE: Special Services Board Report

This year we celebrate the 50th anniversary of the Rehabilitation Act of 1973.

The Rehabilitation Act prohibits discrimination on the basis of disability in any programs or activity that receives funding from the federal government. It requires public schools to provide a "free appropriate public education" (FAPE) to every student with a disability—regardless of the nature or severity of the disability. Under Section 504, schools must provide students with disabilities the accommodations, aids, and services they need to access and benefit from education equally with their peers.

Having a 504 is different from needing services under the Individual with Disabilities Education Act (IDEA). The basic difference between an IEP and a 504 plan can be summed up in one sentence: both plans provide for accommodations, but only an IEP provides specialized instruction for students in grades K–12.

This report and board presentation will focus on students who qualify for special education and have an Individual Education Plan or IEP.

What is an IEP?

An IEP is a working document that allows for necessary accommodations, and a student is also able to receive specially designed instruction with an IEP, meaning they get tailored instruction unique to them based on their disability, goals, and objectives.

BOARD OF DIRECTORS

MELISSA BEARD DARBY KAIKKONEN SCOTT KILLOUGH CASEY TAYLOR JILL ADAMS

“Continuous Student Learning in a Caring, Engaging Environment”

Who do we serve?

Our department serves students who meet the following criteria:

- Have a **disability**.
- Have an **adverse educational impact** because of this disability.
- Have a need for **specially designed** instruction.

We serve students ages 3 to 21 in a continuum of services based on their individualized needs. We currently have 905 students receiving special education services across the district.

Students qualifying for special education services qualify in a variety of area including:

- Autism
- Communication Disorders
- Developmental Delays
- Emotional Behavioral Disabilities
- Health Impairments
- Specific Learning Disabilities
- Multiple Disabilities
- Low Incidence Disabilities (hearing, vision, intellectual, etc.)

Special Support staff support student growth in a variety of ways:

1. **Preschool Teachers / Paraprofessionals** support our youngest learners ages 3 to 5 with disabilities in morning or afternoon preschools at BLE, EOE, PGS and THE.
2. **Resource Room Teachers / Paraprofessionals** support the majority of our students in the least restrictive environment in all of our schools. They integrate into general education and support small groups.
3. **Special Programs Teachers / Paraprofessionals** support a small number of students with very specialized needs including medically fragile, autism, behavior and complex learning needs.
4. **Education Staff Associate Specialists** include Speech-Language Pathologists, Occupational Therapists, Physical Therapists, School Psychologists and Board Certified Behavior Analyst.
5. **Transition** staff support learners age 18 to 21 in obtaining skills for independence in adulthood including self-care and employment
6. We also have other special education staff such as Registered Behavior Technicians, Brailleists, Teachers of the Visually Impaired, Audiologists, Orientation and Mobility Specialists, Physical Therapy Assistants, Certified Occupational Therapy Assistants and more!

How is Special Services funded?

Legislative Cap Raised



Tumwater School District

621 Linwood Avenue SW
Tumwater, WA 98512-6847
(360) 709-7000 www.tumwater.k12.wa.us

In the last legislative session the cap for special education was raised from 13.5% to 15%, which allows us to better reflect the actual population. Tumwater's total number of students with IEPs fluctuates but has averaged at 15.5% last year.

SafetyNet Annual Award. We can qualify for reimbursement of some special education services by utilizing data and clear process systems. Last year our Special Services team was able to maximize our SafetyNet submission last year for the largest award ever for Tumwater.

Where do we serve students?

Students with disabilities attend school with their nondisabled peers at every school. We strive to support our students' integration into the social landscape of their neighborhood schools to maximize their outcomes for learning and future achievement.

55% of students with IEPs attend a general education instructional setting for 80-100% of their school day.

How are students served in Special Services doing?

State Assessments

In 2022-2023 25.2 % of Students with Disabilities passed the English Language Arts state assessment compared to 18.4% statewide. 18.3% passed in Mathematics compared to 14.5% statewide, and in Science 18.7% passed the state assessment compared to 16.9% statewide.

Graduation

In 2022 80.3% of students graduated, 13.1% continued, and 6.6% dropped out. This compares to a graduation rate of 90.7% of all students, a continuing percentage of 3.6% and a dropout rate of 5.7% for all students.

Post-School Outcomes

In Tumwater, 52.38% of leavers are engaged in competitive employment, education, supported employment or other educational opportunities.

Tumwater leavers report competitive employment above the state average. (Tumwater at 28.57%)

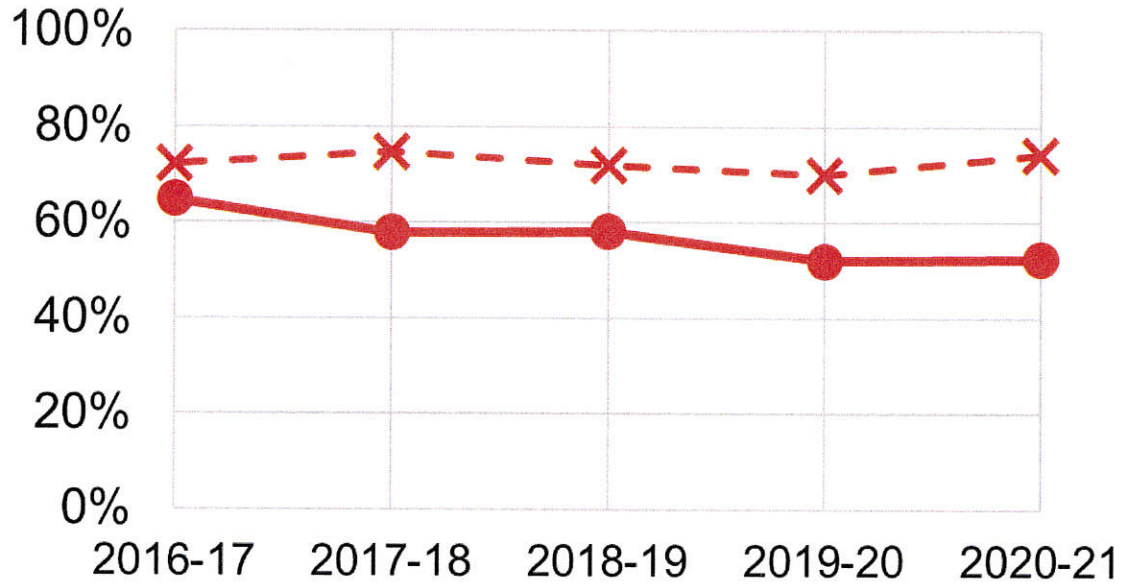
BOARD OF DIRECTORS

MELISSA BEARD DARBY KAIKKONEN SCOTT KILLOUGH CASEY TAYLOR JILL ADAMS

“Continuous Student Learning in a Caring, Engaging Environment”

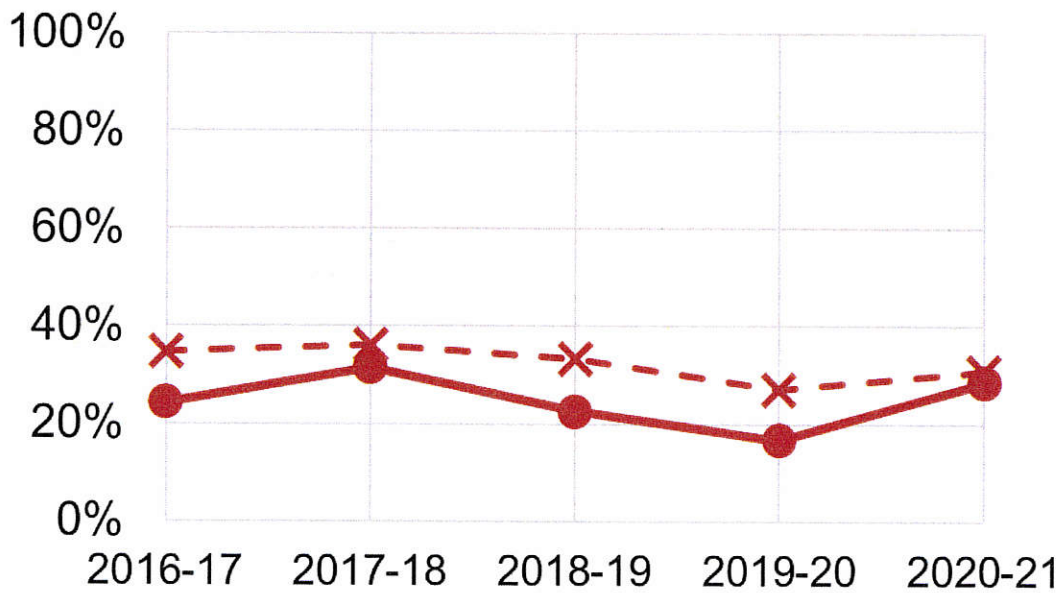
Any Engagement

● Tumwater ✕ Washington state



Competitive Employment

● Tumwater ✕ Washington state





Tumwater School District

621 Linwood Avenue SW
Tumwater, WA 98512-6847
(360) 709-7000 www.tumwater.k12.wa.us

Goals

Inclusive Practices for Increased Outcomes. Research indicates that inclusion of students with disabilities fosters learning for everyone.

Classrooms where students are:

- Physically Present
- Invited
- Welcomed
- Known
- Accepted
- Supported
- Heard
- Befriended
- Needed
- Loved

Crucial Conversations and Strength-Based Meetings. Teams are working on learning to engage in crucial conversations to continue to support teaming with families for increased student outcomes.

Strengths-Based Meeting formats have been introduced and will continue to be trained throughout the year to provide structure for team engagement in student meetings such as evaluations and annual IEPs.

BOARD OF DIRECTORS

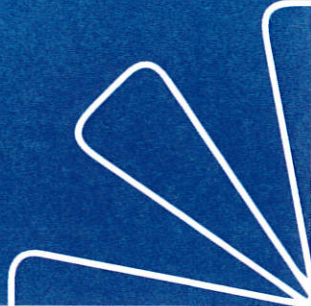
MELISSA BEARD DARBY KAIKKONEN SCOTT KILLOUGH CASEY TAYLOR JILL ADAMS

“Continuous Student Learning in a Caring, Engaging Environment”



▶ Special Services in Tumwater SD

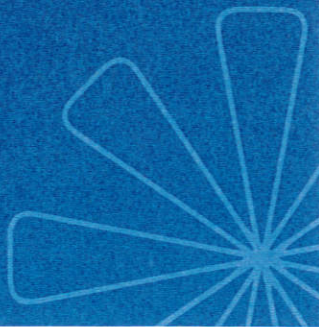
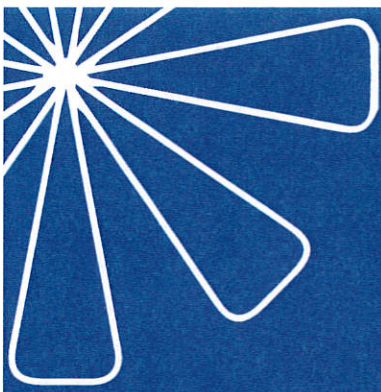
2023/2024



01

Introduction to our students

Continuous Student Learning in a Caring, Engaging
Environment is for EVERYONE!

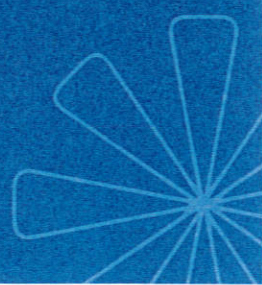


► Special Education

Serves students who meet the following criteria:

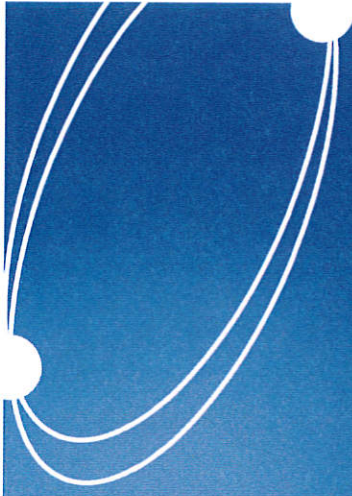
- Have a **disability**
- Have an **adverse educational impact** because of this disability
- Have a need for **specially designed** instruction

We serve students age 3 to 21 in a continuum of services based on their individualized needs.



905

Students in Tumwater receive special education services



▶ We serve students with...

<u>Disabilities</u>	<u>Numbers</u>
Autism	112
Communication Disorders	203
Developmental Delays	117
Emotional Behavioral Disabilities	26
Health Impairments	211
Specific Learning Disabilities	226
Multiple Disabilities	33
Low Incident Disabilities (hearing, vision, intellectual, etc)	30

Our Staff Supports Student Growth

Preschool Teachers/Paras

Support our youngest learners ages 3 to 5 with disabilities in morning or afternoon preschools at BLE, EOE, PGS and THE

Resource Teachers/Paras

Support the majority of our students in the least restrictive environment in all of our schools. They integrate into GE and support small groups.

Special Programs Teachers/Paras

Support a small number of students with very specialized needs including medically fragile, autism, behavior and complex learning needs.

ESA Specialists

Speech-Language Pathologists, Occupational Therapists, Physical Therapists, School Psychologists and Board Certified Behavior Analyst

Transition

Support learners age 18 to 21 in obtaining skills for independence in adulthood including self-care and employment

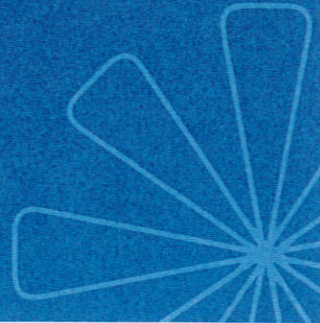
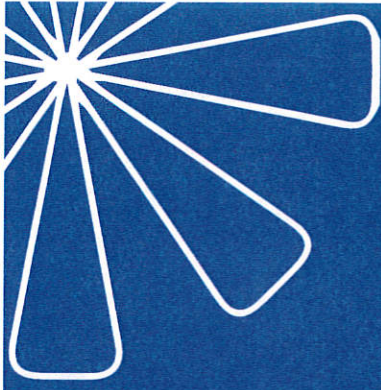
Others

Registered Behavior Technicians, Braillists, Teachers of the Visually Impaired, Audiologists, Orientation and Mobility Specialists, Physical Therapy Assistants, Certified Occupational Therapy Assistants and more!

02

▶ **Our Wins**

Student support continues to evolve



▶ Student Learning in Special Services



Tech Updates

We were able to gather the majority of our inventory, update and redistribute our special services technology.

A Digital Equity Grant allowed us to purchase more ipads and a life skills instructional suite



Instruction

Students access instruction in reading, math, writing, adaptive skills, social skills, emotional skills, communication skills, motor skills and more based on their individual needs.



Behavior Supports

We aligned behavioral supports and began a team of specialized behavioral supports for students led by our first district Board Certified Behavior Analyst.



► Funding

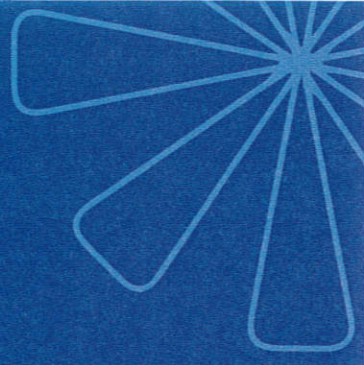
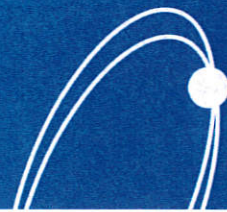
Legislative Cap Raised

Raising of the legislative cap from 13.5% to 15% allows us to better reflect actual population.

Tumwater fluctuates but has averaged at 15.5% last year.

SafetyNet Annual Award

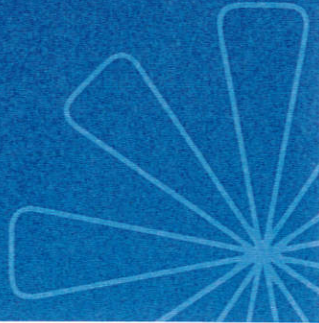
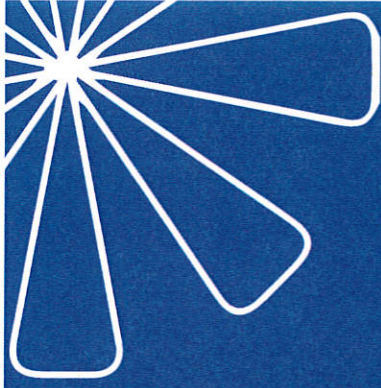
By utilizing data and clear process systems, our special services team was able to maximize our SafetyNet submission last year for the largest award ever for Tumwater.



03

▶ **Our Outcomes**

Data supports our work and informs our evolution



▶ Where are our students?

▶ Students with disabilities attend school with their nondisabled peers at every school. We strive to support our students integration into the social landscape of their neighborhood schools to maximize their outcomes for learning and future achievement.

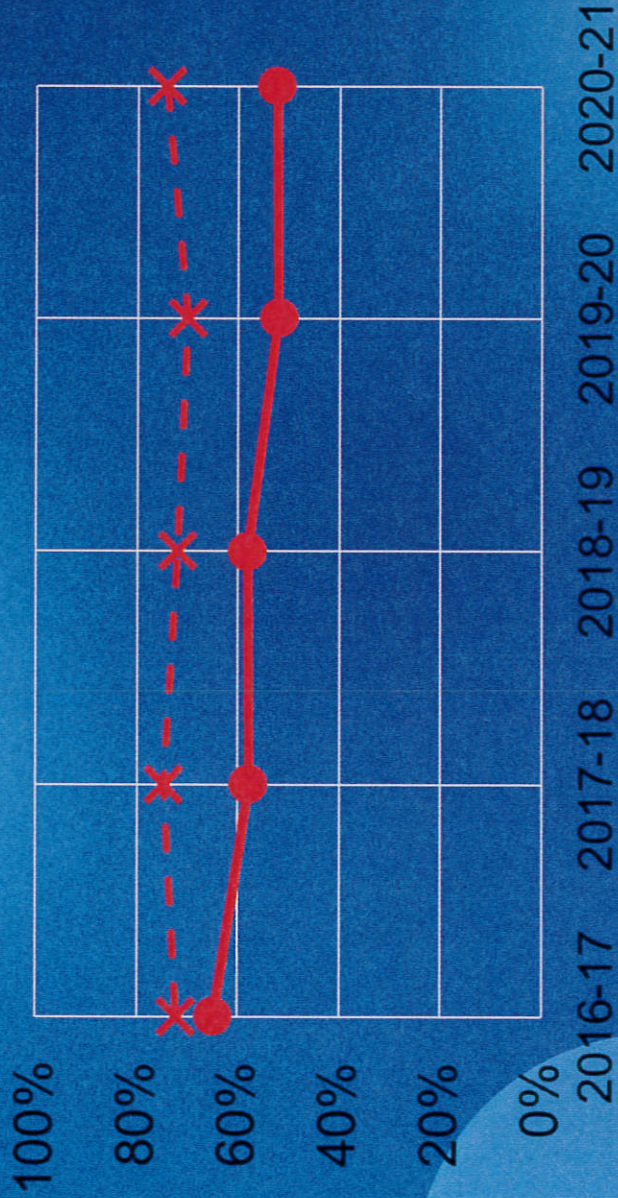
55% of students with IEPs attend general education instructional setting for 80-100% of their school day.



Our Post-School Outcomes: Annual Leavers Survey

Any Engagement

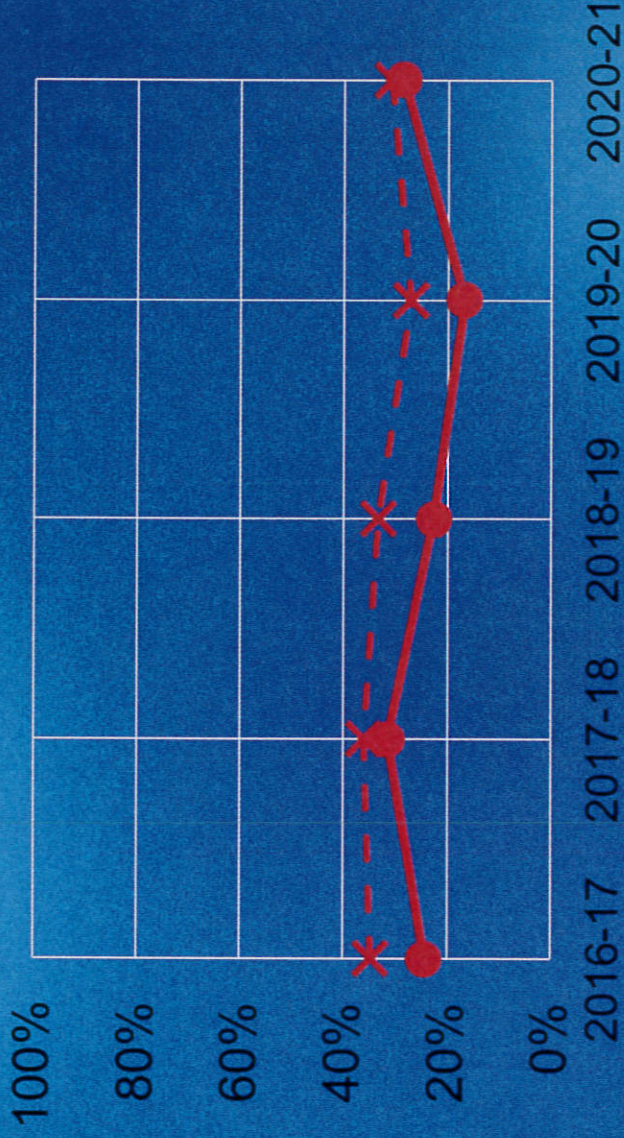
● Tumwater *-- Washington state



In Tumwater, 52.38% of leavers are engaged in competitive employment, supported employment, supported employment or other educational opportunities.

Competitive Employment

● Tumwater * Washington state



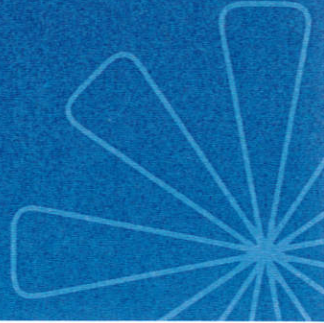
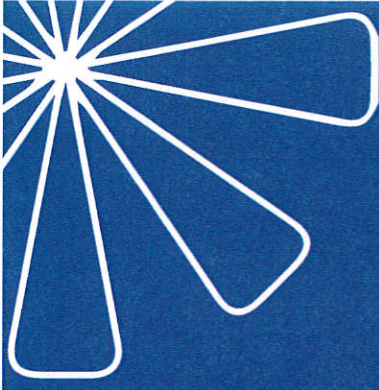
Tumwater leavers report competitive employment above the state average. (Tumwater at 28.57%)



03

► **Our Goals**

Special Services ongoing work for students





Inclusive Practices for Increased Outcomes

Research indicates that inclusion of students with disabilities fosters learning for everyone



All classrooms need students...

Physically present

Invited

Welcomed

Known

Accepted

Supported

Heard

Befriended

Needed

And

Loved



Crucial Conversations and Strength-Based Meetings

Teams are working on learning to engage in crucial conversations to continue to support teaming with families for increased student outcomes.

Strengths-Based Meeting formats have been introduced and will continue to be trained throughout the year to provide structure for team engagement in student meeting such as evaluations and annual IEPs.

