

**Highland School District #203
Board Work Study Meeting
Highland District Office
December 5, 2016**

Chair Chris Garent convened the Board Work Study Meeting at 7:05 a.m. Others present were Board Members Matt Barker, David Barnes, Lupita Flores, and Nikki Keller; Superintendent Mark Anderson; and Recording Secretary Julie Notman.

Legal Update: Mark gave a brief update about an ongoing legal case.

Mark gave a brief description of the ongoing **HAG Contract Discussion**. He noted that the administrators had reached some agreements for their contract but it isn't finalized yet. The Board agreed to the number of work days in the proposed contract.

MWC Principal Mindy Schultz joined the meeting at 7:14 a.m.

Mindy gave an update on the new preschool program, stating that both the morning and afternoon sessions are at capacity with four names on a wait list. Priority was given to children that will enter kindergarten next fall. She described what units they've studied so far, what is coming up and the goals of the program. She noted there was 100% attendance at conferences, that it is difficult to get a substitute teacher for preschool and how they're handling that, and that they'll hold a preschool specific orientation for parents prior to the start of school next fall. Mindy next spoke of the new interactive white boards and how the teachers are thrilled with them and are learning the variety of things that can be done with them to enhance teaching and learning. She mentioned the great work Kevin Madson, the new music teacher, is doing with the students and the upcoming winter program.

Mindy left the meeting at 7:30 a.m.

HHS Principal Brandon Jensen, Ryan Monson of Monson Architects and Francis Badu, Director of Business and Operations joined the meeting at 7:31 a.m.

CTE Update: Ryan laid out a floor plan of the CTE building and explained in detail the configuration of the 6000 sf building. The building construction cost is estimated at \$1.5m [plus other soft costs]. The plan is to take care of the asbestos abatement prior to the bid process. The design/development phase is complete so next is to create the construction documents in January and put it out to bid in February. The anticipated timeline is that construction will be complete by September 2017. Ryan answered questions from the Board about orientation of the portables, the path to the Ag/Art building, security, and site circulation options for students and traffic. The portables should be installed this summer. Ryan detailed the materials that will be used, which will give the building an industrial feel but are easy to maintain with good longevity and lower operating costs. Brandon shared the process for creating an equipment list noting that some currently owned tools/machines will be able to be utilized, that some equipment will be on stands and moveable for a flexible use of space. Mark noted that options for the vacated art room need to be considered. The board was happy with the plans and timeline.

Brandon and Ryan left the meeting at 8:08 a.m.

CTE Update discussion continued regarding the portables and future use of the existing ones as storage or other possible options.

Francis gave a **Facility Update**: The County issued the building permit for the bus garage on Friday and construction is underway. One item under consideration is installing a radio tower on the building for tracking the buses and contact with the drivers while on route. The building should be done by the end of January [weather permitting] so the current bus building can be cleaned out in prep for the remodel. Regarding the track and field repair/upgrade: the irrigation is in and the grass is growing. Discussed access to that area and where additional gates might be installed.

Francis left the meeting at 8:45.

HAG Contract Discussion *continued*: The Board had no questions regarding the HAG Contract already discussed so Mark next shared about employees that might retire. This was followed by a discussion about the reasons for choosing a one-year HEA contract: A one year contract is the most prudent while the McCleary legal debate results and state funding are still unknown. The agreed upon increases in pay would, over a couple of years of a longer contract, deplete the fund balance. A reduction in staff will be needed to offset said increases. Per the HEA CBA, Mark will have to send out RIF notices by April. It was noted that an article in the newspaper stated that the Seattle School District is looking at \$70m in RIF notices and having so many RIF's in the state will alleviate the substitute teacher shortage. The Board stated that they do not want the fund balance to be diminished and that it must be kept at a certain level [7.5 %] which, again, will require a reduction in staff to accommodate the increases in pay. Mark explained about Migrant and Bilingual funding rules and that budget cuts have to be made in General Ed (can't be done in areas funded by Migrant and/or Bilingual funding i.e.: MWC & TIS) which will happen in the junior high and high schools as they're funded more by General Ed monies. Combining classes and a hard look at what is offered in core classes such as Language Arts are all under consideration. If we had a principal leave the district, one possible option to also consider would be to combine Admin responsibilities for MWC and TIS with one principal and one assistant principal.

HSD has worked hard over the past several years to lower class size to better serve our students but increased class size now seems inevitable. Concerns over students providing translation to other students in class and apparent discrepancies in grading practices were raised and addressed. The teacher evaluation system was explained. Francis' salary was discussed and Nikki brought up the need to examine Mark's salary.

Reorganization of the Board: After some discussion it was agreed that Nikki will Chair the board, David will be Vice-Chair and Legislative rep, Chris will remain the WIAA rep, and Matt the Title IX rep.

Due to conflicting sports and holiday schedules, the December Regular Board meeting will be a Special Board meeting held on Monday, December 19 and the next Work Study Session Meeting will be held on Monday, January 9, 2017.

Meeting adjourned at 9:32 a.m.

Chair

Secretary