



Dr. Sean Dotson  
Superintendent

621 Linwood Avenue SW Tumwater, WA 98512-6847  
(360) 709-7000 [www.tumwater.k12.wa.us](http://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  
Special Meeting & Work Session**

Thursday, March 24, 2022

5:00-9:00 PM

Location: District Office & Zoom  
621 Linwood Ave. SW Tumwater, WA 98512

To Join Via Computer: <https://us02web.zoom.us/j/87544321766>

To Join Via Phone: 253-215-8782 OR 346-248-7799

Webinar ID: 875 4432 1766

- 5:00 p.m. East Olympia Elementary SIP Discussion**
- 5:45 p.m. Break**
- 6:00 p.m. Call Special Meeting To Order (Casey Taylor)**
- Recognition/Flag Salute
- 6:01 p.m. Action Item**
- Recommended Approval of PSE 21-22 Contract
- 6:02 p.m. Adjourn Special Meeting**
- 6:03 p.m. Work Session**
- Port of Olympia Development
  - Preliminary Revenue and Expenditure Projections
  - Guiding Principles for Budget Decisions
  - Budget Survey Results
- 8:00 p.m. Adjourn Work Session**

**NEXT BOARD MEETING: April 14, 2022 at 6:00pm (sign-in info available by 4/7/22)**

Please Note: School Board Work Sessions do not require that there be an opportunity for Public Comment. The next opportunity for Public Comment at a Regular Board Meeting will be on April 14, 2022. If you are interested in signing up to address the Board at that meeting, you may submit a request by email, including your name and topic, between 8:00am and 6:00pm on the day of the meeting. Details available on the district website.

The Board may also schedule additional special or emergency meetings consistent with RCW 28A.343.

BOARD OF DIRECTORS  
MELISSA BEARD DARBY KAIKKONEN SCOTT KILLOUGH LAURIE SALE CASEY TAYLOR

*"Continuous Student Learning in a Caring, Engaging Environment"*



Dr. Sean Dotson  
Superintendent

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

## MEMORANDUM

DATE: March 18, 2022

TO: TSD Board of Directors

FROM: Beth Scouler, Executive Director of Human Resources

RE: Recommendation to Approve PSE Tentative Agreement

The Tumwater School District recommends approval of the tentative agreements reached with PSE (Public School Employees Association) during 2021-22 negotiations. PSE held a ratification vote on Saturday, March 12th on the following contract items:

- Clarifying language for bidding by proxy and realignment of bus routes each October;
- Clarifying language regarding over-time opportunities in the Buildings and Grounds Department;
- Appropriate release time for Association representatives conducting District scheduled activities such as grievance hearings and bargaining;
- Increase timelines for responses to grievance steps for both the Association and the District;
- Increase annual safety footwear/kitchen logo wear allowance by \$25 (from \$75 to \$100);
- Increase annual safety footwear allowance for Mechanics and Grounds employees by \$50 (\$150 to \$200); and,
- 2% wage increase to all steps on the salary schedule.

These bargained agreements are retro-active to the beginning of the 2021-2022 school year. Our current PSE/TSD Collectively Bargained Agreement is a one-year agreement and we anticipate beginning another bargain with our PSE employee group this coming Spring.

If you have any questions about the information contained in this memorandum, please don't hesitate to contact me.

BOARD OF DIRECTORS  
MELISSA BEARD DARBY KAIKKONEN SCOTT KILLOUGH LAURIE SALE CASEY TAYLOR

*"Continuous Student Learning in a Caring, Engaging Environment"*

## Guiding Principles for Budget Decisions

Decisions regarding how to prioritize funds within a limited budget are complex and must take into consideration a wide variety of factors. As Tumwater School District prepares to make decisions regarding the 2022-2023 budget, decision-makers will seek to align decisions, as much as possible, with the following guiding principles.

### **Decisions prioritize expenditures aligned with TSD Strategic Pillars:**

- ***Instructional Excellence: Per Policy 2005, School Improvement Plans***, TSD schools will develop School Improvement Plans that “shall be data driven and shall promote a positive impact on student learning.
- ***Systems of Support (MTSS): Per Policy 2108, Intervention Programs***, TSD “within its financial capacity, will offer programs that meet the needs of educationally disadvantaged students.”
- ***Educational Equity: Per Policy 3212, Ensuring Educational Equity***, TSD will “differentiate resource allocation, within budgetary limitations, to meet the needs of students who need more supports and opportunities to succeed academically.” We will also prioritize “modeling equity in all practices including decision-making and resource allocation.”
- ***Fiscal Responsibility: Per Policy 6022, Minimum Fund Balance***, TSD will “present a general fund budget that includes a commitment of 4 percent of the current year’s budgeted expenditures towards a minimum fund balance.”

### **Decisions comply with laws and regulations governing schools.**

**Decisions consider our ability to create break even programs.** Decision-makers will consider ways to adjust programs so they can operate within the funding generated by enrollment.

**Decisions consider impact on district enrollment.** Decision-makers will consider whether reductions would result in a substantial loss of enrollment

**Decisions consider impact on community support.** Decision makers will consider whether reductions would substantially reduce community support for the district.

**Decisions consider impact on program-based funding sources.** Decision makers will consider whether a reduction would also result in a loss of conditional funding that may outweigh the benefit of the reduction.

# Community Budget Survey Results



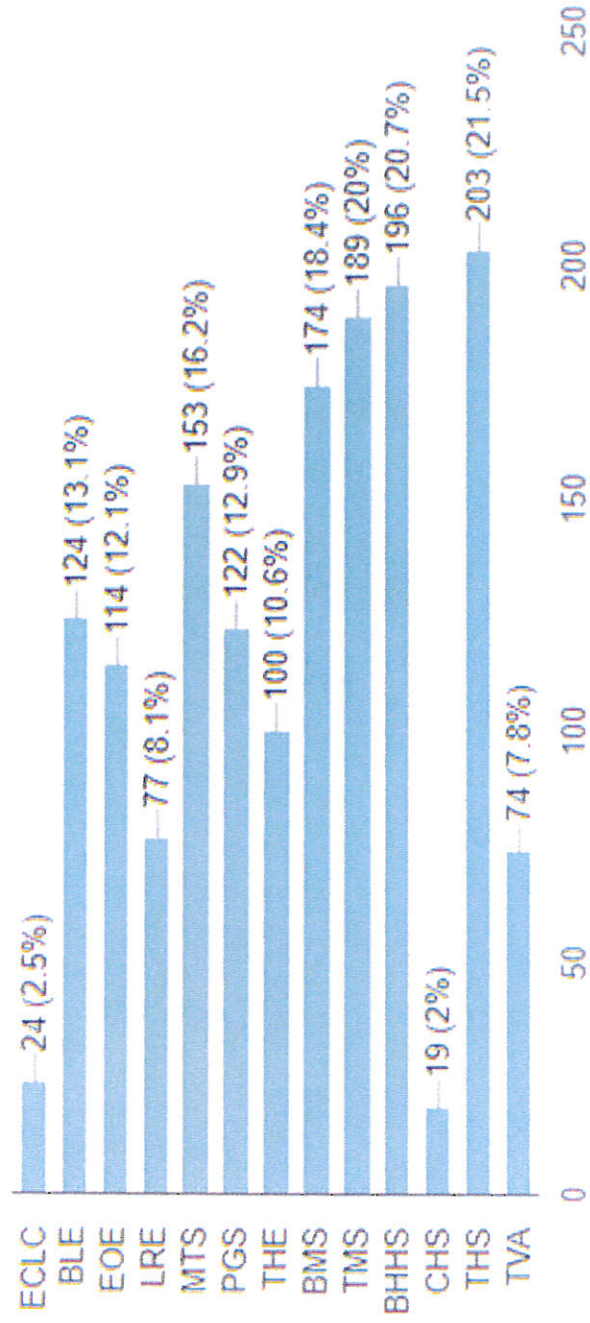
# 1,017 Participants

Specify Your Relationship to TSD (Participants could choose more than one)

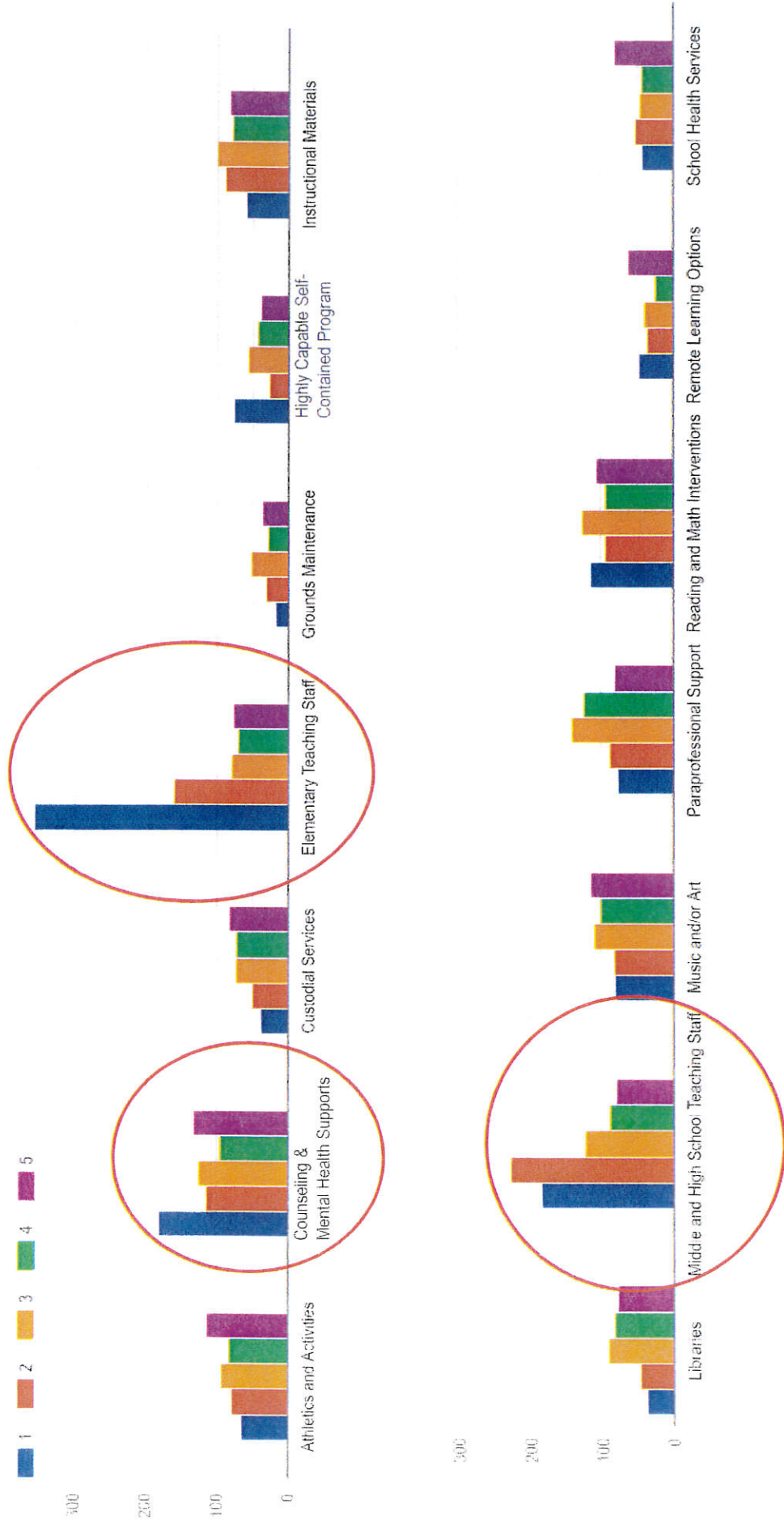
- 707 Parents (70.6%)
- 202 Community Members (20.2%)
- 32 Students (3.2%)
- 330 Staff (32.9%)

# TSD Schools

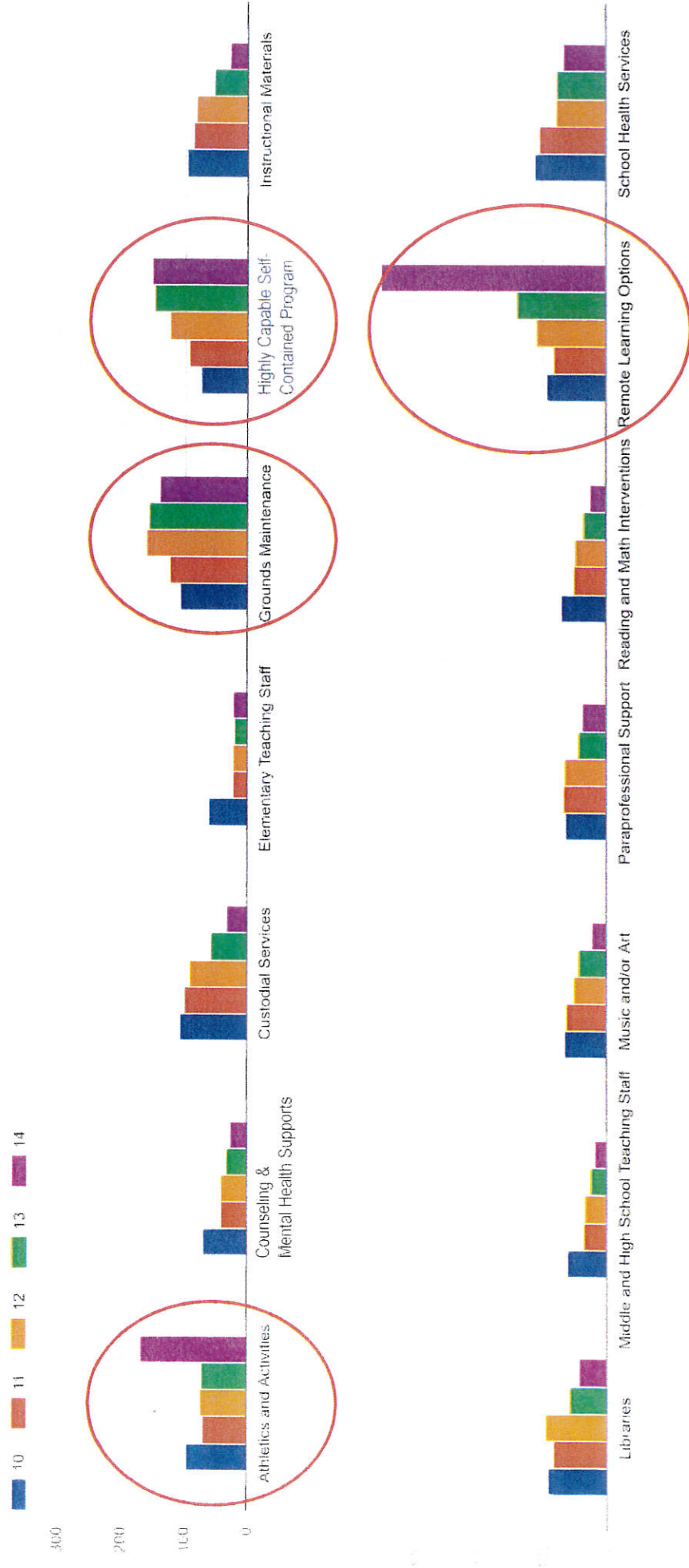
945 responses



Looking at the investments below, please rank your top 5 priorities using 1 through 5 (use each number only once), with 1 being your highest priority, and leave the rest blank.



Now that you have ranked your top five investment priorities, we are going to ask you to do something that may be more difficult. On the list below, please rank your five lowest priorities, recognizing that they are all important. Please choose only one item for 10 - 14 (with 14 being the lowest priority), and leave the rest blank.













**Describe any efficiencies you would like the Superintendent to consider.**

- District Office and administration reductions
- Reduce overstaffing
- Focus funding on core subjects
- Reduce salaries and/or limit increases for employees
- Reduce athletics costs/maintain athletics/Pay to play
- Restructure or close TVA
- Limit curriculum orders...reduce consumables
- Think about equity across buildings and levels
- 4-day school week
- Utilize volunteers
- Hold off technology purchases
- Testing
- Delay facilities projects

**Describe any efficiencies you would like the Superintendent to consider.**

Other themes found in responses

- People would like us to improve transportation safety & consistency
- Masks remain a topic of interest (both for and against)
- Concerns about bullying and equity issues were expressed – reductions should not interfere with addressing these issues
- Preserve mental health supports/services
- Fundraising