



**OFFICIAL MINUTES OF THE REGULAR BOARD MEETING  
BELLINGHAM SCHOOL DISTRICT BOARD OF DIRECTORS  
November 10, 2021**

**1.0 OPENING ITEMS**

**1.1 Meeting Date and Location:**

November 10, 2021 – via remote Zoom meeting.

**1.2 Call to Order/Roll Call:**

Ms. Mason called the meeting to order at 6:01 p.m. She acknowledged that this meeting, while attended from various locations, is being held on the ancestral homelands of the Coast Salish people. Present: Directors Kelly Bashaw, Douglas Benjamin, Camille Diaz Hackler, Jenn Mason (President), Katie Rose, Superintendent Greg Baker and Sheri O'Day (recorder).

**1.3 Audience:**

Ms. Mason noted that, because of our current emergency status due to COVID-19, public participation is limited to written submissions only, and all written comments received will be shared with the school board directors. Each board member has seen all messages received.

**1.4 Superintendent's Announcements and Report:** Summary of Dr. Baker's comments:

- The district continues to follow the precautions recommended by health officials as it pertains to the COVID-19 pandemic. Children ages five to eleven were recently approved to receive the Pfizer COVID-19 vaccine, and as vaccination rates increase there will likely be updated guidance from health officials. Executive Director of Family Engagement Isabel Meaker and her family engagement team have been supporting [Operation School Bell](#) as they plan to coordinate student vaccination clinics. Executive Director of Operations Jessica Sankey shared that the district has partnered with the [Learn to Return](#) program, which gives the district access to COVID-19 rapid tests for staff who may have symptoms and would like verification that they do not have COVID-19. Dr. Baker, Ms. Sankey and Ms. Meaker responded to questions from board members.
- The [Facilities Planning Task Force](#), which has been meeting this fall, held its fourth meeting last week. Sustainability has been a focus for the task force. The meetings initially were held via Zoom but have moved to in-person meetings, which has enabled the task force to tour some of our current facilities. Dr. Baker shared some of the projects that may be recommended by the task force, including building a new Community Transitions facility; beginning the design process for three elementary schools that would set the stage for a future bond to fund their construction; building a 15<sup>th</sup> elementary school that would be used as a swing space while the other elementary schools are being rebuilt; completing previously approved bond projects; making improvements at several schools to improve safety, accessibility and inclusivity for all, such as playgrounds; and

upgrading HVAC and air circulation at some of our schools. Dr. Baker shared some initial thinking regarding the proposed structure of a bond and noted that an upcoming Inside Schools issue will include information about the proposed bond planning.

**2.0 CONSENT ITEMS:**

Mr. Benjamin made a **motion**, seconded by Ms. Bashaw, to approve the following consent agenda items:

- 2.1 Approval of Minutes of the Oct. 13, 2021 Regular Meeting**
- 2.2 Approval of Expenditures and Payroll – October 2021**
- 2.3 Resolution 23-21, Certification of 2022 Excess Property Taxes**
- 2.4 Resolution 24-21, Transfer of Funds from Capital Projects Fund to General Fund**
- 2.5 Policy 6220 (update) – Bid Requirements**
- 2.6 EL-5 Monitoring Report – Communication and Counsel to the Board**
- 2.7 Communities in Schools of Whatcom-Skagit Agreement (#2122-058)**
- 2.8 University of Washington Agreement – College in the High School (#2122-070)**
- 2.9 Everett Community College Agreement – College in the High School (#2122-079)**
- 2.10 Franklin Covey Client Sales, Inc. Agreement (#2122-085)**
- 2.11 Learn to Return Funding Agreement (#2122-087)**
- 2.12 Health Promotion Northwest Agreement (#2122-091)**
- 2.13 Allied Arts of Whatcom County Agreement (#2122-093)**
- 2.14 Kaiser Permanente Grant Agreement Amendment (#2122-094)**
- 2.15 Mount Baker School District Agreement for Interdistrict Cooperative Educational Services – Physical Therapy (#2122-095)**
- 2.16 Pacific Party Canopies, Inc. Agreement (#2122-096)**
- 2.17 Sendan Center Agreement for Services (#004-2122)**
- 2.18 Thuan Nguyen Agreement for Services (#006-2122)**
- 2.19 Personnel Recommendations**

Unanimous affirmative vote.

**3.0 BOARD RESPONSE TO MONITORING**

**3.1 Board Response to Monitoring – EL-1, Expectations of Superintendent**

The board discussed the feedback contained in the combined monitoring responses for EL-1 ([Attachment A](#)). Ms. Mason will provide a final summary version of this document which will be submitted for approval at the December 8, 2021 regular meeting.

**3.2 Board Response to Monitoring – EL-10, Race and Equity**

The board discussed the feedback contained in the combined monitoring responses for EL-10 ([Attachment B](#)). Ms. Mason will provide a final summary version of this document which will be submitted for approval at the December 8, 2021 regular meeting.

**4.0 POLICY GOVERNANCE REVIEW**

- 4.1 B/SR-1 Board/Superintendent Connection**
- 4.2 B/SR-2 Delegation to the Superintendent**
- 4.3 B/SR-3 Superintendent Evaluation**
- 4.4 B/SR-3.1.1 Monitoring Response Document**

The board discussed whether changes are necessary to B/SR-1, B/SR-2, B/SR-3 and B/SR-3.1. After discussion, Mr. Benjamin made a motion that the current board reaffirm these policies and update the policies with the current date and board members' signatures. Ms. Bashaw seconded the motion. Unanimous affirmative vote.

## **5.0 INFORMATIONAL ITEMS**

### **5.1 School Board Directors' Reports.** Highlights of comments:

- Ms. Diaz Hackler congratulated Ms. Mason and Mr. Benjamin on their re-elections. She enjoyed yesterday's board visit to Fairhaven Middle School and noted that it was interesting to see the outside eating areas. She learned that some students' favorite part about being back in school is access to the school library. She was impressed by the students who spoke with the board.
- Mr. Benjamin shared that the re-elections of he and Ms. Mason are an indicator that the community is pleased with how our schools are doing. That confidence is due to the competent work of the superintendent and his team. Today Mr. Benjamin emailed a document to the board regarding WSSDA board standards. He also recently attended the WSSDA Area 1 meeting and forwarded his meeting notes to board members. The term of the Area 1 representative is coming to an end, and he encouraged the board members to consider applying for this position. The visit to Fairhaven Middle School went very well, and he found the students to be very articulate. He believes that it's very valuable for board members to hear from the students. He also respects how the school has taken a closer look at its heritage.
- Ms. Bashaw attended the virtual WSSDA Legislative Conference last weekend. It was her first time attending the conference, so she did not know what to expect. When she receives information about the outcome of the conference, she will share it with the other board members. She found the introduction outlining the history of Fairhaven Middle School given by Principal Steve Ruthford to be very interesting. She also thought it was impressive that the middle school students, who do not begin school until 9:15 a.m., were at school two hours early to meet with the board. She reminded the board that Dr. Baker attended the American Association of School Administrators (AASA) gala and superintendent forum in Washington, D.C. last week, to celebrate his Washington State Superintendent of the Year award from 2020. She knows that he and his team work incredibly hard and she's happy that he received the recognition.
- Ms. Mason is happy that this is not her last meeting as a school board director, and she agrees with Mr. Benjamin that their re-election success can be attributed to Dr. Baker and the district's staff. She found the Fairhaven Middle School land statement to be very meaningful and authentic to the history of the school and agreed that student voice at the board's school visits is always appreciated.
- Ms. Rose applauded Ms. Mason and Mr. Benjamin for standing by their principles during a time when there is a large amount of criticism.

### **5.2 GP-7.2 – 2021-22 Annual Board Agenda, Revised** – general review.

## **6.0 NEW BUSINESS**

- ### **6.1** Ms. Diaz Hackler noted that the WSSDA Annual Conference is coming up and reminded the board that there is a health check process in order to attend.

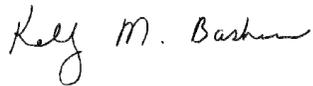
**6.2** Dr. Baker shared that, after nine years with the Bellingham Public Schools, Assistant Superintendent of Human Resources Bob Kuehl announced his retirement this week. Board members congratulated Mr. Kuehl, and he noted that it has been his pleasure to serve the board and Dr. Baker.

**7.0 CLOSING ITEMS**

**7.1 Board Assessment of Meeting:** Ms. Mason assessed the meeting, with an overall rating of 4 (*commendable*).

**7.2 Adjournment:** The meeting adjourned at 7:09 p.m.

**Approved:**



Kelly Bashaw, Board President

**Attest:**



Greg Baker, Secretary to the Board

*Minutes approved: Dec. 8, 2021*

**Monitoring Response Document – INITIAL COMPILATION**

Policy Monitored: EL-1, Expectations of Superintendent

Date Report Submitted: 10/13/2021

Date of Board’s Monitoring Response: 11/10/2021

Below are my responses in connection with the report:

<u><b>Ends Reports:</b></u>	<u><b>Executive Limitations Reports</b></u>
<p>1. The Board finds that the Superintendent:</p> <ul style="list-style-type: none"><li>a. has achieved the goals established in the policy.</li><li>b. is making reasonable progress towards achieving the goals.</li><li>c. is making reasonable progress towards achieving the goals, but a greater degree of progress is expected in some areas.*</li><li>d. is <i>not</i> making reasonable progress in achieving the goals established. *</li><li>e. cannot be determined*</li></ul>	<p>1. The Board finds that the Superintendent:</p> <ul style="list-style-type: none"><li>a. is in compliance. <b>KB DB CDH JM</b></li><li>b. is in compliance, except for items(s) noted.*</li><li>c. is making reasonable progress toward compliance.*</li><li>d. is <i>not</i> in compliance <b>or</b> is <i>not</i> making reasonable progress toward compliance.*</li><li>e. cannot be determined*</li></ul>
<p style="text-align: center;"><i>*see comments below (No. 3)</i></p>	

2. Please note commendable progress over the last year.

**KB:**

- Continuous work on the policies with the executive team, support staff and legal counsel to review and update the policies.

**DB:**

- Prior to last year the notion of a zoom meeting and a “retreat” would have been almost contradictory but thank you for pulling it off so we could continue the board’s work as much as possible during the pandemic.
- The presentation of policy monitoring and updating using spread sheets helps us see the tremendous scope of this work. It makes it obvious that the work is current and ongoing.

**CDH:**

- Despite all that is going on, the board continues to be impressed with the great job that Greg is doing during this stressful and difficult time.

**JM:**

- Appreciate the continued work of the Superintendent to ensure the district is in good standing and following appropriate actions and policies.

3. Please note areas for additional improvement.

**KB:**

- None.

**DB:**

- None.

**CDH:**

- None.

**JM:**

- None.

4. Comments on the report itself.

**KB:**

- None.

**DB:**

- None.

**CDH:**

- Good job!

**JM:**

- None.

5. Possible changes to the policy.

**KB:**

- None.

**DB:**

- None.

**CDH:**

- None.

**JM:**

- None.

## Monitoring Response Document – INITIAL COMPILATION

Policy Monitored: EL-10, Race and Equity  
 Date Report Submitted: 10/13/2021  
 Date of Board’s Monitoring Response: 11/10/2021

Below are my responses in connection with the report:

<b><u>Ends Reports:</u></b>	<b><u>Executive Limitations Reports</u></b>
1. The Board finds that the Superintendent: <ol style="list-style-type: none"> <li>a. has achieved the goals established in the policy.</li> <li>b. is making reasonable progress towards achieving the goals.</li> <li>c. is making reasonable progress towards achieving the goals, but a greater degree of progress is expected in some areas.*</li> <li>d. is <i>not</i> making reasonable progress in achieving the goals established. *</li> <li>e. cannot be determined*</li> </ol>	1. The Board finds that the Superintendent: <ol style="list-style-type: none"> <li>a. is in compliance. <b>KB DB JM</b></li> <li>b. is in compliance, except for items(s) noted.*</li> <li>c. is making reasonable progress toward compliance.* <b>CDH</b></li> <li>d. is <i>not</i> in compliance <b>or</b> is <i>not</i> making reasonable progress toward compliance.*</li> <li>e. cannot be determined*</li> </ol>
<i>*see comments below (No. 3)</i>	

2. Please note commendable progress over the last year.

**KB:**

- District response team to support staff when incidents of bias, racism, anti-LGBTQ+ and anti-Semitic incidents occur.
- Using an outside consultant to help with recruitment fairs.
- Continuing expansion of our mental health services.
- Strengthening our partnership with the Lummi and Nooksack tribes.

**DB:**

- Excellent to have developed a tracking system, implied in the policy. We look forward to seeing data from this system in the future.
- Holding recruitment fairs among certain groups shows innovation and creativity. It obviously was successful.
- The report does not fairly elaborate on the process of changing the BHS mascot and how it was a vehicle for educating and expanding the community’s understanding and sensitivity around honoring and respecting ethnic heritage. This was truly an artfully done effort.
- 100% digital connectivity for families with limited access is impressive.
- It is nice to see EDI issues “sprinkled” across a variety of groups and media formats.
- Great effort around use of the STI curriculum and building a better connection with our local indigenous peoples.

**CDH:**

- The board applauds the many efforts taken to recruit, support and retain culturally responsive staff.

- The board is impressed with the prevention-intervention work that provides individual support for students.

**JM:**

- The development of a bias and hate-related incident reporting system as an important part of the district's equity work.
- It's great to see that new staff were hired from the recruitment fairs within the Russian and Punjabi communities.
- The Employee Resource Groups seem like such a useful tool for creating connection among our staff and reducing isolation.
- Excellent work in Bellingham HS's process for selecting a new mascot.
- Appreciate the Peer-Centered Outreach groups as part of the district's expanded work around mental health.
- The continued two-way communication around EDI work is impressive and appreciated.
- The relationship-building/workgroup with BPS, Lummi Nation and Nooksack Tribe shows a commitment to delivering education about our tribal communities and supporting Native students that goes beyond "checking the box" on State requirements.
- Attendance area changes are often challenging, so it's heartening to see the results of a distribution that more accurately represents the diversity of our families.
- Glad to see the plethora of PD opportunities for staff and our community around EDI.

3. Please note areas for additional improvement.

**KB:**

- Ongoing support for the EDI team.

**DB:**

- Not so much improvement as additional information, it would be great to hear more in the future about the outcomes of the PCOs and PCSs.

**CDH:**

- None at this time.

**JM:**

- There will always be work to be done in interrupting systemic inequities, but I don't believe that there are areas being overlooked at this time.

4. Comments on the report itself.

**KB:**

- Thank you for all of the evidence of new projects and updates on current ones.

**DB:**

- Since this is on-going work spanning years, it really helps to have the notations of "new," "update," "ongoing" etc. Also appreciate the hyperlinks (vs. making the report longer).

**CDH:**

- Outstanding report!

**JM:**

- Appreciate the clarity of new/updated/ongoing.

5. Possible changes to the policy.

**KB:**

- None.

**DB:**

- Given the extensive national politicization recently of race/equity issues and the co-opting of notions like critical race theory, I am curious if the superintendent and the staff close to the implementation of this policy feel there are changes that might be considered to EL-10?

**CDH:**

- None.

**JM:**

- None.