



**OFFICIAL MINUTES OF THE REGULAR BOARD MEETING
BELLINGHAM SCHOOL DISTRICT BOARD OF DIRECTORS
January 12, 2022**

1.0 OPENING ITEMS

1.1 Meeting Date and Location:

January 12, 2022 – via remote Zoom meeting.

1.2 Call to Order/Roll Call:

Ms. Bashaw called the meeting to order at 6:00 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 (President), Douglas Benjamin, Camille Diaz Hackler, Jenn Mason, Katie Rose, Superintendent Greg Baker and Sheri O'Day (recorder).

1.3 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.

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

- January is school board recognition month, and Dr. Baker and the entire district appreciate the service that the members of the board provide to students and staff. In addition, WSSDA recently recognized Ms. Diaz Hackler for her 10 years of service on the school board.
- Promise K had a successful start last week with the largest cohort yet, over 160 students at nine schools.
- The Alderwood preschool and Parkview playgrounds recently opened and Sunnyland construction is progressing. The new playgrounds are more accessible for all children, including those who have mobility challenges. The bond includes funds for new inclusive playgrounds at several elementary schools.
- Last week's weather, including snow and cold temperatures, presented challenges to our school schedule. Dr. Baker is appreciative of staff who helped to keep students safe during that time. We recognized on social media the BPS transportation and custodial/maintenance staff who work hard to prepare our sites, monitor roads and navigate bus routes.
- Dr. Baker noted that the COVID-19 case rates in the community have risen, and the peak will likely be reached in the next few weeks. Staffing has been and continues to be a challenge. We are working to recruit retirees, parents, etc. as substitutes. The governor, state superintendent and health departments do not expect to shut down the entire state or

all schools. We will continue to follow guidelines and requirements from the CDC and state health department. Dr. Baker responded to questions from board members.

- The [bond](#) measure will go to voters on Feb. 8, and ballots will arrive in mailboxes in the next week or two. Information will continue to be shared with the community. Dr. Baker responded to questions from board members.
- The state legislature returned on Monday. The state’s economy has rebounded well, and massive cuts are not expected. Over the next few weeks, the state budget picture will begin to be clearer. There is strong advocacy for K-12, including fully funding special education; enrollment stabilization due to reduction in enrollment since the pandemic; increased funding for social emotional support, including nursing staff and mental health counselors. Dr. Baker responded to questions from board members.

2.0 CONSENT ITEMS:

Mr. Benjamin indicated that agenda item 2.2 contains a payment to an immediate family member. To avoid a conflict of interest per RCW 42.23.030, Mr. Benjamin will recuse himself from voting on item 2.2 (Approval of Expenditures and Payroll – December 2021). Mr. Benjamin made a **motion** to vote on item 2.2 separately. Ms. Diaz Hackler seconded the motion. Unanimous affirmative vote.

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

- 2.1 Approval of Minutes of the Dec. 8, 2021 Regular Meeting**
- 2.3 Resolution 01-22, Acceptance of Bellingham High School Turf Fields Phase 2**
- 2.4 Resolution 02-22, Transfer of Funds from Capital Projects Fund to General Fund**
- 2.5 Hire Appraiser for Potential Property Purchase**
- 2.6 Relinquishment of Existing Easement, Establishment of New Easement**
- 2.7 City of Bellingham – Exchange of Real Estate**
- 2.8 Policy 3510 (update) – Associated Student Bodies**
- 2.9 GEAR UP Amendment to Interagency Agreement (#2122-035B)**
- 2.10 Education Impact Exchange Contractor Agreement (#2122-114)**
- 2.11 Ferndale School District Interdistrict Agreement – Boys Swim (#2122-116)**
- 2.12 Puget Sound Energy Commercial Electric Facilities Contract (#2122-120)**
- 2.13 City of Bellingham – Radio Network Interlocal Agreement (#2122-119)**
- 2.14 Hawhorne Learning Solutions Agreement for Services (#009-2122)**
- 2.15 Jennifer Rix Agreement for Services (#010-2122)**
- 2.16 Personnel Recommendations**
- 2.17 Personal Services Contract**

Unanimous affirmative vote.

Ms. Diaz Hackler made a **motion**, seconded by Ms. Mason, to approve the following consent agenda item:

2.2 Approval of Expenditures and Payroll – December 2021

Affirmative votes: Ms. Bashaw, Ms. Diaz Hackler, Ms. Mason, Ms. Rose.

Abstention: Mr. Benjamin.

3.0 POLICY GOVERNANCE REVIEW

3.1 Review and Discuss Possible Revisions to: GPs 1-6

Governance Process Policies GP-1 through GP-6 are reviewed annually in January. After discussion, it was agreed that no changes are needed at this time.

4.0 BOARD RESPONSE TO MONITORING

4.1 Board Response to Monitoring – EL-5, Communication and Counsel to the Board

There was discussion regarding the summary of the board responses to the EL-5 report that was prepared by Ms. Bashaw. Following discussion, Mr. Benjamin made a **motion**, seconded by Ms. Mason, to approve the monitoring response document ([Attachment A](#)). Unanimous affirmative vote.

4.2 Board Response to Monitoring – EL-7, Budget Planning and Execution

The board discussed the feedback contained in the combined monitoring responses for EL-7 ([Attachment B](#)). Ms. Bashaw will provide a final summary version of this document which will be submitted for approval at the February 15, 2022 regular meeting.

4.3 Board Response to Monitoring – EL-9, Asset Maintenance and Protection

The board discussed the feedback contained in the combined monitoring responses for EL-9 ([Attachment C](#)). Ms. Bashaw will provide a final summary version of this document which will be submitted for approval at the February 15, 2022 regular meeting, and the board will discuss potential changes to the policy at the next board retreat.

5.0 INFORMATIONAL ITEMS

5.1 School Board Directors' Reports. Highlights of comments:

- Ms. Rose commended the school nursing staff who have been outstanding with their communication and help to her family.
- Mr. Benjamin is registered for the virtual WSSDA Legislative Conference on Jan. 29 and will let the board know what he learns.
- Ms. Mason recognizes the increased amount of work Dr. Baker and his staff have during adverse weather, COVID, etc. and commended them for their amazing work.
- Ms. Bashaw appreciates the number of emails that go out to keep everyone updated and believes the community understands how hard everyone is working.

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

6.0 NEW BUSINESS

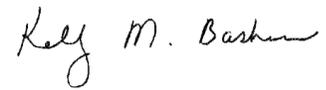
6.1 n/a

7.0 CLOSING ITEMS

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

7.2 Adjournment: The meeting adjourned at 6:45 p.m.

Approved:



Kelly Bashaw, Board President

Attest:



Greg Baker, Secretary to the Board

Minutes approved: February 15, 2022

Monitoring Response Document

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

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:

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

2. Please note commendable progress over the last year.

Dr. Baker's reports to the board at meetings, and even informal lunch meetings with individual board members are always thoughtful, thorough and well prepared. 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. Of the many talents our Superintendent brings to the district, his communications with the board (and community) ranks high on the list.

3. Please note areas for additional improvement.

No areas identified.

4. Comments on the report itself.

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..

5. Possible changes to the policy.

No changes identified.

Monitoring Response Document – INITIAL COMPILATION

Policy Monitored: EL-7, Budget Planning and Execution

Date Report Submitted: 12/8/2021

Date of Board’s Monitoring Response: 1/12/2022

Below are my responses in connection with the report:

<u>Ends Reports:</u>	<u>Executive Limitations Reports</u>
<p>1. The Board finds that the Superintendent:</p> <ul style="list-style-type: none"> 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* 	<p>1. The Board finds that the Superintendent:</p> <ul style="list-style-type: none"> a. is in compliance. KB DB CDH JM KR b. is in compliance, except for items(s) noted.* c. is making reasonable progress toward compliance.* d. is <i>not</i> in compliance <u>or</u> is <i>not</i> making reasonable progress toward compliance.* e. cannot be determined*
<p><i>*see comments below (No. 3)</i></p>	

2. Please note commendable progress over the last year.

KB:

- Continuing to secure more grants. The 21/22 school year 1.6MM was already secured in the first few months compared to all of 20/21.
- The ongoing partnerships with community agencies to support students and their families.
- BPS continues to be at the table for the ongoing discussions on how to provide quality and affordable childcare.
- First annual Back-To-School Family Block Party.
- Increased services due to COVID-19 such as mental health and nursing and invested in our special education program.

DB:

- There is solid evidence that the superintendent and his team have forged many strong on-going community partners which enhance both the district’s goals and helps meet community needs. District grantsmanship continues to be strong and grow.
- The “Back-To-School Family Block Party” is simply genius. It will be exciting to see it become a continuing tradition.
- Bonds and Levies passing by margins in the 70% range is good evidence of an informed community and their clear support.
- The budget process and its alignment with Board Ends Policies is evident, as is the extensive effort to communicate with stakeholders throughout.
- No external audit findings in the past 16 years. This speaks for itself.

CDH:

- The board is impressed with increased involvement with community partnerships. It adds to better outcomes for more students, which is so needed during these times.
- The back to school party was a novel approach to meeting the needs of many.

JM:

- Excellent work in applying for and receiving grants to serve families with some of the highest needs and to respond to challenges brought by the pandemic.
- Appreciate the highlight of our GRADS students graduating and the community relationships that help support the program.
- The pandemic impacted the budgeting planning and execution process in so many ways and this report really demonstrates how knowledgeable, flexible, and forward-thinking staff had to be to take advantage of funding opportunities and work around changes coming from the federal, state, and local levels.
- The work to retain staff and add new staff/programs related to the pandemic were/are a huge part of weathering this ongoing crisis.

KR:

- Appreciate that in addition to grants specific to education, funding is being secured for factors critical for learning to occur--food, family resource centers, vaccine outreach, education, etc. These areas also help illustrate how big of an impact public schools have on the communities that comprise them.
- High rates of support for levies and bonds further demonstrates how essential schools are to the community and how much our community is invested in BSD *and* the trust our constituents have in BSD leadership to steward this huge public asset.
- The careful thoughtfulness and intention in each part of the budget process is always impressive, but to maintain it over a time of such uncertainty is something of a wonder to behold.
- Love, love, love the Back-to-School block party event and hope it continues. Would love to see it continue as an effort to welcome all students and families to school and focus on helping all students and families access programs and services--a multitude of barriers impede participation and hamper families in back-to-school preparation.

3. Please note areas for additional improvement.

KB:

- None.

DB:

- None.

CDH:

- A suggestion would be to grow the back to school party to make it appealing for more families.

JM:

- None.

4. Comments on the report itself.

KB:

- Impressive evidence to support that BPS is in compliance with EL-7.

DB:

- This report seems particularly detailed reflecting significant work. As in other reports, highlighting new items is appreciated.

CDH:

- Great job, as always.

JM:

- Thank you for making what could easily be a very dry report so interesting! 😊

KR:

- Appreciate clarification on how BSD SB governance model impacts the implementation of the standards laid out by the GFOA.

5. Possible changes to the policy.

KB:

- None.

DB:

- None.

CDH:

- None.

JM:

- None.

Monitoring Response Document – INITIAL COMPILATION

Policy Monitored: EL-9, Asset Maintenance and Protection

Date Report Submitted: 12/8/2021

Date of Board’s Monitoring Response: 1/12/2022

Below are my responses in connection with the report:

<u>Ends Reports:</u>	<u>Executive Limitations Reports</u>
<p>1. The Board finds that the Superintendent:</p> <ul style="list-style-type: none"> 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 not making reasonable progress in achieving the goals established. * e. cannot be determined* 	<p>1. The Board finds that the Superintendent:</p> <ul style="list-style-type: none"> a. is in compliance. KB DB CDH JM KR b. is in compliance, except for items(s) noted.* c. is making reasonable progress toward compliance.* d. is not in compliance or is not making reasonable progress toward compliance.* e. cannot be determined*
<p><i>*see comments below (No. 3)</i></p>	

2. Please note commendable progress over the last year.

KB:

- New Director of Facilities and Sustainability.
- Seeking funding for an energy/carbon audit.
- Over 200 preventive maintenance measures were completed during the 2020-21 school year.
- Sehome High School is now an APP facility.

DB:

- There continues to be evidence of aggressive and effective planning with respect to new and upgraded facilities. The pace is fast and steadily achieved over years of work. It is obvious that voters strongly support these efforts.
- It is obvious how the pandemic adversely impacted many facilities processes. The evidence shows strong management and mitigation of these influences.
- Sharpening the focus on sustainability is forward thinking and impressive, e.g. title changes.
- Efficiency gains by increased vehicle repair and maintenance capabilities are noted.

CDH:

- The board is impressed with the work done towards healthy and sustainable school environments.
- Great work on cleaning out all of those storage containers.
- We appreciate the hard work needed to maintain “Excellence” ratings by the Washington State Patrol.

JM:

- Navigation of logistical and staffing challenges due to the pandemic, including difficulty hiring for certain positions, furniture surplus, and supply chain issues.
- Appreciate the additional focus on sustainability, including the newly adapted position and new initiatives that have an environmental focus.
- More building becoming part of the APP Program.
- Excellent progress on so many capital projects, even in the face of supply chain issues, COVID requirements, staff challenges, etc. That long list of project updates is a testament to both the management of these projects and how hard staff work at every level to complete them.
- Solar-ready roofs at some of our newer schools.
- This report really demonstrates all of the efforts around energy conservation, waste reduction, and sustainable practices. Proud that this District is putting in so much attention to these areas.

KR:

- Recognizing sustainability as a department and hiring new director of facilities and sustainability.
- Team was able to complete over 200 maintenance projects over the 2019-2020 school year while also supporting the community through the Lighthouse Mission.
- Remarkable efforts to adapt and plan for sustainability, safety and health despite uncertainty and staffing challenges
 - completion of measures to aid school lockdowns
 - delivery of food and supplies during remote learning
 - solar panel ready roofing
 - improving air quality and filtration

3. Please note areas for additional improvement.

KB:

- None.

DB:

- Are there answers to the skilled staffing shortage? Money? Conditions?

CDH:

- None.

JM:

- None.

4. Comments on the report itself.

KB:

- Very much appreciated all of the data to support that the Superintendent and BPS is in compliance.

DB:

- As in other reports, very helpful to have new issues/information highlighted.

CDH:

- The level of details are great.

JM:

- None.

KR:

- Appreciate the detailed explanation of how energy efficiency can be measured as well as the barriers to getting meaningful data this year. Looking forward to a full data set and the impact the team's commendable efforts will have.
- While not directly related to the commendable work that happened over 2019-2020 I continue to be troubled by some of the language in the section detailing Loss Experience Factor, especially as staff accidents continue to increase. Would appreciate evidence that the increase is **“due, at least in part, to non-work-related physical activities, recreational activities, as well as emotional and mental health issues.”** And that L&I turnaround time results in **“some employees to become comfortable with time loss payments and not working.”** While this may simply be poor wording, including “emotional and mental health” in this sentence seems to imply emotional and mental health issues should not be considered work-related. Without evidence to support them or further explanation, these assertions do not appear aligned with BSD’s belief in compassion or values of equity and inclusion.

5. Possible changes to the policy.

KB:

- None.

DB:

- Does the board want to consider adding further language to EL-9 which calls out an emphasis on sustainability, energy efficiency/alternatives and being mindful of climate change/impacts? Clearly the work is being done.

CDH:

- None.

JM:

- None.

KR:

- Is it worth exploring adding language about sustainability and health? There's a clear drive towards sustainability from the team, and the pandemic has really highlighted just how huge an impact buildings and facilities can have on student health.