

You're good to go.

Ready? I want to welcome everyone to our regularly scheduled board meeting. And with that, I'm going to ask for us to stand so we can say the Pledge of Allegiance.

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

So roll call, Kyle, please.

Director Van.

Here.

Dr. Dorsey.

Here.

Dr. Garcia.

Here.

Dr. Bradford.

Here.

Dr. Alvarez.

Here.

Thank you, everyone. And to my left is our superintendent, Dr. Susan Enfield. And with that, I'm going to call for any changes or additions to tonight's agenda.

I would like to make a motion to move item 8.1. The motion to approve letter of agreement, funding for Highland Public Schools career and technical education pre-apprenticeship program to the next board meeting. We were just made aware of some impacts that need to be addressed and reconciled.

So I'd love to have us move it to the next one so everything's corrected before we approve it.

Thank you. I will need a second for that.

I'll second.

So all in favor.

Aye.

Any opposed?

So item 8.1 has been moved for our next board meeting agenda. And with that, I will hand it over to a superintendent for recognitions.

Thank you, President Alvarez. And greetings to everybody, both with us here in person and watching from home or from wherever. We have one very special recognition tonight. And I'm going to ask our Highline council PTSA, Linda Farnsworth to come up to the microphone to make some remarks and a presentation. Then we will have a photo opportunity.

Thank you. Oh, there we go. Hi, everybody. Thank you for having me here. My name is Linda Farnsworth and I am honored to be your Highline Council PTSA President this year. And what a year it's been.

Thank you, board and Dr. Enfield for having me this evening, in order to present a very special award. This award that looks like this-- this award is offered by Highline Council PTSA to recognize and honor individuals for continued and dedicated service to all children. And a demonstrated commitment to helping create strong policies to the health, welfare, safety, and education of children and youth.

COVID-19 has thrown us all for a wild loop. When the news hit 15 months ago, school districts from around the country responded in different ways. To Highline School district staff, leaders, board, led by Dr. Enfield, you have risen to each challenge along the way.

With concern for safety and knowing all students by strength, name, strength, and need, you responded, prioritizing inclusive policies and equitable offerings, utilizing knowledge gathered from experts. As our Highline district, you were able to pivot like no other.

Communication and transparency have always been on the forefront of your actions. Parental, community, and even student input have been valued and considered from the beginning and throughout the past 15 months. This award is offered by Highline Council PTSA. Again, like I said before, to recognize and honor every individual in Highline staff, with Dr. Enfield, to honor all of these individuals for continued and dedicated service to all children and a demonstrated commitment to helping create strong policies to the health, welfare, safety, and education of children and youth.

I wouldn't want my three Highline students to be in any other school district. And Dr. Enfield, would you kindly accept this award on behalf of yourself, your board, your cabinet, and the entire Highline staff?

I can clap for that. I will proudly and gratefully accept that on behalf of the staff. And we actually had an all ERAK meeting today. And I shared with them that you would be coming to present the award this evening. But before we have you come up, so that we can take a photo with the school board members and myself, I am initiating a new tradition tonight.

And it's not new to everybody, but it's new in this case. So our families are wonderful partners here in Highline. And our Highline Council PTSA really does an extraordinary job of not just partnering with us, but also being an incredibly important communication channel for us, telling us what the concerns and questions are.

We had a wonderful meeting this afternoon with a number of wonderful questions about technology and dual language enrollment. And so we know it helps us keep our finger on the pulse. But they've also been partners in helping us communicate in a time when communication has been more important and more challenging than ever.

And as the President, Linda has gone above and beyond to do that. And so I would like to present a Ducky Award, a superintendent nominated given Ducky Award to Linda Farnsworth. And we will make this a tradition for every outgoing Highline Council PTSA member, that they receive a Ducky Award.

But Linda, you'll get the first. And I'm sure that I'll hear from Maria and Amy, that they need theirs-- not posthumously, in retrospect, in hindsight? For work done before. My words are failing me. But Linda, I hope you know how much we value you as a part of our Highline family.

And thank you for your efforts and thank you for taking the time to acknowledge our staff, our board, and everyone in Highline who's worked so hard over this past year. Thank you.

Absolutely. Thank you.

That's all for recognitions this evening.

Thank you, Dr. Enfield. And congratulations again. And with that, we move to our scheduled communications. And our first one is Edward Duke. Sorry about that. Thank you. Please come up to the podium.

I'm allowed to speak? OK. Hello, everybody. My name is Edward Dong and I represent Raisbeck Aviation Science Olympiad. Next year I'll be the President of our club and our whole team thought it would be a good idea for us to share our accomplishments this year and our goals for the future.

So Science Olympiad, I'll give a brief overview, allows a team of 15 students to participate in 24 different events to show their scientific prowess. Now that may sound nerdy to a lot of you guys, but it is really fun and I enjoy it. So I'm here today.

This year has been COVID, as the last person spoke about. We've had to move our meetings to online. And although that hasn't been the smoothest of rides, we've been able to adapt and overcome. And now this year, we have made it to state and we have multiple team members on our team placing top five, multiple of them, at the state competition.

And next year we hope to grow and make it to nationals. But that is always just a hope and dream that we will have. And we're planning to mentor middle school teams in the future year, like Chinook and Sylvester. And hopefully, that will bring the Highline community a greater overall importance to science.

And I just want to say thank you to the board. And thank you to the Highline School District for allowing things like Raisbeck Aviation High School to be a thing. And funding things like Science Olympiad so that individuals can explore what they're interested in and not just what the school teaches, like chemistry, and biology, and physics. But like structural engineering, electrical engineering, anatomy, biology, and things like that.

So thank you for this year. And we're hoping to go out strong next year.

Thank you.

Thank you, Edward.

Thank you very much for that comment. And with that, we move to Stuart Jenner. He submitted a written comment and Director Van will be reading that.

Thank you. This is from Stuart Jenner. I see there's a budget hearing on June 23rd, but that's the same night as the budget vote. So I'm sending a few comments sooner. I understand that there are a lot of moving parts to a school district budget. One question is, how many students will actually show up?

Another is, how many students will go to Running Start, part time or full time? The answer to this depends, in part, on what programs are offered. I heard from a parent of a junior at Mount Rainier that the school will not have a choir going forward.

The parent said the teacher has resigned to go to a private school and the plan is to replace him with a CTE instructor. I've been wondering what impact would be of COVID on music program? Music it's hard to do online. I also heard a few years ago of a parent who said, our son entering sixth grade was told he needed to take Spanish because of the district's bilingual goal and could not take music.

His six classes were English, Spanish, science, math, social studies, and then P.E. It appears that one of the justifications for eliminating choir at Mount Rainier High School is that there's very low enrollment in the feeder program at Pacific.

Well first, there are multiple schools that feed into Mount Rainier High School. Sylvester, IB enrollment, et cetera. Second, the low enrollment may be due to district choices that can be reversed. Here's the problem with no choir. Music classes are not capped. Therefore, music classes that are very big, 80 to 100 students, can in a sense, subsidize other classes, making it feasible to have classes below the maximum class size.

This maximum varies by subject, with science lab classes capped at a lower level than many other. There is a definite ripple effect, by not having choir. Often, students can have smaller classes and more choices with the community college when the subsidized classes are no longer available. We saw this with the small high school.

Music is very important at keeping students in community and keeping them in school. I know a few students from class of 2019 who would likely have dropped out without the fun and joy of choir. You should also look into how reimbursement works from the state for Running Start kids who are part time at Mount Rainier High School.

My sense is that the money they're bringing to their origin school is quite high. I recall some board policy about arts education, saying how important it is. We also know the state and district graduation requirement mandate, two years of art, or one of art and one of a personal pathway class.

You cancel choir, then you may actually have to add more art teachers not more CTE staff. I strongly suggest you strengthen, not weaken the arts and music offering at Highland. I think it is right, both morally and financially, because it'll keep kids enrolled.

I would also like to point out parents whose kids are involved in music tend to be very active in bond and levy campaigns, and the arts and music has always been one of the promises made for by taxpayers should vote yes on tax. Thank you.

Thank you, Director Van. That's right on time. And with that, we move to our next scheduled communication. Susan Watkins, please come step up to the podium. Thank you.

This is a very specific question. I tried to get it answered by calling the schools or anywhere. Does any of you know whether the book, *A People's History of the United States* is being used currently in Highland district? Oh no? I don't either.

But it's of such importance, that I've come to introduce you to the notion that is one of the most inaccurate and deleterious volumes ever written. We want to be doing the best we can for these kids and teaching them fact. But a book has been written now that details the absolute lies that are being told and his inflammatory idea about America or having pride in America.

So I actually have enough copies to give to anybody who would like to own one and just read through it. But if it's being used in the schools, I would like to do everything I can to stop this. And nobody knows? Amazing. OK.

I'll tell you that it's been the most read and used volume for history for the last 20 years. Something like 800 million books have been sold. I called my grandchild's school. My son put her in SAS because-- for many reasons. But it turns out, even there, they're using it.

But I would request that the school board make note of Howard Zinn as a complete hoax. A liar, with a very a downward agenda for us to think. In fact, for one quote, he says America was as bad as Hitler in World War II. Where do you get ideas like this?

It makes me speechless. But thank you. I was hoping to learn.

Thank you. Thank you for your comments, as well. And with that, we move to our superintendent's updates. And I hand it back to you Dr. Enfield.

Thank you, President Alvarez. We have two department updates tonight. We will begin with technology services. Mark Finstrom will come up and give us just a few of the highlights of what our wonderful DOTS team has been doing this year, followed by Dr. Steve Grubb, who will give us an update on our human resources team. So Mark, I'll just turn it over to you.

Thank you, Dr. Enfield. Thank you, board, for this opportunity to speak. Actually, I came here to really recognize that we are not just a department. We are part of a team. And that team-- and Steve is going to also talk about it tonight-- we work together.

And as you heard during our retreat, there are a lot of things that we do that is in support of the entire district. And this year the team did a yeoman's job of trying to get computers in the hands of students, internet access in the hands of students.

I heard the number 97% internet access. And you know, that's encouraging. But that's also a little bit of a burden that we bear here in our district. Because we need to keep that access available for our students. So my team is responsible for a lot of work in the district. And I don't want to take any of that away from them.

They are hard workers. Look at Katie Luxon and her team and all the work that she is doing with the different departments, family engagement policy, and teaching and learning and all the connectivity that she has in regards to synergy, insight, and other tools.

And then I have my team, even represented here tonight, with Dylan and with Nick. The two of them are from two other sub-departments inside my main department. And their responsibilities have grown immensely. One, because we had a 46 year veteran of the district retired, Dave Collins.

And so a lot of people have had to step up. And we thank him for his years of service. But it leaves a major hole in our department and we're working to fill that right now. And then I have brand new employees who just started underneath the tech levy.

And so I have the full spectrum of employees inside this district. And the beauty of it is, we've also brought in people from other departments. Unfortunately, Scott Logan, in one of his departments, lost a staff member to us. We gained that individual. And he is working to get his degrees in computer science.

And so what better place, but to be working for Highline School district, to be able to accomplish that. So my goal here was just really to say, it's my team. It's not me. I'm just here trying to direct some of the traffic and make sure that things work. And now I'm going to turn over my time to Dr. Grubb.

Well Mark, thank you for those comments about teamwork and about collaboration. And I just echo those sentiments, that the pandemic really required us to think a little bit differently about how we work together. And I think that we all know what it's like to lead from the head. And lead with the big ideas. And we do so in human resources. But the pandemic really shook us to our core in so many ways and we learned the importance of leading from the heart.

And some of the ways in which that happened was, we could have made some of the same decisions other districts made around layoffs, around how to treat our employees. And by and large, we kept our workforce fully intact. And that required a significant amount of work, innovative work, teamwork and collaboration with other departments within teach and learning, with budget, finance, support of the superintendent, support of the board.

And as we stood by our employees, I really believe in my heart, our employees stood by us as a district and, most importantly, stood by our students. The image I have of that is of a bus driver who obviously couldn't drive a bus. And on one day, she was out here at the front desk, just on the other side of this wall, in her bus driver uniform and regalia, answering phones.

And throughout the district, I could cite story after story of people being flexible, being members of team, and doing whatever it took during the pandemic. And couldn't be more proud of being in Highline and of our Highland employees.

Thank you, Steve. Thank you, Mark. I want to thank you and all of your teams. Some of our technology services staff are here. Now that we're live streaming our meetings, we get to see them up close and personal on a regular basis. So I want to thank Mark and everyone in technology services who stepped up significantly to make sure that we could deploy devices and provide at home broadband access for our students.

And to Steve's point, our human resources department really does operate from the heart first. And I appreciate that. It's a place that can often be mired in technicalities and legalities. And instead, Steve and his team make sure that we keep people at the focus of what we do.

And so thank you to everyone in HR. Chris Larson is here tonight, as well. For everything that you do for our staff here in Highline, we appreciate that. You make us very proud.

I want to just make a few comments before I invite Sandy Hunt up. This is actually our last school board meeting before the end of the school year. Our next meeting will be the 23rd and the last day of school is June 16th. So that means that a week from today begins commencement season 2021 in Highline Public schools.

So commencement this year will look different than last year. We are having ceremonies. Our students will be able to walk across the stage in their regalia, not drive by in a car. Though I think our car graduations were quite successful last year as well.

We're limiting the number of people, which I know is a disappointment. But it was incredibly important to our graduates that they have their moment. And so our team from operations to secondary success are working so hard to make sure that these ceremonies, beginning next Wednesday, are a success.

And I have to say, that even though they look and feel different, the joy is the same as it is every year. Seeing the excitement, the sense of accomplishment on the faces of our graduates, and the pride of their families and the staff who helped get them there. It's always a wonderful occasion and I look forward to that.

And given that this is the last school board meeting of the 2021 school year, I just want to publicly acknowledge again how our staff here in Highline really-- they didn't just rise to the occasion. They so far surpassed anything that I think any of us thought was possible.

And I am deeply grateful for the sacrifices that staff all across our district have made. Whether, as Steve said, it was one of our bus drivers pitching in on phones here when we needed it. Whether it was a teacher making time in the evening to connect with a student who hadn't been able to log on to class that day. Whether it was a parent or family member who was reaching out to us to give us critical feedback so that we could learn and get better in this very new world in which we were living.

Or whether it was one of our school or central office leaders who was stepping up to model the way for their teams. I've said it before and I'll say it one last time, I would rather not live through a global pandemic. But now I have, if I have to do it, Highline is the place I want to do it.

And I know that our school board directors share my appreciation for, and really awe, of what our staff and our community was able to accomplish together this year. So my deep gratitude and appreciation to everyone.

And now, maybe a little bit of a break, we hope, perhaps, over the course of the summer. So my wish for everyone in the months ahead is that they rest, rejuvenate, have some fun. And that we come back prepared and ready to welcome our students and staff back in person, five days a week, in the fall, which will keep many of us busy this summer. But I can't imagine better work to be doing. So thank you, everyone.

And with that, I will invite Sandy Hunt up.

Thank you. Thank you, directors, and Dr. Enfield for being at the National Board ceremony that was held just before. It was a great celebration of the incredible work that our educators have done over the last two years to strengthen their practice and to think that they had to do it during a pandemic. And the ones previously here had to change midstream.

It was quite an accomplishment and we had great accolades for our program. It is a wonderful partnership between HEA and the district Anna's used, as they mentioned, as a model for not only around the state, but getting some national recognition as well. So it means a lot to our teachers. And hope to continue in that partnership for many, many years to come.

I also want to just echo what has been shared about human resources, have been really strong partners in trying to find the best solutions that they could with the resources that we have for our members. And so I have really appreciated all the hard work. And we've spent so many hours on Zoom together, it's sort of strange to go, oh look, we're actually here in the same room.

But you know, I guess the phrase, no rest for the wicked might apply in my case. Because we are starting to bargain, the day after school is out. And we hope to move forward on some learnings that we are bringing from the pandemic. Both things that we really want to maintain and continue doing in terms of relationships with our families and our kids, and then maybe some things that didn't work out so well. Like concurrent teaching isn't necessarily the best model for a lot of people.

So our teachers-- we've met with our reps on Tuesday, yesterday, and started getting some feedback as to both what has gone well and what are some things that we want to try to avoid as we move forward into next year. So looking forward to having those discussions at the bargaining table.

And then I think just finally referencing back and tying a bow around some of the things that were brought up by the Madrona teachers when they were here last meeting. I did look back. I did attend the CFAC meeting and looked back at some of the notes. And there has been some discussion around the boundary changes. And I know it kind of appears to have been maybe kicked back to the cabinet.

But with Madrona shrinking so much and midway with a lot of apartment buildings around there-- I will say, I brought a study that is making the rounds. My husband, and I might have shared in the past, is the director of a Refugee Resettlement Program, similar to what IRC does with partnership in our district. But actually bringing folks in and they are anticipating-- I'm hoping the demographer is maybe taking into account resettlement changes that the Biden administration has already implemented.

They are expecting, King County, 1,000 refugees in this fiscal year. Between now and September 30th, they're expecting 2,689 next fiscal year and 3,713 for the two years from now, in 2023. So in their analysis, it seems like Des Moines might become sort of an epicenter. And one of the agencies, actually another agency is moving into the Des Moines area.

So I guess I'm just encouraging the district to really keep a close watch of those numbers, typically 30% to 40% are school age children. So I will leave this report for you on page six to look over and maybe dig in with IRC as to what they see some of those projections.

I know Highline isn't necessarily-- has the most affordable housing any more, as we did in the past. But it appears that a lot of things are going on in the Des Moines area. And so I just wanted to keep that on your radar and maybe go out and recruit some more ELL teachers.

So thank you so much. I hope you have a wonderful time at commencements. And we're looking forward to hearing about the budget and the ESSER funds and how we can leverage those to, in this very unprecedented time, to actually have money to spend on things that we might not normally be able to spend. So thank you so much. And have a lovely evening.

Thank you, Sandy.

Thank you, Sandy. And with that, that concludes our superintendent's updates. And we move on to school board report, so legislative reports. Anything, Director Garcia, Director Dorsey?

Just a shout out to Scott. He joined us at the Highline forum. And we were able to give our legislative updates to all of our regional municipality partners. So Scott killed it, did a great job. And I just wanted to give him a shout out.

Thank you. And with that, we'll move on to director reports. Director Bradford, anything to add to director reports?

Good evening. No, I don't have anything to add. Thank you.

Thank you, Director Bradford. Director Garcia?

Yeah so, I'd like to just start off by acknowledging that we are on the Coast Salish land of the Salish people who have been and continue to be here, since time immemorial. And I wanted to do a special recognition to the two spirited people of this land who have been here, because of Pride Month. So shout out to all my guy, gals, and non-binary pals who are celebrating this month.

I think it's really important to recognize what it means and the struggle that our queer and trans community have fought to be able to celebrate and live in this kind of moment. So I just wanted to give a little special shout out for Pride Month. And also congrats to all the National Board people.

I know that was a huge, heavy lift. I still think of my brother and how I didn't get to see him for a year and a half because he was always studying, he was always doing work around it. It was always, National Boards, can't do it. So it's a lot of work. And I'm so proud to have so many people.

And Bernie was telling us, how a couple of years back, there was only a handful of people. And just seeing these cohorts after cohorts, that's amazing. And that will conclude my report.

Thank you, Director Garcia. Director Van?



Thank you. A couple things this evening. I'm going to echo what Director Garcia said about our National Certified Board. That was amazing this evening. And when Director Dorsey said at the very beginning, there was only 14, but now it is grown. Every year it's just grown.

And then also seeing some renewal. There was for three or four renewals this evening. So the dedication of our teachers going above and beyond just to get certified, in addition, too. So we are very proud that you're part of Highline. So thank you very much.

With commencement around the corner-- our Highline School's foundation. I jumped on really late last night because my calendar was messed up. They had their scholarship awards ceremony last night. And I just want to thank the community and thank all of the donors who support our students, support what their vision is in times like these. So thank our community and congratulations to our recipients. Other than that-- thank you.

And can I just add that this Friday we'll be honoring our scholar athletes at the scholar athlete banquet. So even more scholarships will be given out.

I like that.

Thanks to the generosity of donors and the foundation. So yes, thank you.

Thank you, Director Van. Director Dorsey.

Yeah, I just I guess, make it a trifecta of congratulations to all our National Boards. I was reflecting with my colleagues that I believe, if I'm accurate, that the first year we celebrated our Nationally Board Certified teachers, we had 13 or 14.

And at that time, we realized that the work and the effort that they were undertaking was paying such huge dividends to our students, that it's really a great source of pride. I hope for the district, that to be recognized as a district that so supports that, and now I'm not even sure what the number is. But it's a real source of pride for us. And I hope it will continue to be.

Because as I said, our students are certainly reaping the rewards of that work. And it is a lot of work. We all know that. And also, graduation season is upon us. So that's always-- we considered June pay day month for school board members. Because we get to see all those kids.

And although I agree with Dr. Enfield, the drive-thru graduations were unique and a celebration of their own right, it will be wonderful to be back in person again. So that's all from me for now. Thanks.

Thank you, Director Dorsey. And also, I wanted to again, join in the celebration. I remember also, just hearing from them, how it's also improved, even their confidence. Even though it was hard work and you didn't get to see them, their loved ones, for about a year, year and a half. But what it's done for their teaching, from what I heard, it's incredible.

So it seems like it was all worth it. But like you said, Bernie, our students are the ones really reaping that. And also, the graduation, I'm excited this year. I've heard lots of really good positive that they finally get to walk the stage. And I think it's just a symbol of walking across that stage, of the accomplishments of the year, especially this year.

This is our first senior class that some of them have not stepped foot in the building. I felt for them because I also heard that some of them struggling with a lot of work, especially those who were taking AP. But again, their struggles, they said, has paid off, because now they've gotten into some colleges that they wouldn't have otherwise.

So thank you to all the teachers and to our staff who are amazing in supporting our students. I've been doing some interviews with some students. And I've heard loud and clear that this year they felt that their teachers cared more about them than previously, because they checked in on them. So thank you for all the hard work.

And with that, that concludes our school board report. And we move on to our consent agenda. So at this time--

Someone needs to make a motion.

So I need a motion so we can approve tonight's consent agenda.

I move to approve the consent agenda.

I'll second.

All in favor?

Aye.

Any opposed?

Our consideration it is approved. And with that, we move on to, it's an intro and action item versus Parenly 9.1. And it is a motion to approve community development block grant non-housing program grant application. The approval of this motion would the CDBG non-housing program grant approval application for projects at Beverly Park, at Glendale Elementary School, Madrona Elementary School and Mount View Elementary School. Any questions, comments?

I have a comment. I just want to thank our staff for going after these block grants. These three schools are going to get-- if we approve it this evening, it's over \$285,000 that are going to support our students and the school. So I appreciate staff and our leaders going after these. So thank you.

Any other comments? And I also want to say that investing in our outside, there's some spherical web-like climbing structures. I mean, our kids-- I have a grandson who just lives on those. And so I am just so thankful that they're getting some new equipment outside. And so with that, since no questions. I didn't see from Director Bradford, no questions or comments.

I move that the Highline School Board approve the CDBG non-housing program grant approval application for projects at Beverly Park at Glendale Elementary School, Madrona Elementary School and Mount View Elementary School. I need a second.

I'll second.

Roll call please, Kyle.

Director Garcia?

Here.

Director Dorsey.

Yea.

Director Bradford.

Yea.

Director Van?

Yea.

Director Alvarez.

Yea.

This motion passes, five to none.

Our next intro action item is 9.2 motion, to approve revisions to Highline School district superintendent contract. The approval of this motion would approve the proposed contracted salary adjustment changes to the superintendent's annual salary. Any questions or comments on that?

I'd like to make a comment, if I can.

Absolutely.

So I just want to acknowledge our superintendent and her work. And you know, this is our ninth year together, heading into our 10th year together. And anybody that knows anything about public education knows that success goes hand in hand with the longevity of the superintendent.

And I think for Dr. Enfield to contribute to Highline in the way she has, I wholeheartedly support this. To the best of my knowledge, and I'm aging, so my memory is not as good as it used to be. But to the best of my knowledge, she has never asked for anything more than what has been given to central office staff.

And so to be able to acknowledge her in this way, to me, it's the right thing to do. And as Dr. Grubb said earlier, you lead from the heart in this district. And I don't think anybody has led more from the heart than Dr. Susan Enfield. When we look at other salaries around the roadmap districts, she's right where we would like her to be. And her work and her heart demonstrate that, as far as I'm concerned. So I wholeheartedly support this.

Thank you. Any other comments or questions?

Yeah. You know, I have a position that I've been very consistent with. And it has nothing to do with how I feel about the work that Dr. Enfield has done. I've feel fully supportive of the work and how she's navigated us through the last year and a half.

With that said, I do have concerns about the big picture of things, right? I still feel that there's some of our employees that don't make a living wage, that don't make enough to be able to survive in King County. And it hurts to know that we don't have a strategy or vision to how to bridge that gap.

And I reflect on the last 30 years of how we got to the McClary Decision and how our system just kept on under-funding education. And I reflect on these moments because I'm like-- this is how it happened, right? The last 30 years of school boards kind of just followed with what the region was doing and then we got to this place where the state legislature, 30 years later, had to bail us out.

And I know that's a super oversimplification of a very complex issue. But I worry that if we don't address some of these inequities that are built into the system that don't take care of our people, that it just widens the gap and makes it harder to get to that issue. So that is why I have reservations around this.

Because in the scheme of things, this is nothing. Like when you look at that amount, that's nothing. But it's emblematic of the hard choices that we're going to have to be making a week from now and in the future budget. So I have reservations.

Thank you for your comments. Any more questions or comments?

I do have a comment. And thank you Dr. Enfield for doing a great job this year. There has been some struggles. And what you've done, led by the heart, and also showed what we can do, that the impossible is possible.

Director Dorsey, thank you for your input, Director Garcia, your input as well. I look at this from a private entity kind of deal. When our employees, when our staff, they go year after year. And when we do our evaluations, when we do our annual reviews with our teammates, you know what?

If they do a great job, they meet expectations, and/or exceeds expectations, they deserve that rate. They deserve it. And we expect it from the private. Just because we are a public, we're utilizing our community assets and their dollars, we need to retain our superintendent as well, as much as our staff and all of our teachers.

So when I look at this, it's more of a-- is her performance, does it necessitate the raise? And from my standpoint, yes. So for that reason itself, I'm going to be supporting the increase this evening.

Thank you for that. Any others?

I do have a question, Director Alvarez. And that is, I am curious. Director Garcia's comment about strategy for all staff being at a livable wage. I certainly have not done any of that research and know what that livable wage is in our region.

But I am curious. Do we have a strategy to Director Garcia's point?

Yeah. I don't have an answer to that question at this point.

I can ask Dr. Grubb to address that a little bit. Thank you, Steve.

No, those are great questions about-- kind of goes to the core of pay equity. And the lowest paying groups that are represented are T2 and T3. And that's not appropriate for me to be bargaining in public. But it's, I think, a known fact that T3 has been negotiating and will be bringing a proposal to the board after the T3 membership ratifies, which we believe is likely. We're at a tentative agreement.

So we've heard very clearly from the board that this is an important issue, as it is to our labor partners. And there is shared interest in identifying those employee groups within T2 and right now, within T3, that are furthest from pay equity.

And we have been working with our labor partners to find ways to apply money to the cells, if you will, if you think of an Excel spreadsheet, that would close those gaps. So when we bring that forward to you, I would encourage you to really dig into that. But yes, we have heard that is a concern.

And I would also say that pay equity also has to be balanced with a certain level of fiscal conservatism. And we do that at the bargaining table as well.

Thank you.

Thank you for that answer for those comments. But I also want to say, thank you Steve, for always answering questions regarding-- always, pay seems to be a challenge, in anywhere we are. But really keeping on top of-- I know that there's constantly review of pay with our other employees, to making sure that they are getting their salary that is equitable in the region and for their job.

And so keeping on top of that, because I know we've asked for that, and we've got that in the past. So thank you for that as well. And with that, no other questions or comments.

Dr. Alvarez, I did have just a further comment. Again, knowing that the T2 and T3 unions-- categories, sorry for my lack of words. Just the racial makeup, largely the racial makeup of employees that are within T2 and T3. And I do think it is an imperative.

And I appreciate Dr. Grubb. This is a no way to-- I know that we're not bargaining in public. And I just, I do need to name that, we know that largely we have employees of color largely in those groups.

Can I just say something? Thank you, Director Bradford. I just want you to know that in your Friday packet this week, I have a memo that tried to capture-- I tried to summarize responses to the questions and concerns that you raised in our executive session a couple of weeks ago.

And there were specific questions around analysis which I am talking with Steve about, around pay equity as it is dis-aggregated by employee group as well. So that information will be forthcoming. The information itself will not be in this Friday packet. But you will see it reflected in the memo, that it is forthcoming.

Any other questions, Director Bradford? Since I can't see you, I'm sorry. I didn't mean to just cut you off.

No worries. Thank you. Thank you all for your responses.

With no other further questions or comments, I move to approve revisions to Highline-- I'm sorry, let me just get the wording right. I move that the school board approve the proposed contracted salary adjustment changes to the superintendent's annual salary, effective March 1st 2020. I'll need a second.

I'll second. Roll call, Kyle, please.

Director Van.

Yea.

Director Garcia.

Abstain.

Dr. Dorsey.

Yea.

Dr. Bradford.

Yea.

Director Alvarez.

Yea.

This motion passes forward.

I just want to add one last comment to that, as I also was doing some review and asked for some data around, what are the superintendents around this region, and also analysis of their salary. Highline was the third lowest paying superintendent in this region. And just wanted to make that comment, as I reviewed this stuff.

So with that being said, we have just one introduction item. And that's a motion to approve our 2021 board meeting dates. As you saw them, they were attached on there. So that is our last intro action item. Intro item for action for our next board meeting. Any questions or comments on that?

2022 dates, already?

2021, '22. Yes, sir. Does anybody want to make a motion to move that then, to our consent agenda?

I would like to make a motion to move that 10.1 to the consent agenda on the next meeting.

I'll need a second.

I'll second.

All in favor.

Aye.

Any opposed?

Those dates have been moved to that agenda for next time. And just a reminder, graduations are coming up. And I think Kyle is going to be sending-- someone is going to be sending us the calendar invite, so they're on our calendar. And before we adjourn, Director Dorsey wanted to address the board and the public.

President Alvarez, thank you. So I just wanted to notify my board colleagues, the district, and the community, that effective June 23rd, our next regularly scheduled board meeting, will be my last meeting. I will be stepping down, per board policy.

My wife and I have sold our home and it will close at the end of June. So we will be moving out of district four, which I've had the privilege to represent for the last 14 years. But I just want to let everybody know, I will be able to enjoy the graduation ceremonies.

And also, I'll be taking the next three weeks to go around the district and personally thank all the people that have meant so much to me during this work. And so I just want to thank the community for the privilege of doing so. And I just wanted to let the board know.

And with that, I have a move that we adjourn.

I'll second that. All in favor?

Aye.

Aye.

Aye.

Aye.

Any opposed? We've been adjourned. Thank you, everybody.