

Highland School District #203
Board Work Study Session
Highland District Office
August 6, 2018, 7 a.m.

The August 6, 2018 Board Work Study Session was convened by Board Chair Nikki Keller at 7:04 a.m. Also present were Board Members David Barnes, Lupita Flores, and Chris Garent; Superintendent Mark Anderson; Director of Business & Operations Francis Badu; and Recording Secretary Julie Notman. Board member Matt Barker was absent.

1-Optional Days Review: Mark shared the agenda for the four optional days that start on August 20 and explained some of what will be covered. There are two days of all staff training and two of building specific trainings and all of the days are full days. There are no trainings on Friday and classes start the following Monday, Aug. 27.

2-CTE Open House Date Discussion: Mark asked the Board members for their thoughts as to when to hold an open house for the new CTE building and what format to use. After a brief discussion it was decided to hold it from 5:30-7:00 pm on the evening of October 5, before the home football game.

3-2018-2019 Goals: Mark reminded the Board that the logistics for making a grade switch (6th grade to the junior high and 3rd to TIS) will be reviewed this year to determine the feasibility of a switch. The electronic devices will be rolled out this year according to the policy that was recently adopted. The district's financial future must be analyzed and the need for an M & O levy and possible tech levy need in-depth discussion. Mindy has started a superintendent program and Don is considering starting one as well. They will intern with Mark.

4 & 5-Budget Update/Negotiations Update: Francis reminded the Board that they approved the 2018-2019 budget at July's regular board meeting and noted that the ESD has also approved it. PSE has reached a tentative contract agreement but HEA negotiations are just starting, a session is scheduled for all day tomorrow. It was noted that area districts are experiencing teacher protests and marches. The WEA is looking at the funding numbers differently than how districts must and there is a misunderstanding or disconnect about the funding coming from the state. The union negotiating rep advises that the amount the district receives is all and only for teacher salaries yet it is our funding for the entire program: curriculum, para-pros etc. Highland is losing \$900K in levy money with this new funding method. The Board requested that our budget needs to be explained very clearly: 74 teachers x \$65k per teacher = exactly what we have to work with so Mark & Francis will meet with each building to explain the budget and in negotiations stress that there has to be a balance between the salary schedule and the optional days. [Meeting the demands of the HEA could] result in potentially having to cut music and art at MWC and it was suggested to drop all sports and band as well. There was discussion concerning the definition of negotiating in good faith and that the district is limited in what they can share with the public while the union is not.

We are required to have a 4 year budget and so must project out our revenue and expenses...three years down the road is when the district will really feel the consequences of the decisions that are made now. The fund balance is good for 2018-19 but doesn't look good for 2019-20. The tech program will deplete the tech reserves which is why we need to consider a tech levy.

The Board stated that we have to keep the Fund Balance at 7.5% and to cut positions if necessary to maintain it. We're also dealing with the 17 students per classroom rule for K-3 (but then the class size can jump to 30 for grades 4 and above). An impasse is anticipated as HEA most likely won't come down on their requests & the district can't afford to go up. Mediation will be the option if an agreement can't be reached.

7-Levy Discussion: A time needs to be set to start the discussion about options for running a levy or levies.

9-Board-Admin Retreat Discussion: Mark asked the Board if they would like to have a retreat again this year with the admin and they agreed it is a good idea. They'd prefer to have it after school has started and things are somewhat settled.

Director of Technology Brian Johnson joined the meeting at 7:57 a.m.

6- Tech Update: Brian reported that this summer has been somewhat quieter than the previous two years due to the completion of major projects. The installation of the security cameras is complete with about 80 units throughout the district including cameras at the bus garage and a unit facing the district office and one covering the lower level/tech side. Francis gave an example of the clarity of the units and the option of remote surveillance that Danny Wise can use when there is an alarm call. Brian shared that the tech team has gone through all of the laptops installing updates as well as on some staff units so everyone will be up-to-date. A few cracked screens have had to be replaced but the newer models have 'gorilla' glass and those are holding up better. The tech budget balance is healthy now but within three years we'll need to start a replacement rotation of about 30% of the units per year to replace broken units and cycle out old machines. The cost will be about \$150-175K/year which is why we'll need a tech levy.

Brian left the meeting at 8:04.

8-Staffing Update: Mark reported that the 3rd grade teacher and 7-12 SpEd teacher positions have both been filled. Neither teacher is fully qualified but both are in program and will teach on a conditional certificate. Discussion about the option of having the drama class taught during a prep period. The board agrees with that as long as it remains revenue neutral. There is still the option of having it held after school as are the other extra-curricular activities.

Update on the MWC portable: repairs are coming along. The valve has been replaced to fix the drain problem and they should be ready by the 13th.

Meeting adjourned at 8:09 a.m.

Chair

Secretary