



Board Special Meeting

Executive Committee

June 12, 2019 8:00 am – 10:00 am

Board Office Conference Room, John Stanford Center

2445 3rd Avenue South, Seattle, WA 98134

Minutes

I. Call to Order

1. Roll Call

Director Harris called the meeting to order at 8:03am. Directors Harris and Burke were present. Director DeWolf arrived at 8:07am.

Staff present were Superintendent Juneau, Deputy Superintendent Stephen Nielsen, Erinn Bennett, Executive Director of Government Relations and Strategic Initiatives; Ronald Boy, Acting Chief Legal Counsel; Sherri Kokx, Special Assistant to the Superintendent; Fred Podesta, Chief Operations Officer; Bruce Skowyra, Director of Facility Operations; Sheryl Anderson Moore, Special Assistant to the Deputy Superintendent; Clover Codd, Chief Human Resources Officer; Kiesha Scarlett, Chief of Equity Partnerships Engagement; Anita Koyier-Mwamba, Family Partnership Manager; and Carri Campbell, Chief of Public Affairs.

2. Approval of agenda

Director Burke moved to approve the agenda. Director Harris seconded. This motion passed unanimously.

3. Approval of May 22, 2019 Executive Committee meeting minutes

Director Burke moved to approve the May 22, 2019 Executive Committee minutes. Director Harris seconded. This motion passed unanimously.

II. Board Action Items

1. PASS CBA

Dr. Clover Codd reviewed the Collective Bargaining Agreement. She explained that it is a 5-year agreement and in year 2 and 4 there would be a salary evaluation. She discussed professional development. Director Burke asked if other districts are conducting position benchmarks. Ms. Anderson-Moore confirmed that most other districts do that. Director Harris asked what the budget for the next five years is. Deputy Nielsen stated that they do not know the answer to this due to uncertainty with the legislature. Director DeWolf asked if we are on the same negotiating timeline as other districts. Dr. Codd noted that they are staggered.

Director DeWolf asked how racial equity is included in the negotiations. Dr. Codd explained that one of the goals is recruiting and retaining educators of color. Director DeWolf asked how the district ensures these leaders are retained and supported. Dr. Codd stated that principal leadership coaches are paired with principals to provide support. Directors and Dr. Codd discussed this program. Director DeWolf asked

about the data surrounding principals who leave the district. Dr. Codd noted that our district does not have a problem with principal retention.

Director DeWolf moved this item forward with a recommendation for approval. Director Burke seconded. This motion passed unanimously.

2. Board Policy No. 1620, Board-Superintendent Relationship; Board Procedure No. 1620BP, Board-Superintendent Relationship Procedure

Director Burke explained that he believes there needs to be more conversations on this topic and that he does not recommend they move this item forward out of committee. He noted that there are three elements to this Board Action Report (BAR): a policy, a procedure, and a routing form that helps align processes. Ms. Kokx clarified the documents included in the packet. Superintendent Juneau announced that she would like to provide SharePoint training to Directors to collaborate on documents. Mr. Boy noted that we would need to make sure this system is compliant with legal requirements.

Director Burke noted next steps are to get a set of documents to be reviewed by Directors. He stated that he will collaborate with Directors to get input and bring something back to the August Executive Committee. The deadline for Directors to meet and discuss the documents is two weeks before the August Executive Committee.

3. Board Policy No. 4130, Title 1 Family Involvement

- Updates to 4129SP, Family Engagement

Dr. Scarlett explained that they are bringing forward some revisions to Policy No. 4130. Ms. Koyier-Mwamba announced that WSSDA came out with new versions and therefore they are updating the Board policy to reflect those required changes. Ms. Bennett pointed out that the correct policy version with track changes will need to be added to these documents.

Director Harris asked that the policy in track changes be sent out to Directors. She asked Ms. Koyier-Mwamba to elaborate on “standard district communication” means, as referenced in the Community Engagement section of the report. She asked that they describe in more detail the steps that were taken regarding community engagement.

Ms. Koyier-Mwamba added that the WSSDA model policy folds the Superintendent Procedure into the policy language. Director Harris asked that they clarify that this has already been done. Director DeWolf asked what our timeline is for operationalizing the WSSDA recommendations. Ms. Koyier-Mwamba noted that this policy was passed on to her after going through several hands. Director Burke and Ms. Koyier-Mwamba discussed the processes for Title 1 versus all schools. Director DeWolf asked if students were engaged in this process. Ms. Koyier-Mwamba stated that they were not. Ms. Koyier-Mwamba clarified the level of family engagement that took place to impact this work.

Director Burke motioned to move this item forward with a recommendation for approval. Director DeWolf seconded. This motion passed unanimously.

4. Community Workforce Agreements

Director DeWolf explained that he wants to make sure there is consistency across the district as we are heading into BEX V. Director Burke asked why apprenticeships are underutilized by our students.

Director Harris noted that this Board Action Report (BAR) is for a taskforce with a limited duration so that there is representation at the table. She stated that she wants to be very clear that she is in favor of this BAR. Superintendent Juneau requested to be kept in the loop.

Director Burke noted that it is our responsibility to look at our mission and students and come up with a better way to make a community workforce agreement.

Monty Anderson, from Seattle Building Trades, shared that his organization is already training the students in Seattle. He stated that their programs have been running for many years and they are already servicing the community. He explained that they are just looking for a partnership to align their work. He noted that an agreement is the only way to align their work with the District.

Mr. Podesta explained that this is a heavy lift, including analytical work, and that support is needed. Mr. Podesta and Superintendent Juneau noted that there is a bandwidth issue. Director Harris explained to Mr. Anderson that they will need to collaborate resources. Mr. Anderson agreed to assist the District in finding funding, facilitation, and management of this project.

Mr. Anderson and Superintendent Juneau will be discussing this work moving forward.

Director Burke moved this item forward with a recommendation for consideration by the full Board with additional conversation from staff and partners. Director DeWolf seconded. This motion passed unanimously.

III. Review of the June 26 and July 10 legislative session agendas

Ms. Bennett reviewed the June 26th legislative agenda. She noted that given today's discussion, introduction item #1 regarding Policy No. 1620 would be removed. She noted the Curriculum & Instruction Policy Committee recommendations from the previous night. She explained that item #16 on Introduction regarding Capacity, Enrollment and Facility Master Planning (CEAFMP) Advisory Committee, had been moved forward by the Operations Committee without a BAR.

Ms. Kokx suggested moving the Rainier Beach High School Library item to the Superintendent Comments portion of the agenda, to allow the vote to take place earlier in the meeting to accommodate Director Patu's family.

Director Burke stated that he would like to move the Since Time Immemorial (STI) BAR to action item #1.

Director Burke moved to approve the June 26th Regular Board Meeting agenda as amended. Director DeWolf seconded. This motion passed unanimously.

Director Burke motioned to amend the agenda further by moving items 14, 15, and 16 to the top of introduction to allow the Capital Projects team a chance to present early. Director DeWolf seconded. This motion passed unanimously.

Director Burke moved to approve the June 26 agenda as amended. Director DeWolf seconded. This motion passed unanimously.

Ms. Bennett reviewed the July 10th legislative agenda. She noted that the Policy No. 1620 BAR would be removed. Directors noted that they would like to move the following items to consent: 2, 4, 5, 8, 9, 10, 11, 13, and 15.

Director DeWolf moved to approve the agenda as amended. Director Burke seconded. This motion passed unanimously.

IV. Special Attention Items

1. Labor Partner: IUOE Local 609

Mr. Mike McBee from IUOE Local 609 joined the table. He reminded Directors that the District does have two successful apprenticeship programs. He noted they are always looking to get more students involved in these programs.

He stated that Directors will be reading into the record an unfair labor practice. He explained that this involved a principal impeding on fair labor practices. He explained that there needs to be some lessons learned around recent occurrences.

He highlighted that the District continues to have very high vacancy rates for custodians. He explained that such a high level of unfilled positions causes problems, such as dirty classrooms.

He explained other issues including lack of communication with the leave desk and explained the struggle with getting overtime agreements settled.

Director DeWolf asked why IUOE Local 609 members are not brought to these meetings. Mr. McBee explained that they are working.

Director Burke asked if the custodial work is benchmarked to provide a certain amount of time to clean a given space. Mr. McBee noted that you can calculate the amount of time it takes to clean a room. Director Burke asked if it's possible to collaborate with FareStart to provide services working in collaboration with Local 609. Mr. McBee explained that there have been talks and interest in collaborating with FareStart.

2. District Equity Issues – Highlighting issues around equity

Superintendent Juneau asked that we remove the District Equity Issues from the agenda, so that they can discuss the Strategic Plan Update.

At 9:40am Directors took a brief break. At 9:42am the meeting resumed.

Superintendent Juneau explained that staff has put a lot of work into the 3rd grade reading goal. They have identified 13 schools that have the highest number of African American male students. Director Harris asked if any of the 13 schools are Seattle Preschool Program (SPP) or SPP+. Superintendent Juneau confirmed that some do include this. She stated that there will be a request for a work session to explain their progress. She noted that they are partnering with community based organizations (CBOs) to determine where they best plug into this goal. She noted she has been out in the community messaging these early literacy needs with donors and community organizations, such as Amazon, Alliance for Education, the University of Washington, etc.

3. Policy No. 4040, Public Access to District Records, Annual Report

Mr. Boy introduced the District's Public Records Officer, Joseph Helt. Mr. Helt reviewed the Public Access to District Records Annual Report with Directors. He stated that there have been 379 public records requests so far this year, averaging about 42 requests per month. He explained that they are very

busy and short staffed in this department. The average amount of time to turn around a request is about 30 days. He stated that there has been an uptake in requests for Request for Proposal (RFP) materials and contracts this year. He explained that requesters include media, civil rights groups, directory information requests, etc. Directors asked about military requests for student lists. Mr. Helt noted that there is an opportunity for students to opt out of different public records requests.

Director Harris stated that she will connect Mr. Helt and his department to an Electronically Stored Information (ESI) expert that she is familiar with.

4. Approval of 2019-20 Annual Reports Schedule

Ms. Bennett reviewed the 2019-20 Annual Report Schedule with Directors mostly prepared by a staff member before they went on leave. She highlighted that the only new request added for the coming year is the Information Technology Advisory Committee (ITAC) annual report.

Director Burke motioned to approve the 2019-20 Annual Reports Schedule. Director DeWolf seconded. This motion passed unanimously.

5. Seattle School District, Decision 12842-A (PECB, 2018)

Director Burke moved to extend the meeting by 15 minutes. Director Harris seconded. This motion passed unanimously.

Director DeWolf left the meeting at 10:00am.

Dr. Codd explained that the District is required to read the Seattle School District Decision 12842-A into the record at the coming June 26th Regular Board Meeting. Dr. Codd stated that the District is ordered to cease and desist from interfering with employee rights. Director Harris asked about the legal fees. Mr. Boy stated that he will have to check and get back to her. Director Harris reminded Mr. Boy that she asked for fees on land use issues last year and did not receive them.

6. District VII Appointment Process Update (5 minutes)

Director Harris stated that the dates and process for the District VII Appointment needs to be clarified. She stated that she would like to read this process from the dais this evening. She noted that she would be finalizing this with staff offline. Ms. Campbell noted that Directors need to respond to calendar requests from Ms. Wiley in order to schedule the upcoming appointment related events. Deputy Nielsen noted that as many Directors as possible should be at the Rainier Beach High School community meeting. Ms. Campbell stated that she needs direction from the Board on the type of media outreach they would like to have. Ms. Campbell and Dr. Scarlett stated that they will work together to come up with a language-based feedback that can be provided. Director Harris wants an online portal, email, and paper feedback.

Deputy Nielsen asked for clarity from Directors on how the community input would impact and instruct the appointment process. Director Harris stated that this input instructs their decision-making process.

Director Harris and staff discussed how to best incorporate community input on the process.

V. Board Policies and Procedures

VI. Standing Agenda Items

1. Community Engagement (District 2018-19 SMART Goal #4 Update)

Dr. Scarlett explained that they are moving forward with the new Strategic Plan. She noted that they are leveraging both community and family engagement in moving this goal forward. She explained that 55% of students' time is spent outside of school, so it is important to work with that time to better leverage their resource. She highlighted the number of community advisory committees and task forces under her department that require a lot of staff work.

Director Harris stated the transition of Goal 2 and Goal 3, as well as the reorganization of responsibilities was not as elegant as she would have liked. She stated that she would like to see more information in the Friday Memos about what is going on.

Director Harris also expressed her concern with Technology Access Foundation (TAF) and Washington Middle School. She explained that she is distressed about the printed materials that she has seen with both TAF's logo and Washington Middle School's logo on them, indicating that the decision to have TAF located at Washington Middle School has already been determined. She stated that this has not been determined as far as she is concerned.

Director Harris stated that she is concerned with the community engagement portion of the BARs. Dr. Scarlett noted that there are positional transitions that cause a lack of staffing for community engagement. She explained that Deborah Northern, Racial Equity Advancement Coordinator, will now be working in coordination with the Capital department to make sure community engagement is done properly.

Dr. Scarlett highlighted that regarding TAF, any printed materials with Washington Middle School only marketed the TAF possibility. She described the community outreach that is going on in the area.

2. Government Relations

No report.

3. Public Affairs

Ms. Campbell gave Directors an update on the Public Affairs department. She explained her baseline funding for next year is \$33K for three departments. Ms. Campbell explained that they are going to do a direct mailer and work with the Department of Technology to create an email campaign mostly focused on reading. She explained the implementation of a new software that will be used going forward to help screen our websites for broken links and any other errors.

Director Harris asked for an update on the "Let's Talk" District communication pilot, and whether the needs of community members are being met. Ms. Campbell stated that she will put an update in the Friday Memo about this.

Adjourn

Director Harris adjourned the meeting at 10:51am.