

**Highland School District #203**  
**Board Work Study Session**  
**Highland District Office**  
**June 4, 2018, 7 a.m.**

The June 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-WSSDA 2018:** Mark shared that the WSSDA Annual Conference will be in Spokane, November 14-17. He noted that one must be registered for the conference prior to being able to reserve a room at an event-related hotel. He asked the Board to keep it in mind as we draw closer so they can be registered by the early bird dates for the best rates. David said he would like to go but it would be for only for Friday-Saturday. He will let us know.

Board member Matt Barker joined the meeting at 7:09 a.m.

**2-Post Season Athletic Competition Trips-Blanket Approval:** Mark reported that we received an overnight request from Ag teacher Pat Hazen for an FFA leadership event happening this coming weekend. Discussion about why it came in late. The Board would like to approve it so as to not penalize the students that want to attend, and will do so officially at the June regular meeting, but want more info about the event from Mr. Hazen. They asked for research into policy about approval for overnight/out-of-state trips and agree that language should be added to give the superintendent authority to approve athletic post-season competition travel requests.

**5-HVAC:** Francis reported that the large HVAC unit at TIS that serves the kitchen and MPR has died. It received some repairs earlier this year to try and prolong its service life but it needs replaced at a cost of \$40k.

Director of Student Services Michelle Curry joined the meeting at 7:14 a.m.

**3-ESSA / Equity Update:** Michelle reported on the meeting with teacher Aimee Hostetler about the change of classes she'll teach starting next year 2018-19 to meet the need of the 30% of students that didn't pass or barely passed the state tests. This change has the drama class being offered after school hours like sports, cheer, and Knowledge Bowl, rather than during the day as a regular class. This would be in keeping with how other districts run their drama program and how drama is compensated at Highland.

HHS Principal Brandon Jensen joined the meeting at 7:20 a.m.

Brandon reiterated that the class change for Aimee is to address an ESSA-student failure issue and not an out-of-endorsement teaching issue and other points previously made. The district is offering her help with how to teach students of this level, and it was suggested that a para-pro may be placed in the class for a couple of the first weeks for additional support.

Brandon and Michelle left the meeting at 7:32 a.m.

**4-Staffing Updates:** Mark reported that HHS PE/Health teacher Ryan Scott and HHS Social Studies teacher Austin Brothers have each submitted their resignations. They are leaving to teach in other schools closer to home. Social Studies is not a required testing component so there has been much discussion about funding and how to proceed with options for filling that position. There are extra-curricular positions open and it would be nice to have a candidate that had endorsements for PE/Health *and* Social Studies *and* wanted to coach. One key element is to look to the future and the anticipated reduced funding which will force a reduction in staff. Mark reported that kindergarten enrollment for next fall is at its lowest since he's been here (about 60) and not enough to warrant four classes so moving a kinder teacher to fill the third grade position is under consideration. It is difficult to plan long-term due to unknown funding. Mark advised the Board to expect a grievance. Discussion continued regarding staffing.

**6-Resolution: Final CTE Building Acceptance:** Mark explained that he found out that by law, we must adopt a resolution to accept the CTE building. They've had the final punch-list and are almost finished. The resolution will be on the June regular board meeting agenda.

**7-Additional Duties and Deliverables Stipend:** Mark reported that with the new ESSA (Every Student Succeeds Act) are audits and accountability requirements for which we must prepare. Michelle Curry will spend several weeks over the summer to ensure we are ready for the compliance aspect. Francis will handle the financial side. They will come together to create structure that the district will adopt and must follow. Mark proposed paying Michelle a stipend, paid from program funds, to compensate for the additional hours she will devote to this preparation. The Board agreed.

**9-Tech Levy/Capital Project Discussion:** Francis reminded the Board of the importance our district has placed on tech in the schools and now we need to consider the best way to fund replacement units. He noted that Maintenance & Operations Levies are now being called Enrichment Levy. We have an M & O levy coming up this fall in preparation for a February 2019 vote. The current levy goes through 2019 and the next one would start in 2020. The current bond goes through 2023. Typically an M & O levy is staggered with a Capital Projects bond in an alternating pattern. We are looking at what exactly the current levy pays for with an eye to how that is changing with ESSA and map out a plan to address the district's financial needs. We may have to narrow down our vision for technology and scale back replacements. One of the things the McCleary ruling has changed is to cap M & O levies at \$1.50 while the State tax will increase. This increase, however, may not match what we used to collect via the levy plus will have greater restrictions on how it is used. Discussion ensued about the wisdom and risks of running an M & O levy concurrently with a Tech Levy.

**10-Resolution #16-16:** Francis handed out a fund balance sheet and reminded the Board that he is being as conservative as possible in his estimates. He explained the figures on the sheet and how he makes estimates for upcoming months. The projected fund balance includes the \$50k that was set to be moved to CP and is minus the \$40k for the HVAC system at TIS. This puts the projected balance at \$1.5m which is 8.45%. He cautioned that he wants the Board to understand what is ahead of us with the legislature stopping districts,

from now on, from using levy money to pay certain portions of teacher salaries. He explained the tax chart, what is collected and how it is dispersed. Currently the state pays only 48% of admin and support staff salaries. That and the unfunded balance of classified support, employee benefits, extra-curricular, and materials and supplies are currently paid from levy monies in the amount of \$2.9m. We need to figure out how to cover all that with the drop in levy funding starting in 2019-20. He noted that flow-through from the state for COLA will end. Next, Francis explained the certificated staff allocation chart. The State will pay \$65,216 per teacher and the district will have to figure out how to allocate between the staff with various years of experience and education. Negotiations are starting and we must be careful to not agree to something that we can't afford in 2019-20 and beyond. Currently teachers get paid for 20 extra days per year, 14 are Tri-pay and 6 are district and teacher directed. Francis explained another aspect of the new state funding, regionalization. All districts start at a 'one' and then if an area has a higher cost of living or are top heavy [more staff with higher education and/or years of experience or both] in teaching staff, they move up the scale and receive more funding. Of area school districts, only West Valley will benefit. It was noted that HSD has more para-educators than the state funds. Discussion continued about funding then moved back to Resolution #16-16. The Board feels it is important to be prepared for future capital project needs and so want to go ahead with moving the funds from GF to CP as stated in the resolution.

8:54 am: The Board, Mark and Francis left to tour the Lion's Club building in Tieton.

9:41 am: The Board, Mark and Francis returned, meeting adjourned.

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Chair

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Secretary