

Highline Public Schools | Board.Meeting.09.01.21

You're good to go.

Welcome, everyone, to our regularly scheduled board meeting. And today, we're going to be doing the Pledge of Allegiance first.

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. You may all be seated. And with that, I'm going to ask Judge Galvan and-- let's see, sorry, let me find my-- and Kerry to come up so we can do the swear in. Carry up here. Thank you.

Good evening, everyone. Dr. Enfield, members of the board. It is my honor and privilege to be here to swear in yet another member of your prestigious board. This is how I'm going to ask you to stand and affirm your acceptance of the responsibilities of a Highline School District Boardmember by repeating after me the oath of offices that will be on file in the King County records and elections office. Please raise your hand.

I do solemnly swear--

I do solemnly swear.

That I will faithfully and impartially--

That I will faithfully and impartially--

Perform the duties of director district number four of Highline School District number 401.

Perform the duties of director number four of Highline School district number 401.

As prescribed by law and to the best of my ability--

As prescribed by law and to the best of my ability--

I will support and maintain--

I will support and maintain--

The Constitution of the state of Washington and the United States.

The Constitution of the state of Washington and the United States.

Congratulations.

Yes. Welcome, Director Howell, officially.

[AUDIO OUT]

Thank you.

[INAUDIBLE]

And so with that, Kyle, could you do role call please?

Director Van.

Here.

Director Howell.

Is there a paper agenda?

Here.

Dr. Garcia.

Here. Here.

Dr. Bradford.

Here.

Dr. Alvarez. Here.

Thank you, Kyle. And with that, we're going to move to scheduled communications. Then we have one written communication from Matt Shields, so Director Van?

Thank you. This is from Matt Shields. Good evening, directors. I have mad respect for you to devote yourselves to the well-being of Highline School District community and staff. I know it's one of the most unappreciated roles someone can try to win. Is anyone else concerned that Highland School District children will not have an option of eating lunch outside while others will?

The Highland School District webinar Monday night said some schools will offer outdoor lunch options, but my kids elementary administrators say that their school will not have an outdoor option. This is inequitable. I believe that all schools should have that choice. Do you know which schools do have that option, and which schools don't?

Are PTA donations and volunteering giving schools an inequitable advantage. I'm not saying schools should provide a cozy weatherproof option for families. Simply let them choose to eat outdoors and deal with the elements. Covered areas or tent would be a bonus.

Mark a spot on the ground. They sit, stand there until their lunch is over. This worked for local schools last spring, and it's working now. It is not rocket science. Parents could send an email if they want to dedicate their students to outdoor dining, or anyone not comfortable with the outdoor lunch setting for their school, that's fine. You have your students inside with the safety protocols your school is implementing. Thank you for your time. That's it.

Thank you, Director Van, for reading that. And with that, we move to our superintendent update. Superintendent?

Thank you very much, President Alvarez. And again welcome and congratulations, Director Howell. We're happy to have you.

Thank you.

And good evening, board members and everybody in attendance. So first of all, I know that we normally don't respond to public comment, but I just want the board to know that I did forward you Scott Logan's response to Mr. Shields. And they've been in correspondence, and he has the answer.

Every school will have an outdoor eating option, but those options will look different at schools. Some schools already have a covered area. Some schools will need tents, and we have those on order. So all of our children will have that option in our schools.

That said, tomorrow is the first official day for students grades 1 through 12 for the 21-22 school year, and we are so incredibly excited to welcome our students, our staff, and our families back into our buildings. And I just need to thank everybody across the district. Our principals, our teachers, our custodians, our transportation, our nutrition services, our central office folks who have just been working tirelessly to make sure that we are as prepared as possible for the start of school.

I want to speak a little bit to the start of school, but before I do that, I want to share a bit of a celebration for our Highline Transportation Department. As we know, the first person many of our students see when they leave the house is their school bus driver. They play such a critical role, and we received a letter from the Washington State Patrol and Chris Reykdal at OSPI saying that after reviewing the results of the recent Washington State Patrol Annual Inspection, we recognize that your school district has again completed the inspection of school buses with exceptional results. For the past two years, the results in your district have been outstanding.

This is really a testament to our transportation staff who really do go above and beyond. And in case you needed further proof, Jeff Petty, who's the principal at big picture, sent an email today really commenting and commending our transportation services folks who are helping him on getting some morning programming options available at the Matt Griffin Y. And he said that-- Jeff said that when he was meeting with the Matt Griffin Y folks and the topic of transportation came up, they said that we were really lucky to be in Highline.

And when Jeff asked about that, they said of all the districts they work with in their area Highline is hands down the best in our service area and putting students and families first and moving obstacles to meet their transportation needs.

Wow.

So I want to acknowledge Devin Denny who leads that Department, Scott Logan who oversees that, and every single person from our dispatchers to our drivers to our bus monitors, everybody who makes sure that our students are transported safely. We are so grateful for you. So next time you see a bus driver or someone in transportation, give them a high five or an elbow bump or something. They deserve it.

With that, I do want to speak briefly to what is something that we face every single year, which is the inevitable adjustments that we need to make to staffing once our students show up. We do our very best to project enrollment and enrollment by school. It is an imperfect science, because at the end of the day, our children come to us where they come to us, and we need to respond. And unfortunately, that means that sometimes we have to move staff from schools, and that is incredibly disruptive and difficult for our teachers, our students, and our families. We recognize that.

But unfortunately, it is something that we do have to do every year. This year it is even more complicated, and it's more complicated, because, well, we surveyed families in June about whether they wanted an in-person or remote option. And the vast majority chose in person.

With the Delta variant-- and we predicted this might happen-- we're having families change their minds. And we respect that, and we understand that. And we are working very hard to honor that. And when I say change their minds, I'm talking about multiple times in one day-- a family, saying, I want to switch and then at the end of the day coming back-- Pete Meisner's, because he's living this as an ILED and coming back at the end of the day and saying, actually, I want to switch back.

We recognize that families are making hard decisions about the health and safety not just of their children but of their entire family. And as I said, we support and honor that. At the same time, we have to honor our contractual class size agreements as well and make sure that we are staffed appropriately. This means that we are likely going to have to make some changes after our students return.

We've made a couple of changes this week, because we know it's ideal to do it before students show up and get attached to their teachers. But it is inevitable that we will have some changes coming. And I just think it's important that everyone in the community understands that, yes, this is a natural part of what happens every year, but that this year it is even more complex. And we are doing our very best to be responsive and to honor that.

And I think it's also important to note that I think people might think, well, what's the big deal. You just switch them out. But again, because of our numbers, that means that we may need to move a teacher from one school to another. In the current reality, it means we may need to move a teacher who was assigned to in-person learning now to remote instruction or vice versa. It's a very complex puzzle.

So all of this to say we are aware of the disruption, and we will do everything in our power to minimize the disruption. But sadly, we won't be able to prevent it entirely. And I ask that our families, our staff give us some grace understanding that these are really unique times and that we are all doing the best we can.

So I just thought it was important to note that. And before I invite Sandy Hunt, our HEA President to come up and make her comments, I do want to say this. I cannot wait to see our students and staff and families tomorrow. And it's an exciting moment, and I know that it's also fraught with a lot of questions and concerns given the moment that we are at right now.

It is going to be more important than ever before that we remember that we are all on one team, and that is team Highline. And there is only one opponent, and that's the virus. So I ask that we continue to give grace and space to one another, and that we remember that we are all on the same team working together to keep our children, our families, our staff safe, making sure that our children have a safe and joyful learning experience this year because that's what they deserve, and that's what we want to provide.

So our theme this year is hashtag team Highline, and none of us is the enemy. It's just the virus. But working together we will prevail, and so I am looking forward to a year not without challenges but with tremendous joy and opportunity. And as ever, I feel incredibly grateful to serve, live, and lead in the Highline community. So thank you for that. Here's to a great year everybody. Sandy, please come up and make your comments.

Hello. Thank you. All right, thank you for those inspiring words Dr. Enfield Greetings to our directors and our newest director. So happy that you put your name in the hat and got selected and congratulations.

I want to thank Catherine Carbone Rogers, who was working on a message. Steve got us together on Monday. I think we reached a joint message late today that will go out, and it really does deal with something important related to the data that we want to collect on. So I'll just lead with that and then, kind of, go a little bit more into our letters-- into my letter.

I think it's really important that we collect data on which of our rooms do have distance of less than three feet, because that will allow us to help track if that's a factor in the spread of the disease. So in the spring, I know members were quite concerned about spreading disease into households. And we have a high percentage of students and families of color, and that disease is more prevalent in that community. And they really don't want the schools to be a vector.

On the other hand, we know students need to be in school and want to be in school. And so the position of the Union has always been to support the parents' decision, right. And so for the parents to make an informed decision, one of the things that may be important to them is what is the physical distancing in their students class and how is that affecting the transmission over time.

So if you want to-- I encourage you to ask for that data and track that data, because we did not really reduce class size. With our ASR funds, we did purchase more counselors, which was greatly, greatly appreciated, but our class size remains the same. So depending on the size of the room, you are going to have closer than three feet of distance and closer than six feet of distance.

And there's some dispute about how many classrooms is that the case for, so unless we have the hard data on that we really won't know. K through 3, I mean, just to make sure kindergarten is 23 students per class, and they can go up to 26 or even 27 in a hardship. Grades 1 through 3 are 24 students per class with a cap of 27 and one more due to hardship.

Grades 4 through 5 are 27 students per class with a cap of 30, plus 1 for hardship. Middle and high school are 29 students per class with the capacity of 32, but there are exceptions. And PE, they can have 33 students per class with the capacity of 36 and again with some exceptions. And then our self-contained special ed classes vary from 8 to 14. I'm sorry I don't have the preschool numbers in front of me.

So I know my members are anxiously waiting to see, yes, which students will show up in person and which are now going to Highlight Virtual Academy. I will take responsibility for my membership to say we wanted to give parents the opportunity to change all the way through into the school year if they needed. And so that it does put a lot of strain and stress on our teachers and our educators who have to make those adjustments, but I think what you heard earlier is that we are partners in this. And we are focused on the families.

And all we're asking is for families to get all the data and all the information that they need to make a good decision. So thanks and maybe I won't go into it too much, but we did-- an important part of the letter we're sending out to the community really lists the roles, the steps, the strategies that they could take personally in their own lives and in their own homes to keep our schools open, because that is really the goal. We really want the kids who want to be there, the families who want their kids there to be able to stay in person. And we don't want to have to close due to either individuals missing quarantining or getting ill or classrooms or schools.

So our theme, I think hashtag keep school open is another option. All right, thanks a lot.

Thank you, Sandy, for your partnership. And like you, we want to encourage our community to do everything we can to keep our students safe in school. To that end, I will also just let the board know that we have a wonderful partner in Saint Anne's Hospital. As you know, they partnered with us to provide the vaccination clinic in March, and we will be having one of their local pediatricians and also a parent joining me for a Facebook Live event next week, I believe we're going to be-- I forget is it Wednesday or Thursday? Thursday in the morning.

And so that families, we will get you-- we will get the board all the information. We'll publicize it. But a chance for families to ask questions around the vaccine and masks and all of those things. Because we know that the most trusted source of information on anything health related is an actual doctor, which I am not one of those doctors. As I say, I cannot write a prescription for you.

So we're hoping that that will be able to calm some of the very understandable concerns that families have. We will also be hosting vaccination clinics next Thursday and Friday, and we have that information on our website. I believe Glacier-- I'm looking at Catherine. Glacier's on the 10th. Chinook and where? Mount Rainier and Chinook, so that information is on the website.

These vaccination clinics are for students, staff, and families, and so there's information on the website. So we want to spread the word so that everyone eligible for the vaccine can get the vaccine, and we will keep pushing that out. More information to come.

And finally, I neglected to say this earlier, and I hate to end, especially the night before the start of school, which is such a joyous event, a bit of sad news that I know I shared with the board. James Raisbeck, who Raisbeck Aviation High School is named after passed away yesterday. And it's a huge loss for the community. He did so much to make Raisbeck Aviation High School the very special place it is, and he loved that school like one of his own children.

And he was a dear mentor to many students, past and present and staff at the school. We've reached out to provide support to Therese Tipton, the principal there, and to Reba Gilman, who is-- Reba Gilman, who as you know, joined us-- rejoined us this year at PSSE. We will keep-- we will help honor his memory in whatever way the family would like us to, and we will keep the board and the community apprised of that.

But I ask that you keep his wife Cherie and their children and grandchildren in your thoughts and prayers and think of all of the contributions that James Raisbeck made and the impact that he had on the students in Highline. So we will miss him. And with that, my report for the evening concludes.

Thank you, Superintendent. And with that, we move to-- is it on, yeah-- with that we move on to school board reports, and we'll start with legislative reports.

Nothing to report. And so with that, we'll move to director reports. And we'll start with Director Bradford. Anything to?

Not a whole lot. Just very excited to come to this new school year. A lot of new beginnings, our new Maritime High School opening, just returning after 18 months and all students coming back and having that option-- excuse me-- to come back. And just really excited and thank you for your words, Dr. Enfield, just helping to anchor all of us and that just that we're on the same team.

And I know that so many are handling things better, just insurmountable and the decisions that families are making and the children that are coming back and reengaging after this long period of time and all of the social emotional support and all things that are needed. And so yeah, just thank you for anchoring us and those words and just really excited to be able to start this new school year with everyone. And welcome Director Howell, glad to have you here with us as we do some new things. So that's all I've got to say.

Thank you, Director Bradford. And with that, Director Garcia.

Yeah. First, I just want to take a moment to thank all the staff who contributed and put work into the equity symposium. It was amazing. I appreciated the time to just step back and reflect together as a team. Well, thank you for the hard work. I know it takes a lot of work to get all those logistics figured out, and I thought it went really, really well.

I wanted to also welcome Carrie. Welcome to the team. Excited to have as a full team on board. The other thing I wanted to highlight. I got to spend two days last week with nutrition services staff, so I wanted to just give a quick shout out to Julia Cortez, Leslie Hunter, and Christina Marsh. We were part of a group that went to Farm to School Workshop-- I forget what it's called.

But it was all around scratch cooking and how can we improve nutrition services, and it was really exciting to just be a part of that team and hear some of the ideas that they have formulating. And I'm excited to see how we can just partner and support local grown home foods, so that is something I really want to give a shout out for. Real quick, I wanted to just-- I don't have warm thoughts around what I wanted to say around Hazel Valley.

I just wanted to take a moment to apologize to some of the parents who I know are having difficult conversations, and I know it's hard. And I'm sorry that we couldn't put you in a better position, but I know that our staff and our family and our team is going to do everything possible to make the next 180 days the best 180 days for your kindergarten. So I know that it's going to be a difficult thing for us to move forward, but we're going to figure this out. And I just want to thank the team the staff for giving me as much information.

I'm not sure it requires board action at this time. So I didn't want to give folks the illusion that the board was going to take action on this right now, because I think our staff are doing what they can to best create a situation for you and your child. So I just wanted to give some thoughts around that right now, and I want to continue this conversation with parents who are really struggling right now. With that said, I'm just excited for the school year. I'm going to be going out tomorrow to some of the schools and welcoming some of our students for the start of the school year.

Thank you, Dr. Garcia. And with that, Director Van.

Thank you. I just want to welcome, Carrie Howell up on the dais. I look forward to working alongside.

Thank you.

[INAUDIBLE] make things better, greater.

I can't wait either for school to start tomorrow. My son starts at Tyee tomorrow as a freshman. We spent a few hours today walking the campus, and he was excited. [INAUDIBLE]. He saw a lot of his friends after the last year and a half being away from them.

So I'm really excited, but I also want to thank all of our staff and our central office staff for bringing this all together. I've been on a lot of calls with our schools and knowing what you guys are doing internally, and I am grateful. So thank you for all that you're doing. [INAUDIBLE]. Thank you very much.

Thank you, Director Van. And Director Howell, any words?

Sure. I just wanted to thank everyone here for this opportunity. I'm really excited to serve this community. If you didn't know, I started my career in Highline I was here for 18 years, and I have little pieces of my heart all over at the Tyee campus where I started. And I know how hard the staff is working, both the staff in schools and the staff at central office. And all over I was so impressed as a parent last year with the work teachers were doing remotely.

And as the year is starting, I'm feeling as a parent-- I actually after the webinar on Monday slept a lot better knowing how much has been done to prepare for a safe start to our school year. And I just wish everyone a really good night's sleep tonight. Thank you.

Thank you, Dr. Howell. And for myself, I also want to welcome you, Director Howell. Welcome to the team and looking forward to getting to know you more and working together alongside.

And then I ended up this morning, security had a meeting, and so I was able to join Louis and Jeremy and meeting the whole security team. It was really interesting for me to see. I mean, the fact that they're just also so excited for the new changes that are coming and also how can we-- because I asked was there any questions or anything.

And they just want to partner. They want to work together. They want to be able to provide the safest place for students or staff. And just to see them, it just really warmed my heart to see that it's, kind of, I was thinking about a lot of times people get a bad rap, and they don't even know them and for them to be just so eager to really connect with students this year. And I was just glad that I had an opportunity to meet with them today.

And with that, I'm also excited my grandson starts school tomorrow as well and excited to support him. He is so excited. He ended up going to summer school, and he just can't wait for tomorrow to start. Today, he ended up-- he grew a lot during the summer. All his pants were really high waters, and they wouldn't buckle up. And I said, I think he needs new clothes.

So today, they went-- my daughter took him shopping for school clothes. And he was just so excited. He didn't care He's at the age where he didn't care. For him, they were fine they.

I had trouble with it. So I said no. He needs. Don't use Alvarez when you go there. Just no.

And so I'm just really excited for the school year to happen, and like Director Howell said for everyone to have a good night's sleep to be ready for tomorrow. But also for other parents and grandparents out there and family who take care of our children, it is we are team Highline. And we are doing the best that we can to really support their learning and for them to have a safe place to be. And so I'm just excited. We'll see what the year brings.

And with that, we end our school board reports. We move on to our consent agenda. So I'm going to ask for us to make a motion to approve our consent agenda for the evening.

President, I do have a point of privilege here in our personal matters. As you all know, Mark Finnstrom is stepping down to take care of some personal and family. I just want to have it on record, Mark-- where are you at it? There you are. You're way back there.

It has been an honor and a pleasure to work alongside you, the support that you've given our staff, community, students. Grateful. So I appreciate-- I appreciate you, bud. And this is not a good-- this is not a goodbye. This is I'll see you later over some food and stuff. So I appreciate everything that you have done. So thank you.

I was hoping that you were going to remove it from the consent agenda and vote against it, so we didn't have to let him go. But I also will say, Director Van, that we're not letting him go just yet. And we will make sure that we honor appropriately, and the board will be involved in that as well.

Well, thank you, Bud. I appreciate you. In addition to that, Rod is also retiring from his role as our executive director of capital planning. The last five, six, seven years have been-- our schools have been growing. New schools, thanks to our community for their utmost, for the vote. So thank you, Rod, for all that you've done for our schools. So that's it.

Well, thank you. Thank you for bringing that up. And I can say that this year will be-- the beginning of the pandemic, unfortunately, was very memorable, because I had several families who were calling who didn't have internet access that didn't know where to begin. And all I had to do was like-- I called, Mark.

And he's like I've got a team already. Tell them to call this number. And the families would call me back and say I'm on. I'm on. I already got. So I mean, this was actual real time.

Like, I would talk to them in the morning, and by the afternoon, they already were set up with internet. They already had a-- if they were missing a device, they had a device. If their device wasn't working-- I mean, like literally it was from device to setting up to connecting them with whoever they needed to get internet access, it was happening in real time.

And our families, we couldn't be more grateful and thankful to you and your team for putting our families first. I mean, the fact that you had a command center just for that was impressive. So thank you. Thank you again.

And we're not saying goodbye. And I wish we could reject the-- but we can't. So with that, I need a motion to approve our consent agenda and a second.

I move to approve the agenda.

I'll second.

So all in favor.

Aye.

And opposed? Abstain.

Abstain. And with that, our consent agenda is approved. Thank, you for that.

And so I went to the doctor today. My eye's dilated, so I'm having a hard time. I got it. I got it. It just takes me a while to focus.

So our first action item is the motion to renew interdistrict and interagency cooperative agreement to provide service to students. So any questions or comments or?

Yeah, I was wondering-- I know that we got the report, but if there's any other updates from our special education team on-- I don't know-- some of the broader questions that we were asking at the last board meeting around vision and direction and what are ways that we can bring in home some of these services so that we retain some of that.

Gaye yeah, so. Gaye, I don't remember. Please, you're welcome to come up. I don't know-- I don't recall if you and Darren were here at the last meeting, but I think the question was around the degree to which we have to contract out for services and personnel versus hiring them on staff.

Is this on? Is this on? Sorry, thank you. We don't like to contract out, but unfortunately the positions-- I sent a board packet item this week regarding the difficulty and the hard to fill positions that we have. A lot of those positions through Salient Agency are our interpreters and our staff for our students who are deaf and hard of hearing.

And there are no people in the state. I've looked diligently and stayed awake many nights trying to find interpreters. That's a very hard to fill position, as are some of our specialized supports to students with behavior needs that are challenging. We hire specialized staff for that to really support those students and what they need as opposed to sending them to another district placement. We work closely with human resources.

I'm up there-- Darren and I are up there more probably than any other department in the building working on hiring and working diligently alongside our partners. We have a great partnership with them. So everything is done that we can possibly do to recruit and hire staff.

It's just they're very difficult positions to fill, and we have some students with some very significant needs that we need and are obligated and should support. And so we work-- we leave those positions open. If we can for hire district people, we do, and then we remove that agency support. That's ongoing work that we do from day one.

Awesome. Thank you. Is there-- I mean, is there something that we could be doing as a board to better support that to help get that like more homegrown staff?

Well, we do have a pipeline program where we're working with University of Washington-- or not University-- sorry, Washington State. I can't remember.

Western Washington University.

Thank you. Western to train our own paraeducators to become teachers. That's a great thing. We have 10 to 12 people in that program right now who will be ready to hire in another year. So we worked on that.

Outreach that we're doing consistently, I appreciate the district that I work in that supports our students. So I don't ever feel like our students are not supported. It's just difficult positions to fill and keep hired unfortunately. So I feel like our human resources department does a great job in supporting us and doing that.

We attend job fair after job after job fair. We have our own job fairs. So I feel like-- I feel very supported. I think Darren would say the same that we feel very supported by our school board and our central office.

Thank you. Any other questions or comments? Seeing none, I move that the school board approve the interdistrict agreement with neighboring school districts and interagency agreements with OSPI, non-public agencies. I need a second.

I second. Role call, please.

Dr. Bradford?

Yay.

Dr. Howell.

Abstain.

Direct Van.

Yay.

Director Garcia.

Yay.

Director Alvarez.

Yay.

This motion passes four to none.

And now we move to intro and action items. So our first introduction and action item is motion to approve revision to high school district executive assistant's salary schedule. So the approval of this motion would approve the proposed salary schedule adjustment changes for executive assistants effective September 1, 2021. Any comments, questions, or concerns?

Seeing and hearing none, I move that the school board approves the proposed salary schedule adjustment changes for executive assistants effective September 1, 2021. Role call please.

Oh, I need a second.

Oh, and I need a second.

I second.

Thank you. Role call now.

Director Garcia.

Yay.

Director Bradford.

Yay.

Director Howell.

Abstain.

Director Van.

Yay.

Yay.

This motion passes four to none.

Our next motion introduction and action item is motion to approve authorization to conduct the superintendent search and submit a request for proposals, start up-fees for superintendent search firm consultant. So if we approve this motion, we'll authorized the district to conduct the superintendent search and submit a request for proposals for the professional services of a search firm to assist the board in the superintendent, in conducting a superintendent. Oh, my eyes. So any questions, comments, suggestions?

Yeah, I was wondering if Aaron could come up and just give us a little bit of an update on what this is just to get us all up to speed. And also I have one recommendation, and I want to see if folks would be comfortable with adding something. But I just thought we'd start off with you.

Well, good evening, directors. My name is Erin Bennett, and I'm very excited to be working with you this year. And this is one of the projects that I am going to be helping you with. So this is basically the first step in terms of conducting a superintendent search. This would basically authorize the search, and we would-- the RFP, the Request For Proposals that it's attached to the board action report.

It would get posted. Basically we're asking for services of an executive search firm to submit proposals that would then be reviewed. The board would interview the, sort of, top finalists of those proposals. And they would vote at an upcoming board meeting to select that firm that would be assisting.

The firm is going to be helping with a variety of things that would be working with the board to make sure that the process includes authentic engagement. We would be talking about the timeline, the steps. There would be recruited candidates and things of that nature. And so the vote tonight would actually, sort of, start this process off.

The anticipated vote to select the firm would be October 6. And I'm happy to go into more detail, but I'll stop there. And I'm happy to answer any more questions.

And so I wanted to play with the idea and just get a post on the team but on Section 6 post specification number five awareness and understanding of Highline Public Schools, I was wondering if folks would be open to the idea of adding the please include your firm's equity policy and work your organization has engaged around equity, race, and identity to see how it lines up with our equity policy.

And I also just wanted to see, Erin, if you had some initial thoughts on that or of the proposal we have already in place will capture that, and then we don't need really. Would you mind reading that sentence just one more time, so I can capture it too as well. Yeah, please include your firm's equity policy and/or work your organization has engaged around equity, race, and identity.

I think it's a good addition to the proposal. I think I might add at the end, sort of, if you have one just so that we would get an affirmative yes or no to that question. I think we try to include at the beginning of the RFP Highland's commitment to the work around equity, and I think it's a good addition to really ask for the specifics of what the firm brings in that area.

I like the addition. I don't know that it's harmful to have the addition, and I agree, Erin. If you have one, I think that's telling in and of itself.

So if folks are OK, I'd like to make an amendment to add that language to the proposal. I'm also-- I am also OK with that. My only thought is so I think adding like the firm yes or no, and then if they do please include it and provide it.

Uh oh. The big guns are coming up. Holly Ferguson is approaching the mic.

Oh, no,

Oh, my Lord.

Oh, no.

Get back.

That was not necessary.

Why not?

Oh, look. It's all about Holly.

With the masks you can't see. I get really red.

We can see it. We can see it.

I love that add. I just wanted to make sure people understand private companies like this may not have a policy in the sense that we have policies. So we might play with that language a little bit just to really get to-- Dr. Garcia, what I'm really hearing you talk about is like show us the equity work that you've done. So maybe we can craft a little bit of that language with that as the intention.

That would be great.

OK, great.

So then would we need to revise and just say we would if it does get approved with some revisions the language to it, add that? Or for tonight's approval so we can get going on the process, how do we do it?

We can get going based on the language that we have. We'll just adjust the RFP itself a little bit.

OK.

The only other thing I would add is I might not-- I think you mentioned-- and let me see if I captured it correctly-- that you were putting it under the awareness and understanding of Highline Public Schools. Is that where you were putting it?

Yeah.

I might move it to Section 3 around the experience and capabilities of the firm just because it would likely be a, sort of, a broader conversation. Some of these firms may work with school districts, as well as other organizations. And so I would want to give them the opportunity to explain their work in all of the areas in which they have helped with the search.

I support that.

And you said, we would take a vote on October 6 for the-- not for this, but for the search firm.

For the RFP.

For the RFP select.

The vote tonight is about the RFP, and then the vote on the 6th would be to actually select the firm that's going to be working with the board. So the RFP is going to be out for like one month.

About two weeks. So if the board approves it tonight, it will go on the Highline Public School's website tomorrow, and then the proposals are due by September 16 at 5:00 PM.

And I can tell you-- and I think that you've all seen you've already received inquiries from search firms. They have their proposals ready to submit. So I think that you'll get them quite quickly and have adequate time to review them before the October date. OK.

Thanks, Erin.

So with that, I also want to make a comment. We need to basically have a board liaison to work with Erin on the search process. A liaison is only involved in the processes and decisions unrelated to the candidate selection. So I believe that Director Van would be a great liaison for this process. So I'll be recommending that since he is vice, and he goes to board president if we vote on that when we vote is that he would be-- we don't need to vote on this, but I would be recommending that he be our board liaison with Erin to communicate back and forth to us.

So at this time, we're only voting on the motion to approve the authorization to conduct the superintendent search and submit a request for proposals for a superintendent search firm consultant is what we're voting on tonight.

OK, so based on the statement you just made, Director Alvarez, when is that nominations for the liaison being taken, and we vote on that?

In my experience, we normally have-- I as the board-- previously, how it worked was that I was board President, incoming board President. And so I was the board liaison. And at that time, I was basically doing what Erin was doing. I was communicating with the search firms. That was a lot of work, and it was-- I actually was working more than 30 hours a week. It was ridiculous.

So knowing that our capacity is limited. We had-- Holly had approached me, and she said how were with the superintendent search and all this. And I said we need help. There's nothing that at this time that any of us can take on. So we knew that Erin had experience in that and that he was already working on some special projects possibly, so that's why she came on board.

So with my experience in the past, it's been that the oncoming board president is who really is. And like I said, it's only the one that's going to be communicating with Aaron only around processes, not about candidates or anything. So it's normally appointed or just as incoming board president.

OK. And so I would challenge just what's normal, right. I think it's-- yeah, I would just challenge what's normal. OK. We're not voting on that tonight, so we can have a further discussion on that and to change or--

I wonder if it might be helpful if Erin maybe could draw what the role of the liaison is so that you could actually see what is entailed in that liaison, and that might help inform how you want to proceed. We could do that if you think that would be helpful.

That would be helpful for me.

Erin, would you mind putting something together?

I've be happy to.

Thank you very much.

OK.

So tonight, just to be clear, we're not voting any liaison or anything. We're just voting on the authorization to conduct the superintendent, the superintendent search and submit a request for proposal for superintendent search consultant. So I would need a second.

I would second that with Director Garcia's request for a change.

So I move that the Highline School Board-- oh, actually, I already-- I'll read the motion again, then you can second it. So I move that the Highline School Board authorized the district to conduct a superintendent search and submit a request for proposals for the professional services of a search firm to assist the board in conducting a superintendent search.

I'll second.

And then what I would suggest if we're following polly pro whatever my Amendment is to add that language, and I think we're supposed to vote on that amendment, correct?

Angela can just-- can add that to her motion.

OK. Got you. Making sure it's still captured.

Yeah, so the motion is--

With Director Garcia's language.

Yes, the motion is as stated with Director Garcia's recommendations.

And then the second.

I'll second.

So now we can do a role call.

Director Van.

Yay.

Director Garcia.

Yay.

Director Howell.

Abstain.

Director Bradford.

Yay.

Director Alvarez.

Yay.

This motion passes 4-0.

Thank you. And then we have two introduction items, introduction to approve resolution 1421, the Des Moines Elementary acceptance of building commission report. Any questions, comments, or concerns on that one correctly? And then we also have-- and these are introduction items, and you'll have time to read more and ask more questions. Motion to approve resolution 1521 Des Moines Elementary School final acceptance of construction completion and final acceptance of purchase order number P181392 issued to Absner Construction Company.

I do have a question. This would be very similar to at the last board meeting, and I wish Rod was here, so he can add to one of this last duties. But this is the final, final, everything is complete--

Final, final, final.

--with Des Moines like we went through with Glacier.

That's correct. This is the final step in the eyes of OSPI to complete form D11. If you really want to get technical about it in the eyes of OSPI when this is approved at the next morning at the next meeting, that is the day that the building starts its life cycle in the eyes of OSPI when we talk about depreciation values and different opportunities to fund in the future for project. And I'll make sure that Mr. Scheffer attends one-- at least one board meeting before he departs the district. And I will also forward the documents that you guys were referenced to in this to our newest board member Carrie Howell as soon as her email address is activated, which is hopefully tonight.

Thank you.

Thank you.

Thank you, Director Van.

Anything we want to move to consent agenda for next board meeting?

If our directors don't have any questions or concerns around intro item 9.1 and 9.2, I would like to make a motion to move those to next board meeting's agenda.

I don't have any questions. I don't know if Director Howell's had an opportunity.

I don't have email yet, so I don't have any questions yet.

I think that given that Director Howell hasn't been able to review, maybe not putting it on consent just so that she has the ability to review once she does get her official email.

OK. Sounds good.

I agree with that. I'll rescind my motion.

OK, so.

I'll pull it back.

Pull it back. Pull it back. So nothing is-- nobody voted anyway, so we're good. So with that, we have nothing to add to our consent agenda, and I'll have a motion to adjourn for tonight.

I make a motion we adjourn.

Second.

I'll second.

All in favor, aye.

Carrie, you didn't abstain.

I didn't abstain.

All right.

Have a great first day, Highline.

Yes.

Thank you all.

Great first board meeting.