



**OFFICIAL MINUTES OF THE REGULAR BOARD MEETING  
BELLINGHAM SCHOOL DISTRICT BOARD OF DIRECTORS  
December 14, 2023**

- 1.0 OPENING ITEMS**
- 1.1 Meeting Date and Location:**



**2.0 CONSENT ITEMS:**

Ms. Masornmade ~~anotion~~, seconded by Mr. Ritchey, to approve the following consent agenda items:

**2.1 Approval of Minutes of Nov. 9, 2023 Regular Meeting; Nov. 17, 2023 Special Meetings; Nov. 28, 2023 School Visit**

**2.2**

attended a session at the WSSDA conference that was helpful to her in her personal life

**Attest:**

  
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\_\_\_\_\_  
Greg Baker, Secretary to the Board

*Minutes approved:* January 18, 2024

*Monitoring Response Document*

Policy Monitored: EL-10, Race and Equity  
Date Report Submitted: 10/12/2023  
Date of Board's Monitoring Response: 11/9/2023

The Board has received and reviewed the Superintendent's Monitoring Report referenced above. Following the Board's review and discussions with the Superintendent and his representatives, the Board makes the following conclusions:

<u><b>Ends Reports:</b></u>	<u><b>Executive Limitations Reports</b></u>
<p>1. The Board finds that the Superintendent:</p> <ul style="list-style-type: none"><li>a. has achieved the goals established in the policy.</li><li>b. is making reasonable progress towards achieving the goals.</li><li>c. is making reasonable progress towards achieving the goals, but a greater degree of progress is expected in some areas.*</li><li>d. is <i>not</i> making reasonable progress in achieving the goals established. *</li><li>e. cannot be determined*</li></ul>	<p>1. The Board finds that the Superintendent:</p> <ul style="list-style-type: none"><li>a. <b>is in compliance, with the acknowledgement that there is always</b></li></ul>

*Monitoring Response Document*

Policy Monitored: EL-10, Race and Equity

Date Report Submitted: 10/12/2023

Date of Board's Monitoring Response: 11/9/2023

4. Comments on the report itself.

The board appreciates the information presented. We know that this is because of many people, especially Dr. Baker, Dr. Velasquez Farmer and Isabel Meaker.

5. Possible changes to the policy.

No changes identified.

**Monitoring Response Document – INITIAL COMPILATION**

Policy Monitored: EL-1, Expectations of Superintendent  
Date Report Submitted: 10/12/2023  
Date of Board’s Monitoring Response: 11/9/2023

Below are my responses in connection with the report:

<b><u>Ends Reports:</u></b>	<b><u>Executive Limitations Reports</u></b>
1. The Board finds that the Superintendent: a. has achieved the goals established in the policy. b. is making reasonable progress towards achieving the goals. c. is making reasonable progress towards achieving the goals, but a greater degree of progress is expected in some areas.* d. is <i>not</i> making reasonable progress in achieving the goals established. * e. cannot be determined*	1. The Board finds that the Superintendent: <b>a. is in compliance. KB DB CDH JM</b> b. is in compliance, except for items(s) noted.* c. is making reasonable progress toward compliance.* d. is <i>not</i> in compliance <b>or</b> is <i>not</i> making reasonable progress toward compliance.* e. cannot be determined*
<i>*see comments below (No. 3)</i>	

2. Please note commendable progress over the last year.

**KB:**

96 policies where no WSSDA model exists.

**DB:**

Appreciate the additional evidence of specific actions taken by the superintendent and staff to comply with EL-1, which are substantial. The efforts to treat the district as a “whole” with cross team communications is particularly forward thinking.

There is clear evidence, as we have seen in past years, that the superintendent and his team actively monitor required and best practices policies, updating policies actively as needed, and communicating those to staff.

**CDH:**

Thank you for the additional information in the monitoring report. Awesome job on the administrative policies and procedures.

**JM:**



3. Please note areas for additional improvement.

**KB:**

None.

**DB:**

None.

**CDH:**

None.

**JM:**

None.

**KR:**

None.

4. Comments on the report itself.

**KB:**

Appreciate the chart with the policies and the dates to review.

**DB:**

Concise and clear – thank you. Appreciate addressing items from last year.

**CDH:**

Great job on the report, thanks.

**JM:**

None.

**KR:**

Appreciate the additional information about the role beyond policy maintenance. Spreadsheets are extremely helpful in helping the board understand the breadth and scope of district policies.

5. Possible changes to the policy.

**KB:**

None.

**DB:**

None.

**CDH:**

None.

**JM:**

None.

**KR:**

None.

**Monitoring Response Document INITIAL COMPILATION**

Policy Monitored: EL-5, Communication and Counsel to the Board

Date Report Submitted: 11/9/2023

Date of Board’s Monitoring Response: 12/14/2023

Below are my responses in connection with the report:

<u><b>Ends Reports:</b></u>	<u><b>Executive Limitations Reports</b></u>
<p>1. The Board finds that the Superintendent:</p> <ul style="list-style-type: none"><li>a. has achieved the goals established in the policy.</li><li>b. is making reasonable progress towards achieving the goals.</li><li>c. is making reasonable progress towards achieving the goals, but a greater degree of progress is expected in some areas.*</li><li>d. is <i>not</i> making reasonable progress in achieving the goals established. *</li><li>e. cannot be determined*</li></ul>	<p>1. The Board finds that the Superintendent:</p> <ul style="list-style-type: none"><li>a. is in compliance. <b>DB CDH JM</b></li><li>b. is in compliance, except for items(s) noted.*</li><li>c. is making reasonable progress toward compliance.*</li><li>d. is <i>not</i> in compliance <b>or</b> is <i>not</i> making reasonable progress toward compliance.*</li><li>e. cannot be determined*</li></ul>
<i>*see comments below (No. 3)</i>	

2. Please note commendable progress over the last year.

**DB:**

This is an area where the superintendent well exceeds expectations and has consistently done so during his years with the district.

The list of board updates is extensive.

The frequency of reaching ou.

3. Please note areas for additional improvement.

**DB:**

None. The board would be very pleased to have the superintendent continue the current level of performance in this area.

**CDH:**

Continue the great work. The report had lots of great information.

**JM:**

N/A

4. Comments on the report itself.

**DB:**

Appreciate the detailed yet concise lists and examples.

**CDH:**

Great job.

**JM:**

N/A

5. Possible changes to the policy.

**DB:**

None.

**CDH:**