1. **Welcome, Introductions, Audio Recording Announcement 5:30 PM**

*5 minutes*

1. **Agenda Review 5:35 PM**

*5 minutes*

1. **Consent Agenda – *Action Item*****5:40 PM**
   1. November 28, 2021 Board Meeting Minutes *5 minutes*
   2. November 2021 Financial Report
   3. EcoStudies Western SARE Sub-Agreement
   4. EcoStudies WCRRI Sub-award
   5. NACD Landowner Outreach & TA Grant
2. **Public Comment** **5:45 PM**

\*Three minutes per person *10 minutes*

1. **Partner Reports *(if present)*****5:55 PM**
   1. Natural Resources Conservation Service (NRCS), *Robin Buckingham 15 minutes*
   2. Washington State Department of Ecology, *Alena Reynolds*
   3. Washington State Conservation Commission (WSCC), *Jean Fike*
   4. Washington Association of Conservation Districts (WACD), *Doug Rushton*
   5. National Association of Conservation Districts (NACD), *Doug Rushton*
2. **Staff Presentation:** TBD **6:10 PM**

*10 minutes*

1. **2022 TCD Budget**, *All –* ***Action Item* 6:25 PM**

*5 minutes*

1. **COVID-19 Update,** *Sarah Moorehead* **6:30 PM**

*5 minutes*

1. **Governance,** *All –* ***Action Item*****6:35 PM**
   1. Conservation and Education Center Update 15 *minutes*
   2. WACD Annual Meeting Debrief
   3. 2022 Board Meeting Schedule
   4. January 2022 Work Session Topic List Development
2. **Board of Supervisor Reports,** *All* **6:50 PM**  *5 minutes*
3. **Executive Director Report,***Sarah Moorehead* **6:55 PM**  *5 minutes*
4. **Closed Session: To Discuss Collective Bargaining Negotiations****7:00 PM**  *10 minutes*

*RCW 42.30.140(4)(a) Collective bargaining sessions with employee organizations, including contract negotiations, grievance meetings, and discussions relating to the interpretation or application of a labor agreement; or (b) that portion of a meeting during which the governing body is planning or adopting the strategy or position to be taken by the governing body during the course of any collective bargaining, professional negotiations, or grievance or mediation proceedings, or reviewing the proposals made in the negotiations or proceedings while in progress.*

1. **2022-2024 TCD Collective Bargaining Agreement,** *All –* ***Action Item* 7:10 PM**

*5 minutes*

1. **Executive Session: To Discuss Performance of the Executive Director 7:15 PM**  *30 minutes*

*RCW 42.30.110 (g) To evaluate the qualifications of an applicant for public employment or to review the performance of a public employee.*

1. **Executive Session Report Out,** *All –* ***Action Item* 7:45 PM**

*5 minutes*

**Adjourn 7:50 PM**

**Important Dates**

**December**

1st WACD Board In-Person Orientation 9am – 3pm Murano Hotel, Tacoma

16th TCD Board Meeting 5:30-8pm Virtual (Zoom)

24th *TCD Closed – Christmas (Observed)*

31st *TCD Closed – New Year’s Eve (Observed)*