



OFFICIAL MINUTES OF THE REGULAR BOARD MEETING  
BELLINGHAM SCHOOL DISTRICT BOARD OF DIRECTORS  
March 16, 2023

1.0 OPENING ITEMS

1.1 Meeting Date and Location

March 16, 2023 ±Options High School, 2015 Franklin St., Bellingham, WA

1.2 Call to Order/Land Acknowledgment:

Ms. Diaz Hackler called the meeting to order at 6:00 p.m. She acknowledged that this meeting is being held on the ancestral homelands of the Coast Salish people.

1.3 Roll Call:

Present: Director Douglas Benjamin, Camille Diaz Hackler (President), Jenn Mason, Superintendent Greg Baker and Jackie Brawley (recorder). Directors Kelly Bashaw and Katie Rose were unable to attend the meeting.

1.4 Audience:

- x Miguel Perry I am a member of the Local 425 Carpenters Union which covers Whatcom, Skagit and Snohomish counties. The last time we had invited the board to visit the training facility in Burlington we believe, like you do, in preparing young people for the future. Not everyone is going to go to college, so the trades are an option for them. We are seeing more people of color and women in our trades. Unfortunately, we are not seeing a lot of the work the district does go to our signatories and we feel that puts us at a disadvantage because we invest a lot into training, which comes

1.5 6XSHULQWHQGHQW¶V \$QQ:RXQFHPHQWV DQG 5HSRUW

- 2.3 Resolution 0923, Intent to Participate in Branch/Core Campus of the Northwest Career and Technical Academy in Bellingham, Washington
- 2.4 Resolution 10-23, Transfer of Funds from Capital Projects Fund to General Fund
- 2.5 Resolution 11-23, Approval of Settlement in Juul Litigation
- 2.6 City of Bellingham ±Modification to Radio Network Interlocal Agreement (#2122 119A)
- 2.7 Washington State Department of Commerce±Restrictive Covenant (#2223102A)
- 2.8 Department of Youth, Children and Families Interlocal Agreement(#2223124)
- 2.9 ScoCon, LLC Agreement ±Whatcom Middle School Repairs (#2223127)
- 2.10 Ram Construction, LLC Agreement (#2223129)
- 2.11 City of Bellingham Project Funding Agreement (#2223130)
- 2.12 Interlocal Agreement with Blaine, Ferndale, Meridian, Mount Baker, Lynden and Nooksack Valley Districts(#2223131)
- 2.13 Skagit Valley College Agreements±Dual Credit for CTE (#2223132)
- 2.14 ScoCon, LLC Agreement ±Squalicum High School Storage Building(#2223134)
- 2.15 Scott Electric, Inc. Agreement (#2223137)
- 2.16 Maul Foster & Alongi, Inc. Agreement (#2223138)
- 2.17 Puget Sound Energy Commercial Electric Facilities Contract (#2223142)
- 2.18 Personnel Recommendations
- 2.19 Personal Services Contract

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. Diaz Hackler will provide a final summary version of this document which will be submitted for approval at the April 27, 2023 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. Diaz Hackler will provide a final summary version of this document which will be submitted for approval at the April 27, 2023 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. Diaz Hackler will provide a final summary version of this document which will be submitted for approval at the April 27, 2023 regular meeting

5.0 INFORMATIONAL ITEMS

5.1 6FKRRO %RDUG 'LUHfWfRSLVf5f5fSRUWV

x 0V 0DVRQ UHFRJQLJHV WKDW WKH EXGJWWDG L%FWWWL

Monitoring Response Document INITIAL COMPILATION

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

JM:

- There are truly too many commendable pieces of progress to pick out just a few from this 46 page report. The consistency around District communications. From the visits to media, the communications team clearly taps all possibilities for effectively communicating with students, families, voters and the community at large.

3. Please note areas for additional improvement

KB:

- None at this time.

DB:

- None.

CDH:

- None.

JM:

- None.

4. Comments on the report itself.

KB:

- Very much appreciate all of the data and the examples of the great work the district is engaging in. This report is valuable in that it is able to point out where we need to focus our efforts and have the data to support that.

DB:

- Report is extensive with a countless array of examples.

CDH:

- The report was amazing!

JM:

- This report is a demonstration of the excellence that is our Communication Team! Visually, emotionally and quantitatively detailed and interesting.

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 2/16/2023

Date RI % RD UG ¶ V 0 R Q L W / P / 2 0 2 3 J 5 H V S R Q V H

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"> <li>a. has achieved the goals established by the policy.</li> <li>b. is making reasonable progress toward achieving the goals.</li> <li>c. is making reasonable progress toward achieving the goals, but a greater degree of progress is expected in some areas</li> <li>d. is not making reasonable progress toward 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 with the acknowledgment that there is always more work to be done<br/>KB DB CDH JM</li> <li>b. is in compliance, except for item(s) noted</li> <li>c. is making reasonable progress toward compliance*</li> <li>d. is not in compliance or is not making reasonable progress toward compliance</li> <li>e. cannot be determined*</li> </ul> |
| <p>*see comments below (No.3)</p>  |   |

2. Please note commendable progress over the last year.

KB:

- x BIPOC job fair.
- x Invitation from Sikh Temple to host a job fair.
- x The district developed a webpage for the educator certification program.

DB:

- x Congratulations on starting the BIPOC job fair.
- x Extensive efforts made to meet the demand for substitutes.
- x Significant staff recognition efforts.
- x Nice job building on the success of the first Block Party to the second
- x Evidence of extensive professional development efforts.
- x Successfully working with labor groups and maintaining competitive compensation.
- x Clear progress developing and maintaining a diverse work force.

CDH:

- x The board is impressed with the work done towards the substitute fill rate.
- x The board also recognizes all the work done to continue to track employee evaluations and improvement plans.
- x Both items noted must have been particularly hard combined with stress of returning to in person school.

JM:

- x BIPOC job fair.
- x Working to fill unfilled positions.
- x Good Apples, Promise Awards and the retirement dinner are already scheduled events for recognizing staff.
- x Robust volunteering rebounding from pandemic levels.
- x Continued work around inclusion in education.

3. Please note areas for additional improvement

KB:

- x None at this time.

DB:

- x None.

CDH:

- x None.

JM:

- x None.

4.



Monitoring Response Document INITIAL COMPILATION

Policy Monitored: Ends 2.1, Part 1 Student Competence  
Date Report Submitted: Feb.15, 2023  
Date Due to Sheri March 9, 2023  
Board Member:

CDH:

- x Bellingham proficiency scores on state tests for comparable districts in 2022 look promising.
- x :H DJUHH ZLWK WKH UHSRUW VWDWHPHQW ³GHVSLWH G  
D IHZ SRFNHWV WKDW JLYH XV KRSH IRU WKH IXWXUH '

JM:

- x Less dramatic math score declines that comparable Districts/State.
- x Particular grade levels/schools that fared well (even better compared to peer) in their ELA/math/science scores.

3. Please note areas for additional improvement

KB:

- x COVID greatly impacted our students, and the test scores are that reality. The Superintendent is not responsible for COVID and therefore not responsible for the learning

5. Possible changes to the policy.

KB:

None.

DB:

As always, we should closely evaluate the use of standardized testing data for ~~original~~ outcome (ends).

CDH:

None.

JM:

None.