

Essex Westford School District Board Meeting

February 1, 2022, 6:30-9:30pm | Virtual Meeting



MINUTES

Board Members: (Virtual) Jack Behlendorf, Erin Kenndy Knox, Diane Clemens, Robert Carpenter, Iris Hsiang (Student Representative), Maddie Ahmadi (Student Representative), Al Bombardier, Scott Cooledge, Scott Brown, Brendan Kinney, Andre Roy, Elizabeth Cady

Staff: (Virtual) Beth Cobb (Superintendent), Brian Donahue (COO), Erin Maguire (Director of Equity & Inclusion/ Co-Director of Student Support Services), Heather Bushey (Director of Finance), Santina Leporati (Board Minute Secretary)

Public: (Virtual) Annie Cooper, Beth Shelley, Brian Hsiang, Brain Shelden, Brian Walsh, Caitlin Classen, Carmon Verasamy, Cathay, Christine Patterson, Cole Picard, Deb McAdoo, Dennis, Emily Franz, Eric Bauer, Erin Forbes, Erin M Ennis, Erin Oalican, Jean, Jeff Caulo, Jeremy, Jes Neiles, Jessica Quinn, Laura Taylor, Liz, Lynn Smith, Marlon, Maureen, Meg H, Mike Thorne, RM, Rachael Lizotte, Robert Willey, Sandra Chittenden, Tamara Jaques, Tim Dall, Will Skolochenko.

Other: Media Factory

Item	Topic
I	<p>Call to Order Board meetings are public meetings, but they are not a meeting of the public</p> <p><i>Erin Knox called the meeting to order at 6:30pm. Erin highlighted a segment on WCAX that addressed the realities of our current situation.</i></p>
II	<p>Comments from the public <i>Christine Patterson: Resident and parent in Essex Junction. Thank you for putting school board member conduct on the agenda. In order for things to progress and get better, we must be kind. Kindness requires expectations, holding people accountable so that they can do better and be better. I am hoping you move from being nice to being kind. People are depending on you.</i></p> <p><i>Lynn Smith: Raised comment last week about student reps and how they are chosen and the process. Comments are not allowed in this public section. You as a school board are not allowed to comment or answer questions. However, Beth is. I want consistency. Either there's comment or there's no comment. Otherwise there should be a dialogue. I felt shamed in public last week, and did not feel that was necessary.</i></p> <p><i>Annie Cooper: The community engagement was such a great experience, a comfortable format, and a comfortable dialogue. Excited and grateful for our student representatives.</i></p> <p><i>Bob & Sandy Willey: Wrote in a comment on their disapproval of the Equity Policy.</i></p>
III	<p>Consent Items</p> <p>Policy 4.3 Agenda Planning</p> <ul style="list-style-type: none"> ● Meeting Minutes: <ul style="list-style-type: none"> ○ School Board Regular Meeting Minutes: January 18, 2022 and January 25, 2022 ● Approve Professional Appointments: Emily Faryniarz, SLP at EES (1 FTE) ● Approve Resignations <p>Policy 2.3 Financial Condition and Activities</p> <ul style="list-style-type: none"> ● Approve Warrants <p><i>Erin called for a motion to approve the consent agenda with a friendly amendment to correct spelling in the 1/18/22 minutes. Brendan motioned, Vote (9-0).</i></p>

All minutes are unapproved drafts until accepted at the following board meeting.

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IV**Policy Title: 4.5 Board Members' Code of Conduct**

- Monitor and Review

Erin Knox introduced policy governance monitoring. The board is in the process of moving into policy governance. Al Bombardier put together a citizen's guide to policy governance, we will be posting on the EWSD website. We are beginning the monitoring process, and have decided to start that with some of our policies and do them over time.

Main Questions to be discussed:

1. *How do we interpret as a board the meaning of this policy?*
2. *What evidence could we use to determine if we are in compliance or out of compliance?*
3. *Do board members feel that we're in compliance?*

We will do a first read, and then go back to a draft.

It is possible to conclude that we're out of compliance with any given policy. Then we determine the timeline and process for getting into compliance.

Board Discussion:

Erin Knox opened up with the question; How do we interpret the meaning of this policy?

Brendan Kinney discusses the policy and norms and says that it is clear what is expected and what is not expected of us as board members. This policy was adopted unanimously at the time, along with board norms. He interprets it as the board members agree to abide by the board code of conduct and board norms.

Robert Carpenter commented that he was impressed by the work done on this. We have a huge responsibility to the taxpayers and students. Any action or statement that creates an adverse impact on the board is misconduct. The expectation when these were approved was that each board member acts in good faith. These expectations have been broken. Would like to see us concisely discuss what we can put in place for our policies and conducts. More clearly defining what misconduct is. Clearly defining a process when that occurs.

Andre Roy discussed that the code of conduct is very clear. One of those is having conflicting interests. Agree with Robert, defining misconduct, and coming to agreement will be difficult. When we exhibit personal opinions it can be misconstrued that we are acting with a school board member hat.

Brendan Kinney discussed the monitoring process and how we can make changes. Tonight and in the next meeting, we are talking about the policy as it currently exists. At the end of the process we can fully discuss if the policy needs to be revised.

Erin Knox explained that there is confusion around item number 4, board members will not take any action that he/she will represent partisan politics for personal gain. If we as a board member want to express a personal opinion outside of the board, where is the line where we say we are not speaking as a board member, we are speaking as myself. The reality is unclear. Can we make that more clear in this policy? Suggestion made that we can't just make a disclaimer, that it needs to be in the body of the article, or the post, or part of the speech. Talking about Liz's recent article. This is something we need to use as a point of discussion to figure out how to move forward with a better collective discussion.

Andre Roy asked if board member discussions need to be held in executive session, like employees?

Erin Knox replied no, we do not have to.

Beth Cobb also replied that no, it's against the executive session rules.

Erin Knox this is a chance for us to discuss this board policy and make changes. Part of this process, we have to talk about what's been working and what's not working.

Maddie Ahmadi discussed the conflict of interest part of the policy, and noted that it is not just conflict of interest, but also the appearance of conflict of interest. Important to state that you are not speaking as a school board member and that this is your opinion. That is not enough, who is the audience, will they still see me as a school board member, or as an individual. You are given a platform, and have to assume you will be interpreted as a school board member.

Scott Brown said that it is important that any partisan comments that include our affiliation of the board represent the collective statement of the board. It is important for us to comply with policy 4.5 to represent our work. As a board member I went to one of the schools to see the black lives matter flag raised, I was disappointed that a partisan speech

was presented by Senate member Ram. If I had known that, I would have had strong feelings about having it being stated in a political way. I want us to hold true to policy 4.5, no matter which way a partisan view is represented.

Iris Hsiang commented that Kesha Ram was there as a person who has been supporting students at the high school with equity work, she was there with full support from the students at the black lives matter flag raising.

Brendan Kinney said we all unanimously adopted these policies and board norms. Assume board members want to comply. We are not currently in compliance. There have been statements made, speeches given, articles written. There has been a clear violation of the code of conduct. Ultimately, if we can provide clarity, board members can understand what is allowed and what is not allowed. The policy mentions partisan politics, and is in the conflict of interest piece. One of the things I have always appreciated about the school board is that we run as non partisan members. That changed a year ago, partisan politics came to the board. Hope that we can have a serious conversation about what role we want partisan politics play in the conduct of the board. I would recommend that it be discouraged. It leads to rancor and division. It has only divided us as a community, and it has prevented us from doing our work efficiently. I hope we can agree that the work of the school board should be nonpartisan.

Andre Roy mentioned that he is confused about partisan politics being included in our board. We are not affiliated with any party. Are you referring to the fact that some of the issues we've dealt with have divided the community?

Brendan Kinney said that there have been actions by board members that reflect partisan politics. It is more about the actions of individual board members, instead of the work of the board as a whole.

Andre Roy asked, can you provide an example?

Brendan Kinney said that members like Liz have spoken at events that are clearly endorsed by a political party. That is new, and is not part of the work of the board.

Andre Roy said that if someone is going forward in community engagement as a citizen, but the community assumes they are going as a board member, we cannot control that perception.

Brendan Kinney replied that when a board member decides to participate in partisan politics, the onus is on them to clearly state that they are not representing the opinion of the board, they are there as an individual and it is their opinion.

Andre Roy stated, we can't control what the audience assumes. We can't control that outcome. That is not being partisan if that occurs.

Diane Clemens stated, in my time living here, since I became an adult, I have always understood that perception is reality. It doesn't matter if I was appointed, elected, or otherwise representing an organization. My hat was stitched on, and perception is reality. You make the choices as to how you conduct yourself, as to abide by the conflict of interest or board norms. How are you acting as a professional? We cannot control the press, they have a point of view. As long as you hold that elected office, you have no control over how someone is perceived. You need to be as clear as possible that you are speaking as a representative, or you are saying that you are speaking as an individual. You need to be clear what hat you are wearing, and to what is going on. We have had politicians on the board, like Martha Heath. We can use how she conducted herself as a good example. In my lifetime, I have not seen that school board members were involved with partisan politics while they're doing board work. As board members, we are not running with partisan labels, we are elected as individuals. It distracts from accomplishing the mission that we were elected to do. Do not need that created partisan distraction when there is so much that needs to be accomplished.

Maddie Ahmadi talked about setting expectations. If you write for a publication, and they don't listen to what you say, you shouldn't write for that publication. When board members participate in partisan politics, it causes harm. Harm has been caused by certain board members' actions. There is a way to repair that harm, when that person goes back and clarifies that they are not speaking as a board member, that they acknowledge that and move forward. When that is not acknowledged, that causes harm that can't be repaired. We can't keep working towards our goals when the harm is not repaired.

Al Bombardier commented that the work of the board used to be more tight knit. When you go outside the bounds, and start talking about personal feelings on subjects, it is not the norm. You have to be really careful about that. The perception is that first you are a board member, and you have this unique issue that is personal to you. When it gets out into the public domain, there is no place for that, and I don't support it. The board norms are clear and I support

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those, and this policy as well. We have to be unified in the decision making process. I Support what Brendan and Robert said. We have to work together and unify. Everyone has a right to speech, but that speech comes at a price, in terms of harm to the board and harm to the community. We need to be aware of that and accountable to that.

Scott Cooledge welcomed this conversation. Came on the board last spring, feels like it's been three years of meetings. These are the types of conversations I really enjoy. A lot of the meetings were work of the board. Have also had meetings that were related to topics that interfere with the work of the board. I am looking forward to the deep dive tha Andre referenced in terms of how we conduct ourselves as board members in the future.

Iris Hsiang agrees with a lot of what was said. There has been a lot of talk about parisian politics. As we are brought more partisan issues, there will be more of the board facing these issues. As this happens, we need to be in more unison of the work of the board. I see that work as educating and keeping students safe. Elizabeth's commentary was about vaccinations and a false comparisons to the Holocaust. I think that that goes directly against the work of our board. We've been working to keep our students safe, to have access to education, and to teach our students history. If members were more educated about history, they wouldn't be so quick to make comparisons. We can draw these lines, but there will be gray because we are having elections. I want us all to agree that when we are causing harm, or going against the work of our board, we want to come back, find a way to repair that, and find a way to make our board whole again. To find a way to educate and keep our students safe.

Jack Behlendorf commented on policy 4.5, saying that the word partisan shows up once in our policy. Quotes policy 4.5. I take a narrow interpretation of that sentence in the policy, he or she will not represent partisan politics for personal gain. It doesn't say board members cannot participate in partisan politics if not for personal gain. Curious as we develop this, what that particular clause means in that sentence. Hearing a broader take in this conversation of partisan politics than what I read in the policy. At the end of the day, we speak with one voice. Out of many, one. We need to have expectations of our behaviors that compliments the work we're doing moving forward.

Erin Knox encouraged everyone to think about harm. Set the word partisan and politics aside. Focus on empathy, sensitivity. We have different thoughts, opinions, and viewpoints, which makes us a stronger board. If we are going to make statements, or write articles, the frame we can try to have is: Does this have the potential to do harm? Will this make the work of the board difficult? Not trying to tell anyone to not have their own opinions. As elected officials, that seat defines what we say and what we do. We are held to a higher standard and are accountable to that.

Brendan Kinney said that the issue at hand is the way the policy is currently written. We've identified a lot of ways to improve the policy. The first order of business is the monitoring report. It is important for the volunteer authors of the monitoring report to hear any feedback. Next, they will put together a first draft to the board.

Erin Knox - What do board members have to do?

Brendan Kinney responded that at the retreat, we looked at a template for putting together the monitoring report. I will re-share that template, and can share monitoring reports from other boards in the area.

Erin Knox asked, should we establish a timeframe for a first draft?

Brendan Kinney rescinded that the board members should talk to Beth and Brian in terms of agenda planning, to determine when it would make the most sense. Give board members ample time to put together that first draft.

Erin Knox thanked everyone for all the comments, and stated that she is looking forward to moving forward with this.

Policy Title: 2.8 Communication and Support to the Board

- C29 Equity Policy: EWSD Equity Advisory Committee Update

Board Discussion:

Erin Knox questioned the team meeting and planning schedule, it referenced some dates and goals of the Equity Committee. Asked whether or not the board has those goals?

Erin Maguire, yes you do. In the top section, the board goals are there, and are paired with input information (evidence of work we're doing towards them). The goals referenced in the document are the goals of the policy. The equity policy committee will be going through each of those goals and developing procedures of these policy areas. What you see is

the schedule of that work. Will take recommendations from the committee to draft procedure language that I will go to Beth for consideration. The work of that committee is to recommend a procedure to be brought to Beth.

Erin Knox asked for clarifications of goals listed.

Erin Maguire said that we have revised the order of the goals. Work will be done goal by goal. If the board is interested in seeing the goal by goal calendar and language, can be provided if that is helpful.

Erin Knox stated, if you did make updates, it would be helpful to see that information.

Erin Maguire stated that the two primary priorities for the group are professional development and creating culturally agile educators. Are also focusing on curriculum, diversifying the educator workforce. Working on a plan related to that.

Scott Cooledge mentioned that there is an incomplete sentence at the end. Applauded Erin and the work of the committee and the schedule that is laid forth. Has questions about the makeup of the committee, how many members, is there a term limit, and are the members names public?

Erin Maguire responded that we have not listed the members names, when people applied, they mentioned that names may be released. There are some students on the board, and have not posted publicly. It is not private information. Started with 17, have 15 people on the committee now. One of the people that dropped was a student, we still have 5 students. Those on the committee have agreed to serve for 1 year. We did not create a term limit or expectation, other than committing to one year.

Iris Hsiang typed in the chat: I just wanted to note how thankful I am for your work Erin, and the hard work of the committee. It seems as though you all are doing really good work and it makes me hopeful for the future of our district!

Brendan Kinney thanked Erin Maguire and the committee for its work. Looking at evidence of input, the first section talks about library procedure alignment with the equity policy. Has that been done, could you provide some context?

Erin Maguire stated that that work has already been done.

Beth Cobb said that is on the procedure page, and shared with the board.

Erin Maguire said that that body of work began before that policy was finalized. Have had training for all librarians to create diverse collections for all students. Librarians will be going to another training this year. The procedure alignment work was done mostly last year. It is available online.

Beth Cobb commented that the online section where the information can be found is: [DP3, media selection procedure](#).

Diane Clemens asked about the second goal, it talks about youth participatory action research?

Erin Maguire discussed that this is an approach of engaging youth in a school to think deeply about issues they're interested in studying at their school. The next part of that process is to collect a group of youth, develop study approaches, and do action studies in the school. Engaged with a group called Up For Learning that is helping with this work. It's an exciting approach to look at solving school problems through a research based approach while centering student voice.

Diane Clemens asked how are we defining success and the results we're looking for?

Erin Maguire answered that what we need to do is to take the data that we presented in December, and think forward about which data sets are most important to watch, quantitative data sets. We're looking at a new survey for families, students and staff, that will give us more voice data. Finally, we need to add a component for a centered forum form of communication. That gives us a mixed data set. Ultimately the goal is to have a series of data sets to look at over time. Want to do more work on that, and get some more consultation. Who chooses which data sets to watch for this work is really important. Is it the board's job, what about student voice, should we include voices on the margins. Will try to hone in on specific data points. Right now, we're giving you all of the data, inputs, and feedback from the equity advisory committee.

Erin Knox asked Beth if she wanted to comment on the quarterly updates?

Beth Cobb questioned why we are bringing this policy to the board so often, and not the other ones? The policy says quarterly board reports. Find what those four dates are, bring them to the board, and put those on the calendar, so we know that is when we're getting the update. Erin gave us evidence, we can't expect her to bring together an update everytime we ask her to do so. We need to put it on a timeline with the other board governing policies.

Erin Knox, thank you very much Erin Maguire.

Policy Title: Financial Planning and Budgeting

- Special Revenue line item detail
- Enterprise funds
- Projected tax impact

Brian Donahue presented on Financial Planning and Budgeting and was joined by Heather Bushey. [Presentation Link](#). Reminded members that there is a board folder with all the budget materials, and that they are also accessible for constituents.

Brian Donahue went through the FY23 Budget Review slides:

- Looking at 104 Million dollars of expenditures; General Funds, Special Revenue, Capital Fund, and Enterprise Funds. Expenditures combined are going up about 8.8%.
- Over 90% of expenditures are in General Funds.
- Budget expenses by Function Grouping (shows components of budget): Instructional Programs (direct instruction, special ed, co & extracurricular activities), Instructional Supports (guidance, library, health office, social workers, curriculum development, SEL coaches), Administrative Supports (superintendent, executive functions, school board, transportation, technology, safety, child nutrition).
- Largest expense is investment in highly skilled staff. The quality and investment in our staff determines the quality and kind of education students will receive.
- Budget comparison, there are modest changes from the last year. Our total salaries are about \$62 million compared to \$57 million the year before.
- Our investments are in instructional programs, our teachers, our staff.
- \$8 out of every \$10 is spent on instructional support.
- Budget salary expense - largest section is teachers, followed by para educators.
- Benefits are around \$21 million dollars. Health insurance is about \$13 million of that.
- Other operational expenses \$21.6 million: utilities, debt service, supplies, consumables, equipment, capital expenditures, contracted services, tuition.
- New investments for FY23
 - General Fund, Covid relief funding, Other funds, and CTE General Fund
 - Largest investments are in instructional programs, instructional supports, administrative supports.

Board Discussion:

Scott Brown asked what an example of mid-management is?

Brian Donahue replied Mid-management is manager or supervisor, directors.

Andre Roy asked what area the self-insured and dental falls under?

Brian Donahue and Heather Bushey answered that it falls under Other.

Andre Roy wanted to know what the fee is that we pay for those services.

Brian Donahue did not have it at hand, but will provide it.

Al Bombardier asked what the growth in the health care cost is from year to year?

Brian Donahue said that the total health premiums are budgeted to go up 9%. HRA is going down, and cash-in-lieu is stable/slightly decreasing. You will see this information in the line item review of the General Fund.

Brendan Kinney asked about the Federal and State COVID recovery funding and whether we would still see COVID recovery money in FY24?

Heather Bushey rescinded that we anticipate spending all ESSER funds in FY23. Said that she wouldn't be surprised if there were more funds that come in after ESSER.

Brendan Kinney said that this \$3.5 million dollars is a great resource for COVID recovery, but we will not continue to support those investments in the following year if we do not fundraise to meet those efforts.

Beth Cobb answered that we have been strategically planning around those investments. The positions hired are temporary, and will have to look at whether or not they have had an impact.

Brendan Kinney mentioned that the WCAX story alluded to the fact that the effects of COVID will be felt for years to come.

Heather Bushey stated that we have to be clear that we're communicating about the fluidity of these funds. While we have plans for how to spend this money, we need to be flexible and re-evaluate plans as we move through. We are meeting and continuously looking at our spending and if we need to re-prioritize.

Brian Donahue Continued his presentation on the Budget:

- New investments, total \$8.4 million: Salaries (\$5 million), Benefits (\$1.3 million), and Other (\$2 million).
- 70% of new hires are in direct instruction.
- FY23FTE is projected to increase by 59.22 FTE from FY22.
 - FY22 hires from COVID funding are contributing to FY23 increase.
 - EWSD Reads, Restorative Practice Coordinators
 - Carrying constant balance of vacancies for delivering IEP services and supporting students that have identified needs.
 - New hires in in FY23 budget are 25.5FTE
- Key points of Investment
 - Direct Instruction, 36 cents of every new dollar goes to Direct Instruction
 - Student Support Services - \$1.2 million, to ensure we have the staff that we need to wrap around students
 - Administrative Support - Investing in our facilities
 - Investments are being made to move us forward, and make a difference for our students

Erin Knox thanked Brian for the presentation.

Board Discussion:

Al Bombardier expressed concern about the federal and state funding cliff. Would like to see more involvement by the board where these financial supports will start to taper off and where we might have to make some hard decisions.

Brian Donahue responded that a lot of opportunity will come from that focus, and the knowledge of future constraints. Each dollar being put towards what does the most good.

Al Bombardier continued to say that funding is a concern, and costs continue to rise. We may reach a point where the community may not be able to support all of the funding increases without the help of government funding. A heads up, and constantly tracking the unknown will give us a better picture.

Andre Roy asked if the majority of new hires are a result of the ESSER funding?

Brian Donahue replied, the majority of new hires in FY23, a little bit more than half are from the general fund. We are going to be bringing in 100% of special education transportation to be self-provided, that is an example of the increase.

Andre Roy stated that in essence, half of the anticipated new hires are funded through ESSER Funds, and not sure if that will be funded through FY24. We also see declining enrollments, but continue to hire more staff.

Brian Donahue responded that our primary issue of enrollment has been at 9-12 grade, the sending schools that used to tuition are seeing a decline. We have added staff to Founders and Westford because we are having larger class sizes coming in.

Erin Knox added that the positions hired with ESSER funds know they are hired with a two year contract.

Brain Donahue said that we will see a significant attrition of our workforce. Concern of continuation, because we are seeing less applications to fill open positions. We're bringing in experienced people, many are licensed teachers, if we have attrition, we may be able to fill some of those positions.

Brian Donahue presented on the Facility Assessment

- Have been working on a comprehensive assessment for the past two years.
- Worked with Freeman French Freeman (FFF) Architects, and VFA-Gordian Assessment Services to form a Facility Conditions Assessment (FCA).
- Looked at the replacement value, aging infrastructure, and gross per square foot which gives us a replacement cost. This gives us a condition index.
- Conclusions:
 - Findings are not surprising, buildings are wearing out.
 - Assume significant needs in the lifecycle area
 - Need to have a broader conversation about the district's physical plant for the next 50 years.

Board Discussion:

Al Bombardier asked if this report takes into account the state study on pcbs.

Brian Donahue responded, it does not. The state's review of facilities will aid in this report.

Scott Brown asked if this is in the Board Materials?

Brian Donahue responded that he will share them.

Scott Brown asked a question about a line item recommendation to invest in.

Brian Donahue responded that as they go through it, they look at parts and components and determine the useful life of those parts and components, and then determine what the requirements are, which goes into the overall value.

Scott Brown asked that if they go through it, if they take into account changes for code, fire, safety, ADA compliance and other factors.

Brian Donahue said that the column "Not Time Based" are code requirements we currently do not have to make, but if we make changes, we would then have to meet requirements to code. This model takes into consideration inflation, it would have to be updated. It does not take into account a factor cost. Right now, it tells you the replacement cost, but not other variables that would impact cost. These are not exact numbers, helps us focus our work. It tells us that we need to have a conversation about our buildings for the next 50 years if we want to deliver world class education.

Al Bombardier questioned when the state PCB study will be completed on our buildings?

Brian Donahue responded that it is being conducted by the state, they have not released a timeline.

Al Bombardier asked if we cannot rely on the state report, should we get those numbers for ourselves.

Brian Donahue responded that this is a slow process. We have to take our time to do it right. The state is evaluating this statewide. I think the board would be wise to start the conversation and parallel it to the conversation that is going to be happening statewide.

Diane Clemens asked if it is time for us to evaluate if our current facilities are meeting our current needs and what we need to do to move forward? What do we need to have occur knowing that these buildings need to be re-worked to get them to function as it is now? Should we be evaluating if the facilities are meeting our programming, and where we want to see that programming go and what we need from our facilities?

Brian Donahue responded that we are benefiting from the board's work on a portrait of a graduate. We're well positioned to see what's in our future and what we need. Now is the time for us to be making transformational changes. Recommendation for FY23's capital is to ensure reliability so that our facilities never interrupt in person instruction. We're looking at what we can do in the next 5 years, and what we need to be doing to our facilities. We need capacity to support the board and their engagement and to support the administration. Hiring capacity through the capital reserve fund of a project management, that can be our leader, to guide us through this process. The reserve fund that voters set up, gives us enough money to fund this position for 3 -5 years. Take \$1.1 mil from tax revenue in our general fund to invest in repairs right now. Need to address the priority items in each building and look at it as one district. There is a need at ADL for more science space, also a need for a re-design of the library space at Hiawatha. This is an investment people have asked us to keep.

	<p>Brian Presented on the Projected Tax Impact</p> <ul style="list-style-type: none"> ● 5 out of the last 8 years, the district has delivered a reduction in the tax rate ● Tax rate has gone up this year because of rising property values within our communities ● Tax rate is projected to be \$1.6486 <p>Erin Knox, Brian and Beth offered a board engagement session on February 8th to work through the budget. Scheduling that meeting for 6:30 next week.</p>
V	<p>Policy 4.3 Agenda Planning</p> <ul style="list-style-type: none"> ● Policy 4.2.1 Create and maintain linkages: <ul style="list-style-type: none"> ○ Meeting Takeaways - Board Member Code of Conduct, Update from Equity Policy Advisory Committee, Presentation of FY23 Recommended Budget - including capital investments. ● Policy 4.3 Agenda Planning <ul style="list-style-type: none"> ○ School Board Meeting Structure ● Policy 4.1.6 Board self-monitoring of process and performance: <ul style="list-style-type: none"> ○ Meeting Evaluation ● Next Board Meeting: February 15, 2022 ● Scheduled Feb 8th 6:30 Budget Engagement Session ● Thank you to Brian and Heather.
VII	<p>Adjourn</p> <p>Adjourned meeting at 9:29pm.</p>

Next Regular School Board Meeting: Tuesday, February 15, 2022, EHS Library, 6:30 - 9:00 p.m.