

## Highline Public Schools | Board.Meeting.08.18.21

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I'd like to welcome everyone to our executive session board meeting. And at this time, let's all have Kyle do roll call.

Director Bradford?

Here.

Director Garcia?

Here.

Dr. Van?

Here.

Director Alvarez.

Here. And at this time--

I would like to move we recess for about a half hour to evaluate qualifications of a candidate for appointment to elective office.

I second.

All in favor?

Aye

Any opposed? None seeing, we are recessed for about 30 minutes.

You're good to go.

So welcome, everyone, back after a recess. And I'll ask everyone to stand for the Pledge of Allegiance.

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.

Roll call, Kyle, please.

Director Van?

Here.

Director Garcia?

Here.

Director Bradford?

Here.

Director Alvarez.

Here. And with that, I'll call for any changes or additions to our agenda tonight.

I have none.

Seeing and hearing none, we move on to scheduled communications. And we have Sean Davis, if you could come up to the mic, please? Or is it on-- Oh, it was in person. Thank you.

Hi, I'm Sean Davis. I'm the building technician here at the UAX, and I have been for the last three years. Most of you know me. The others here in the room who don't, I think I'd be the definition of just another guy. Like, Highline was here before me, and it will definitely be here long after me.

I stand here with a fairly heavy heart tonight, because the last year and a half, which as I said that I've worked here for over three years would be half of the time that I've worked here, we've been in this pandemic. And the entire time that we've been in this pandemic, you know we've been inundated with fear. Every time we turn on the news, we find out about something that's going to cause harm to us or someone we love, go to the grocery store.

And in the measures we would take in order to be safe disconnect us from everyone we're around we wear a mask. We don't see each other's expressions. We don't touch each other because fear of contaminating or passing the infection to another. And so we've been disconnected.

And in all of this disconnect, we've seen a lack of compassion towards each other. And so this last weekend, the Department of Homeland Security decided to define anyone who had concerns or questions about taking the vaccine as a potential terrorist. I think that that's somewhat vitriolic, and possibly a little bit inappropriate, because that's roughly half of the United States.

And so my ask, really, to the board, with the understanding of the governor's order today, is that we take a moment before we act to make sure that we're acting in love for each other rather than acting in fear of something that may happen. I could trot out probably a very cliché quote from Benjamin Franklin that those who give up essential liberty to purchase a little temporary safety deserve neither liberty nor safety. But I think actually Alexander Solzhenitsyn-- I'm butchering the name, of the Gulag Archipelago said, nothing is easier than stamping your foot and shouting "that's mine." It is immeasurably harder to proclaim you may live as you please." And so with that said, I thank you for your time, and I ask that we do take a breath and make sure that our actions are measured.

Thank you, Sean, for those comments. And like Sean mentioned with the announcement of the governor today about mandating masks inside, just letting people know that we are also, because of the governor, enforcing that. And with that, we move to Superintendent update. Is there someone who is going to be doing the superintendent update

Your superintendent [INAUDIBLE].

Oh, you are. There you are.

The magic of technology. Your superintendent can do the superintendent update. Thank you, President Alvarez, and good evening, everybody. Sorry I'm not with you there in person, but I am certainly there with you now via the magic that is technology.

So I do want to begin by-- we do have some stuff I'm going to introduce in just a moment. But I do want to begin by acknowledging the governor's announcement today that, by October 18, all of us working in public schools will need to provide proof of vaccination. Yes, there are some provisions for exemptions, for religious or medical reasons.

We are waiting for more guidance from the state on what those will be. But our human resources team, under the leadership of Steve Grubb, in partnership with all of our labor associations, Teamsters and HEA, are working together to make sure that we can comply with this in the most orderly, efficient, and compassionate way. But we will certainly comply with the governor's order. So more information to come on that since that announcement just came.

On a happy note, I am very pleased tonight to introduce a number of new leaders in Highline. And Kyle, since I'm not there. I don't know who is in the room. But if any of these leaders are here, you're welcome to stand up and wave so the board can see you. But I will be just reading a quick bio on each one.

So the first one is Kaitlyn O'Leary, who is our new assistant principal at North Hill Elementary. Kaitlyn began her career teaching middle school in Tucson, Arizona. Most recently, she was working as an assistant principal in Federal Way.

Kaitlyn holds a bachelor's and master's in education from the University of Notre Dame. She earned her administrator credentials at the University of Washington Danforth Educational Leadership Program. Welcome, Kaitlyn. We're very happy to welcome you to Highline.

Awesome.

Next, Laura Kaplan. We are very pleased that Laura Kaplan will be serving as the interim principal for Mountview Elementary this year. Laura started her career with Teach for America, and ultimately landed her first teaching job in a fourth grade classroom at Lillie C Evans elementary school in Miami.

Most recently, she has been serving as an assistant principal with Seattle Public Schools at Gatewood Elementary. Laura has a bachelor's in Spanish and sociology / anthropology from Lewis and Clark, and a master's in educational leadership from San Diego State University. Laura, we are so happy that you are here. Bienvenidos, since she will be at our dual language school at Mountview.

Next, we have Kahleelah Rahsaan. And Kahleelah, I hope I have pronounced your name correctly. Kahleelah is our assistant principal at Evergreen High School. Kahleelah began her teaching career at Churchill High School in Eugene, Oregon, as a Spanish teacher.

Most recently, she was an assistant principal at Federal Way High School. Kahleelah earned her bachelor's and master's in education from the University of Oregon and La Universidad Iberoamericana-- I hope I got that right, in Mexico City. She received her principal certification through the Danforth program at the University of Washington. Welcome, Kahleelah.

And next we have Candy Ellis. Candy Ellis is a new assistant principal at Glacier Middle School. Candy began her career teaching science at Nelson Middle School in Renton. Prior to this assignment, she was an academic interventionist at Mercer International Middle School in Seattle. Candy has a bachelor's from the University of Washington, a master's in teaching from Seattle, and earned her administrator certificate from Western Washington University. Welcome, Candy, to Highline.

And next-- this is not someone new to Highline, but new to her role, Maggie Heater will be our interim principal at Marvista Elementary. Maggie, congratulations. Maggie began her career teaching fifth grade at Des Moines Elementary here in Highline. Prior to this, she was the assistant principal at Marvista Maggie has a bachelor's from Central Washington University, a master's in elementary reading from Walden University, and a master's in educational leadership from the University of Washington. Maggie, we are so grateful that you are stepping into this leadership role. Thank you so much.

And next, Erinn Bennett, who is our new Director of special projects, and whom the board will be working with closely in the months ahead, as will we all. Erinn began her career as a teacher in Philadelphia. Prior to that assignment, she spent the last 10 years in Seattle Public Schools, most recently as the Executive Director of Government Relations and Strategic Initiatives.

Erinn has a bachelor's from Northwestern and a Juris doctorate from the University of Washington School of Law. Erinn, welcome to the Highline team. We couldn't be happier to have you.

And finally, Bradley Lee is our new director of health services. Bradley began his career in a neonatal intensive care unit with Loma Linda. He has also held roles in public health and nursing education.

Bradley has a bachelor's in nursing from Loma Linda and a master's of science in nursing from Grand Canyon University. Bradley, we are so happy that you have joined our team. And we look forward to working with you as we continue to keep our students and staff healthy in the months ahead.

So please join me in welcoming all of these new leaders to our Highline team. I look forward to seeing you all in person sometime soon. But yay, we're just very, very happy that you're here. And with that, I will ask, is Sandy Hunt there?

Yes.

OK, Sandy, I would welcome you to come up. That concludes my report for the evening. After Sandy's comments, I'm done. Thank you Sandy.

Greetings, board directors. Dr. Enfield and the Highline Public Schools community, I appreciate the opportunity to be here tonight. I have prepared a message in light of the governor's announcement today, which typically, I'm just a little more informal.

But as president of the Highline educators, I am confident in stating that our teachers, counselors, social workers, and other support professionals wish more than ever to be serving our students in person. At the same time, we feel responsible for the health and well-being of our students. Looking at the current data, public health experts have determined that wearing masks inside enclosed spaces and being vaccinated are critical to keeping our students learning and our staff working inside our school buildings during the upcoming school year.

Today, Governor Inslee moved us another step forward in making our wish reality by announcing that all pre-K through 12th and higher education employees, as well as our volunteers, be fully vaccinated, with very limited exemptions. As our governor, he has the power to do this, and this mandate has the power of law. The purpose of the vaccination mandate is to help keep our schools open so that we are not stuck in reverse having to return to remote instruction.

While details of implementation are coming, the union supports vaccination exemptions for religious and health reasons. Everyone needs to understand, however, that exemptions come with reasonable accommodations and are specific to the individual. Although the union can assist our members with their health-related and religious exemption and requests for exemptions, members should know that the district does not need to grant specific accommodations.

Throughout the pandemic, our educators have stood together and used our union strength to negotiate needed improvements to health and safety. And we are currently in the midst of those negotiations for the coming school year. So it is my pledge to the community that the union will continue to speak up for what our students, our schools, and our staff need for in-person and remote learning options.

Finally, we urge everyone to view universal vaccination as a way to bring us all together, and show our families and our community that we are ready and willing to do this to keep schools open. By us doing this for them, it is my sincere hope that all those in the community who have avoided vaccination, and maybe I'll add here mask-wearing, will think about the message they're sending to our children and our educators. If there's one thing you can do in the next week to save a life is to get your COVID vaccination.

So it's very important as we're moving forward with the Delta variant, and some of the specifics of how that's playing out, to continue to be vigilant in mask-wearing, and continue to be aware that specific requirements for public health could potentially change very close to the start of school or once school begins. So we are ready and able, and I really appreciate the district's approach to the health and safety from the beginning of the pandemic through now. And we've been very strong labor partners in that regard.

One accommodation, at this point pretty unique to Highline, is, they're allowing our educators to go to training and staff meetings, and attend through Zoom in their classrooms or in their offices, so that they're not required to be in-person or in a large group like this. And they have that option if they don't feel comfortable being in a group. So I really appreciate that as an example, and I hope it is a lighthouse for some of the districts around us, because not everybody is receiving that accommodation at this time. So thank you very much for your partnership.

We have a meeting on the 23rd, and we've been invited to add more educators to that committee. And we hope the district will be open to the suggestions that our educators have, because our goal ultimately is to limit the spread and to keep kids in school. And so every idea we bring forward is really designed to do that. It's not designed to be a pain on your side, but to really keep everybody safe. So thank you very much.

Thank you, Sandy. And I personally, and we the district certainly, stand with you in strong solidarity around ensuring the safety of our students and staff by encouraging the vaccine for everybody, and will continue to do that work with you. So thank you. And that concludes my update for tonight.

Thank you, Superintendent. And with that, we move to a school board reports. Legislative reports. Director Garcia?

Nothing to the port.

Director report. So we'll start, Director Van.

Yeah, just want to welcome everybody-- Kaitlyn, Laura, Khaleelah, Candy, Maggie, Erinn, and Bradley. Welcome to the district. Looking forward to working alongside all you guys.

[INAUDIBLE]

It's OK. It's OK.

[LAUGHTER]

That's it for me.

OK, well, I'm glad, because they're gone. So thank you, Joe.

I'm used to that.

Since you started speaking, everybody started walking out. I should have said something. Well, thank you, Director Van. Director Bradford?

At the risk of clearing the rest of the room--

[LAUGHTER]

--I don't have anything to report.

Thank you, Director Bradford. Director Garcia, anything to add?

No, I just wanted to give folks an update on-- Angelica and I went to the New Start Unity Garden. And it's beautiful. It's amazing. There is this statue that looks like me there. So if you get a chance, to check it out.

[LAUGHS]

Is that the guardian of the--

The troll.

The guardian. It's not the troll. It's the guardian of the garden.

Yeah, you're right.

It's not a troll. Come on now.

But it's amazing, and the students did amazing work. So I just wanted to elevate that. And if you have a chance, go check it out.

So I would second that. There is a-- I think it's Guardian of the Garden, or something like that, I think. So we had a chance to walk through. And the students actually ended up giving us some insights, and then help us learn how the garden came about and how individual garden was done. There's actually an amazing-- I think the way it is formed where it's-- anyways, I won't tell you more so you can go out and see it.

And also, just a reminder, we have our equity symposium next week. I know I'm excited. I'll be able to participate for part of it, or be part of it, in a tent.

So I'm excited for that as well. And that is it for reports. And now we move to our consent agenda. So I'll ask a motion to approve our consent agenda.

I make the motion that we approve the consent agenda.

I'll second.

All in favor, aye?

Aye.

Aye.

Any opposed? So our consent agenda has been approved. But now we have a couple of action items. Action item 7.1, motion to approve Revisions to Policy 2255 Alternative Learning Education. Any comments, questions, or concerns?

None here.

Being none, I move that the Highline School Board approve the revision to policy 2255. I need a second.

Second.

Roll call, Kyle.

Director Bradford?

Yea.

Dr. Van?

Yea.

Director Garcia?

Yea.

Director Alvarez.

Yea. The motion passes four to none.

07.2, motion to approved Revisions to Policy 2420, Measuring Student Progress. Any questions, comments, or concerns.

No.

No.

Seeing and hearing none, I move that the Highline School Board approve the revisions to policy 2420.

I'll second that

Roll call, Kyle, please.

Director Garcia.

Yea.

Director Bradford.

Yea.

Director Van.

Yea.

Director Alvarez.

Yea.

This motion passes four to none.

Motion to approve revision to policy 3242, Closed Campus, is there any comments, questions, or concerns.

I do have a question.

And there's Holly, coming up to the podium.

Yes, Director Bradford.

Thank you, Holly. The bar mentions that visitors are able to come on campus. So can you clarify that?

Yeah, the policy itself speaks only to the fact that juniors and seniors with permission can leave campus to go for lunch, I guess, for lack of a better term. I mentioned visitors in the bar because we have a separate process underway to make sure that we can allow some visitors who are providing services to students back onto campus. Those were shut down during COVID, and we're still in COVID. But we know that there's some service providers, like mental health providers, that we definitely want to have access on our campus. That's separate from the policy, but I put it in the board action report that you all would see that that's happening parallel.

So do we have-- is the expectation the same for if students, or other folks that weren't perhaps service providers, wanted to come on campus as visitors?

I think we're going to wait and see. Yes, the expectation would be that they're not coming on campus. Service providers would. And then, obviously, as the year goes, we'll keep re-evaluating that and determine what needs to happen.

Thank you, Holly.

Absolutely.

Any other questions or comments, concerns. Being none, I move that the Highline School Board approve the revisions to policy 3242

I second.

Roll call, Kyle, please.

Director Van?

Yea.

Director Garcia?

Yea.

Director Bradford?

Yea.

Director Alvarez.

Yea.

This motion passes four to none.



7.4 for a motion to approve New Policy 4311, School Safety and Security Programs. And this was updated since our last intro. Any question, comments, or concerns.

I have just a comment I want to get up. Just thank you for making those revisions, and I look forward to our work study session here, I believe next month, on roundtables

Our study session is actually next Wednesday.

Next Wednesday.

We're ready.

Isn't that next month?

No, it's not quite next month. No, no.

Next week.

Next week. Thank you. Thank you, Kyle, for that.

Real quick-- oh, oh, oh.

No, I was just hoping-- the complaint resolution process-- just my initial thought. The whole reason behind this policy and the legislation was to center and protect the rights of young people. So I was wondering, a, could you walk us through a scenario where a student or a family might use this process.

But b, I think one of the things that I would want to do or talk through a little bit is, can we figure out the day limits? It's something that gives me a little bit of concern. Because I would hate, like, a moment where a young person had to use this process, and then it's day 16, and it's like, oh, too bad. So I really want to walk through that a little bit.

Would a recommendation be, instead of 15, it would be, like, 30 day? I mean, what would your--

I'm not sure yet. So I was wondering if Holly could maybe just walk me through this a little bit. And in that scenario, if there was a day 16, what would be the options of the young person?

Yeah, so a couple of things. I mean, in terms of a scenario, I can come up with lots of options. I think anyone, a student or a family member, who felt aggrieved by the actions of the safety and security person from our staff, they didn't agree with how they were treated, how they were talked to, they didn't agree with maybe a recommendation the safety and security staff member might have made to a school administrator in terms of discipline or they didn't agree with, say, a backpack search, anything like that, they would be able to use this process. So because we've never had, really, this kind of process before, but since the legislation is so new, we don't really have experience on what examples might be. But those are some ideas that come to mind.

In terms of the-- so we threaded the needle on this complaint process a little bit differently than we have on other complaint processes. So all of our policies like this-- so think about sexual harassment, harassment and intimidation, and bullying, all those kinds of policies that include a complaint process, they all include some sort of timeline. Because we can't be in a situation where, six months later or two years later, someone comes forward and says, oh, on August 18, this thing happened.

And we're like, it's two years from now, and we're like, none of those people are here. We can't even do an investigation. I think my colleague Steve Grove knows exactly how hard it is when complaints come in extremely late.

And also, if the allegation is found to be true two years after the fact, you've missed two years of opportunity to train someone. You've really missed your opportunity to provide a letter of direction, or obviously the last possible scenario, to fire someone, because there's just been too much time passed. And you also wouldn't have had a chance to do any victim support.

So one of the things that we always want to do-- and it's easy when our ombudsmen is really good at this-- is, whatever is happening, we also have to do this investigation, and we have to do the technical things that we have to do for the employee. But we really need to work on the student and what they need to have happen so that they can feel safe in school. So those are the reasons why we have timelines. I changed this timeline a little bit. I would like to think I was anticipating your question, but I don't really think I was.

Most of our policies deal with days, which includes weekends, includes summer. And it's really hard for us if something happens on the last day of school, and you've got 10 business days to evaluate it, and people are gone and we can't get them back to do interviews and stuff. So I did change this to school days. So the idea would be that if something happened on the last day of school, you actually would have more time, because we don't have school days anymore-- I mean for the summer.

The 15 days is not set in stone. I wouldn't want to go out more than probably 30. What would happen on day 16, to go back to your actual question, I would say I would probably give you a technical answer, and then I would give you an answer that hopefully my school-based colleagues would appreciate. The technical answer would be, I'm sorry, we can't hear that complaint under this policy because you've missed the deadline.

I don't think that that means, though, that we wouldn't listen to the student or the family, so we wouldn't determine if something needed to happen. But this policy itself would probably be not applicable. It would be not applicable. So I don't think we'd be like, no, we're not going to talk to you. But we wouldn't necessarily be able to say that it was in violation of this policy because the timeline hadn't been followed.

Do we have data that tells us perhaps when complaints are surfaced, and do we know of those that have gone beyond 10 days?

We don't have any data now because this requirement is new. So I would love to be able to say, yeah, we looked at this, and the longest one was 12, so we went to 15. But we just don't know.

But would it make sense to have a date range? I know it says 15. Would it be 15 to 20, to add a little bit more school days? And I get it. We don't want someone to leave it open-ended and say--

A range is fine. The date that really matters is that last day.

OK.

So if you were to say 15 to 20, I would recommend that we just say 20, because 15 is extraneous there.

I hear you.

But again, there's nothing magical about 15. I just think anything beyond about 30 school days is a month and a half. You're getting pretty far down the pathway there.

I don't necessarily have a recommendation yet. And this document, we're going to have to revisit a year from now again, if not sooner.

If not sooner, yeah.

I do have concerns. I would want to maybe-- I guess just to elevate that a little bit. If there's a scenario-- personally I don't think there needs to be a date. If something [INAUDIBLE] has happened to you, then I don't think we should limit it.

And I would want to maybe talk through how that scenario looks like. I'm not going to say let's destroy it right now. We can revisit. That's my point.

But I guess that is something I would want to-- how can we make sure we're entering students in-- because it's hard. If you've been harmed, you don't necessarily feel like the person who's supposed to protect you is the person who caused harm, then you're not going to want to run to the system to correct that right away.

It's going to take time. So personally, I would want to explore what that option would look like. But for the sake of moving forward, I'm [AUDIO OUT].

I think to your point, we will be revisiting this, I think, frankly before the end of-- I think before a year from now. So I think we can just have in our brains. One of the things I'd like to do is to collect some data if we do have it.

And one of the pieces that I haven't done yet, because we hadn't approved this, but really working closely with our ombudsmen to make sure she understands-- well, she does understand this new policy. But making sure that she's aware of it so that, if she gets any parent concerns-- let's say like this happened with a safety and security person, she knows that they need to go through this complaint process. And that's what we do already with harassment, intimidation, and bullying, with sexual harassment and the other ones. And we'll just add this to her repertoire of policies that she looks to when families call up and say that they have a concern. And we can revisit the date we go through the year.

I think I'll just add to that. I like that the supervisor and safety and security would be informed of if any of their staff is involved in any accusations or anything like that.

Absolutely.

OK. Yeah, I like that because they need to know. They need to train their stuff, and they can't do it if they don't know.

Right.

And I would love to have-- I know we're going to have our work session next week, not next month. But that we are able to create some sort of cadence just for review. And I don't know if that's quarterly or what have you. That would be helpful.

That would be great.

Yeah, we can talk about that next Wednesday for sure. I'm just looking at Scott, just to make sure he's not going like that to you.

[LAUGHTER]

So any other comments or questions or concerns to ask? Seeing none, I move then that the Highline School Board approve the New Policy 4311, School Safety and Security Program.

I second.

Roll call, Kyle, please.

Director Bradford.

Yea.

Director Van.

Yea.

Director Garcia.

Yea.

Director Alvarez.

Yea.

This motion passes four to none.

Thank you, all.

Thank you, Holly.

Thanks, Holly.

So the next action motion is to approve the Contract for Growth Measurement Assessment 2021-2022. Any questions, comments, or concerns?

I had a question. And I don't see Rebecca [INAUDIBLE].

Are you sure?

Yeah, I didn't ask. And it surfaced ahead of time, and it's OK. But I don't have an answer to it.

OK.

I can still get an answer afterwards.

OK. Any other issues? Seeing none and hearing none, and I move that the Highline School Board approve the four year of the Curriculum Associates contract and the amount of \$165,186.

I second that.

Roll call, Kyle, please.

Director Garcia?

Yea.

Director Bradford?

Yea.

Director Van?

Yea.

Director Alvarez.

Yea. This motion passes four to none.

OK, next, we have one introduction and action item, and that's to approve our District four Director. Director Van?

I would like to make a motion to appoint Carrie Howell to District four position.

Any other nominations? I'm asking, any other nominations? Seeing and hearing none--

Can we have a second, please?

Oh, let's have a second.

A second.

We have a second now and no other nominations. With that, I'll ask Kyle for roll call, please.

Director Garcia?

Yea.

Director Bradford?

Yea.

Director Van?

Yea.

Director Alvarez.

Yea.

This motion passes four to none.

So we now have a new District four director, Carrie Howell. So we'll have to welcome her in. I don't think she's here. I don't see her.

She's not, but she is online watching.

Oh. Well, welcome, Carrie. I was looking at the notes to welcome her on board. And with that, we move into our introduction items. We have motion to renew Inter-District and Inter-Agency cooperative agreement to provide service to students. Any questions or comments or concerns or on that one?

[INAUDIBLE]

I think this lumps a lot of these together. But I would want to see actuals of some of these budgets to see how much of these contracts did we actually spend out. And this might be more for a work session.

But one of the questions that I'm having is what are ways that we can start moving this more towards an in-house kind of direction. You don't have to field them right now. But it's just something that I had on my mind as I was [INAUDIBLE].

Thank you, [INAUDIBLE].

So another one is to approve a contract with-- like you were saying, these are a lot of primitive contracts-- Highline School District and Overlake Hospital Medical Center Specialty school for 2021-2022. Motion to approve a contract between Highline School district and Children's Institute for Learning differences, CHILD, for 2021-2022. So I just keep looking around to see if you guys want to start being asked any questions or concerns.

Motion to approve a contract between Highline School district and CBPI, doing business as connections, for 2021-2022. Motion to approve a contract between Highline School District and BHC Fairfax Hospital and Northwest School of Innovative Learning for 2021-2022. Motion to approve a contract between Highline Public Schools and Soliant Health, LLC, for 2021-2022.

President Alvarez, I just want to comment on this one. And it goes to what Director Garcia was talking about. I remember asking Gabe the same question last year, why do we have to hire outside of the district? And one of the things that she came back and talked to me about was that there isn't enough health care or social workers out there to hire. That they are all contracted, [INAUDIBLE] type of stuff.

So we probably have requisitions out there but, nobody applies for them. We have to get that support somewhere. So I do recall that. And I was looking up emails, and I'm like, I remember that.

And I think it'll help. Actually, I was taking a class, and looking at budget and finance, and asked what is the process for bidding or the process for outsourcing? So it is interesting to find out how and why we do it. So I think it would be good for us maybe if next time, before we approve all these motions, to maybe, I think, an email saying what's the process for outsourcing or how do we get the bids and all of that for all of us, so we can have a better understanding. And then this would answer a lot of the questions.

And I would just add that, during my time in HR, I know that these positions were much harder to fill for those very reasons. And I think what we also could ask for is how are we ensuring that the folks that are coming in are complying with similar background checks and trainings, and so on and so forth, to our district as well.

Thank you, Director Bradford, with that. So the next motion, these are just introduction items. Motion to approve contract between Highland Public Schools and The Stepping Stones Group, LLC, for 2021-2022.

A motion to approve resolution 12-21, Glacier Middle School, Acceptance of Building Commissioning Report. Any questions or comments. And the last one is motion to approve Resolution 13-21, Glacier Middle School Final Acceptance of Construction. Any questions or comments?

So just a quick question on the last one. So when it says final acceptance of construction, what are we really talking about? It says final. Is it really final?

I would start with these are the documents we're always looking for. This means we're ready to close a project. And the previous one, the commissioning, means we've tested everything in the building, and it meets the construction standards specified in the original contract-- the HVAC, all the different systems within a building that we test that we've purchased and we've tested, they meet current specifications based on our original contract.

Then the acceptance, the second motion that you have in front of you, is, we're accepting the final construction. It means that the school district and the general contractor have come together. We've completed the all punch list items.

We've agreed to all change orders that occurred within the project and all price adjustments that were associated with those. And we're ready to close that contract, which releases all retainage back to the subcontractors that they have to put up in order to work for us. That help?

Thank you. That's what I thought, and I wanted to hear that it is actually final.

Yes, it is.

[LAUGHTER]

So thank you so much for that.

And you'll see the same set of documents next month on Des Moines Elementary.

Yay. That sounds awesome. Well, those are our last. Anybody would like to add anything to our consent agenda for next board meeting?

I make a motion to move 9.8 and 9.9 to the consent agenda please.

I'll second that.

All in favor?

Aye.

Aye.

Aye.

Any others that you'd considered moving to consent agenda in the last batch?

Yeah, just because I think many of these contracts are routine, and I don't anticipate a lot of going back and forth, I would suggest maybe 9.2 to 9.7 also be added to the consent agenda. And then 9.1 can be our ability to field any questions that we had today.

Oh, I see. At least we have one to really go back and forth about how it was done, and then those would approve the rest.

[LAUGHTER]

That totally makes sense. So you make a motion 9.2 through 9.7. So in reality, it's 9.2 through 9.9. We would do one per motion.

You can adjust the motion to include 9.2 through 9.9.

I'll accept that for the motion.

So we are amending the motion to include 9.2 through 9.9. And Director Garcia seconded that. And so all in favor?

Aye.

Aye.

Any opposed? So 9.2 through 9.9 has been added to our consent agenda. And before we adjourn, I just want to take the time to thank all the people that are behind the scenes, like Sean. Thank you so much for all the work that you do to keep us going, and also for Luis and Jeremy. They're way in the back.

Thank you for coming also and for being here tonight with us this evening. And for the rest of you, thank you for staying through all this time. And with that, I'll ask for a motion to adjourn.

I make a motion we adjourn.

All in favor?

Aye.

Aye.

Aye. We're adjourned. Thank you, everyone for [INAUDIBLE].

Good night, [INAUDIBLE].