

**Highland School District #203  
MWC Conference Room  
Friday, April 14, 2023**

**Special Board Meeting-7:00 a.m.**

The **April 14, 2023, Special Board Meeting** was called to order by WIAA Rep Lupita Flores at 7:12 a.m. Others present included Board members Carlos López and Cindy Reed, Superintendent Mark Anderson, HJH Principal Don Strother, Athletic Director/Dean of Students Josh Borland, Director of Student Success Mindy Schultz, and Recording Secretary Julie Notman. Director David Barnes was excused.

The **flag salute** was led by Cindy.

**2. UNFINISHED BUSINESS**

**a. Communication Check-in:** Nothing to share.

**b. Health Curriculum Update:** The deadline for a decision will be pushed back to Monday. Both of the two under consideration can be adjusted to meet our needs and expectations. It is a requirement to post the curriculum on the district website, families always have the option to opt-out. Approval is expected by the end of the month.

**e. HSD Mascot Update:** Mindy, Josh: We are all Scotties. We are keeping the same color palette and the same ‘H’ for all the buildings but with each school’s initials on them. Keeping the same Scottie guy but he will be younger at the lower grades and will ‘grow’ with the students.

Board Chair Nikki Keller joined the meeting at 7:24 a.m.

Mindy Schultz left the meeting at 7:24 a.m.

**3b. 6<sup>th</sup> Grade Extra-Curricular Discussion:** Don, Josh: In the past few years, 6<sup>th</sup> graders have been increasingly allowed to participate in middle school sports. We haven’t because of logistics. 6<sup>th</sup> graders can participate in individual sports i.e.: cross-country, wrestling, track & field, and non-contact team sports, just not tackle football. Considerations include an increase in costs for uniforms, more coaches, transportation, and more games to schedule as we could end up with four teams per sport. One option would be to allow our 6<sup>th</sup> graders to participate in individual sports and then offer intramural options. There is an ebb and flow in class size and participation particularly after the pandemic when kids were not introduced to team sports at an early age. Benefits include: student athletes have higher grades, are the student leaders and it would help get our students involved earlier. We have options and flexibility as to which league we play in. Football could be intramural or flag, and/or skills and drills, just to get it introduced. The Board expressed being open to considering 6<sup>th</sup> grade participation.

HJH/HHS Band/Choir Teacher John Straehle joined the meeting at 7:35 a.m.

**3c. Overnight/Out-of-State Travel Request-HHS Band Trip:** John: This is the same trip the band took in 2016. He shared the travel details, room assignments, chaperone details, permission forms, and itinerary. The Band Booster Club raised all of the money, the entire trip cost is covered, no cost to the district. Cindy moved to approve the Overnight/Out-of-State Travel Request-HHS Band Trip, Carlos 2<sup>nd</sup>; motion carried.

Don Strother and John Straehle left the meeting at 7:52 a.m.

**3a. Post-Season Coaches’ Pay Discussion:** Josh: We are one of the few districts that do not pay for post-season, our contracts are only for regular season play. This is one of a few reasons it is hard to get coaches at Highland. Post-season practices and competitions can extend the season another three weeks or so. Spoke with Francis about it, could make it effective for this school year. Cindy moved to make Post-

Season Coaches Pay an Action Item, Lupita 2<sup>nd</sup>; motion carried. Cindy moved to adopt Post-Season Coaches' Pay, beginning with this school year, Lupita 2<sup>nd</sup>; motion carried.

Director of Business & Operations Francis Badu joined the meeting at 9:13 a.m.

**2c. Capital Projects Update:** Francis: Sport stadium upkeep and future upgrade: football field, track and tennis courts are all in need of replacement. Discussed potential future bond. Discussed hiring a company just to manage the football/soccer field [maintenance] and a robot paint line machine. We are moving through the process of the new HJH/HMS HVAC system and the remodel of the old art room for the HMS Commons/lunchroom and offices. Phase II will include an update to the HHS HVAC.

**2f. TIS/TES Playground Equipment:** Francis: Shared pictures of the equipment and the 'floorplan' of the layout. It will be purchased through KCDA: \$92K + \$8K for ground prep. It can be expanded in the future but we are also considering what upgrades could be needed at MWC. Lupita moved to approve the purchase of the TIS/TES Playground Equipment as presented, Carlos 2<sup>nd</sup>; motion carried.

Josh left the meeting at 9:35 a.m.

**3d. Cooperative Membership-OMNIA:** Francis: We have been involved with this interlocal agreement/membership co-op since 2012 through which some of our contracts, such as Cintas, go through. OMNIA is a co-op that is outside of the state while KCDA is in-state. Carlos moved to continue the agreement/membership with OMNIA, Lupita 2<sup>nd</sup>; motion carried.

Francis left the meeting at 9:54 a.m.

**2d. Staffing Update:** Mark: There are quite a few postings for principals throughout the state so we extended our posting for the HHS Principal by one week to hopefully attract more candidates. Once we have a pool of candidates we will follow the same process as done previously utilizing interview groups, including a student group. Grade level transitioning: MWC staff is pretty set. Brenda Marin will fill the fourth 2<sup>nd</sup> grade teacher position and Melissa Larson will fill an ML position. Current ML Teacher Madeline Lemerande will fill a 5<sup>th</sup> grade spot and that will help with having the required EL teacher at each grade level. The current three third grade teachers will all move to TES, but we will post for one more and one more 5<sup>th</sup> grade teacher as we need four sections at those grades. We will need to post positions for HMS to fully staff that building. So far we have received no applications for the HHS Math nor the HSD Psych positions.

**3e. Board Equity Training / Positions:** David turned in a certificate for attending an equity/inclusion training this month. Carlos attended a training at WSSDA last November but did not receive a certificate or any kind of confirmation of attending. Lupita is signed up for one in May. Carlos, Cindy, and Lupita are up for re-election this year and all three will run.

**3f. WSIP Discussion:** Mark: This is the WA School Improvement Framework and is a reboot of previous school testing/success monitoring systems. Some of our schools are not meeting a measurement level, showing an achievement gap. If EL scores are low and the regular (non-EL) students' scores are high, that is an achievement gap. We must come up with a restructuring and/or improvement plan.

## **7. ADJOURNMENT**

There being no further business, Chair Nikki Keller adjourned the April 14, 2023, Special Board Meeting at 12:18 p.m.

---

Chair

---

Secretary