



Board Special Meeting

Executive Committee

October 10, 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 Burke called the meeting to order at 8:03 a.m. Director Burke was present, and Director Mack participated by phone. Director Harris arrived at 8:05 a.m. Director DeWolf arrived at 8:08 a.m.

Staff present were Superintendent Denise Juneau; Erinn Bennett, Executive Director of Government Relations and Strategic Initiatives; Greg Narver, Chief Legal Counsel; Ellie Wilson-Jones, Director of Policy and Board Relations; Sherri Kokx, Senior Advisor to the Superintendent; Kiesha Scarlett, Chief of Equity, Partnerships Engagement; Carri Campbell, Chief of Public Affairs; John Cerqui, Deputy General Counsel; Sheryl Anderson-Moore, Chief Negotiator; Heidi Henderson-Lewis, District Ombudsperson & Customer Service Manager; and JoLynn Berge, Chief Financial Officer.

2. Approval of agenda

Director Mack moved to approve the agenda with an amendment to move the 2019-20 Legislative Agenda directly after approval of the agenda. Director Burke seconded. The motion passed 2-0 (Directors Burke and Mack voting yes).

Director Harris arrived at 8:05 a.m.

II. Board Action Items

1. 2019-20 Legislative Agenda

Chief Financial Officer JoLynn Berge provided a summary of the three priorities contained in the draft legislative agenda.

Director DeWolf arrived at 8:08 a.m.

Director Mack spoke to the draft legislative agenda. She noted the requirement in Board policy that the strategic plan be aligned to the district's strategic plan and spoke to that alignment. Director Mack reported on the development of legislative priorities for the Washington State School Directors' Association and work underway to develop a report on staffing allocations.

Director Harris asked what the district was doing on the unfunded mandate on the identification and treatment of dyslexia. Director Mack noted language in the legislative agenda that speaks to ensuring services can be provided for student needs.

Director Harris asked that dyslexia be referenced in the legislative agenda. Director DeWolf noted that there are 3,200 students experiencing homelessness in Seattle schools and asked about a specific reference. Ms. Berge and Ms. Bennett noted potential placement options for the suggested language and spoke to how the legislative agenda currently incorporates these areas. Ms. Bennett and Ms. Berge spoke to the volume of legislation and need to respond flexibly to the broad topics encompassed.

Director DeWolf proposed adding language under the second priority to reference the climate crisis and tying capital investments to green goals. Directors DeWolf, Burke, and Mack discussed incorporating environmental sustainability. Directors confirmed that the words “environmental sustainability” should be added prior to the word “needs” in the second bullet under the second priority.

Director Mack asked whether there were suggested edits with regard to dyslexia and homelessness. Director Harris asked that they both be directly referenced. Director Mack asked whether suggested edits were proposed. Director DeWolf stated that he feels comfortable that homelessness is adequately captured in the existing language.

Director Burke stated that a specific reference to dyslexia did not match the level of granularity of the rest of the document. He stated that it would elevate in some ways but exclude in others.

Ms. Berge asked whether the legislative agenda should directly address the funding gap for the implementation of the School Employee Benefits (SEBB) Program. She stated that legislation is anticipated on this topic.

Director Mack stated that SEBB would fall under the third priority, but that it is not referenced directly. Ms. Bennett reviewed language related to SEBB used in the prior Legislative agenda. Directors confirmed that the language referencing SEBB should be incorporated.

Director DeWolf made a motion to move the item forward for approval as amended. Director Burke seconded. This motion passed 3-0 (Directors Harris, Burke, and DeWolf voting yes).

I. Call to Order (continued)

3. Approval of September 11, 2019 Executive Committee meeting minutes

Director Burke moved to approve the September 11, 2019 Executive Committee meeting minutes. Director DeWolf seconded. This motion passed 3-0 (Directors Harris, Burke, and DeWolf voting yes).

II. Board Action Items (continued)

2. Introduction and approval of the 2019-2022 Collective Bargaining Agreement between Seattle Public Schools (SPS) and Seattle Education Association (SEA) Certificated Non-Supervisory Employees, Paraprofessional Employees, and Seattle Association of Educational Office Personnel

Ms. Berge summarized the action before the Committee. Director DeWolf asked about work to develop student and work calendars to address inclusive calendaring practices for cultural observations and religious holidays. Ms. Anderson-Moore and Director DeWolf discussed steps underway and the timeline for implementation. Director Harris noted that the district is reaching out to the Muslim community regarding the timing of testing.

Director Burke asked that staff speak to work to hire and retain educators of color. Ms. Anderson-Moore spoke to work during bargaining and specific language in the agreement. She noted strong enthusiasm among Human Resources staff and partners with the Seattle Education Association and collaboration that is taking place. Ms. Anderson-Moore spoke to interview team training. Director Harris and Ms. Anderson-Moore discussed recruitment trips and collaboration with labor partners.

Superintendent Juneau noted the upcoming retirement of Ms. Anderson-Moore and thanked her for her work with the district. Directors thanked Ms. Anderson-Moore for her service.

Director Burke made a motion to move the item forward for approval. Director DeWolf seconded. This motion passed 3-0 (Directors Harris, Burke, and DeWolf voting yes).

3. Request by Staff – 2019-20 Compensation Bulletin for Non-Represented Staff

Ms. Berge spoke to the action before the Board. Director Harris and Mr. Cerqui discussed the proposed modifications to the Compensation Bulletin to reflect accrued vacation leave cash out practices.

Director DeWolf noted the increases granted in Auburn, Highline, and Marysville school districts, as noted in the Board Action Report. Ms. Berge spoke to the actions of other districts and provided information about Seattle Schools' turnover percentages, noting greater turnover in the central office as compared with teachers and school leaders. Superintendent Juneau noted that the challenges the district is facing in retaining and recruiting central office staff. She noted that this action represents a value statement and would support recruitment.

Director Harris spoke to staff salaries and noted that the salaries had not been included in the materials. She asked how many central office staff have been paid more than \$150,000 per year. Ms. Berge noted information provided in the Board Action Report with respect to staff in grade 72 or higher. Director Harris asked that the ledger with the grades on it be attached to the Board Action Report.

Director Burke asked about benchmarking and about increasing staff salaries by a percentage. He spoke to the strategic plan's operational goal and asked whether greater efficiency in the future would save the district money. Ms. Berge noted prior cuts to central office positions that have not been restored and the decrease in staff positions. She spoke to how represented staff salary schedules relate to non-represented staff salary schedules. Ms. Berge noted the most recent market analysis and discussed the need to move forward with an initial step to address salaries while planning to move forward on a new market analysis as well.

Superintendent Juneau spoke to the impacts of cuts at the central office and the increase and alignment of workloads.

Directors DeWolf and Burke noted their support for the item.

Director Harris asked about revising the BAR to include a smaller percentage increase for salaries of \$150,001 and above and how compensation figures relate to other districts and private industry with respect to salaries of \$150,000 and above. She stated that the spread between the lowest and highest salaries is a concern and noted that salaries should potentially top out.

Ms. Berge discussed potential impacts including the potential loss of staff and salary compression. She spoke to comparisons with other districts.

Director Mack spoke to income inequality and noted that the percentage increase would not provide all staff with the same size raise as a dollar figure. She stated that there is not any tie back to performance. She asked how incentives are provided to non-representative staff and about the relationship between accountability and compensation.

Superintendent Juneau spoke to the evaluation system and noted that non-represented staff are at-will employees. Ms. Berge stated that there are not incentives for K-12 staff and that it is not an industry standard.

Director DeWolf noted that discussion regarding bonuses would be outside the scope of the BAR and spoke to salaries being aligned to the job applicant's qualifications and job descriptions. He stated that the BAR is about paying people justly for the work they are doing and noted that staff do exceptional work.

Director Burke stated he was okay with the BAR as proposed and asked that in the future a closer look be taken position by position.

Director Harris asked about adding language in the BAR stating that a market analysis would be conducted. She stated that she would like to ensure it happens and ensure fiscal responsibility and due diligence.

Ms. Berge stated that the BAR could be revised to state that the district will be bringing back consultants to do the analysis. Director Harris asked that the market analysis be expanded.

Director Mack asked for a better understanding of what the central office process is for annual review of employees' progress and checking back to goals and for providing incentives and support. Director DeWolf spoke to standard practices for annual reviews and performance checks. Director Mack asked whether there is an annual review process. Superintendent Juneau confirmed that Seattle Public Schools uses an annual review process and spoke to that process over the course of the year. She stated that Dr. Codd could provide additional information. Director Burke stated that this would be a good topic for an oversight work session.

Director DeWolf motioned to move the item forward for approval as amended to include language stating that the compensation study will be updated and to include current and proposed salary schedules. Director Burke seconded. This motion passed 2-0-1 (Directors Burke and DeWolf voted yes; Director Harris abstained).

III. Review of the October 16 and November 6 legislative session agendas

Ms. Wilson-Jones reviewed the draft agenda for the October 16 Regular Board meeting.

Director Harris asked about the agreement with King County to purchase ORCA cards. Directors Harris and Burke discussed the agreement with Mr. Narver and noted that changes may be needed to this item's title and Board Action Report if the item is for a ratification rather than an approval.

Director DeWolf moved to approve the October 16 agenda with the potential amendment discussed. Director Burke seconded. This motion passed 3-0 (Directors Harris, Burke, and DeWolf voting yes).

Ms. Wilson-Jones reviewed the draft agenda for the November 6 Regular Board meeting.

Directors requested that Action Items 2, 3, 4, 5, 8, 10, 11, and 12 be placed on the Consent Agenda.

Director Burke moved to approve the November 6 agenda as amendment. Director Burke seconded. This motion passed 3-0 (Directors Harris, Burke, and DeWolf voting yes).

IV. Special Attention Items

1. Labor Partner: Seattle Education Association

Michael Tamayo, Marquita Prinzing, and Yvette De La Cruz from the Seattle Education Association (SEA) joined the Executive Committee for the labor partner discussion. Ms. De La Cruz, the new SEA Executive Director introduced herself, and Mr. Tamayo thanked the Executive Committee for their action on the SEA Collective Bargaining Agreement and noted appreciation for Ms. Anderson-Moore's work.

Directors and Mr. Tamayo, Ms. Prinzing, and Ms. De La Cruz discussed revisions that had been proposed to Policy No. 2190, Highly Capable Services and Advanced Learning Programs.

Mr. Tamayo noted that there is disappointment from the SEA leadership and membership with the result of the last Curriculum & Instruction Policy Committee meeting and the tabling of revisions to Board Policy No. 2190. He stated that the outcome of the C&I Committee meeting has stifled a broader conversation about Advanced Learning and that the status quo is not working. Ms. Prinzing spoke to an acknowledgment of racism in current practices and the need to therefore make a different decision. She spoke to stories of harm from students and families of color and stated that it was disheartening not to be able to have a conversation. Mr. Tamayo stated that at the request of SEA members, the issue would be a priority and asked for reflections from Director Harris.

Director Harris spoke to the long history of work on the issue and prior task forces, noting that recommendations had been ignored. She noted that there has not been a lot of community engagement on the revisions that were proposed to the C&I Committee and that the language has been polarized. She spoke to the interrelationship with the Student Assignment Transition Plan and noted that she had not seen sufficient benchmarks or explanation of how things will be done. She noted concerns with regard to the Advanced Learning Task Force process and the need to take additional steps.

Mr. Tamayo spoke to the ways in which the proposed policy would open a pathway for additional discussions as a large SPS community.

Director DeWolf noted disappointment with the C&I Committee meeting and that he is concerned the Board is not considering qualitative data, that stories are not being valued, and that the Board is not acting fast enough. Director DeWolf referenced the book "You Failed Us: Students of Color Talk Seattle Schools" by student Azure Savage and thanked SEA for their advocacy. Ms. Prinzing spoke to the power of students such as Azure Savage, the NAACP Youth Coalition, and the Student Advisory Board.

Director Burke stated that he is grateful for the feedback and that he is asking for a structure for the work and that he wants to lead with a vision rather than polarity. Mr. Tamayo spoke to the vision of the Task Force recommendations and the work to develop a structure.

Superintendent Juneau spoke to the partnership of schools, educators, and students and the difficulty of developing structures without indication of the Board's support. Director Harris spoke to staff creating a framework with deliverables, deadlines, and benchmarks, and Director Burke requested that a vision be created. Directors discussed community trust and the prioritization of voices.

Directors, Superintendent Juneau, and SEA labor partners discussed the current work of the Advanced Learning Department, and the relationship to existing Board policy and discussed the development of curriculum for Ethnic Studies.

2. Committee Policy Process

Ms. Wilson-Jones noted that she would gathering input from Committee Chairs and lead Committee staff on how the current process of bringing policies through committee is working and how it could be improved.

3. 2019 Board Evaluation

Ms. Wilson-Jones provided background on the Board's adopted 2019 Board Goals and the Board's policies on goal-setting and self-evaluation. She provided a brief update on the Board's progress toward implementing the 2019 Board Goals and confirmed that the December 4 work sessions have been scheduled to be held at Lincoln High School, as requested by Executive Committed directors.

Ms. Wilson-Jones noted that the Board is scheduled to hold a work session on its annual evaluation on November 13. She requested that a designee be identified by the Executive Committee to assist in preparing materials for the work session and the Board's final evaluation, to be posted with the materials for the November 20 Regular Board meeting.

Director DeWolf volunteered to serve as the Board's designee. Directors Burke and Harris stated that they support Director DeWolf serving as the designee. Director Harris asked that she also be provided the opportunity to participate in the development of materials for the work session and evaluation. Director Harris stated that she would prefer the Board's evaluation take the form of a narrative rather than the Evaluation Instrument included within the Board Goals Board Action Report. Director Burke noted that he was drawn to the format of the Evaluation Instrument, but was not committed to using as the format for the final evaluation.

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

Ms. Wilson-Jones noted that a technical amendment will be developed for Board Procedure 1430BP to address the logistics of Regular Board meetings held on days other than Wednesdays. Mr. Narver noted ongoing work to develop a Board Action Report to provide additional clarifications.

Superintendent Juneau spoke to Board Policy No. 1400 and noted the frequency of Board abstentions. She asked that further clarification be provided when Directors abstain from a vote. Director Harris noted the Directors' role as elected representatives and fiduciary duties. She noted possible discussion during the Board's March retreat.

VI. Standing Agenda Items

1. Community Engagement

Dr. Scarlett reported on a focus group meeting held with respect to the STEM by TAF model. She stated that staff and STEM by TAF partners are working to gather information for questions asked. She noted an upcoming community engagement event and work that has been done to notify the community.

She reported on reorganization in her division to support work around Policy No. 4110, Family and Community Advisory and Oversight Committees, and to institute professional learning to support community engagement. She provided updates with respect to newly hired staff. Director Harris asked that the new staff be highlighted in the Friday Memo.

Director DeWolf asked what information could be provided to Washington Middle School families. Dr. Scarlett noted that she would follow up with information.

2. Public Affairs

Ms. Campbell introduced Ms. Henderson-Lewis. Ms. Henderson-Lewis noted work with respect to customer service and efforts to ensure community members have their needs met. Ms. Henderson-Lewis, who serves as the District Ombudsperson, noted that a customer service position was being refocused to provide support for the conflict resolution process. She spoke to work to improve problem-solving and better serve those furthest from educational justice.

Director Harris asked about the connection to Human Resources processes. Ms. Henderson-Lewis spoke to conflict resolution processes and the relationship between the Ombudsperson, the Office of Student Civil Rights, and Human Resources.

Director Harris asked whether lessons learned are provided to the Directors of Schools. Ms. Henderson-Lewis spoke to the role of the Ombudsperson to provide upward feedback while also creating a safe space for families and schools to use the resource. She noted work to identify trends and to proactively respond to them.

Director Burke asked whether Ms. Henderson-Lewis sees communications on the same topics as the School Board Office. Ms. Henderson-Lewis spoke to how concerns are brought to the Ombudsperson and the scope of work.

Ms. Campbell highlighted information provided in the packet regarding Let's Talk. Director Harris asked that the information be provided in the Friday Memo.

Director Harris asked whether it is helpful for Board Directors to provide information to the Ombudsperson. Ms. Henderson-Lewis noted that Directors may provide her with information.

Director Burke noted the challenging nature of Ms. Henderson-Lewis' work.

Director DeWolf asked about data comparisons to other districts and highlighted the district's strong performance with respect to other districts.

3. Strategic Plan Update

This item was not discussed.

4. Board Calendar/Work Plan

This item was not discussed.

5. Executive Committee Work Plan

This item was not discussed.

6. Annual Reports Status List

This item was not discussed.

Adjourn

Director Harris adjourned the meeting at 10:20 a.m.