



Board Special Meeting

Executive Committee

August 21, 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 8:04 a.m. Directors Harris and Burke were present. Director DeWolf arrived at 8:06 a.m.

Staff present were Superintendent Denise Juneau; Erinn Bennett, Executive Director of Government Relations and Strategic Initiatives; Ronald Boy, Acting Chief Legal Counsel; John Cerqui, Deputy General Counsel; Wyeth Jessee, Chief of Schools and Continuous Improvement; Ellie Wilson-Jones, Director of Policy and Board Relations; DeLinda Wiley; Executive Assistant; Sherri Kokx, Senior Advisor to the Superintendent; Fred Podesta, Chief Operations Officer; Kiesha Scarlett, Chief of Equity, Partnerships, and Engagement; 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 June 12, 2019 Executive Committee meeting minutes

Director Burke moved to approve the June 12, 2019 Executive Committee minutes. Director Harris moved an amendment to the minutes to change the word “distracted” to “distressed” on the last page of the minutes as included in the August 21 Executive Committee packet. Director Burke seconded the amendment. Director Burke moved approval of the minutes with the amendment. Director Harris seconded. This motion to approve the minutes as amended passed unanimously.

II. Board Action Items

1. Amendment to Superintendent Denise Juneau’s Employment Agreement to address performance compensation amounts for 2019-20 and 2020-21 and base salary for 2019-20; and amendment to Exhibit A (Performance Evaluation Compensation Criteria) to the Superintendent’s Employment Agreement to change the bonus payment date from June 30 to September 30 and to define previously undefined terms.

Mr. Cerqui outlined the documents before the Board for approval. Mr. Cerqui spoke to Amendment 2, which sets the annual base salary for 2019-20 and the bonus payment for 2019-20 and 2020-21. He noted that the 2 percent IPD had been included, as provided by Director Harris. Mr. Cerqui noted that the bonus amounts would be \$15,000, as directed by Director Harris.

Director DeWolf arrived at 8:06 a.m.

Mr. Cerqui spoke to the changes in Exhibit A.

Superintendent Juneau stated that she did not disagree with the numbers included, but requested that an advance conversation and negotiation occur in the future. She asked what the process would be going forward.

Directors and Superintendent Juneau discussed the process that would be used. Mr. Cerqui confirmed that the Board could delegate authority to negotiate future compensation to specific Directors. Directors and Superintendent Juneau discussed including conversations regarding performance during the Superintendent Evaluation Check-In Executive Sessions. Director Harris stated that authority should be delegated to the Board President and Vice President to negotiate future salary and bonus amounts. Superintendent Juneau confirmed with Directors that the process going forward would be for relevant discussion during the Superintendent Evaluation Check-In Executive Sessions and delegation to the President and Vice President to negotiate future salary and bonus amounts. Directors Harris, DeWolf, and Burke noted agreement with the process as stated by the Superintendent.

Ms. Bennett and Mr. Cerqui suggested that the Board Action Report could be amended to clarify that the Board authorizes the Board President and Vice President to have salary discussions with the Superintendent connected to her salary and bonus increases, starting with the 2020-21 school year.

Director Burke requested clarification of how percentages would be calculated under Exhibit A. He asked whether the percentage point increases would be calculated based on students furthest from educational justice overall or whether the specified percentage point increase would be required for each subgroup. Superintendent Juneau and Ms. Kokx noted that the understanding was that the 3 percentage points would be for those students furthest from educational justice overall, given the small number of students for some subgroups. Superintendent Juneau noted that the District will be disaggregating data further for other purposes. Director Burke noted his discomfort with measuring a 3-percentage point increase in this way. Director Harris noted that there may be different numbers of students in different subgroups and that she did not favor requiring a 3-percentage point increase for each group for which data is disaggregated. Director DeWolf noted his agreement with measuring the percentage points for all students furthest from educational justice, as aggregated, for this purpose.

Director DeWolf moved this item forward with a recommendation for approval as amended. Director Burke seconded. Directors Harris and DeWolf voted yes. Director Burke abstained. This motion passed with a vote of 2-0-1.

2. Approval of Extension of Contract with Durham School Services for supplemental Bus Transportation Services

Mr. Podesta spoke to the proposed contract extension with Durham School Services. Director Harris requested more information on driver pay and benefits for the district's two bus transportation providers, Durham School Services and First Student.

Director DeWolf asked when more information about bus transportation contracts would be provided to the Executive Committee. Director Harris asked for confirmation that information would be provided no later than March 2020. Mr. Podesta confirmed that timing.

Director Burke asked about flexibility to use the district's two bus transportation providers for various routes and whether adjustments can be made. Mr. Podesta confirmed there is some flexibility in the routes being provided by Durham and that they were determined based on what would keep drivers most productive. Director Burke requested that more context about the costs of the contract extension be

included Board Action Report. Director Harris also requested that more fiscal information be provided in the Board Action Report.

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

III. Review of the August 28 and September 4 legislative session agendas

Ms. Wilson-Jones reviewed the draft agenda for the August 28 Regular Board Meeting.

Director DeWolf moved approval of the agenda. Director Burke seconded. This motion passed unanimously.

Directors discussed the draft agenda for the September 4 Regular Board Meeting. Directors requested and Director Harris confirmed that Action Items 4, 7, 8, 9, and 10 should be moved to the Consent Agenda.

Director Burke moved to approve the September 4 agenda as amended. Director DeWolf seconded. This motion passed unanimously.

IV. Special Attention Items

1. District VII Appointment Process Update

Ms. Wilson-Jones discussed the logistics for the August 21 Board Special Meeting to select the three finalists for the District VII Director appointment. She asked whether Directors wish to provide parameters on the amount of time for discussion of each candidate by Directors. Director Harris stated she did not feel comfortable limiting Directors' statements.

Ms. Wilson Jones asked about the process the Board will use to determine whether a finalist will move forward from the third and subsequent rounds of voting. Director DeWolf stated that for the third round of voting candidates receiving two or three votes should be identified as finalists and that voting should then proceed in rounds on any remaining candidates until ties between leading candidates are broken. Directors Harris and Burke confirmed their agreement with this approach. Director Harris asked about instructions for the process, and Ms. Bennett confirmed that staff will record the votes on tables that will be visible on the screens in the auditorium. Director Harris requested that a coin toss be used to determine which end of the dais would begin voting. Ms. Bennett flipped a coin and it came up tails, indicating that Director DeWolf's end of the dais would begin voting for the first round, with voting alternating from each end of the dais with each round.

Ms. Wilson-Jones noted that the Board had received a request from the Southeast Seattle Education Coalition regarding the format for the September 11 District VII Candidate Forum and requested direction from the Committee on whether any changes to the format should be made. Director Harris stated her discomfort with changing the format of the forum, given that the Board had made decisions previously during a Work Session. Director Burke asked whether it would be within the previously decided process to ask that people submitting questions indicate whether they are from District VII and that this information be read when the question is asked. Director Harris stated that if information about whether someone is from District VII is added to the comment cards, it should also be included on the form that people can submit through the website. Directors confirmed that the question should be added and that there will be a 10-minute period at the beginning of the meeting for questions to be collected. Ms. Wilson-Jones asked for confirmation on whether questions would be accepted throughout the forum. Director Harris stated that questions should be accepted for the first 10 minutes.

Director Harris stated that she is proud of the transparency of the District VII process.

2. Oversight Work Sessions for 2019-20

Ms. Wilson-Jones noted that per Board Policy No. 1010, the Board conducts four Oversight Work Sessions each year and that the Superintendent and the Executive Committee work together to identify the departments and major program areas to give presentations each year. She noted that recommendations from the Superintendent and Directors of the Executive Committee had been provided. Ms. Wilson-Jones also reported on an administrative update to Board Policy No. 1010 to reflect the current organizational structure of the district and noted that clean and tracked changes copies of the policy had been provided.

Directors and staff discussed the oversight areas under Policy No. 1010 and their recommendations for those Oversight Areas to give Oversight Work Sessions in 2019-20.

Directors and the Superintendent agreed to the following four oversight work sessions for 2019-20: English Language Learners, Enrollment Planning, Human Resources, and Public Affairs.

3. September Board Retreat Agenda

Ms. Wilson-Jones reported that per President Harris' direction, the Board Office is working to contract with Big World Breaks to have the Meany BWB Drumline lead a 45-minute workshop with the Board Directors as the opening activity for the September 21 Board Retreat. She stated that contract is not yet finalized, but the total is anticipated to be \$400.

Superintendent Juneau asked about the agenda item on Board Reflection. Director Harris stated that this will be an opportunity for Directors to reflect on the following questions: What were your high points and what were your low points in your time on the Board? What structural improvements have worked?

Ms. Bennett spoke to the discussion planned regarding the Strategic Plan. Director Harris requested pictographs and flowcharts that show this work. Director DeWolf moved approval of the Board Retreat Agenda. Director Burke seconded. This motion passed unanimously.

4. 2019-2020 School Year Calendar – Informational Item

Mr. Jessee spoke about an error on the school year calendar previously approved by the Board and explained that the end of the first semester had been mistakenly included on January 27 instead of January 28. Mr. Jessee stated that the error had been corrected in published materials, as the Board had been previously notified. Director Harris requested clarification on actions needed. Ms. Bennett noted that the change had been brought to the Executive Committee for their review and discussion of next steps. Director DeWolf moved to ratify the correction of the error in the school year calendar. Director Burke seconded. This motion passed unanimously.

5. Information Technology Advisory Committee Annual Report (Handout Only)

Director Harris noted that this annual report had been provided to Directors.

V. Board Policies and Procedures

1. Board Policy 1400, Meeting Conduct, Order of Business & Quorum; Board Policy No. 1430, Audience Participation; Board Procedure No. 1430BP, Audience Participation (10 minutes)

Director Harris noted that she had heard concerns that the Board's testimony policies need to be adjusted to further prioritize students and to reserve spots for racial equity. She stated that the issue of meeting start times also needs to be considered, given the gaps that sometimes occur between director reports and public comments.

Director DeWolf stated that beginning Regular Board Meetings at 4:30 p.m. feels appropriate and would be consistent with the Board's Work Sessions. He noted that a larger conversation would be required regarding prioritization and that holding testimony spots for discussion of racial equity is a novel idea but would need to be carefully thought through.

Director Harris spoke to her concerns that students are being provided talking points by adults and stated her concern about manipulation. Director Burke spoke to needing to work through various scenarios and review pros and cons. Director Harris spoke to the current Directors codifying processes for the incoming members of the Board and concerns about the timing. Director DeWolf spoke to providing testimony opportunities related to Board Policy No. 0030, Ensuring Educational and Racial Equity, and the district Strategic Plan, but noted that people may then use that as a vehicle to discuss other topics.

Director Harris requested more information regarding the practices of other districts be shared during a future Executive Committee meeting. Ms. Wilson-Jones noted that information could be compiled, potentially for the October Board meeting.

Director DeWolf recommended asking the community what improvements they want and seeking feedback from the Student Advisory Board.

Superintendent Juneau asked for confirmation on whether a motion would be voted on during the August 21 Board Special Meeting to approve the slate of finalists for the District VII Director appointment that are selected through the Board's selection process. Directors and staff discussed Board Policy No. 1400, Meeting Conduct, Order of Business & Quorum. Director Harris confirmed that the Board would be taking a vote on the full slate of finalists.

Director Burke suggested the Board consider the question of what is the highest value use of its time together when considering changes to policies about Board meetings. He stated that he would be comfortable capping Director comment times as is done with the public.

Director Harris noted concerns about not hearing from a variety of voices during public testimony. Director Harris requested that staff provide more information about potential changes to the testimony policies in September.

VI. Standing Agenda Items

1. Community Engagement / Public Affairs

Director Harris noted the strength of the SLI presentations and the incorporation of racial equity.

Dr. Scarlett provided updates for community engagement and noted that hiring is underway for key positions. Dr. Scarlett spoke to engagement related to STEM by Technology Access Foundation and development of a frequently asked questions document. Director Harris asked whether the materials and engagement assume placement at Washington Middle School. Dr. Scarlett clarified that the information has been about the STEM by TAF model. Superintendent Juneau spoke to work underway, and Director Harris noted her concern about the community engagement that has taken place on what is an exciting opportunity.

Director DeWolf left the meeting at 9:57 a.m.

Director Burke spoke to needing a process to determine the site for STEM by TAF. Director Harris requested more information be provided during the Superintendent's Comments during a Board meeting.

Ms. Campbell provided an update about upcoming school ribbon cuttings.

2. Government Relations

This item was not discussed.

3. Strategic Plan Update

This item was not discussed.

4. Board Calendar/Work Plan

This item was not discussed.

5. Executive Committee Work Plan

Director Burke requested that Board Policy No. Policy 1620, Board-Superintendent Relationship, and the accompanying Board Procedure be placed on the Committee Work Plan in September. Director Harris confirmed that it should be scheduled for five minutes on the September agenda.

6. Board 2019 Goals Update

This item was not discussed.

7. Annual Reports Status List

This item was not discussed.

Adjourn

Director Harris adjourned the meeting at 10:07 a.m.