

Highline Public Schools | 2019.11.20.Board.Meeting

Sorry, folks, for the delay, and let's go ahead and call our regularly scheduled board meeting for Wednesday, November 20 to order. And we'll begin with the pledge, please.

I pledge allegiance to the flag of the United States of America and to the republic for which it stands. One nation under God, indivisible, with liberty and justice for all.

Hi, Joe.

Thank you. Nice job. Nice job, Joe.

You're welcome.

OK, and roll call, please.

Director Alvarez.

Here.

Director Van.

Here

Director Dorsey.

Here.

And for the last time, Director Curry. Here.

Aww.

And to my left is Superintendent Enfield. And with that, I'll ask for any calls or changes-- I'll call for any changes or additions to our agenda this evening.

This is Joe. I'd like to make a motion to move action items 8.1 through 8.8 to the consent agenda, please.

OK, it's been moved. Any discussion, concerns?

No.

OK, do I have a second?

I'll second.

OK, all in favor?

Aye.

Aye.

Opposed?

Aye.

OK, thank you, Joe. And that will take us then to-- excuse me, that will take us to a proclamation recognition, excuse me.

So good evening, everybody. We have one proclamation tonight for American Education Week. Sandy Hunt was supposed to be here, but isn't. We will make sure that she gets this copy. I have a meeting with her tomorrow, so I can give it to then.

Whereas public schools are the backbone of our democracy, providing young people with the tools they need to maintain our nation's precious values of freedom, civility, and equality, and whereas by equipping young Americans with both practical skills and broader intellectual abilities, schools give them hope for and access to a productive future. And whereas education employees, be they substitute educators, custodians, teachers, bus drivers, librarians, clerical workers, or food service professionals, work tirelessly to serve our children and communities with care and professionalism.

And whereas schools encourage community, bringing together adults and children, educators and volunteers, business leaders and elected officials in a common enterprise, now therefore, I, Susan Enfield, Superintendent of Highline Public Schools do hereby proclaim that the week of November 18 through the 22, 2019 is American Education Week in Highline. And I further encourage all citizens to extend their commitment to public education and to the future of our children by supporting our community schools through the contribution of their time and energy.

OK.

Photo op?

[INAUDIBLE]

Just kidding, sorry.

By yourselves?

I was going to-- we can just hold Joe up, hold the phone, and-- OK, thank you. And that will take us to scheduled communications and the guidelines. Nope, it's coming. They will be there in a second.

[INAUDIBLE]

Oh, is Derrick Jones-- Derrick Jones here? No? OK. So Derrick was our lone scheduled communication, and that takes us to the superintendent's comment.

So good evening. No, I don't want to make any lengthy comments, as I know that we're keeping this meeting short so that we can celebrate Tyrone Curry. But I do just want to say so that it's in the record and official, Tyrone, we're really, really going to miss you.

Tyrone was one of the five original board members that hired me in 2012. And you've given me the best job of my career, and that's a fact. And you've given tirelessly to our students, and our staff, and our community.

I've said this publicly before, and I'll say it again now. I don't know many human beings with a kinder, more honest heart than you have. And there will forever be a void on this board without you as a part of it. But we know you're not going far, and you will forever be part of our Highline family and our Highline story, and we love you.

Well done. OK, so that will bring us to school board reports. I don't have a legislative report. We're going to end up being done with this meeting, like 6:15 at the rate we're going. Somebody, please say something. So how about director reports? Joe, would you like to start us off?

Yeah, I would like to start. I want to echo what Susan said. I'm glad I'm not in person because I'm actually crying right now. So, Tyrone, thank you. Thank you for all that you've done, and you're still going to be around, so it's not a goodbye, it's a see you around.

I also want to let the team know I look forward to being with everybody at WASDA this coming Thursday, Friday, Saturday. Looking to connect with the rest of the other board directors across the state and see how we can support our students. That's it for me.

Thank you, Joe. Angelica?

It's like Susan said, it's been a ride. And I think as a board, we become so close that when we go through something, I think everybody tries to go through it with us together. And I think this last year was a trying year for

many of us. And it's just been a pleasure and an honor, as well, to sit along your side, and supporting one another, because I've needed as much support.

But I also thank you because it is a job where you have to show up no matter what. And I'm thankful to be able to have spent this time and gotten to know you because I didn't know you from before. So thank you, Tyrone, for all your work and for always being here.

So I'm going to save my comments for when we start the reception, but I'll have some then. So do you have anything, Tyrone?

It's been a pleasure. We probably have the best staff, best superintendent, best board. I'm glad part of it. When we have our treats, our cabinet comes prepared. They keep us informed. And anybody that says we're not working hard, they're wrong.

I say it all the time. We have the best workers. We have the best teachers. The staff out there works hard for our kids. I'm just glad be part. I'm not going anywhere, so you'll see. Thank you.

So we're done?

Yeah, one more thing. Thank you, Tyrone. And we would be remiss if we didn't thank Michelle, as well, for sharing us with you all these Wednesdays over the last 7 and 1/2 years. So, Michelle, we're so glad you're here with your mom, a former White Center Heights playground supervisor. So thank you for being such a great partner and supporter of the district as well. And now we give him back to you on Wednesdays, but we still want him around as often as we can.

If you want to get rid of him every now and then, just--

You'll take him.

Yeah. OK, so that concludes the director reports. I think I might have neglected to mention that Director Bradford has an excused absence this evening, so just to get that on there.

That brings us to consent agenda. And do I have a motion to approve the consent agenda as amended?

I make a motion or second it. Are you making the motion or--

No. You can make motion, and somebody else--

I'll make a motion for us to then amend the agenda for tonight.

And I'll second.

OK, it's been moved and seconded. All in favor?

Aye

Aye.

Aye.

Opposed?

Aye.

OK, so that takes us through item eight to item number nine, which is the introduction action items. And we have one item, 9.1. And that is the motion to approve non-matched endorsements and limited certifications for 2019. Excuse me, I read the wrong one. I apologize. Let me back up. 9.1-- motion to approve revision to Highline School District administrative salary schedule two. Do we have any questions or discussion? Is Steve-- Steve's not here.

[INAUDIBLE]

OK. Chris, should we have a little overview of-- could you just give us the-- this is under the auspices of surprise.

No, she knew.

Maybe just a little background would be great. Thank you, Chris.

Our building administrators have had part of their contract language a way to calculate whether we're staying competitive with our comparative districts. And in October, HR does a salary survey of those competitive districts. And then we use a calculation, which I could explain in more detail if you would like.

But we try to make sure that what we're doing is we're hitting between the seventh and the eighth highest paid districts of our identified comparative districts. So that's what we do each year. And in order to bring our assistant principals and our principals into alignment with that agreement, it resulted in the raises that you see in the schedule before you.

OK, thank you, Chris. Do you have any questions? Appreciate the clarification. OK, I move that the school board approve the proposed changes to the administrative salary schedule two effective July 1, 2019.

Second.

Director Alvarez?

Yea.

Director Van.

Yea.

Director Curry.

Yea.

Director Dorsey.

Yea.

This motion passes 4-0.

Thank you. And that takes us to our introduction items. We're going to circle back. And I don't want to-- for sake of kind of abbreviating the meeting so we can get on to the fun stuff, I just want to make sure that we take a moment to acknowledge the passing of our equity policy-- Equity Race and Identity Policy 0010, and just acknowledge that this is a continually refining policy. And I'm glad that we see it, if not annually, it almost seems like sometimes more frequently, but at the very least, annually.

And so that's a significant policy. I think we were one of the first districts in the state to adopt any equity policy. And that was with Tyrone's predecessor, so at least 9, maybe 10 years ago, Angelica? So I'm just glad that we're continually keeping that on our radar, so to speak. Superintendant?

Yeah, I'm very proud of the latest iteration of the policy. I think it's the seventh or eighth iteration. I want to publicly acknowledge that Holly is our chief strategy and policy officer. I get that right? Really, carried a lot of the water on that, on making sure that we did good engagement with community and staff, kept refining it, and made it the policy that it is today.

I will also just share that you're right, Ernie. A lot of districts look to our policy as a model for what they want to adopt. And so I just want to thank all the staff that we're a part of it.

I also want to say that equally important, I think, is our Workplace Environment and Culture Policy. I think in many ways, the two go hand-in-hand. And I think being very, very clear that we have standards and commitments to how we treat one another, how we operate here in Highline, and I think that's incredibly important.

And I will be bringing copies. Kyle's going to get copies of the Workplace Environment and Culture Policy to Nikki for our Superintendent Student Leadership Team on Friday. And I'm going to have a conversation with our students about creating a commensurate student-facing policy that really speaks to what the board has asked for and we've struggled with over the years, which is sort of this we are Highline.

What does it mean to be in Highline? What will we not tolerate, and what do we expect? And so both of these policies take us a long way down that road, and I'm incredibly proud that they're finally adopted. So kudos, everybody.

And I also just want to add that it's an equity policy. And a lot of times people, as I've talked to other people, I says, well, it's not a race policy, or it doesn't have race in the name. But if we really look into the content, our content is much stronger than those that have race in the title of the policy.

And I also want to thank Holly because I know that in the past, we've worked together. And just coming along as to what does the race and identity piece of it have? How is it really described?

And so I'm very proud of this. I mean, there's times you have to negotiate. Do you really want the title? Or do you want the policy in itself to reflect what we're trying to get? And a lot of times, I've noticed that people are really proud that they have the race as the title-- race equity as the title, but yet the content is not as strong as ours. So I'm also really thankful for the staff for really been thorough about it. I'd rather have it in the content than having it in the title, because the title doesn't really mean anything.

But now we have both. We have it in content and the title, because now it's our Equity Race and Identity Policy. And that was a topic of discussion. And you're right. I think having it in the title doesn't mean much unless you have the meat within the policy to do it.

Absolutely.

But I think the fact that we're being very deliberate with our wording, and calling out not just equity, but calling out race, and calling out identity, right? Because it is-- yes, race is critical, and it's beyond that as well. So we want to make sure that everyone sees themselves in the policy. So thank you.

OK, so that takes us to our introduction items. Item 10.1-- motion to approve non-matched endorsements and limited certifications for 2019-'20. Any questions, or comments, or follow-up? Nope.

Item 10.2-- motion to approve the contract with Graduation Alliance for the Open Doors program. Questions or comments?

And this is just a-- it's just a renewal?

Renewal.

Yeah.

Yeah. Mike's here [INAUDIBLE].

Continue to partner with, yeah. Right, Mike?

Yeah.

Thank you. 10.3-- motion to approve revisions to policy 3415-- catheterization. Motion to approve-- excuse me. 10.4-- motion to approve PSSC Perkins Grant. Anything? Nope. Item 10.5-- motion to approve CTE Perkins Grant.

These are really exciting.

These are exciting. Item 10.6-- motion to approve the Title III and State Transitional Bilingual Program funds. I have a question on this one. I think in the board report, there was a mention to its impact on our Native American students. And I didn't read the full grant application, but I was just curious as to-- I know it's mostly focused on the dual language PD, but I was just curious of what that looked like.

Right. So within the Title III federal grant, there is a provision that requires us to consider any student that identifies as Native. They could potentially benefit from any kind of language learning support.

Oh, good.

So within a world of kids who qualify for [INAUDIBLE] services, some of them identify as Native American, but then some kids don't. And if they demonstrate a potential that they can benefit from additional support in language development, those kids are assessed, and then they qualify for Title III services. And that's where that piece fits in. How we operationalize that is we will work closely with the rest of the Native ed programs to align those programs.

OK. Thank you, Bernard. I appreciate that. I saw that on there, and I thought-- I knew there was a connection, but I appreciate you articulating that for me.

And generally, it includes usually like 100 to 150 kids. So that's about how big the group is.

Great. Thank you.

I just want to add for me that, I mean, I'm thankful for this because I know that a lot of our English language

learners teachers need a lot of support. And I think this-- I'm thankful for Bernard for really thinking about how do we really support our teachers? And how do we really appropriately use these funds to really support them in supporting our students? Because we have a lot of different languages here.

Yeah, we really do. It was interesting because I did read down far enough in the grant application where it identified all the schools in the dual language programs. And it was pretty impressive when we think about how far we've come in the last, what, 10 years? 9 years?

OK, that concludes the introduction items. As our protocol, I guess our working agreement is we don't typically move things to next meeting's consent agenda without everybody present. So we'll skip that one. But that'll bring us to unscheduled communication. And we do have-- I'm not sure who this person is. Aaron Garcia.

I figured I'd take my last, last chance for the next four years to come up here and throw some stones you guys' way. But, no, I really just wanted to take a quick minute. I'm sure I will say this again when we start the party at 7:00, but I just wanted to really thank Tyrone for your hard work and dedication for the community.

And it's because of what you've given not just to the community, but to all the students, that people like me have this opportunity today to believe that they are able to go out and campaign, and run an election, and be part of this process to be able to give back to the community. So you really inspired me to know that I can do this. And you were really there for me. And I appreciate that. And I just wanted to take this time thank you.

Thank you, Aaron. OK, so I see Sandy came in. So Sandy, did you have anything from AGA? And then we also-- we--

We were a little too quick for you tonight. So we read the--

I know.

So we'd love for you to make your comments, and that if you wouldn't mind coming up for a photo, that would be great.

Oh, OK. I was over supporting the rally at the Highland Medical Center, where the SEIU 1199 is working on their contract. And so I actually got to speak at a rally tonight. I wanted to just come tonight and thank Tyrone for his service. I still remember him coming to Beverly Park when I was there years ago, and taking him around.

And we've always had a great relationship and be able to talk about what we need. And he always has had a great perspective from down in the trenches as to how schools really work. And I have appreciated his support over the years. So I didn't want to miss that opportunity to share that.

I do want to just say we continue to work and-- I look across the room. I've been working with all of you all week. And we have a really important meeting tomorrow, which I hope will have some communication to share out to the board soon. So anyway, let's eat cake.

[INAUDIBLE]

Yes, yours to keep-- a party favor.

[INAUDIBLE]

OK. And before we ask to adjourn, on our calendar on the screen behind Kyle, we have a work session scheduled on the bond for December 11. And I'm not sure that-- it's not about whether or not we'll look at running a bond next year. It's not anything related to a bond campaign.

It's more about bond update. And we all know that we just recently refinanced to save the taxpayers \$1.2 million. So I'm not sure. I guess what I'm asking is do we need that work session or shall we cancel it? I'm not sure that it is a good use of time.

So I spoke with Kate and Catherine, and we believe that rescheduling that for a later date when it's closer to the time for the board to take a resolution on running a bond, potentially next November, makes more sense. So we would recommend canceling and rescheduling.

But? How about you, Tyrone? What do you think?

He's like, yeah, go ahead.

Oh, you shouldn't have.

Yeah, all right.

Joe?

If we do it before Tyrone leaves.

Oh, OK. Well, Kate's over there right now. She's ready. And we've got like 32 minutes to kill. OK, I believe that-- our whole goal here was to abbreviate the meeting and end at 6:55. So now we all get to spend the next 32 minutes showering Tyrone with the love that he deserves for the years then sat up here. Yeah, and so we get Tyrone to ourselves for a little while here. So with that--

Can I add one more thing?

Please.

Sorry, one last thing. Actually, Tyrone gets to fulfill one more official duty after tonight, which is Friday at the WASDA Conference. The board will be at the luncheon to accept their Board of Distinction honor. And so I'm really happy that Tyrone will be there since he was part of the board that was named the Board of Distinction. So look forward to seeing you all there and celebrating the great board that you are.

It should be a lot of fun. So with that, I can't think of any other ways to stretch it other than-- if you'll turn to page six, we'll have a sing along.

[INAUDIBLE]

Yeah, let's do that. Do we got a motion to adjourn?

Tyrone.

I make a motion we adjourn.

I'll second that.

All in favor.

Aye.

Aye.

Aye.

I think Joe needs to stay on.

Joe, you gotta hang on there. You want us to call you back, or what do you want to do?

No, you're good.

Thanks, Joe.

I will-- thank you.