



**OFFICIAL MINUTES OF THE REGULAR BOARD MEETING  
BELLINGHAM SCHOOL DISTRICT BOARD OF DIRECTORS  
December 8, 2021**

**1.0 OPENING ITEMS**

**1.1 Meeting Date and Location:**

December 8, 2021 – via remote Zoom meeting.

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

Ms. Mason called the meeting to order at 6:00 p.m. She acknowledged that this meeting is being held on the ancestral homelands of the Coastal Salish people. Present: Directors Kelly Bashaw, Douglas Benjamin, Camille Diaz Hackler, Jenn Mason (President), Superintendent Greg Baker and Sheri O’Day (recorder). Absent: Director Katie Rose.

**1.3 Welcome and Introduction of Re-Elected Board Members**

Ms. Mason noted that current board members Douglas W. Benjamin and Jennifer I. Mason were re-elected to their positions on November 2, 2021. She then introduced Dr. Baker for the swearing-in ceremony.

**1.4 Swearing in of Newly Elected and Re-Elected Board Members**

Dr. Baker administered the oath of office to Ms. Mason (Director Position 4) and Mr. Benjamin (Director Position 5).

**1.5 Annual Organizational Meeting, Election of Officers**

Board President: Mr. Benjamin made a **motion**, seconded by Ms. Diaz Hackler, to nominate Ms. Bashaw for this position for the coming year, and Ms. Bashaw agreed to serve. Unanimous affirmative vote.

Board Vice President: Mr. Benjamin made a **motion** to nominate Ms. Diaz Hackler for this position for the coming year, seconded by Ms. Mason, and Ms. Diaz Hackler agreed to serve. Unanimous affirmative vote.

**1.6 Audience:**

Ms. Bashaw 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.

**1.7 Superintendent’s Announcements and Report:** Summary of Dr. Baker’s comments:

- Dr. Baker stated that an email was just sent to Sehome High School families regarding the threats that have raised fear and anxiety for students, staff and families to a very high level over the past several days. Staff and police are working hard to identify who is sending the threatening messages. He noted that each time the police have been asked to assist this week, they have been willing and eager to help. The three new mental health specialists are helping to support students and staff, as is the Mobile Response Team. A \$1000 reward has been offered for information leading to identification and arrest of the individual(s) responsible for the messages. Many

students, families and staff requested that a pause be taken tomorrow, and classes at Sehome have been canceled for Thursday.

- Following a two-day school closure due to flooding in Bellingham and Whatcom County, this week began with buses being on snow routes Monday morning.
- Tonight's consent agenda contains a resolution to approve an upcoming bond measure being added to the February 8, 2022 ballot, which will focus on supporting students and staff with updated facilities. There will be more information shared with our community over the next few weeks. Dr. Baker responded to questions from board members relating to the bond measure.
- Ms. Mason thanked Dr. Baker and his staff for their work to keep all students safe and recognizes the fear and anxiety this has caused for families. Ms. Bashaw added that she heard from a district parent that they appreciate the communications from the district during times of uncertainty.

## **2.0 CONSENT ITEMS:**

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

- 2.1 Approval of Minutes of the Nov. 9, 2021 School Board Visit; Nov. 10, 2021 Regular Meeting; Nov. 19 and Nov. 20, 2021 Special Meetings; and Nov. 30, 2021 School Board Visit**
- 2.2 Approval of Expenditures and Payroll – November 2021**
- 2.3 Resolution 25-21, Bond Election Resolution**
- 2.4 Resolution 26-21, Transfer of Funds from Capital Projects Fund to General Fund**
- 2.5 Resolution 27-21, Cancellation of Stale-Dated Checks**
- 2.6 Resolution 28-21, Approve Guaranteed Maximum Price Resolution – Sunnyland Elementary School**
- 2.7 Alderwood Elementary School Rebuild – Change Order**
- 2.8 EL-7 Monitoring Report – Budget Planning and Execution**
- 2.9 EL-9 Monitoring Report – Asset Maintenance and Protection**
- 2.10 Compulink Management Center dba Laserfiche Technology Solution Contract (#2122-088)**
- 2.11 Washington State School for the Blind Service Agreement (#2122-100)**
- 2.12 Lionell Enns PLLC Consultant Agreement (#2122-105)**
- 2.13 Common Threads Farm Agreement for Services (#007-2122)**
- 2.14 Personnel Recommendations**

Unanimous affirmative vote.

## **3.0 BOARD RESPONSE TO MONITORING**

### **3.1 EL-1 Monitoring – Expectations of Superintendent**

There was discussion regarding the summary of the board responses to the EL-1 report that was prepared by Ms. Mason. Following discussion, Ms. Mason made a **motion**, seconded by Ms. Diaz Hackler, to approve the monitoring response document ([Attachment A](#)). Unanimous affirmative vote.

**3.2 EL-10 Monitoring – Race and Equity**

There was discussion regarding the summary of the board responses to the EL-10 report that was prepared by Ms. Mason. Following discussion, Mr. Benjamin made a **motion**, seconded by Ms. Mason, to approve the monitoring response document ([Attachment B](#)). Unanimous affirmative vote.

**3.3 EL-5 Monitoring – Communication and Counsel to the Board**

The board discussed the feedback contained in the combined monitoring response for EL-5 ([Attachment C](#)). Ms. Bashaw will provide a final version of this document which will be submitted for approval at the Jan. 12, 2022 regular meeting.

**4.0 INFORMATIONAL ITEMS**

**4.1 School Board Directors’ Reports.** Highlights of comments:

- Ms. Mason shared her appreciation to Parkview for the recent school board visit. It’s important to see what a difference a physical space means to student learning. She knows that a lot of work went into preparing the students for the tour, and it was a fun visit.
- Mr. Benjamin appreciated the information from Dr. Baker on Senate Bill 5044, which outlines the nine-hour required professional learning for school board members on equity and cultural competency in the public school system. He also echoed what Ms. Mason shared about the Parkview visit. He has been thrilled with Ms. Mason’s leadership this past year. His heart goes out to Sehome students, families and staff, and he feels that taking a pause tomorrow will be valuable for all.
- Ms. Diaz Hackler shared that her heart is also with Sehome families and hopes that taking a day off will help everyone.
- Ms. Bashaw commented on the great board visit to Parkview. The student-led tours were fantastic, and she appreciates the work that goes into planning and preparing for board visits. She also thanked Ms. Mason for her work as school board president over the past year.

**4.2 GP-7.2 – 2021-22 Annual Board Agenda, Revised – General review.**

**5.0 NEW BUSINESS**

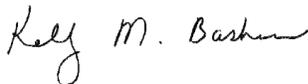
**5.1** n/a

**6.0 CLOSING ITEMS**

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

**6.2 Adjournment:** The meeting adjourned at 6:27 p.m.

**Approved:**



Kelly Bashaw, Board President

**Attest:**

A handwritten signature in black ink, appearing to read "G. Baker", is written over a light gray rectangular background.

Greg Baker, Secretary to the Board

*Minutes approved:* January 12, 2022

*Monitoring Response Document*

Policy Monitored: EL-1, Expectations of Superintendent  
 Date Report Submitted: 10/13/2021  
 Date of Board’s Monitoring Response: 11/10/2021

The Board has received and reviewed the Superintendent’s Monitoring Report referenced above. Following the Board’s review and discussions with the Superintendent and his representatives, the Board makes the following conclusions:

<b><u>Ends Reports:</u></b>	<b><u>Executive Limitations Reports</u></b>
1. The Board finds that the Superintendent: <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 <b>not</b> making reasonable progress in achieving the goals established. *</li> <li>e. cannot be determined*</li> </ul>	1. The Board finds that the Superintendent: <ul style="list-style-type: none"> <li><b>a. is in compliance.</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 <b>not</b> in compliance <b>or</b> is <b>not</b> making reasonable progress toward compliance.*</li> <li>e. cannot be determined*</li> </ul>
*see comments below (No. 3)	

2. Please note commendable progress over the last year.

Despite all that is going on, the board continues to be impressed with the great job that Dr. Baker is doing during this stressful and difficult time. The Board appreciates his continued work to ensure the district is in good standing and following appropriate actions. This also includes all of the work on the policies with the executive team, support staff and legal counsel to review and update the policies. Prior to last year the notion of a zoom meeting and a “retreat” would have been almost contradictory and the Board appreciates the efforts that have led to continuation of our work as much as possible during the pandemic.

3. Please note areas for additional improvement.

No areas identified.

4. Comments on the report itself.

None.

5. Possible changes to the policy.

No changes identified.

*Monitoring Response Document*

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

The Board has received and reviewed the Superintendent’s Monitoring Report referenced above. Following the Board’s review and discussions with the Superintendent and his representatives, the Board makes the following conclusions:

<p style="text-align: center;"><b><u>Ends Reports:</u></b></p> <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 <b>not</b> making reasonable progress in achieving the goals established. *</li> <li>e. cannot be determined*</li> </ul>	<p style="text-align: center;"><b><u>Executive Limitations Reports</u></b></p> <p>1. The Board finds that the Superintendent:</p> <ul style="list-style-type: none"> <li><b>a. is in compliance.</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 <b>not</b> in compliance <b>or</b> is <b>not</b> making reasonable progress toward compliance.*</li> <li>e. cannot be determined*</li> </ul>
<p><i>*see comments below (No. 3)</i></p>	

2. Please note commendable progress over the last year.

The District has made commendable progress around EDI in the past year, throughout many actions, initiatives, and responses. This has included the development a bias and hate-related incident reporting system, utilizing a consultant to help recruit staff from the Russian and Punjabi communities, and the excellent process used for selection the new BHS mascot. The Board also recognizes the importance of strengthening partnerships with the Lummi and Nookasck Tribes that goes beyond simply meeting State requirements. It should also be noted that the District continues its expansion of mental health services, including through Peer-Centered Outreach groups and other prevention-intervention work.

3. Please note areas for additional improvement.

The Board recognizes that while there is much to work to be done in interrupting systemic inequities, it does not believe there are areas that are being overlooked at this time.

4. Comments on the report itself.

The Board appreciates all of the evidence and notation of “new”, “updated” and ongoing” work. Thank you for all of the evidence of new projects and updates on current ones.

*Monitoring Response Document*

Policy Monitored: EL-10, Race and Equity

Date Report Submitted: 10/13/2021

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

5. Possible changes to the policy.

None.

**Monitoring Response Document – INITIAL COMPILATION**

Policy Monitored: EL-5, Communication and Counsel to the Board

Date Report Submitted: 11/10/2021

Date of Board’s Monitoring Response: 12/8/2021

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: a. has achieved the goals established in the policy. b. is making reasonable progress towards achieving the goals. c. is making reasonable progress towards achieving the goals, but a greater degree of progress is expected in some areas.* d. is <i>not</i> making reasonable progress in achieving the goals established. * e. cannot be determined*	1. The Board finds that the Superintendent: <b>a. is in compliance. KB DB JM</b> b. is in compliance, except for items(s) noted.* c. is making reasonable progress toward compliance.* d. is <i>not</i> in compliance <b>or</b> is <i>not</i> making reasonable progress toward compliance.* e. cannot be determined*
<i>*see comments below (No. 3)</i>	

2. Please note commendable progress over the last year.

**KB:**

- Continued evidence of communication and counsel to the board even in very difficult times.

**DB:**

- This report speaks for itself. It is full of many examples of how the Superintendent keeps the board informed, just the single metric of over 800 “Board Updates” in the past year is remarkable. His reports to the board at meetings, and even informal lunch meetings with individual board members, are always thoughtful, thorough and well prepared. Of the many talents our Superintendent brings to the district, his communications with the board (and community) ranks high on the list. I (we) would be hard-pressed to ask as for more.

**JM:**

- Consistent communications throughout COVID-19 and a variety of other events.
- This is an area that the Superintendent does particularly well. The Board is always kept well-informed and given the opportunity to ask questions and get timely responses.

3. Please note areas for additional improvement.

**KB:**

- None.

**DB:**

- None.

**JM:**

- None.

4. Comments on the report itself.

**KB:**

- Excellent, especially given the circumstances of having to transition to remote learning.

**DB:**

- Going forward, work that is underway to increase both student voice and parent voice to the board could be additional evidence of compliance under 2.c.iii.

**JM:**

- Appreciate all of the specifics.

5. Possible changes to the policy.

**KB:**

- None.

**DB:**

- None.

**JM:**

- None.