



**OFFICIAL MINUTES OF THE REGULAR BOARD MEETING
BELLINGHAM SCHOOL DISTRICT BOARD OF DIRECTORS
March 16, 2022**

1.0 OPENING ITEMS

1.1 Meeting Date and Location:

March 16, 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, Superintendent Greg Baker and Sheri O’Day (recorder). Absent: Director Katie Rose.

1.3 Audience:

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:

- Matt Whitten, current principal of Shuksan Middle School, has been hired as the Assistant Superintendent of Human Resources, beginning in July 2022.
- Tonight’s consent agenda contains a request to join other school districts in a lawsuit against manufacturers of vaping products that have been marketed to kids.
- Staff have been working to hold the next regular school board meeting in person. The meeting likely would take place at a district location that has better ventilation than the District Office. More information will be shared over the coming weeks.
- The state legislature finished its budget work last week, and our lawmakers are deciding how much funding the state will give districts. Some of the funding that is expected relates to enrollment stabilization, outdoor education, mascot changes and the prototypical funding model for school nurses and counselors. School budgets across the state now rely on ESSER funds as a stopgap during the pandemic, which will go away next year. The state has designated a 5.5% cost of living increase for school staff, and because the state only gives districts increases for the state’s prototypical staffing model, districts use local levies for funding the cost of living increases for all employees. Budgets are now being reviewed to see what needs to be reprioritized. Dr. Baker responded to questions from board members.
- The district is holding a BIPOC (Black, Indigenous and People of Color) Job Fair this Saturday.

- Kim Lund, the executive director of the Bellingham Public Schools Foundation, is stepping down from her leadership position at the end of this month, and Sam Gearhart is now transitioning into the position.
- All four high schools recently participated in an eighth grade family night for students who will be transitioning to high school next year.
- Masks for students and staff were made optional in schools this week, and the energy has been great. The district’s message is that all students and their families are now able to make their own choices regarding masks. The final school-based COVID-19 vaccine clinic is scheduled for March 26 at Alderwood Elementary.

2.0 CONSENT ITEMS:

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

- 2.1 Approval of Minutes of the Feb. 15, 2022 Regular Meeting; Feb. 25, 2022 Special Meeting; and March 1, 2022 School Board Visit**
- 2.2 Approval of Expenditures and Payroll – February 2022**
- 2.3 Resolution 4-22, Transfer of Funds from Capital Projects Fund to General Fund**
- 2.4 Requests for School Day Waivers**
- 2.5 Request to Join Vaping Lawsuit**
- 2.6 Security Enhancement Project Phase 1 Change Order – High School Cameras**
- 2.7 Security Enhancement Project Phase 2 – Elementary Cameras and Access Controls**
- 2.8 New District Office Water Main and Early Grading Project Change Order #02**
- 2.9 DA Hogan Architectural Services Agreement – BHS and SQHS Tennis Courts and Athletic Buildings Part II (2122-0548)**
- 2.10 Brent Planning Solutions, LLC Agreement – Bellingham and Squalicum High School Tennis Court Improvements**
- 2.11 Zervas Group Architects Agreement – Gordon Carter Environmental Education Site Building**
- 2.12 Whatcom Family YMCA Partnership Agreement (#2122-138)**
- 2.13 Security Solutions Northwest (#2122-139)**
- 2.14 Sendan Center Addendum to Agreement for Services (#004A-2122)**
- 2.15 Personnel Recommendations**
- 2.16 Personal Services Contracts**

Unanimous affirmative vote.

3.0 BOARD RESPONSE TO MONITORING

3.1 Board Response to Monitoring – EL-3, Treatment and Communication with Public, Parents and Students

The board discussed the feedback contained in the combined monitoring responses for EL-3 ([Attachment A](#)). Ms. Bashaw will provide a final summary version of this document which will be submitted for approval at the April 20, 2022 regular meeting.

3.2 Board Response to Monitoring – EL-4, Staff Treatment, Compensation and Evaluation

The board discussed the feedback contained in the combined monitoring responses for EL-4 ([Attachment B](#)). Ms. Bashaw will provide a final summary version of this document which will be submitted for approval at the April 20, 2022 regular meeting.

3.3 Board Response to Monitoring – Ends 2.1, Part 1, Student Competence

The board discussed the feedback contained in the combined monitoring responses for Ends 2.1, Part 1 ([Attachment C](#)). Ms. Bashaw will provide a final summary version of this document which will be submitted for approval at the April 20, 2022 regular meeting.

4.0 POLICY GOVERNANCE REVIEW

4.1 Monitoring Report Ends 2.1 (Part 2) – Student Competence

Dr. Mike Copland, deputy superintendent, and Brian Rick, director of research and assessment, discussed the [report](#) and [data set](#) and answered questions from the board.

5.0 INFORMATIONAL ITEMS

5.1 School Board Directors’ Reports. Highlights of comments:

- Ms. Mason enjoyed the Sunnyland school visit earlier this month. It was great to see the school in its current stage of construction. One of her takeaways from the visit was how disruptive construction is while school is in session. The swing space model contained in the recent bond will be helpful when the next round of schools is rebuilt. She was impressed by the student who addressed the board about the school mascot.
- Ms. Diaz Hackler mentioned that she is again available for morning meetings and is looking forward to the remaining school visits. She noted that Parkview neighbors can attest to the disruptions in the neighborhood during school construction, but noted that those living in the Parkview neighborhood are happy about how accessible the new Parkview playground is. She also shared that her grandchildren love the new Parkview building.
- While attending a dance competition, Mr. Benjamin sat next to someone who lives across the street from Sunnyland and who is excited about the new building. Ms. Bashaw and Mr. Benjamin attended an exit interview for the district’s auditor, and Mr. Benjamin noted that it is reassuring that the auditors, who dig deeply into the day-to-day financial workings of the district, found nothing out of order. He appreciated the comments from Dr. Baker about last few days of school with no masks.
- Ms. Bashaw was not able to attend the Sunnyland visit but is happy to hear all of the positive comments. She agrees with Mr. Benjamin about the thorough examination by the auditors producing no audit findings. She reviewed the upcoming board meetings and events that are on the calendar.

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

6.0 NEW BUSINESS

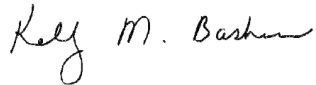
6.1 n/a

7.0 CLOSING ITEMS

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

7.2 Adjournment: The meeting adjourned at 6:57 p.m.

Approved:



Kelly Bashaw, Board President

Attest:



Greg Baker, Secretary to the Board

Minutes approved: April 20, 2022

Monitoring Response Document – INITIAL COMPILATION

Policy Monitored: EL-3, Treatment and Communication with Public, Parents and Students

Date Report Submitted: 2/15/2022

Date of Board’s Monitoring Response: 3/16/2022

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 b. is in compliance, except for items(s) noted.* c. is making reasonable progress toward compliance.* d. is <i>not</i> in compliance or 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:

- COVID response
- Vaccine clinics
- Increase in traffic for videos posted on our website
- All of the work that has gone into turning our in-person events and celebrations virtual
- La Academia de Padres for Spanish speaking families. This program was so popular that the program will expand to include other underrepresented families.
- The ongoing work of not only our EDI staff but our communications department to keep the community informed.
- Recognizing those that worked together to make in person graduations happen. I know that this
- was a big body of work.
- Block party
- I very much appreciated the telling of the story of one of our families from Afghanistan.
- Social media campaigns

DB:

- It has been pointed out in previous EL-3 monitoring reports that the current superintendent’s performance in this area is not only outstanding but has been a model for other districts to emulate. This remarkably continued with the overwhelming challenges brought on by the

pandemic, made particularly challenging in a continually shifting information environment. Notable highlights this period:

- Covid response
- Virtual methods
- Parent academy for Spanish speaking families
- Continued and expanded EDI efforts
- Robust BHS mascot change process
- Both print and electronic media continues to expand and improve, notably in professional quality and gathering of metrics

CDH:

- The board is impressed with the amount of care and thought put into all communications. We are particularly impressed with the launch of the Parent Academy for Spanish speaking parents.

JM:

- This was a time that so much critical information needed to be communicated to our stakeholders, with regards to COVID. While there were many perspectives, from both internal and external voices, BSD communication remained level, well-informed and respectful.
- Responding to a significant in request in public records requests, which can often be a ton of work!
- Consistent communication about the ongoing shifts to school meals.
- La Academia de Padres is a great example of meeting our community where they're at and developing effective community engagement programs.
- Continued, effective communication around EDI, even when there was challenging feedback.
- Graduations were a huge success and a much-needed joyful celebration.
- The mascot change taskforce did great work in developing a process to really evaluate the impacts of the old/new logo and make a decision that took in a variety of perspectives. Happy to see their work highlighted and communicated out.
- The family handbook is always such a beautiful and well-developed publication.
- The Playgrounds flier is a great example of making wonky concepts easy for people to understand; always appreciate that about the communications from BSD.
- The Community Engagement Team really is one of the gems of this District. This report really shows the importance of their work. We are a much better district because of this group of people and what they do for our families.

3. Please note areas for additional improvement.

KB:

- None.

DB:

- None.

CDH:

- None.

JM:

- None.

4. Comments on the report itself.

KB:

- Once again, I appreciate all of the evidence supplied in the report to show that our superintendent is in compliance with EL-3. I still remember Dr. Baker pointing out the importance of investing in Communications. You are either telling the story or playing catch up and having to correct misinformation. I have seen firsthand when other organizations have not done this.

DB:

- Appreciate the links throughout the report for a “deeper dive.”

CDH:

- None.

JM:

- Thanks for the “live links” that we could click on, as well as all the visuals.
- I hope more people in our community see pieces of this report; there is so much done behind the scenes that folks don’t see!

5. Possible changes to the policy.

KB:

- None.

DB:

- None.

CDH:

- None.

JM:

- None.

Monitoring Response Document – INITIAL COMPILATION

Policy Monitored: EL-4, Staff Treatment, Compensation and Evaluation

Date Report Submitted: 2/15/2022

Date of Board’s Monitoring Response: 3/16/2022

Below are my responses in connection with the report:

<u>Ends Reports:</u>	<u>Executive Limitations Reports</u>
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<p><i>*see comments below (No. 3)</i></p>	

2. Please note commendable progress over the last year.

KB:

- Hiring practices changed due to COVID
- The use of substitutes varied greatly (having to shift staff daily)
- Had to shift Employee Recognition to remote
- Block party with over twenty community partners and 1,500 families in attendance
- 1,600 volunteers
- Leadership training with a focus on EDI
- Enhanced training for staff

DB:

- The ability to pivot to remote hiring and creating new efficiencies during the pandemic is remarkable.
- Heroic job filling the substitute demand exacerbated by the pandemic.
- Appreciate seeing how EDI is woven into professional development.
- Remarkable job demonstrating comprehensive staff development across all levels of staff, particularly during the strain and demand of the pandemic.

CDH:

- The board understands that in the last two years it’s been hard to fill vacancies and find substitute teachers. We commend the superintendent for all of the hard work done to not only recruit and train new employees, but in also thinking outside of the box to make sure schools were able to remain open this year.

- The board supports all of the work the superintendent has done for staff development. In particular, the body of work to support staff and student well being is very impressive.

JM:

- Overall, very impressed with the ability to continue adequate hiring and staffing, even with the extreme impacts of COVID. This required creativity and quick adaptation as needs shifted.
- The virtual employee recognition and awards were a great way to continue highlighting our staff's work during this time. The Promise Awards video was a particularly fun watch.
- Appreciate the diversity represented in the #humansofBPS campaign. They're always very interesting and represent the dedication of our staff.
- Creando Connections was such an innovative and inspiring volunteer project.
- Appreciate the intensity of EDI work that happens at all levels and across positions.
- The work to mentor newer educators is so important to the current and future success of our district. Glad to see so much work going into mentorship and ongoing support.

3. Please note areas for additional improvement.

KB:

- None.

DB:

- None.

CDH:

- None.

JM:

- None.

4. Comments on the report itself.

KB:

- This report goes above and beyond in providing evidence that the Superintendent is in compliance.

DB:

- Thank you for the bolding of new information- very helpful. The report is very detailed down to individual positions.

CDH:

- None.

JM:

- Very thorough.

5. Possible changes to the policy.

KB:

- None.

DB:

- None.

CDH:

- None.

JM:

- None.

Monitoring Response Document – INITIAL COMPILATION

Policy Monitored: Ends 2.1, Part 1 – Student Competence

Date Report Submitted: 2/15/2022

Date of Board’s Monitoring Response: 3/16/2022

Below are my responses in connection with the report:

Ends Reports:	Executive Limitations Reports
<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. KB DB CDH JM 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. b. is in compliance, except for items(s) noted.* c. is making reasonable progress toward compliance.* d. is <i>not</i> in compliance or 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:

- MAP test data BPS students outperformed the state at every grade level except grade 11 math.
- I find it interesting that only Connecticut outperformed BPS and that they spend \$7000 more per student.
- The number of students at level 1 is a smaller number than the previous 3 years.
- Grade 7 reading/math showed the largest decrease while grade 6 reading/math showed increases.
- Fewer K-5 students in the Lexia Literacy Progress are working below grade level than started out the year.
- A large majority of our 3-5 students are on track in math according to DreamBox.
- Happy to see that from Fall 2020 to Fall 2021 that the majority of our students maintained in both reading and math instead of sliding backwards during COVID.

DB:

- We appreciate the innovation in expanding beyond the tradition data sources given the pandemic, particularly with suspension of SBA. This included things like the MAP, DreamBox and other novel sources.
- The attention and effort to close achievement gaps is noted, as well as progress in some areas.

CDH:

- This has certainly been unprecedented times. Despite this, the board can see by this report that the superintendent and his team have thought about what can be done to overcome any obstacles. We appreciate all of the extra hard work and look forward to more improvements in the next couple of years.

JM:

- Outperforming the State at nearly all grade levels on the truncated SBA.
- Students scoring above nearly all state averages on the MAP on both reading and math.
- Positive projections for the SBA, which is impressive given the challenges created by the pandemic.
- While the goal is no achievement gaps at all, that the gaps did not grow is a testament to the district's work in working to connect with and serve *all* families during the pandemic.

3. Please note areas for additional improvement.

KB:

- There is still a big gap between low income/non-low income, Latinx/Hispanic/white, IEP/no IEP and multilingual learners/not MLL in both reading and math.

DB:

- The report identifies gaps that need continued efforts, such as students with an IEP.

CDH:

- None.

JM:

- As is noted in the report, working to continue closing achievement gaps and particularly addressing the gaps for students with IEPs, remains a priority.

4. Comments on the report itself.

KB:

- Appreciate the data and graphs included in the report.

DB:

- The data set is clear and readable.

CDH:

- The report was really well done.

JM:

- Thank you for the creativity in putting this data together as the typical test results were unavailable.

5. Possible changes to the policy.

KB:

- None.

DB:

- None.

CDH:

- None.

JM:

- None.