

Highland School District #203
Board Work Study Session
Highland District Office
May 6, 2019, 7:00 a.m.

The May 6, 2019 Board Work Study Session was convened by Board Chair Nikki Keller at 7:10 a.m. Also present were Board Members Matt Barker, David Barnes, Lupita Flores and Carlos Lopez; Superintendent Mark Anderson, Director of Business and Operations Francis Badu, and Recording Secretary Julie Notman.

1-CPR Update: Mark shared with the board that the Comprehensive Program Review (CPR) on April 25 went very well. The monitoring staff sent by the state completed their review a couple hours earlier than expected and were quite complimentary at the closing meeting. The civil rights lawyer who reviewed our civil rights practices said that in the six years she has performed these reviews, ours is the first district to not have a finding. The other reviewers were also complimentary about our preparedness. We do have areas that need improving including Highly Qualified and ELL, of which the latter area was anticipated to be deficient. Overall our results were great and a testimony to the hard work and diligence to detail put in by Kirsten Lenz this past year.

2-District Credit Card-‘P’ Card Option: Francis explained that the ‘procurement’ card (‘P’ card) is similar to a regular credit card except it pays rebates and also has a system that creates a PO automatically when used, thus simplifying the procurement process. Many other districts use them including Seattle and Yakima. The board agreed that it would be a beneficial change for the district and will approve the required resolution when presented.

3-Employee of the Year Nomination-Business and Operations: Francis shared why he chose Mark Williams as Employee of the Year including his long service in the district and the multiple areas he takes care of.

Francis out at 7:18 a.m.

HJH Principal Don Strother joined the meeting at 7:18 a.m.

4-Employee of the Year Nomination-HJH: Principal Don Strother expounded on the qualifications of his selection for Certificated Employee of the Year, Courtney Sund, and Jeanette Galvan for Classified. Of Courtney he shared that he is impressed with her leadership qualities and involvement on the PBIS team. He emphasized Jeanette’s growth in her position as a para-pro saying she is very steady and stable with the students and pushes them to try hard.

Don left the meeting at 7:28 a.m.

Interim Director of Student Services Michelle Curry joined the meeting at 7:28 a.m.

7-Employee of the Year Nomination-Student Services: Michelle described Kari Rogers, the Classified Employee of the Year nominee, and Melissa Getsinger, the Certificated Employee of the Year nominee, as being very committed to HSD and to the students with which they work. Both are absolute supporters of the system and are very dedicated.

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

MWC Principal Mindy Schultz joined the meeting at 7:32 a.m.

5-Employee of the Year Nomination-MWC: Mindy said that the staff gave input for the employee of the year nominations and Sandra Zugner was chosen for certificated and Keri Pellicer for classified. Sandra rose to the challenge of having to switch which grades she was teaching at the last minute last fall and has imaginatively dealt with some students with behavioral issues throughout the year. Keri has also adapted to a different schedule having transferred from TIS. She sought training in PBIS and created a new check-in/check-out system for Tier II students. She saw a lack in the school's indoor recess option and came up with a station rotation system that keeps the students engaged.

Mindy left the meeting at 7:40 a.m.

HHS Principal Brandon Jensen joined the meeting at 7:42 a.m.

8-Employee of the Year Nomination-HHS: Brandon said he chose Chloe Way as the Certificated Employee of the Year nominee because of her rapport with the students and willingness to be involved wherever there is a need. She is energetic and enthusiastic and the students love her. Lizz Kramer was chosen as the Classified Employee of the Year nominee as she moved with grace to sharing the central HHS/HJH office with Lourdes, and has been very helpful with students, phones and walk-ins. She also has continued to help with the seniors even though she stepped down as co-advisor this year. Her involvement in both areas is much appreciated.

9-Senior Exit Plan: Brandon said he would like to modify the current required Senior Exit Program to align with the state's High School and Beyond Plan. It is a program that starts in 7th or 8th grade and is geared toward getting the students to think of life after high school and start to prepare for it. He feels it will better engage the students and improve their chance for success after high school. He would like it to become a focus in the advisory class for which they would earn credit. Since the existing Senior Exit Program is a board-mandated requirement, he will need board direction to move forward. After questions and discussion, the board directed Brandon to gather more information and draft a plan for them to review and approve. It was agreed that the new and improved High School and Beyond Plan should be implemented this next fall so the current juniors will need to be advised of the impending change.

Brandon reported that the state just changed the rules regarding state testing so that students are no longer required to pass the state tests to graduate. They still have to take the tests and the district will still be held accountable for testing results. This actually may help students do better as they will feel less pressure and stress when taking the tests.

Brandon left the meeting at 8:12 a.m.

The board discussed the nominees for Employee of the Year. Keri Pellicer was chosen for Classified and Melissa Getsinger was chosen for Certificated.

11-TIS Fundraising: Mark shared a recent situation at TIS with a fundraiser where a teacher received a verbal reprimand for not exactly following protocol. The principal will receive a written reprimand for not ensuring that proper protocol was followed. Melissa and Francis have developed a specific, step-by-step list for them to ensure they understand the process and follow it in the future. Mark also reported to the board of the need to place a classified employee on paid leave

while an investigation is conducted. There has been no inappropriate behavior at the school but this is a precautionary step to ensure the safety of our students.

10-Staffing: Mark told the board that a provisional teacher at MWC is being non-renewed which leaves room [financially] to hire a math teacher with a middle level math endorsement who can teach algebra to 8th graders. This is needed to help address our low math scores at the junior high. He detailed the shift of teachers from HJH to TIS to MWC to accommodate this. Related to this is the recent last minute legislative passages that are further negatively affecting the district: We are losing \$300k due to levy funding usage restrictions plus the legislature has implemented a rule that the district must pay \$12K to the state for SEBB insurance for any substitute or coach who works 630 hours in a year. This could result in another \$100K shortfall. Mark said that the state pays for only 12 para-pros but we have 34, which have been partially funded by levy monies. We will have to let some go and also must non-renew another provisional teacher. Unfortunately there are no retirements that we are aware of which would help us be able to retain some staff.

Francis rejoined the meeting at 8:46 a.m.

12-Levy Discussion: Francis said that at the last minute the legislature changed the amount districts can collect with a levy to \$2.50/\$1000. We just passed a four year levy at the then imposed limit of \$1.50/\$1000. It is understood that these are estimates and we will be able to increase our collection amount but must keep in mind that the state has also increased what they are collecting. We want to keep aware of the total school district related tax that will be assessed on the taxpayer. Some districts have jumped to take the full \$2.50 but the board feels this is unfair to our patrons and directed Francis to make it work and not overtax them. Francis also spoke to the new SEBB insurance payment rule and said we will have to pay attention to how often subs are used, we'll need to cut back on how often teachers are gone from the classroom [trainings etc.]. He said that we are over-staffed per the state's allotted number of employees, which is determined by enrollment, and will have to reorganize in several departments.

13-Candidate Filing Week: May 13-17 The board was reminded that if their term of service is up this year that they must file a declaration of candidacy within that timeframe.

There being no further business, the meeting adjourned at 9:12 a.m.

Chair

Secretary