



Board of Directors

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Seattle, Washington 98134
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Minutes

Regular Legislative Session
November 18, 2015, 4:15pm

I. Call to Order

- A. The meeting was called to order at 4:18pm.
- B. All Directors were present
- C. Pledge of Allegiance

II. Student Presentations

Rainier Beach High School: ASB Performance

III. Superintendent Comments

Superintendent Nyland thanked the Rainier Beach students for their performance of Harambee. He noted a visit there over the summer where he saw the group's enthusiasm, and noted the turnaround work and dramatic increases in graduation rates. He noted that tonight is the final Board meeting for four of the Directors, and that some cabinet members will be providing recognition of each of the four. Erinn Bennett thanked the four Directors for their service to Seattle Public School (SPS) and all they've done for the community, students, and for the District.

Supt. Nyland thanked Sherry Carr, and noted that most currently she's been serving as Board President, and has served two terms on the Board. He thanked Dir. Carr for her leadership, the stability that she had provided to the Board and SPS, for her work in restoring public confidence during the fiscal crisis years ago, and her advocacy for fiscal accountability. Supt. Nyland noted that in her 8 years of service, she has held many positions on several committees. He noted her focus on what is most important in the District; keeping the focus on the strategic plan, and the focus on student achievement. Supt. Nyland noted Dir. Carr's advocacy with levies, the legislators, and fully funding per McCleary. He thanked Dir. Carr from the entire District.

Ken Gotsch recognized Director Martin-Morris for his many years of service and noted that his leadership will be greatly missed. He discussed the committee assignments over the years and noted that Dir. Martin-Morris provided advocacy on national committees and associations. Mr. Gotsch noted Dir. Martin-Morris's advocacy for full funding per McCleary, Head Start, Urban Boards of Education, and the moratorium of out-of-school suspensions to close achievement gaps, which received national attention. Mr. Gotsch noted Dir. Martin-Morris's work on public accountability, financial oversight, operations performance strategies, and lean process improvement strategies. Mr. Gotsch noted that the least visible of Dir. Martin-Morris's achievements was his mentorship, advice and guidance. He noted that Dir. Martin-Morris proactively helped staff navigate difficult Board issues and always put Seattle students first, while advocating for the district, and working with staff.

Bernardo Ruiz thanked Director McLaren. He noted that he is proud of her dedication and accomplishments to put students first. Mr. Ruiz noted that he considers Dir. McLaren a warrior in her commitment to ensure students' needs are met and are reaching their highest potential. He pointed out her work on closing opportunity gaps, disproportionately, and racism advocacy to provide high quality education for all students. Mr. Ruiz noted Dir. McLaren's work to ensure racial equity, to strengthen strategic family partnerships and to always put students first. He noted the leadership that she has provided staff and noted the committees that Dir. McLaren has been a part of over the last four years.

Pegi McEvoy thanked Director Peaslee for her service. She noted Dir. Peaslee's dedication and service that have moved the district forward. Ms. McEvoy noted the many committees and positions that Dir. Peaslee has held during her tenure on the Board. Ms. McEvoy noted that staff had provided adjectives to describe Dir. Peaslee such as: community advocate, inclusive, focused, and tenacious. Ms. McEvoy noted Dir. Peaslee's accomplishments to implement the green resolution, launch new schools, her classroom focus, testing resolutions, formative assessments, Indian Heritage programs, her focus on district-wide Wi-Fi and state of the art equipment in the classrooms. Ms. McEvoy noted Dir. Peaslee's hard work to pass the race and equity policy, the BEX levy, and working on bell times. Ms. McEvoy noted that it's been an honor to work with Dir. Peaslee, as well as the other directors.

Supt. Nyland noted that this week is "American Education Week" which presents a wonderful opportunity to celebrate public education and honor individuals making a difference in ensuring that every child receives a quality education. He also noted that today is Education Support Professionals (ESP) Day, which is a day to celebrate the ESPs who keep schools running and students safe, healthy and ready to learn. ESPs not only work to serve students in public schools, they are dedicated to both their jobs and their communities. Supt. Nyland pointed out that Thursday will be Educator for a Day and that Friday is Substitute Educators Day. Supt. Nyland noted that today University of Washington welcomed their new Dean, and thanked them for their many partnerships with SPS. He noted that we'd be hearing from Greg Wong from School's First to help support the funds that are needed for day to day operations, and for buildings, technology and academics. Supt. Nyland noted that next week is Thanksgiving break. He noted that there is no school for all elementary and K-8 students next week and that middle and high school students will be released 1 hour early on Wednesday, November 25. Supt. Nyland noted that at tonight's Board meeting they would be discussing the Student Assignment Plan (SAP), and noted that to allow for additional understanding and feedback from families, SPS held three (3) additional meetings in the past two weeks in the North, Central and South areas of the district, and noted that parents felt it was too much change too fast. He noted the adjustments that were being made to the plan, and that the district will treat this coming year as a test drive, and will consider a revision for the 2017-2018 school year. Supt. Nyland also noted the item tonight on the Superintendent SMART goals which are part of the Board priorities, and discussed the importance of these initiatives. He noted the bell times item on tonight's agenda, the article on the front page of the Seattle Times, and that the Board is poised to vote on a major change in our district which is attracting national attention. He noted the work that has been done to provide the highest positive impact for the greatest number of children. Supt. Nyland noted that he appreciates the Board's recognition of the work accomplished during the past year and the proposed salary increase. He applauds the Board's desire to keep Seattle's salary competitive for future superintendents and noted that as Superintendent he has been asked to improve learning, close opportunity gaps, repair systems and rebuild community trust. Supt. Nyland noted that he would be glad to contribute all of the salary increase back to Seattle Public Schools.

Supt. Nyland noted that last week the Department of Early Learning provided Professional Development in RULER (recognizing, understanding, labeling, expressing and regulating), a school wide approach to promoting emotional literacy, which has gone out to 50 of the 60 elementary schools. He noted that Principals, Building Team Leaders and Head Start central staff, as well as 10 site teams, participated in training with March Brackett from Yale's Center of Emotional Intelligence, and that these leaders will train all the staff in their buildings. He noted the investigation into suspected test tampering at Beacon Hill International School during the 2013-2014 school year has been closed. Supt. Nyland noted that while the investigation found sufficient evidence that Measurements of Student Progress test booklets were tampered with, it remains inconclusive as to who altered the test answers. And, since the discovery of the testing abnormalities, improvements have been made to enhance testing protocols and security. Supt. Nyland noted that in this last Collective Bargaining Agreement SPS and Seattle Education Association (SEA) agreed to a renewed focus on the Partnership Committee for Closing the achievement gap, which consists of 6 appointees of SPS, 6 appointees of the SEA. The purpose of the committee will be to address issues

of the opportunity and achievement gaps. In May of each year, the Committee will give a written report to the Leadership Committee that will discuss the District's progress in eliminating disproportionate discipline as well as opportunity gaps and include recommended strategies for use at the District and program level. Supt. Nyland noted school visits to Broadview-Thomson and Viewlands. Supt. Nyland recognized student Duane Jack, from Northgate Middle College High School, who was nominated for the Superior Court Youth Award for his demonstration of incredible perseverance, determination and engagement in academics and community. Supt. Nyland noted that on Monday, November 16, Seattle Mayor Ed Murray, and Seattle Seahawks Mascot Blitz joined Seattle Children's researchers and students from Beacon Hill International Elementary to kick off the Walking School Bus. Supt. Nyland noted a celebration to mark the opening of the new Orca K-8 playground this Friday, November 20. He thanked the City of Seattle Department of Neighborhoods, King County, ORCA K-8 Parent Teacher Student Association, Windermere Realty, the Norcliffe Foundation, and the Microsoft Corporation for their contributions.

Supt. Nyland noted that the SPS Special Education team has taken another significant step forward, as Office of Superintendent of Public Instruction (OSPI) notified the district on their compliance with systemic changes in Special Education services across all five regions and the district's central office. He noted that the Northwest Region of the district met the minimum criteria of the verification standards listed on the Memorandum of Understanding (MOU) between the district and OSPI. As a result of the verification of the Northwest Region, SPS will receive \$500,000 from the current \$3 million withholding of Individuals with Disabilities Education Act (IDEA) funding that dates back to the 2013-14 school year. Supt. Nyland discussed the State of the District address a little over a week ago, and noted the highlights of the event were a performance by the John Rogers Otters Choir as well as a poem by the first Seattle Youth Poet Laureate Leija Farr of Cleveland High School. He noted that it is an annual event to share district successes, challenges and opportunities. He further noted that the presentation is on the district web site under Superintendent. Supt. Nyland welcomed the new Board members, and noted that the Oath of Office Ceremony will be held December 1 at 5:00 pm in the auditorium, and that this is the swearing in of our four new Board members. He thanked Rick Burke, Jill Geary, Leslie Harris, and Scott Pinkham for their willingness to serve Seattle students as Board members.

IV. Student Comments

V. Business Action Items

A. Consent Agenda

(action)

1. **Minutes of the public comment session/work session/Executive Committee on October 28, the work session/executive session on November 2, and the Board meeting on November 4.**
2. **Warrants**

The Warrant Register represents all payments disbursed by district warrant for a specific monthly accounting period. RCW 28A.330.090 requires the School Board approve the Warrant register for audit purposes.

October 2015 Warrants

General Fund	*Payroll	\$ 951,312.12
	Vendor	\$ 22,527,864.87
Capital Project Fund	Vendor	\$ 9,214,188.83

Associated Student Body	Vendor	\$ 259,194.85
Grand Total		<u>\$32,952,560.67</u>

*Note – Payroll total reflects warrants issued to employees. It does not however, reflect cash transfer amounts in payment of employees’ Direct Deposit payroll.

Director Peaslee moved to approve the consent agenda. Director McLaren seconded.

The motion to approve the consent agenda passed unanimously.

B. Items Removed from the Consent Agenda

VI. Public Testimony

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| 1 | Elizabeth Osborn | Ballard High School- School Overcrowding |
| 2 | Dianne Casper | Approval of Transportation Service Standards and Revised Bell Times |
| 3 | Frederica Merrell | Approval of Transportation Service Standards and Revised Bell Times |
| 4 | Noam J Gundle | Approval of Transportation Service Standards and Revised Bell Times |
| 5 | Richelle Dickerson | Approval of the Student Assignment Transition Plan |
| 6 | Emily Lieberman | Approval of the Student Assignment Transition Plan |
| 7 | Tina Podlodowski | Approval of the Student Assignment Transition Plan |
| 8 | Horacio de la Iglesia ceded to Michael Vitiello | Approval of Transportation Service Standards and Revised Bell Times |
| 9 | Christian Weinmann | Approval of Transportation Service Standards and Revised Bell Times |
| 10 | Anthony Shoecraft ceded to Decorlan Roundtree | Board Governance Priorities and Superintendent Evaluation Instrument, SMART Goals, and Accompanying Rubrics |
| 11 | Greg Wong | BTA IV Levy and Authorizing Resolution 2015/16-10 |
| 12 | Sebrena Burr ceded to Kevin Washington | 2015-16 Board Governance Priorities and Superintendent Evaluation Instrument, SMART Goals, and Accompanying Rubrics |
| 13 | Jonathan Knapp | Approval of Transportation Service Standards and Revised Bell Times; Superintendent's Employment Agreement |
| 14 | Cynthia Jatul | Approval of Transportation Service Standards and Revised Bell Times |
| 15 | Leah Van More | Approval of Transportation Service Standards and Revised Bell Times |
| 16 | Carin Towne | Approval of Transportation Service Standards and Revised Bell Times |
| 17 | Alexia J. Kataroff | Approval of Transportation Service Standards and Revised Bell Times |
| 18 | Laura Burke | Approval of Transportation Service Standards and Revised Bell Times |
| 19 | Carolyn Leith | Superintendent’s Employment Agreement: Duration and Salary |
| 20 | Anna D. Knudson | Superintendent’s Employment Agreement: Duration and Salary |
| 21 | Jill MacCorkle ceded to Chandra Hampson | Superintendent’s Employment Agreement: Duration and Salary |
| 22 | Aimee Horn | Approval of Transportation Service Standards and Revised Bell Times |
| 22 | Catherine Darley ceded to Lina Fine | Approval of Transportation Service Standards and Revised Bell Times |
| 23 | Russel Palumbo | Approval of Transportation Service Standards and Revised Bell Times |
| 24 | Katharine Harmon | Approval of Transportation Service Standards and Revised Bell Times |
| 25 | Kevin Baker | Board Governance Priorities and Superintendent Evaluation Instrument, SMART Goals, and Accompanying Rubrics |

VII. Board Comments

Internal Audit Annual Report and Ethics Report - Director Martin-Morris noted the annual process of the Audit & Finance (A&F) committee which outlines a report to show the year’s accomplishments, and various ethics items. He introduced Andrew Medina, who would be providing a presentation on the process. Mr.

Medina went through the slides on the presentation and noted that this report usually happens in October, but due to a change in the A&F meeting, it was delayed until November. He highlighted the audits that were conducted and discussed how the audits were chosen. Mr. Medina noted the major audit findings and reviewed the slides. He noted the transparency of the audit process and selection. Mr. Medina discussed corrective action plans, the management functions that have been implemented, and the process. He noted the significant findings that have yet to be addressed, and gave an outline of those two items. Directors noted their gratitude to Mr. Medina and his team, and noted that there are only 3 internal auditors, which is a significant amount of work that they accomplished with a staff of 3. Directors commended the team for thinking proactively with keeping the district ahead of major problems. Directors noted that moving forward, the Board may want to consider expanding the department for more school audits to be completed, as it stands now, it'll take 15 years to get through every school.

Mr. Medina then discussed the ethics report, and noted it is not required by Board policy, but that it is important to cover. He discussed the slides in the presentation and noted the accomplishments from the Ethics and Elections Commission. Mr. Medina discussed the training that the team goes through and detailed a chart of the workload, and the breadth of incoming contacts. He then highlighted a chart on anonymous concerns and noted that people may have a hesitation on being anonymous and trusting the system. Mr. Medina discussed next steps, training, formalized reporting and a culture change.

Superintendent 2014-15 Evaluation Narrative and Instrument documents- Director Carr noted that in 2013 the Board made changes to have the Superintendent evaluation be more evidence based and align with the Strategic Plan. The Board moved the evaluation and contract from June to November to allow for this alignment. She noted that is the first cycle since that decision that it has been used, as the previous Superintendent resigned prior to when it was scheduled to occur. Dir. Carr further noted that the Board moved to a structured rating system that aligned with the strategic plan and a rubric to allow for differentiation on the level of progress and noted that the staff provides the body of evidence on the work for each section. She thanked Director Peaslee and Supt. Nyland for taking this to the Great City Schools Conference, where it was highly regarded. Dir. Carr read the narrative into the record and noted that the rubric and narrative were linked to tonight's Board agenda.

Director Blanford thanked the Rainier Beach students for their Harambee presentation. He noted his community meeting this Saturday at the Douglass Truth Library and concluded his remarks with thanking the exiting Directors who provided leadership and mentorship. He noted that being a Board director is not easy, and it is made easier with the colleagues who have risen to the occasion to provide mentorship and support.

Director Patu thanked the people who came to testify this evening, and thanked the Rainier Beach students. Dir. Patu noted a quote that resonated with her, and read it aloud. She noted she has received claims that she does not support African American males, and stated that she is on the Board to make sure that all students have equitable access to education. Dir. Patu noted that she has served students for 30 years, and has African American grandchildren. She noted the responsibility of the Board and how it is an opportunity to make changes to benefit as many students as possible. Dir. Patu noted her intention of changing the SMART Goal was to give greater details on this goal. She wants to commit to real solutions that make a difference and give opportunities to underserved students. Dir. Patu thanked Director Martin-Morris for his great work and positive outlook, and for always being there. She thanked Director McLaren for the time they spent together visiting schools and her desire to serve all students in having a quality education. She thanked Director Carr for her leadership, and noted the issues of the district and that Dir. Carr was a strong leader to hold on and continue the work they were put here to do. Dir. Patu thanked Director Peaslee for the work they did together in committees and projects to make changes in the district. Director Patu noted her appreciation of the team effort by this Board to do work for all students in Seattle Public Schools.

Director Peters acknowledged the Rainier Beach students' energetic and inspiring presentation. She noted her community meeting this Saturday at the Queen Anne Library. Dir. Peters noted the challenge of planning community meetings around family obligations and other events, and that Directors can't always coordinate to

hold them on different dates, but will certainly try with the new Directors. She noted the state of the district, including the adorable singers, and the poet from Cleveland High School, who read a powerful poem. She noted the annual Martin Luther King celebration at Garfield High School, and provided her support in making this a strong event. Dir. Peters thanked her colleagues for their service, of whom she's worked with the last two years since she came to the Board. She wishes them all the best. Dir. Peters welcomed the new directors who will join them at the next meeting in December. Dir. Peters responded to public testimony, recalling an incident at Ballard High School. She thanked the students and faculty for their calm response. She noted overcrowding there, as per the student testimony speaker. Regarding bell times, Dir. Peters noted the language changes that will be presented to allow flexibility. She noted feedback from Tier 3 families and schools, she hears their pain, as her family is also in Tier 3. Dir. Peters addressed the question of getting money from the state, and to achieve smaller class sizes. She concluded with her condolences to Paris, and noted that she lived there for a year. Dir. Peters noted the need to teach our children to be independent thinkers and not follow the masses of pressure, and to be humane citizens.

Director Martin-Morris noted tonight as his last official meeting as Board Director. He thanked his mother who instilled in him a healthy respect for the value of a solid public education. He noted that in 8 years of being on this Board, he's seen a lot of positive things accomplished: increased enrollment, policy reform, stating the problems in a public manner, and taking action. Dir. Martin-Morris thanked staff for their hard work, dedication, efforts and amazing hard work that they do on a daily basis. He noted there are challenges within SPS, as in every urban district in this country. Dir. Martin-Morris noted that Seattle is in a unique position; they have the tools, the smarts, and the people that can solve the problems. He noted that if Seattle can't solve the problems, no other district in the US can do it. Dir. Martin-Morris thanked his colleagues. He thanked his wife for her support and noted that he couldn't have done this work without her being there for him, challenging him and keeping him sharp. He thanked his kids who gave up a lot to have a dad on the Board when they were in high school. He noted that they helped him understand what is going on in the schools and what is in the best interest of the students. Director Martin-Morris concluded by thanking everyone for the opportunity to do public service.

Director Peaslee thanked her Board colleagues, and noted early on it was a split Board. She noted that this Board came together in the last two years, and has been working hard to focus efforts on what the Board is here to do. Dir. Peaslee thanked Supt. Nyland for his leadership and his role in focusing the Board on alignment toward the same goals and Strategic Plan. She noted his progress to getting them aligned in the goals and healing the rift that was there before. Dir. Peaslee spoke to the SMART goal amendments, and that nothing denotes that they are taking away from African American males. She noted that all students should be beneficiaries of this work. Dir. Peaslee noted that her amendment does not take away, remove, dilute, or divert the programs that are already in place for African American Males, and that the work will benefit all of the most underserved students. Director Peaslee thanked her children, noted their experiences that they have gone through, and noted that she came on the Board to meet the needs of every student of different needs, talents and ambitions. She noted that there is no one-size solution for all students. Dir. Peaslee wishes the very best to the next Board. She noted we are the wealthiest nation in the world and should be fully funding education. She encouraged everyone to press the legislature to find the funds to fully fund education, and that advocacy should be aimed at that. Director Peaslee thanked everyone for this opportunity.

Director McLaren gave a shout-out to Rainier Beach for their performance. She thanked the Ballard High School student, and the rest of the testimony speakers. Dir. McLaren noted the privilege of working with her colleagues, and is proud of their work together. She spoke to the recent election and noted that she deeply regrets that she was not successful in her attempt to show her compassion to others on the decisions that she had to make. She noted that SPS needs to partner with families and ask for their help. Dir. McLaren noted that the district must give educators tools and strategies to share with families in partnership, and that as leaders, they need to make hard decisions, even if it doesn't benefit everyone. She testified to the integrity of all of the Directors. Dir. McLaren noted her respect for all the leaders in central office. She especially thanked Theresa Hale, Board Office Manager. Dir. McLaren noted that each leader is inspiring, bright, talented, and it's been an honor and privilege to work with them, and to partner with educators, parents, and

community members. She thanked those that offered up suggestions to work with the district.

Director Carr thanked Boeing for generously allowing her to do this work and support her in this process. She thanked Hearthstone and Bethany Community Church for allowing her to have her community meetings at their locations for free. Dir. Carr thanked former and current Board colleagues, and those that served before her. She noted the kinship and connection with those Directors past and present. Dir. Carr offered to support the new Directors in their work. She thanked the 5 Superintendents that she has worked with, not only as a Director, but as PTSA president. Dir. Carr thanked district leaders that she has worked with over the years. She thanked Director Martin-Morris for the last 8 years working together, and also thanked Dir. Martin-Morris's wife for sharing him generously with the Board and the district. Dir. Carr thanked her mother, who has been her biggest fan, advocate, and champion. She thanked her family for their support. She noted that her youngest daughter was in elementary school when she first started on the Board, and she is now in college. Dir. Carr noted that her older daughter was her campaign manager, and then went off to UW, where she graduated and now also works at Boeing. She thanked her husband, Bill for being supportive through the last 8 years of service to SPS. Lastly, Dir. Carr noted that the district that she is leaving is substantially better than when she started in 2007. She thanked the staff and stated she is forever grateful for the work they have done and continue to do. Dir. Carr noted their work is the most important in the city, as it is for our children. She noted the leadership turnover, from 2005 till now, and read the statistics. Dir. Carr noted that no organization can be successful with this amount of turnover in leadership. She noted the responsibility of the community and the Board to attract and retain high quality leaders to accomplish the mission to close the opportunity gaps and serve our students. She noted that her grandma taught in a one room school house, her mother was valedictorian of a one room school house, her sister is a teacher in Kent; she has deep ties to education. Director Carr thanked everyone for the opportunity to serve in this capacity.

The meeting adjourned at 7:16 and reconvened at 7:28pm.

VIII. Business Action Items (continued)

C. Action Items

1. **Collective Bargaining Agreement with Automotive Machinists Local 289** – (Exec) Approval of this item would approve the Collective Bargaining Agreement with Automotive Machinists Local 289. (intro/ action)

Director Peaslee moved to approve this item. Director McLaren seconded. Director Carr spoke about the review of this item by the Executive Committee.

Geoff Miller provided an overview of this item and discussed why this item was coming to the Board for introduction and action at the same meeting. He noted the five person bargaining unit, and the contract which covers 3 years. He discussed the changes in this Collective Bargaining Agreement from previous years.

This motion passed unanimously.

2. **Approval of Transportation Service Standards and Revised Bell Times for School Year 2016-2017** – (Ops) Approval of this item would approve the Transportation Service Standards for school year 2016-17. (action)

Director Peaslee moved to approve this item. Director McLaren seconded. Director Patu spoke about the review of this item by the Operations Committee.

Pegi McEvoy provided an overview of this item and noted the changes since presented at

introduction. She went through a presentation, which displayed the status updates. She noted that this is part of the annual update of transportation standards. Ms. McEvoy went through the timeline of the three phases, including community outreach and work of the staff. Ms. McEvoy noted the feedback, the findings, continued feedback and the plans presented. She noted the equity analysis done, and paying attention to Title I schools. She provided an overview of the feedback, and noted that most were from schools that would continue in Tier 3, and wanted to be moved in to Tier 1 or 2. Ms. McEvoy noted the feedback from PTAs and principals. She further discussed the State Environmental Protection Act (SEPA) process, and the final findings. She noted that the considerations were provided with both the five minute shift, and without. Ms. McEvoy noted the seven day wait period before Board action due to this recommendation from SEPA. She further noted the plan being cost neutral, maximizing schools in Tiers 1 and 2, as well as prioritizing Title I to meet equity concerns. She noted challenges for those schools and families in Tier 3. Ms. McEvoy noted there won't be as much flexibility to add stops due to how tight they will be with the number of schools in Tiers 1 and 2. She noted that they could have flexibility if it remains cost neutral in the future. Ms. McEvoy provided the final recommendations to the Board, and noted a summary chart on the presentation. She noted the body of work that has been conducted, and thanked her team, the teachers, nurses, sleep experts, and community who provided their input.

Directors asked about Tier 3 schools late start, and asked that she explain the flexibility for those schools who would like to change, or other schools who wanted to swap. Ms. McEvoy noted that in the spring, a process will be created to route the busses. And, if there is an opportunity to streamline routes and do some budget neutral routing, there may be options to move schools at that time. If a school wants to be considered, they will ask to be on a list through the school principal. She noted that they will get a pros/cons list, have a community conversation, and then can opt in to this option. Ms. McEvoy noted they would need to hear from the schools by February, to be placed on this list. Then when routing happens in the spring, and if SPS can slide schools in to be SEPA compliant and cost neutral, schools will be informed of the opportunity to change. Ms. McEvoy noted that guidelines will be sent to the principals, who will be the lead to communicate to the staff on the desires of that school.

Director Carr noted that at her community meeting on Saturday, concerns were expressed with out-of-district transportation. She noted that special needs students get services out-of-district, and that the language change in the document concerned them. Dir. Carr asked for clarification and if there was a policy change to those services. Ms. McEvoy noted that no changes have been made, and there is no intent to change Individual Education Plan (IEP) driven transportation. She provided examples of when it is out of the student service areas and outside of their IEP, that there were some restrictions.

Directors thanked Ms. McEvoy and her staff for the work over the past two years, and the strong community engagement process and noted that it's a great win for our students. They noted that SPS will be the largest urban district in the nation to make this change, and that other districts in Washington are working on making this change as well. Directors noted that the final proposal may not be 100% perfect, but it's solid. They noted it is an evolving plan, and it is going in the right direction. Directors noted that this is supported by science and research, and better emotionally and academically for our children. Directors noted the challenges for many families, and recognized that the benefits do not reach all students at this point in time. Directors noted that the cost of SPS transportation is 3 times what other districts have, and that the costs are making it difficult to accommodate everyone.

This motion passed by a vote of 6 to 1 (Directors Carr, Martin-Morris, McLaren, Patu, Peaslee, Peters voted yes; Director Blanford voted no)

3. **Approval of the Student Assignment Transition Plan for 2016-17-** (action)
(Ops) Approval of this item would approve the Student Assignment Transition Plan for 2016-17.

Director Peaslee moved to approve this item. Director McLaren seconded. Director Patu spoke about the review of this item by the Operations Committee.

Flip Herndon noted the feedback received and the attempt to address the challenges from families on the notification on school locations for the following year. He noted that the team took the feedback seriously- from meetings, emails, phone calls and conversations out in the community. As a result, Dr. Herndon highlighted that there is more work to be done, and that this plan is a one-year transition plan. This will allow SPS to work toward a document that is clear and concise and up-to-date for families to utilize. Ashley Davies spoke to the additional community meetings, and the changes to the last transition plan. She noted that the 2009 Student Assignment Plan (SAP) is untouched from this proposal. These proposed changes are to the 2013/14 transition plan. Ms. Davies noted that the first change is the elimination of the distance tie breaker and the second is moving the wait list dissolution date. Ms. Davies outlined the original proposal, and since receiving further feedback, they will not dissolve the waitlist until August 15. She noted that they will use the feedback from this year to make any needed adjustments to any future SAP.

Directors asked if the August 15 date is for all schools, including options schools. Ms. Davies noted they are anticipating making all moves by May 31, for better predictability for students, families and schools, but that the wait list will remain until August 15. Dr. Herndon noted the concern of community members on option schools, and their fear that the changes would threaten the options schools. He noted this was in no way intended to undermine the options school process. Dr. Herndon noted that this process aims to improve program eligibility, be more efficient, and follow up with families earlier to have more reliable data. He gave examples of the programs and how that fits within the options process based on student eligibility. Dr. Herndon noted the change in date allows families to make informed choices based on their student's eligibility. Directors noted that the feedback that they have received is a concern that options schools will lose teachers based on closing the wait list early. Dr. Herndon noted that by communicating with families earlier and making these moves earlier on, they will be able to look at trends and utilize mechanisms to prevent the late changes, and to meet the educational needs across the district to prevent disruption to the classrooms and the staffing for those schools. He noted that the whole goal is to reduce changes once the school year begins, and decrease the likelihood of disruptions. He noted further challenges around options schools and enrollment. Dr. Herndon noted that if a school was overenrolled, the process will not change from how it stands now, and that even currently with the September 30 date, there are still changes that are made. The process isn't perfect now, and certainly may not be in the future, although this is a step in the right direction. Directors noted the challenges, the need for transparency, and building trust.

This motion passed unanimously.

4. **BTA IV Levy and Authorizing Resolution 2015/16-10** – (A&F/Ops) (action)
Approval of this item would approve the Buildings, Technology, Academics/Athletics (BTA) IV levy and adopt Resolution 2015/16-10, which places a six-year capital levy totaling \$475,300,000 on the February 9, 2016 ballot.

Director Peaslee moved to approve this item. Director McLaren seconded. Director Martin-Morris spoke about the review of this item by the Audit & Finance Committee. Director Patu spoke about the review of this item by the Operations Committee.

Ken Gotsch provided an overview of this item and noted the changes that have been made since introduction, and since the November 4th Board meeting.

Directors noted the backlog of maintenance, and that they frequently hear about backlogs that need to be resolved, and are glad to see that it's a high priority here. Directors asked if the report was available that shows the process to finance the John Stanford Center. Mr. Gotsch noted it was presented to the A&F committee last week and is available on the website for viewing. Directors noted that there wasn't a levy at the time to cover the expenses of this building and it came out of the general fund. They noted that it was covered through 2016, and now that plan is running out and there is a need to find an alternative way to cover the bonds made on this building.

This motion passed unanimously.

5. **Approval of the 2015-16 Board Governance Priorities and Superintendent Evaluation Instrument, SMART Goals, and Accompanying Rubrics** – (Exec) Approval of this item would approve for 2015-16 the Board Governance Priorities and Superintendent Evaluation Instrument, SMART Goals and accompanying rubrics. (action)

Director Peaslee moved to approve this item. Director McLaren seconded. Director Carr spoke about the review of this item by the Executive Committee.

Director Carr noted that since there have been no changes since introduction, the Board will move to the proposed amendments. She provided an outline of how the Board will proceed through the process and how voting will occur. She noted the discussions of the Board in the past several months to review the item.

Director McLaren read the motion for Amendment 1. Director Blanford seconded.

Director Peaslee read the motion for Amendment 2. Director Patu seconded.

Amendment 1 (Director McLaren) (action)

Director McLaren discussed the background of her motion, and the language inclusion that she is looking for. She discussed the targeted universalism strategy, and biases that cause the achievement gaps in African American male students. Dir. McLaren noted the imprecise nature of the original language creates an unconscious bias and noted a chart that is included in her amendment action report. She noted disproportionate discipline of African American male students in SPS and the racism and exploitation throughout history. Dir. McLaren noted the focus of her amendment has been shown to be effective in closing the opportunity gaps at urban school districts across the nation. She noted that targeted language is a constant reminder to be aware of our decisions, and can bring real change to all students of color. Dir. McLaren noted her belief that all will benefit through grappling with biases toward African American males. She noted the testimony from Chandra Hampson, who had asked that the Directors not sweep all of the underserved students under one rug.

Director Carr asked if the language that Amendment 1 proposes is the original language suggested by staff. Dir. McLaren confirmed that it was. Director Blanford said he is excited to second and support this amendment, which was the language originally suggested by the staff. He noted schools in Maryland that implemented a similar initiative and now has the highest graduate rate of African American males in the country, and that all racial and ethnic subgroups have also seen improvement. Directors asked for clarification on the differences between the two amendments. Directors noted the meetings in which this language was discussed and that when this work is done, it is for the benefit of the entire district, not just the group in the language. Director Carr suggested that the Board wait to address the differences question until after the discussion on Amendment 2, as that may clear up the confusion.

Amendment 2 (Directors Peaslee & Patu)

(action)

Director Peaslee read Goals 1 and 2 with the amended language for the record. She noted the objective was to be clear on all underserved students and that although the work is focused on African American males, that it also benefits the other groups that are historically underserved. She noted the reason she was proposing an amendment was that the purpose of the SMART Goals were to serve all students, so the language should encompass that. Dir. Peaslee feels that if not amended, that it conveys an inaccurate message to focus the goal exclusively, and then to lump all students of color into a bucket. She notes that this language does not change targeted universalism on African American males, nor that they are intended to be the beneficiaries; rather that it clarifies and defines that the additional beneficiaries are those most historically underserved students. Dir. Peaslee noted that it is consistent with the district's race and equity policy, with the Strategic Plan, and the mandate that all of our students' needs are met. Director Patu noted that the purpose of her part in this amendment was to not group everyone together, and that her strategy was to focus on African American males and that work can benefit other groups in various ways. Directors further discussed the differences in the language between the two amendments being proposed.

The motion for Amendment 1 passed by a vote of 4-3 (Directors Blanford, Carr, Martin-Morris, and McLaren voted yes; Directors Patu, Peaslee and Peters voted no).

Director Peasee withdrew her motion for Amendment 2.

Amendment 3 (Director Carr)

(action)

Director Carr read the motion for Amendment 3. Director McLaren seconded.

Director Carr noted that this change came from staff, however, the Goals had already gone through the Executive Committee, and she didn't allow the change to be made without coming to the full Board as an amendment. Superintendent Nyland provided an overview of this item. He noted that last year's Goal 5, on customer service, had a measure that included a portion on the principal's feedback. That goal is not included this year, although the indicator continues to be an important measure. This amendment maintains that indicator, and moves it into Goal 7. Supt. Nyland read the change in the goal.

This motion has passed unanimously.

Director Carr noted the Board would now address the original motion, as amended. Director Peaslee made the motion, as amended by Amendments 1 and 3, and Director

McLaren seconded.

The motion as amended by Amendments 1 and 3 passed unanimously.

Supt. Nyland thanked Directors and staff for their work to discuss these goals at many meetings, and keeping the focus on the Board Governance priorities and SMART goals which are 100% aligned with the Strategic Plan. He noted the alignment of cabinet member goals to the SMART Goals in the near future.

6. **Superintendent's Employment Agreement: Employment Agreement Duration and Salary** – (Exec) The recommended motion language will discuss Superintendent Larry Nyland's contract duration and any proposed salary adjustment. (action)

Director Peaslee moved to approve this item. Director McLaren seconded. Director Carr spoke about the review of this item by the Executive Committee.

Director Carr provided a high level overview of the performance evaluation, terms of the contract, the proposed salary increase. She noted the timeline of the review of the performance, discussion with the full Board, discussions with the superintendent, and further meetings. Dir. Carr noted the contract proposal has not changed since it was introduced, although the BAR had some changes. She noted that in the 5% overall increase, 3% is a Cost of Living Adjustment (COLA) for every employee in the state, plus an additional 2% increase. Directors noted the accomplishments by Supt. Nyland over the past year.

Directors discussed their appreciation for the work that has been done over the last 15 month. They discussed their individual thoughts on this item, and discussed timing being unfortunate with what is going on in the district. Directors noted that the proposed raise was brought forward by the Board, and not by Supt. Nyland. They noted that the increase proposed by the Board is below the district average of salary increases. Directors noted that SPS is twice as large as the next largest school district in the state, far more complex, with thousands of employees, and that it is warranted to have a salary reflective of the complexity of this work. Directors further noted the extreme importance to attract and retain high quality Superintendents. Supt. Nyland has a track record of success in other districts, and under his leadership, SPS is making progress for the first time in some time. They acknowledged that all problems are not solved, and there is more work to be done, and that is the challenge for the new Board to face.

This motion passed by a vote of 6 to 1 (Directors Blanford, Carr, Martin-Morris, McLaren, Peaslee and Peters voted yes; Director Patu voted no).

7. **Race to the Top Project P1: Teaching & Learning, Round 3 Seattle Teacher Residency** – (C&I) Approval of this item would authorize the Superintendent to accept the Race to the Top funding in the amount of \$338,000 allocated to partially support the Seattle Teacher Residency Program. (action)

Director Peaslee moved to approve this item. Director McLaren seconded. Director Blanford spoke about the review of this item by the Curriculum & Instruction (C&I) Policy Committee.

Clover Codd provided an overview of this item. Dr. Codd noted there have been no

changes since introduction. Directors noted they are pleased that SPS can continue to support the Seattle Teacher Residency (STR) through this grant and it's a fantastic contribution to the quality of teachers coming in to our district and their tenure. Directors noted the connection of these grant funds with the African American male language in SMART goals 1 and 2, and that bringing in more diverse teachers will lead to more educational opportunities of underserved populations.

This motion passed unanimously.

D. **Introduction Items**

1. **Amending Board Policy No. 3246, Repealing Board Policy No. 3247** – (C&I) Approval of this item would amend Board Policy No. 3246, Use of Reasonable Force, and repeal Board Policy No. 3247, Use of Isolation and Restraint of Students with IEPs and Section 504 Plans. (introduction)

Director McLaren spoke about the review of this item by the C&I Committee.

Erinn Bennett provided an overview of this item, and noted new legislative changes that led to this motion. She noted the team working on this item comes from many different departments. Ms. Bennett noted this policy is based on the Washington State School Directors' Association (WSSDA) model policy, and that the procedure is being worked on now, which they intend to bring to the C&I Committee in December. She noted the edits since it was brought to the C&I committee were based on feedback, for consistency in language, and formatting changes.

Ronald Boy noted the changes in law that affect this policy. The main change is that in the past the restraint and isolation requirements only applied to special education students, and now it applies to all students within the district. He noted that this new policy will give more helpful data to the district. Mr. Boy noted that the law also changed the definitions of restraint and isolation, and does not include voluntary isolation, which can be a coping mechanism for students. He spoke to the changes since C&I regarding the definition of property, and how it was stated previously. They received feedback from principals and teachers on how to add in more inclusive language, and have it still be compliant within the law. Mr. Boy noted changes in the law regarding reporting requirements, which is sent to the state.

Directors noted their appreciation for the concern of staff in regards to engaging parents and advocates in the community to get feedback and input to make necessary changes.

2. **Approval of Board Policy No. 2170, Repealing Board Policies C48.00, C49.00, C52.00 and Board Procedure C52.01** – (C&I) Approval of this item would approve Board Policy No. 2170, Career & Technical Education, and repeal Board Policies C48.00, Vocational Education, C49.00, Career Education, C52.00, Career & Technical Education, and Board Procedure C52.01, Career & Technical Education. (introduction)

Director McLaren spoke about the review of this item by the C&I Committee.

Mary Davison provided an overview of this item. She thanked her staff for their support. Ms. Davison noted that three policies and one Board procedure were being repealed and combined into one, to follow the WSSDA model. She discussed the updated language and

read the policy background. She discussed the research done by her team.

Directors noted one policy was dated in 1983, and they are glad to see the updates that are being made. Directors asked for clarification if this allows the skill centers to provide the completion of this work toward attainment of their job. Ms. Davison noted that all of the skill center programs lead to a skill certification, and/or college credit, and/or pre-apprenticeship model in to the apprentice field.

3. **Annual Approval of Written Plans for Alternative Learning Experience Programs or Schools** – (C&I) Approval of this item would approve the Alternative Learning Experience (ALE) programs' or schools' plans and annual reports for each school. (introduction)

Director McLaren spoke about the review of this item by the C&I Committee.

Shauna Health provided an overview of this item. She noted that per Washington Administrative Code, the Board must annually approve the ALE programs or schools. She noted the attachments included and that they fully meet the requirements.

Directors asked if Cascade Parent Partnership (CPP) is considered a school or a program. The CPP principal noted that they are a school. Directors noted that there used to be more schools named on the policy, and asked why this list has shortened. Michael Tolley noted that there was a period of time where some schools used the ALE model, and those schools have moved to a different master schedule, and so did not fit the state ALE model requirements. He noted that other schools moved off this list as the state decided to fund schools at a reduced rate, and that now the funding has been fully restored, and there is a renewed interest from some of those schools.

4. **Acceptance of Teacher Principal Evaluation Program (TPEP)** – (C&I) Approval of this item would authorize the Superintendent to accept TPEP funding in the amount of \$261,322. (introduction)

Director McLaren spoke about the review of this item by the C&I Committee.

Clover Codd provided an overview of this item. Dr. Codd noted this is not a competitive grant, yet the district still needs to go through the application process. This grant would fund teacher training on the teacher/principal evaluation program. She noted the allocation of the funds, and where the funding would be budgeted.

5. **Amendment to Science Warehouse Lease Agreement at Seattle Distribution Center** – (A&F) Approval of this item would authorize the Superintendent to execute an amendment to the lease for the Science Materials Warehouse, covering the period of December 1, 2015 through November 30, 2020, for a total of \$820,000. (introduction)

Director Martin-Morris spoke about the review of this item by the Audit & Finance Committee.

Lewis Carlson provided an overview of this item. He noted that this is a renewal of a current lease for the science warehouse distribution center, which SPS has leased since 1999. This motion, if approved, would extend the lease for five years.

Dir. Martin-Morris noted the background on leasing this space, and that it is difficult to come by appropriate space in the city, and that it cannot be combined with other spaces due to the demand of square footage for the warehouse. He noted that although it is a 5 year lease, SPS has an opportunity to sublet if a space is later found that is less expensive or that better suits SPS needs.

IX. The meeting adjourned at 9:59pm.