

**Mission:**

*Engage our community.*

*Inspire our students.*

*Prepare our graduates.*



## Work Study and Regular Meeting Agenda

### Meeting Minutes

Marysville School District  
Educational Service Center - via Zoom  
4220 80th Street NE  
Marysville, WA 98270

In accordance with [Washington State Governor's Proclamation 20-28](#), this meeting will be hosted remotely to approve routine matters and matters considered essential to respond to the current health emergency.

The Board of Directors welcomes the opportunity to hear public comment and allows time for this purpose at each regular session meeting under "Hearing of Business of Visitors". Written Public Comments can be submitted [HERE](#) and will be provided to each board director. To address the board via ZOOM, sign up [HERE](#) 2 hours prior to the start of the meeting.

**Time:**

- Each individual has up to 3 minutes.
- A group of individuals may combine their time (up to a 10-minute maximum) with one spokesperson for the group.
- Individuals who wish to speak or combine their time need to notify such on their comment registration.
- The maximum time allotted for Hearing of Business of Visitors per agenda is 30 minutes.

**In the interest of time, order, and respect to others:**

- Complaints or charges about employees are not permissible during public comment. These issues are to be addressed to the superintendent in writing.
- The board, superintendent or district personnel typically do not engage in direct conversations or give feedback during the meeting.
- Refrain from comments that are repetitious, profane, irrelevant, or otherwise disruptive; and
- Questions / comments from those addressing the board may be referred to staff for follow up at a later date, if needed.

Board action and discussion is limited to previously published agenda topics (RCW 42.30).

**This meeting may be accessed through the Zoom information below:**

<https://msd25.zoom.us/j/87327430902?pwd=QjUrQy95L3hYV2pnOGR0ZUVkR2FPZz09>

Passcode: 774540

Or One tap mobile :

US: +12532158782,,87327430902# or +13462487799,,87327430902#

Or Telephone:

Dial(for higher quality, dial a number based on your current location):

US: +1 253 215 8782 or +1 346 248 7799 or +1 669 900 6833 or +1 301 715 8592 or +1 312 626 6799 or +1 646 876 9923 or 877 853 5247 (Toll Free) or 888 788 0099 (Toll Free) or 833 548 0276 (Toll Free) or 833 548 0282 (Toll Free)

Webinar ID: 873 2743 0902

International numbers available: <https://msd25.zoom.us/j/kcaLesKM5q>

## School Reports to the Board of Directors:

School reports are developed and shared electronically. Please note that the reports are a "live" document that may be edited up to presentation time.

### ACCESSIBILITY

The public is always invited to attend school board meetings. The Marysville School District does not discriminate on the basis of disability in admission or access to these public forums. If you should require any reasonable accommodation to enable you to attend and/or participate, please contact the Superintendent's Office at 360-965-0001. We request at least 48 hours advance notice for special accommodations.

10/6/2021 04:00 PM

#### A. Work Study Session - 4:00 PM, Board Room

(Work Session)

President Edwards called the work study to order at 4:01 p.m.

President Edwards requested approval of the agenda. Director Murray moved to approve the work study agenda as presented. Vice President Galovin seconded. A vote was taken. Motion carried.

#### Approval of the Work Study Agenda

(Vote)

President Edwards requested approval of the agenda. Director Murray moved to approve the work study agenda as presented. Vice President Galovin seconded. A vote was taken. Motion carried.

#### *District Updates:*

- o [Superintendent Goals](#) - Dr. Chris Pearson, Interim Superintendent, provided the board with an overview of his draft goals and work plan.
- o [Equity Statement Presentation](#) - Eneille Nelson, Executive Director of Equity and Family Engagement and team members Ginny Ramos and Deanna Sheldon presented the district Equity Statement and answered questions from the board.

#### *Levy Discussion*

- o [Levy Presentation](#) - Dave Cram, Executive Director of Finance, MaryElizabeth Pearson, Director of Technology, and Gregg Kuehn, Director of Risk Management, Maintenance, and Facilities provided the board with an overview of the proposed Education Programs and Operations (EPO) Levy and the Capital Projects and Technology Levy.

President Edwards adjourned the work study session at 5:09 pm and announced that the board would meet in regular session at 6:00 pm.

#### B. Call to Order - Regular Session Meeting, 6:00 pm, Board Room

President Edwards called the meeting to order at 6:01 pm.

In attendance: President Vanessa Edwards, Vice President Paul Galovin, Director Jake Murray, Student Representative Monica Pierce, Heritage HS. President Edwards excused Directors Keira Atchley and Chris Nation for personal reasons.

#### C. Flag Salute

Director Jake Murray led the flag salute.

#### D. Land Acknowledgement

President Edwards read the district land acknowledgement statement.

#### E. Approval of the Agenda

(Vote)

President Edwards requested approval of the agenda. Vice President Galovin move to approve the agenda as presented. Director Murray seconded. A vote was taken. Motion carried.

## F. Interim Superintendent Oath of Office

President Edwards administered the oath of office. Dr. Chris Pearson will serve as Interim Superintendent effective October 6, 2021 ending June 30, 2022.

## G. Superintendent's Report

(Information)

Dr. Chris Pearson, Interim Superintendent, shared some highlights of the past two weeks.

- I visited almost every secondary school over the past two weeks - finishing with a visit to Cedarcrest tomorrow - students and staff all talked about what they were proud of and what they wanted to improve. I am still gathering that information and will share the themes at our next Board meeting; But the points of pride right now are around supportive cultures for students and staff, as well as some great examples of student leadership at all of the buildings - we have some really impressive students, and the areas of improvement range from the need for improved facilities, to updating instructional materials in certain subjects, to advocacy for investment in support systems that help our students who are struggling
- Last week we had an Open House for our RAP Program - attended by elected officials and local labor and industry reps, and featured RAP graduates and current students who were able to share stories of how this program has prepared them for post-secondary success. I want to recognize the program director, Anne Carnell, lead teacher, Leo Clapp, and our district CTE Director, Ryan Beatty. Marysville SD has become the flagship district in Snohomish County for providing high-quality programs and partnership for students interested in post-secondary technical careers.
- We are celebrating Hispanic Heritage Month this month. We read this proclamation at our last meeting, and we have several events already, with others planned. Some schools that have hosted bilingual 'meet the principal' events for our Hispanic Families. We hosted our very first drive-in movie and dinner. We played the Disney Pixar movie Coco and it was featured in Spanish with English subtitles.
- We are also using this month as an opportunity to educate your staff. Our Hispanic liaisons created a newsletter that included information for staff that will increase their learning about the Hispanic culture. In our very own district office we are displaying flags of Latin American countries, and Our Equity and Family Engagement Team provided teaching resources to teachers about Hispanic Heritage Month that featured videos of Hispanic leaders in our district. I also plan to put out a Spanish video early next week.
- And while all of these events and resources are great, our goal as a district is to move on from one-time events based on calendar. Our commitment to supporting our Hispanic students and families needs to be a part of our everyday work. This is why we are working to hire 4 bilingual Family Support Paraprofessionals to create connections and to act as a resource for Spanish-speaking families at the school level. Additionally, we have increased our Spanish-speaking bilingual staff here at the Service Center, including a bilingual front desk administrator. These are just initial steps towards meeting the needs of our Hispanic families, and this work is daily, not annual, and we will continue to implement steps like these moving forward.

### Reminder that Monday, October 11th, is Indigenous Peoples Day-

- The Indian Education Department created teaching resources for staff K-12
- Indian Education Department also created a video for staff about Indigenous People's Day that will be shared throughout our district. It includes the voices of all of Native American liaisons and advocates
- QCT, Heritage, Totem have gatherings scheduled throughout the day on Monday.
- Lastly, and recognizing that we have a lot of disagreement and division across our district and across our country, our district leadership team wants to reinforce what was recently published by the Washington State Association of Administrators and the Washington State School Directors' Association where they called for a return to 'civility' for any discourse related to school district issues and concerns. We recognize that people have strong opinions on a variety of topics that are currently impacting our school system, and we ask that people engage in these discussions

in a civil manner.

## H. Hearing of Business of Visitors

(Information)

President Edwards announced the Hearing of Business of Visitors.

Cassandra Perez - parent, addressed the board regarding National Hispanic Heritage Month. She shared that as a Hispanic woman, she feels neither included nor respected when it comes to sharing her culture. She said that during the last board meeting when the District officially recognized National Hispanic Heritage Month, she witnessed the lack of understanding and care when it comes to celebrating this beautiful culture. She said that the district hosted events last week that were not well attended by district administrators and that these families deserved better. She shared that there are loud voices stating the equity work is not needed but for every loud voice telling you no, there is a family suffering in silence too afraid to speak up. She shared that some students have given up because the adults who are supposed to help them aren't listening. She shared she hears from Hispanic and people of color about the difficulties they face in school and the community, including racial slurs, being ignored, and constantly being made to feel less than. She shared that a resolution is a great start, but it is not enough. The lack of understanding displayed at that board meeting and indifference shown towards Hispanic Heritage Month was clear evidence of how much work needs to be done to ensure that ALL people feel welcomed and celebrated for their diversity. She offered the remainder of her allotted time in a moment of silence, in solidarity with those who have been victims of racism and discrimination.

Phyllis McCorkle, MSD Employee and PSE President, addressed the board regarding PSE Negotiations. She shared that the PSE membership voted to ratify a two-year contract. She thanked the district for their partnership and dedication to their employees with this contract. She shared that she looks forward to continuing their relationship with the district in the future and hopefully the board will approve their bargaining agreement this evening.

Travis Hammond, MSD employee, addressed the board to share his experiences this year as Equity Tosa. He shared that he has visited many schools this fall and is amazed at the amount of love and passion he has seen at the schools. He said that he found many teachers are working after hours, preparing for the next day or week, and notices that the community members and district staff are involved. He sees passion in the Equity committees, the student advisory, and community teams. The Equity committees. He shared that he was invited to the Coastal Jam and Celebrate with the Tulalip Tribes. He shared the success of the district "drive-in theater" night watching COCO in Spanish, it was fun to see the families there. He shared that he loves working here, he began in Marysville, teaching for 15 years. Thank you to the board and community

Nolan Ward, MSD employee, addressed the board to share his experiences this year. He shared that he works closely with Travis. He called out the Spanish liaisons that he works closely with over the last month around Hispanic Heritage Month, they are amazing resources in our community. He shared that the district made strides to hire a few more this year, and they are doing amazing work. He echoed Travis' statements regarding the amount of time and effort they put in to make sure people feel welcome at schools. He thanked the liaisons for their time, effort, dedication, and support.

Andrea Wyatt, MSD Employee, combined her time with Deanna Bashour and Rosemary Peterson addressed the board, representing her team. She shared that they specifically work for those that are furthest away from educational justice, students that are experiencing homelessness. She acknowledged her team Rosemary Peterson, Larisa Koenig, and Deanna Bashour. She shared some of the progress this year. She shared that they have hired two new staff members expanding work in middle schools. She shared some of the pride working in the Connections Center, providing a food pantry, supplies, backpacks, laundry, and showers, serving 31 students to date. She said they collaborate with the food bank and community resources to provide food boxes, weekend bags, and holiday support. She shared they received a donation from Jason Woodall Foundation, which goes into the McKinny Vento trust used to purchase items such as shoes and tents, and that Keller-Williams is holding a warm clothing drive at Kohls this weekend for the Connections Center. She shared that they have access to a district van which allows them to deliver items to families. She shared that to date they have identified eighty foster students which is triple from a year ago. She highlighted some work with the mentorship program at the high schools. HS, including an online platform which was successful. She shared that they partnering with Homage,

to funnel in a Foster grandparent program. She shared that the McKinney Vento Grad Liaison works with unaccompanied youths with a goal to improve graduation rates, serving 35 students this year. They also provide after graduation support. She shared that they used the grant money to purchase and deliver hygiene kits, clothing, and shoes as well as COVID we-care packs.

Ryan Beatty, MSD Employee, addressed the board to thank them for their continued support of the CTE program. He thanked Dr. Pearson for recognizing the programs in school visits last week. He shared they will continue to install quality into their programs. He shared his excitement about the partnership with CTE and ECEAP at MPHS. He shared excitement about the new science courses in Middle schools, video broadcasting program at MPHS, resurrecting college/career centers at high schools, and updating the School House Cafe building. He shared they are exploring a new maritime manufacturing program in partnership with Tulalip Tribes, to prepare students for careers including manufacturing, STEM, passenger transportation, seafood processing, and carving.

Anne Carnell - MSD Employee addressed the board to share information on two CTE programs, RAP and NJROTC. She shared that the RAP program has grown over the past three years, growing to 50 students, of which six are females. She shared that students are engaged in hands-on learning in construction trades and that several RAP kids told her it's their very favorite part of their day. NJROTC program has earned the 2020-21 Chief of Naval Education and Training Distinguished Unit with honors designation. She shared that Marysville is now recognized as the top 10% of 619 units nationwide. She shared that they achieved over 1000 hours of community service during COVID, modified and hosted summer orientation, cadets created and hosted two successful Zoom Leadership Summits with breakout rooms for over 60 cadets from Alaska, Hawaii, Japan, Guam, Colorado, Nevada, California, Oregon, and Washington. She shared that cadets created videos of national anthem singers and color guards for virtual use in schools, virtual committee meetings, and sporting events. She extended her gratitude to the school board for their continued support.

Ray Sheldon - community member and Tribal Elder, addressed the board to thank the directors and the district, as it sounds like it's going great. He shared that he has been out and about and things were moving, there were hiccups that are expected. He referred to the first speaker and said that attention will come to those. He shared that he is happy with how it's going in the schools and liked to hear the reports, we are going in the right direction.

Daniel Brady - community member, addressed the board to thank them for their efforts to create a safe and welcoming space for our students. He said the Pride flag and the Black Life Matters flags are important symbols that identify our schools as safe places for our historically non-dominant students and families mainly our black, indigenous, students and families of color, and our LGBTQIA students and families. He commended staff and the board for prioritizing and encouraging a sense of safety and belonging in our district. He shared the Pride flag is a symbol of diversity, inclusion, equity, kindness, and safe expression, that you are a part of a larger community and you are safe here, it has saved lives and is a sign that all are welcome. He shared the BLM flag It began as a hashtag on social media that led to a global movement against systemic racism and against police brutality. He shared the flag does not mean that other lives don't matter but acknowledges the violence against people of color, specifically black men, that a higher percentage of people of color, specifically black men, are targeted and killed by police, lives of people of color go unnoticed or unprioritized. He shared that the Blue Line flag was created as a response to that movement, that the use of this flag is a slap in the face of those that support people of color. He shared it is the American flag that recognizes those that served and those in law enforcement that vow to protect and service our community. The Thin Blue Line flag is used by extremists and diminishes the cry for help and recognition from the communities law enforcement that it serves which is why it has been barred from communities across the country. He shared that the use of this flag is a slap in the face of those that support people of color and have experienced racism. He thanked the Marysville School Board for pushing back and standing strong and continuing to let our students and families know that their safety and the feeling of belonging is the number one priority.

Emily Wicks, community member, addressed the board regarding staff and administration efforts and staff and student safety. She shared that she appreciated the comments from staff tonight, but they sounded like reports and should be agenda items, not taking up public comment time. She expressed her disappointment with the comparison of the BLM and Pride flag with the Thin Blue Line flag, a symbol of violence, discrimination, prejudice,

and racism used by known and confirmed white supremacy groups to incite fear and instigate violence against people of color. She shared her appreciation to the Marysville School District for pushing back and doing all they can for student safety. She also addressed issues with the last superintendent and the media that has surrounded it. She reminded people that the school board is limited as to what they can do, they are paid nearly nothing for the work that they do and are most often at the will of their staff. She shared that she joins her community in anger and disbelief that an administrator that would do what he did came in to control our schools and create further harm and stress and instability. She shared that as an elected official, she promised her constituents that going forward we will have no one in a position of power that will put personal gain in front of our community, students, and families. She said that the only way to do this work effectively is to have a school board that recognizes equity and inclusion are important, that every aspect of safety for our students is the number one priority, and that all students are capable and destined for personal success. Be cautious of those that make promises to threaten a system they know nothing about.

## I. Communications / Reports

- o **Staff, Student, and Community Recognition\***
  - [Recognizing and Commemorating the 76th Anniversary of National Disability Awareness Month Proclamation](#) - presented by Chris Pearson, Interim Superintendent
- o **Staff, Student or Board Reports\*** (Reports may be presentation-style or written and provided as a supplement to the agenda).
  - [September/October Enrollment](#) - presented by Dave Cram, Executive Director of Finance

## J. Approval of Minutes

(Action)

President Edwards requested approval of the minutes. Vice President Galovin move to approve the work study and regular session minutes of September 15, 2021, and the special session minutes of September 22, 2021, as presented. Director Murray seconded. A vote was taken. Motion carried.

## K. Consent Agenda

(Consent Agenda)

President Edwards requested approval of the consent agenda. Vice President Galovin moved to approve the consent agenda as presented. Director Murray seconded. A vote was taken. Motion carried.

2021\_10\_6 AP Vouchers.pdf

September 2021 Payroll Warrant.pdf

September 2021 Enrollment.pdf

Personnel Report 2021\_10\_06.pdf

Travel Request 2021\_10\_06.pdf

## L. Board Action

(Action)

### 1. Public School Employees (PSE) Collective Bargaining Agreement 2021 - 2022

Dr. Chris Pearson requested approval of the PSE CBA and salary schedule. Director Murray moved to approve the two year Collective Bargaining Agreement and the 2021 - 2022 Salary Schedule for the Pubic School Employees. Vice President Galovin seconded. Discussion. A vote was taken. Motion carried.

### 2. Marysville Education Association (MEA) Memo of Understanding

President Edwards requested approval of the MEA MOU. Vice President Galovin mode to approve the Memorandum of Agreement with the Marysville Education Association related to the Ongoing Health and Safety Guidelines for 2021-2022. Director Murray seconded. Discussion. A vote was taken. Motion carried.

### 3. Salary Schedule - FLSA Exempt 2021 - 2022

David Cram, Executive Director of Finance, requested approval of the FLSA Exempt salary schedule. Director Murray moved to approve the attached FLSA Exempt Salary Schedule for the 2021 - 2022 school year. Vice President Galovin seconded. A vote was taken. Motion carried.

#### **4. Highly Capable Program Plan - iGrant #217**

Nancy Smith, Director of Categorical requested approval of the Highly Capable Program Plan. Director Murray moved to approve the Highly Capable Program Plan - iGrant #217. Vice President Galovin seconded. Discussion. A vote was taken. Motion carried.

#### **5. NWESD Multilingual Learner Cooperative Agreement**

Nancy Smith, Director, requested approval of the NWESD ELL Cooperative Agreement. Director Murray moved to approve the NWESD ELL Cooperative Agreement s presented. Vice President Galovin seconded. Discussion. A vote was taken. Motion carried.

#### **6. College in the High School Interagency Agreement**

Marcus Pimpleton, Executive Director of Secondary Education, requested approval of the College in the High School Agreement. Director Murray moved to approve the 2021 - 2022 College in the High School Interagency Agreement as presented. Vice President Galovin seconded. Discussion. A vote was taken. Motion carried.

#### **7. District Equity Statement**

Eneille Nelson, Executive Director of Equity and Family Engagement requested adoption of the District Equity Statement. Vice President Galovin moved to adopt the District Equity Statement as presented. Direction Murray seconded. Discusison. A vote was taken. Motion carried.

#### **8. Resolution 2022 - 4 through 10; Interim Superintendent Authorizations**

President Edwards requested adoption of Resolutions 2022 - 04 through 2022 - 10. Director Murray moved to adopt Resolutions 2022 - 04 through 2022 - 10 providing the authority t interim Superintendent Chris Pearson to perform the necessary functions to carry out the business of the District. Vice President Galovin seconded. Discusison. A vote was taken. Motion carried.

#### **9. Policy for First Reading**

President Edwards requested approval of Policy 1430 for first read. Director Murray moved to approve Policy 1430 Audience Participation for first reading. Vice President Galovin seconded. Discussion. A vote was taken. Motion carried.

#### **M. Follow-up Items**

**(Information)**

- a. Work Study Dates, Board Meeting Dates and Upcoming Events
  - o October 20 2021 - Work Study and Regular Session Meeting
  - o October 23, 2021 - WSSDA Fall Regional Meetings
  - o October 29, 2021- WSSDA General Assembly
- b. Superintendent Comments - Dr. Chris Pearson thanked everyone involved in the development of the Equity Statement and thanked Eneille Nelson for her hard work.
- c. Board Comments - President Edwards commented that sometimes the noise out there that sometimes distracts us from focusing on our students.and what we need to do to support them. A reminder of what is good was presented this evening from the reports in the work study and the speakers. Keep our focus and our why on the kids.

#### **N. Adjourn**

President Edwards Adjourned the meeting at 7:19 p.m.

Presented and Signed:

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Vanessa Edwards, President

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Dr. Chris Pearson, Interim Superintendent

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Date