

Highline Public Schools I Board.Meeting.10.20.21

So we're on? Welcome everyone to our regularly scheduled board meeting tonight. And with that, I'll ask you to stand so we could 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, one nation, under God, indivisible, with liberty and justice for all.

Thank you. Everyone may be seated. And with that, we'll ask for roll call please.

Director Van.

Here.

Director Howell.

Here.

Director Garcia.

Here.

Director Bradford.

Here.

Director Alvarez.

Here.

And with that, I'll call for any changes or additions to the agenda for this evening.

I have none.

I have none.

Seeing and hearing none. We move on to a recognition. And so I pass it over to our superintendent.

Thank you, President Alvarez and good evening, everybody, and welcome. We have just a few recognitions tonight. I will start with bus safety week. This is a week where we really take time to thank everyone who works in our transportation department. I think the board and maybe those here will recall the number of commendations we have received from OSPI about our transportation team and their commitment to safety.

And I think it's hard to not see the news about the challenges districts are facing right now with respect to bus drivers and transportation. We are not immune to that. However, we are fortunate that we

have incredible people and are able to still meet the needs and transport our students on our routes and we'll continue to do that. But if you have a moment, please take time to thank a school bus driver and everyone under Deb and Denny's leadership who works in our transportation team. I really do think they're one of the best anywhere in the nation. So to all of our school bus drivers, monitors, and transportation dispatchers and others, we thank you so much for what you do.

I also have to do two more recognitions. One is for Diana Garcia, who is a familiar face to so many of us here. And Diana is supposedly-- I'll believe it when I see it-- really retiring this time. She's going to go live the good life. And Diana, I hear that you would like to say a few words, so I welcome you up if you'd like to. And then I will say a few words and I'll let the board say anything they'd like to thank you, as well.

So oh whoa. I sure would like to say something. I want to make sure you hear me, too. No, just kidding. So glasses first. Great. Thank you. So I did just jot down a few notes and I changed this 1,000 times since I started last week, so I'm not sure exactly how it's going to come out. But I want to thank you for the opportunity to be here for a few moments.

First, I'd like to thank Dr. Enfield and the board and the Highline community for all of your support in my career during my years in Highline. Of my 42 years as an educator and leader, all but eight were in Highline. During my years in Highline, I had the honor and privilege of teaching and leading in several communities throughout the district, including White Center, Des Moines, Normandy Park, and Seatac. I began as a White Center third and sixth grade teacher and later principal intern in the Danforth Principal Preparation Program through the University of Washington. Soon thereafter, I was hired as the Mount View principal in 1992. Doesn't that seem like a long time ago?

I credit then superintendent Kent Matheson and White Center Heights principal, Rick Hanks, for their trust in my abilities and believing in my leadership potential. Having spent 10 years in the White Center community as a teacher and principal, I was curious about other Highline communities. So when the Des Moines principal position opened, I threw my hat in the ring, and for the next several years, I led Des Moines Elementary.

From there, I moved to Mar Vista in 1999. I absolutely loved the Normandy Park community and I enjoyed the support of the staff and families. While there were many highlights at Mar Vista, the most memorable was going to Washington D.C. to accept the Blue Ribbon Award for Mar Vista's increased academic achievement during my time there.

After six happy and very comfortable years at Mar Vista, superintendent Joe McGeehan must have thought it was time for a change because he was soon at my office door asking me if I would accept the challenge of leading two schools at the same time. I said, sure, why not? It sounds easy. I packed up my office and soon found myself leading Valley View and Bull Lake for two years, blending two staffs and communities while playing a key role on the design team for the new Bull Lake Elementary. It was an exciting time.

Eventually, we moved into the new school without a kitchen, without a cafeteria, and without a gym. Not a problem, we didn't care. The cooks served meals in the hall and we ate outside in good weather.

r and inside on rainy cold days. You have to imagine the joy we felt when the cafeteria was completed in December. That's how many months eating outside in the halls. And children could eat at the tables and PE could be taught in the gym instead of outdoors or in the hallways.

I was sure I'd retire at Bull Lake because I loved it there. I had a talented, smart staff, supportive parent community with a passion for school improvement and family engagement. Little did I know that John Welch and assistant superintendent Carla Jackson had other ideas in mind. They showed up at my office one day unannounced and asked if I would consider the principal position at Cascade Middle School. I was horrified. Up to that point, it never occurred to me to seek a secondary leadership position. But after considering it for just a few minutes, I said yes, as it would offer me another opportunity for growth.

So fall of 2011, I was immersed in middle school life. And although it took a couple of months to really feel comfortable amongst the seventh and eighth graders, most of whom are much taller than I, it didn't take long to fall in love with the staff and the community, who I found to be passionate, smart, caring, and fully engaged and learning they wanted to work in that school.

And it was good to be back in the White Center community. It felt good that I didn't have to know everything or feel like I had to be the expert in all facets of middle school leadership. For the first time, I experienced what it meant to be part of a school leadership team comprised of instructional coaches, counselors, assistant principals, deans, and department chairs. I didn't have to do it alone.

Then, there was the Panasonic work over the course of eight or so years. Being invited to participate in district level work with the superintendent and other colleagues was a privilege and honor. It was hard work but equally fun to get to know my colleagues on a more personal level and I wouldn't trade those experiences for anything.

It was on one of those trips, I believe, that Dr. Enfield suggested that I consider the role of planning principal for the new middle school. I'm fairly certain I said yes before lunch was even over. Frankly, I wasn't even sure what I was signing on for. I didn't know what it would look like but I knew at that moment that it meant yet another learning experience. The bond failed that November and again in February.

So consequently, we shelved the new middle school idea and I spent the remainder of the school year next to Steve Greb working in teacher recruitment in HR. That was so much fun. Traveling to Spain to recruit and interview prospective teachers for a blossoming dual language program was one of the highlights of that time. That spring of 2015, I learned that Pacific needed a new principal for the 15-16 school year. I signed on. I transferred to Pacific. For the next two years, I immersed myself once again in the Des Moines community.

However, after 25 years I decided that it was time to go in a slightly different direction. Wasn't ready to retire, we ran a successful bond, and the rest is history. Dr. Enfield was supportive of my desire to continue the work that I started in 2014-15, the sixth grade transition to assist in the design of a new Des Moines and Glacier and later Highline High School.

So the last 4 and 1/2 to five years, I've been immersed in the world of school design working with architects, interior designers, furniture, and equipment. In many ways, the last 4 and 1/2 years as Director of Ed

Specs and Transition Planning have been the icing on the cake. Being able to contribute to the student, staff, and the communities was really the perfect end to my career in Highline. So I'd like to thank you again, Susan and the board and other colleagues who are here in this room, for the opportunity to serve Highline for 32 years-- 34 years, whatever. Whatever it was, it was a lot. It's been a great ride. Thank you very much.

Diana, I'm going to give the board a chance to say a few words but I just want to say, thank you and thank you for, it seems like, always saying yes. And in doing so really seeing so many iterations of yourself as a leader and all of the contributions that you've made to Highline. So over the years in the lives of the students and staff that you touched in schools and in the work that you did on helping us with sixth grade transition, the work that you did on helping get Des Moines and Glacier and our brand new Highline High School built.

You have left your and such a legacy in this district and you are also just beloved by all of us, myself included. You've been a joy to work with and an inspirational person to know. And we want you to go off and enjoy the next chapter that you, my friend, have so earned, but please come back and visit because you are very loved here. And I had flowers for you at the last meeting but I gave them away because you weren't here.

That's OK.

But they will be coming and we will get that date, I promise you. Kyle knows so we're going to get it on the calendar. But from the bottom of my heart, Diana, thank you and I will miss you. And I will turn it over to the board.

Thank you, Susan.

So with that, I'll turn it over to Director Howell.

Hi, Diana. As an employee of Highline for 18 years, I heard your name often and always, always in such positive ways. You have been such a strong mentor to teachers and to principal interns and other younger principals. Students glow about you whenever they talk about you. And whenever I heard your name, it was always, oh, she's so smart and she knows Highline so well. And so yeah, thank you so much for all that you've brought to this community and to our schools, our leaders that are now flourishing because of your mentorship. We really appreciate it. Thank you.

Thank you.

Thank you, Director Howell. Director Bradford?

Diana, I actually had a pony here last board meeting waiting for you but I, too, gave it away.

That's good. That's good.

I absolutely just want to say thank you. I mean, from the time being able to work alongside you, and I think I entered in, perhaps, your work life your 34-ish years, while you were at Bull Lake. And so just thank you. The heart, the passion, the knowledge, the will, the yes, the skill, all of that, and I just say thank you. And then also then working alongside you in HR and helping to build out the contrary process and just, again, we're losing so much just in what you have provided across the district and so happy for this next leg of the journey for you. Thank you.

Thank you.

Thank you, Director Bradford. Director Garcia?

Yeah. I'll just echo what everyone said, your body of work speaks for itself, but the thing I would want to highlight is that you made it possible for like me, Garcia's, to think about being in leadership positions. So your body of work is a testament to that, so I just want to say thank you for all that.

Wow, thank you. That's awesome.

Director Van.

Diana, you've been an inspiration to our community, our students. In the last six years I've been able to work alongside you, you've had your touch in every one of our news schools. And the sixth grade transition, I totally forgotten about that. That was huge. So thank you for all that you've done and will I continue to do. So thank you so much.

Diana, as I was thinking when you started talking about Bull Lake, I remember the first time I met you and Jackie Martinez was still here and was dealing with all the parent leadership. And I remember going to a parent meeting at Bull Lake and all the parents talking about the principal at the time. And I was like, who is this lady?

And then later when I actually asked them, do you have a picture because, you know, I didn't have my phone. I didn't look anything up. And one of them showed me a picture of you. And I thought to myself, in all my time and even in graduate school thinking about, I've had very few leaders who look like me. And like Victor Garcia said, opening the doors for people like myself to really believe that all things are possible. You don't always have to keep saying yes to everything but, still, those things make things possible.

And then the time we spent in Panasonic, I remember those even tears in the room at times and we're working through things and the frustration, but you always kept that positive upbeat about all things are possible. And so I just want to say thank you. Thank you for just leading us in many, many ways that I think just your perspective and also your vision and being positive about that can-do attitude. So thank you again for opening and building pathways for people like us that look like you. So thank you, again.

Thank you all.

Let's all thank Diana one last time before she goes. [APPLAUSE]

Thank you very much. And just my parting words is that when I think of Highline and my experience, yes, I did a lot of work in but it was because I was given the opportunity to try new things. And yes, I said yes almost every single time but I knew there was something in it for me that I could then give back to the district. So it goes both ways. So thanks again.

We love you, Diana. And I will see you soon.

OK.

Thank you Diana.

Thank you.

Somebody asked, what are you doing next? I'm flying to Mexico on Tuesday with my husband for three weeks.

For three weeks, right? So I'll see you when you get back. OK. So one of the things that they don't tell you about when you train to become a superintendent, they warn you about the board. So trust me, I was prepared for you all, OK. We learn a lot about that. We talk a lot about that. We talk about management. We talk about all these kinds of things. The one thing that they don't talk about enough is how important your right hand is and that right hand is your executive assistant. And for the last how many years, Kyle?

Nine years.

Yeah. And with me?

More.

No, it only feels that way. As you know, Kyle and I met in Seattle Public Schools and he actually came to Highline before me.

The exact same time.

OK. He came a little bit before. Do you see how I can't get away with anything, right?

Our first day was the same day.

OK. All right.

Let's get that clear.

He's a lot younger. His memory is better, OK. That's why I really need him in the role. Anyway, Kyle and I have been together a long time. And when he came, he started working supporting Ellen and Ca

rla. And then when the time came and there was an opening and Jan May went to retire, he came and worked for me. And I'll quote what my father said at his toast on my wedding day, we all love Susan but she's not for everyone. And Kyle could probably write a chapter in that book. He has put up with me. He has kept me on track. He has helped me show up for things. He's helped me remember accurately the things that I don't remember accurately.

He has supported the board, I think, with an exceptional level of commitment and care and talk about not saying yes, there's really nothing I think that anyone in the system could ask for that Kyle wouldn't find a way to do. He has a huge heart. And he has been my right hand. It's hard for me to think about doing this work without him. I couldn't do the work that I've done over the last several years without his support and his intelligence and his expertise. And I am forever grateful for what he has done.

And amidst all of that and all of the great work Kyle has done, he's also my friend and I love him very, very much. And I could not be happier. While I am incredibly sad that this is Kyle's last board meeting, I am so happy for what lies ahead for him in his personal and professional life. And this is the mark of an exciting new chapter for him. And while it pains me to see him go, my heart sings because I know this is the right thing for him.

And so I don't want anyone the district to panic. Kyle is here until next Friday but this is his last board meeting. And so we wanted to be able to publicly recognize Kyle and I know that board members would like to say a few words. But I will just say that Kyle, you will be fettered next week and there will be gifts galore coming your way and all kinds of things. But I wanted to present you with something on behalf of board and cabinet and myself tonight.

And if you know Kyle like we know Kyle, his Twitter handle, expensive helper, is not just nothing. And so I knew that a plaque wasn't going to cut it for Kyle. If you know Kyle, Kyle loves glassy babies. And so over the years, Kyle and I have exchanged glassy babies. But the two glassy babies that your cabinet and board colleagues are giving you today, Kyle, are thank you and friendship. Thank you for your friendship, and you always have friends here in Highline who love you and are here for you. And so I'm going to let the board members say what they'd like to say and then, Kyle, we'll have you come up from over there-- yes, sir, sorry-- and do a photo with your glassy babies, the board, and I.

Yes, sir. I'll open it up to the board. I started with Director Bradford.

Yeah. I don't know how you can speak without tears for Kyle. Kyle, I just say thank you. That's all I can say right now.

Thank you Director Bradford. Director Garcia.

Thank you, thank you, thank you for the grace and humility that you've always shown us and helping us learn to do this job successfully and just not letting us drop the ball. You were always there to make sure that we got it done. So thank you.

Thank you, Director Garcia. Director Howell.

Yeah, I think one thing that I appreciate is how you work so hard to make us look good. And I really appreciate that. I mean it both like being prepared but also I think I asked you, what do I wear to the first retreat? And you were very clear about that. So I thank you so much for helping us look good and we appreciate you so much.

Go ahead, Director Van.

All right. Kyle, I don't know where to start. You have taken care of us. You've made us look good. You held us accountable and made sure that we got our things done. What Dr. Enfield was talking about friendship, I've gained that friendship and trust in you in the last six years, and I appreciate you. So thank you for all that you've done and this isn't a goodbye but it's a see you later. And we'll catch up down the road. But thank you for all that you've done.

Kyle, I think like everyone else, it's hard to say goodbye. Thank you for, like everyone has said, keeping us going and sending that link to that Zoom 10 times the same day because some of us couldn't keep track of it because we have so many. But also just your authenticity. I mean, you show up.

And there was nothing and I am sure that I kept bugging you, but nothing that I ever asked for that I didn't get and I didn't get it immediately. There was times when I sent you a text and before I was even sending send, you were already calling me. I'm grateful for the opportunities we've had to share and for showing up even on Saturdays for our retreat to set us up, get us going. And I mean, we were so blessed to have you for the time we have. And like Director Van says, it's not goodbye, it's a see you later because I'm sure we'll cross paths again. And thank you for just being yourself.

And I will just say, Kyle, thank you for being uniquely you, for putting up with me. And I think I speak for all of us, thank you for making all of us better. We love you. Please come up here so that we can recognize you.

And while you're getting settled.

What?

I said, and while you're getting settled, you may not be for everybody but you've definitely been for me and the one person that's been grateful. You've helped role model for me how to be a good leader for others. There was 186 opportunities to attend a board meeting and I have attended 184. In my nine years, I've missed two board meetings. So the board has definitely been a big part of my life and I'm passing it on and I'm looking forward to watching from the other side of the screen for a bit. It has definitely been a learning process to understanding how the system works and I enjoyed it and geeked out on it. I love the policy and procedures of it. So it was definitely an interesting insight to the school district that people don't always need to see but I enjoyed it. So thank you.

Thank you again, Kyle. And we can clap for one more time. Why not? He's worth it. [APPLAUSE] And if we could cue the *Mission Impossible* music. Your mission, should you choose to accept it, Sharon Colby, and bless her, she did accept it, Steve has generously said and Sharon generously said yes, that Sharon will come and support me and the board for the remainder of the school year and bring her w

wealth of expertise and institutional knowledge. So Sharon, thank you. We all look forward to working with you.

And I am also thrilled to recognize that Adriana Laura Espinoza - there she is behind the screen. She will be sitting in Kyle's chair at the board meetings supporting the board at the meetings while Sharon will be supporting the board in between. So it's going to be a team effort. But I am just so grateful that we have such incredible talent and expertise in house that we were able to come up with a plan so that Kyle could move on.

And if you don't behave, I'll hear from them.

Oh my goodness.

Yikes.

Duly noted, Kyle. Duly noted.

And that ends recognitions for this evening, President Alvarez.

Thank you, Superintendent. They're all directors tonight - you're a director, you're a director. With that, we conclude our recognitions and move to our scheduled communications. And with that, we call James Payne up to the microphone, please.

OK. Good evening, school board. I'm James Payne with two boys at North Hill Elementary. I appear before you tonight mindful of how I might look to you, a white, middle aged, cisgendered male and projecting your own intersectional biases, I might seem like your enemy, your bogeyman for all the district's problems past and present. I'm also mindful of how I may appear the embodiment of so-called privilege and oppression.

Some of you might label me a fragile, inherently racist, hetero patriarchal capitalist, and everything I say should be dismissed because as the current intersectional nostrums go, guys like me are the problem and things I say don't matter anymore. Now, you can level another epithet at me, domestic terrorist, as the National School Board Association refers to parents speaking before their local school boards just like this.

While all of this is hyperbolic nonsense with no basis in fact, tonight I want to focus you on the errors of your policy making. Now, school board meetings should be places where parents and community members are welcomed and provided the opportunity to easily and openly share their opinions and concerns on how their schools are being governed.

Unfortunately, the recent DOJ memo, signed by the US attorney general, directing the FBI to essentially chill the constitutional speech of parents due to so-called domestic terrorism concerns violates your constituents first and 14th Amendment rights by suppressing free speech and unduly interfering in a parent's right to raise their children.

The Highline School Board must distance itself from these appalling and unconstitutional actions by publicly denouncing the NSBA and separating your organization from these manifestly anti-American diktats. If you fail to do so, you will be signaling your approval for authoritarianism and epitomizing the mindset of an elitist government which, based on the district's most recent report card, Highline is in no way elite. School board, your district is failing.

According to the OSPI's recent report card on you, only about 30% of Highline school students are meeting the English, math, and science standards. 70% of your students are substandard. According to the same report, the district is only 18% white kids, so that means that the vast majority of kids you're failing are Hispanic, Black, and Asian. And yet, you people have the unmitigated gall to blame your obvious failures on systemic racism and white supremacy when establishing your equity policy and instruction on race and identity as a cover for these obvious failures. This is an outrage.

Highline needs to focus like a laser beam on its core mission to educate our children in English, math, and science and do what's necessary to improve those statistics. You should scrap all the needless teachings like IRI and SEL and focus on students meeting and exceeding standards in all grade levels. Just be brilliant in the basics and trust the parents to teach the rest. Lastly, rather than adding a leading question to the forthcoming interviews for Dr. Enfield's successor on how a candidate might enhance your morally repugnant IRI policies, you should ask them, instead, how they would improve the district scores for the taxpayers' children. Thank you.

Thank you. And with that, we conclude our scheduled communications and we move over to our superintendent's update, Superintendent.

Thank you, President Alvarez. As we know, there continue to be heated debates around the country on so many issues right now. And we, I think living in a democracy, have a responsibility to engage in those debates, to engage in them responsibly, honestly, passionately. And I believe we also have to be mindful that our children are watching how we engage in these debates and the language that we use. I welcome our public to come in and challenge us on what we're doing, how we're doing it. And while I may disagree with some things and I'm not an expert on many things, here's one thing I do know and will forever know, not a single child in Highline Public Schools is substandard. All of our children are brilliant, beautiful, and brimming with promise.

That's right. That's right. [APPLAUSE]

We can debate all of the other issues, and I will happily do that, happily do that. But I want us to make sure that our children know that we believe in them. We will continue to work tirelessly to love them, to educate them, and to ensure that they graduate prepared for the future that they choose. And I want to thank the board for joining me in that work each and every day.

I just have a couple of quick things that I want to share this evening under my update. One is to introduce our new assistant director of health services, who is not here in person but I believe she's watching somewhere out there in the atmosphere, somewhere in the screens. Michelle Jervis joins us. She began her nursing career as an LPN in Arizona working for a subacute nursing home facility.

Most recently, Michelle was a district nurse for the last four years. She received her LPN and Associate's Degree from Maricopa Community College, holds a bachelor's in interpreting for the deaf from St. Catherine University and a bachelor's in nursing from Western Governors University. Her biggest professional accomplishment is taking on this new role as assistant director where she will further enhance her leadership skills. In her downtime, Michelle loves to travel and paint with diamond's art. Well, I want to know what that's like. OK. So Michelle, we'll be having a conversation about that. Michelle, congratulations. Welcome to your new role. We're happy to have you on the team.

And I will also just let the board know that we had our first all central office meeting today. And we welcomed a lot of new people, new to Highline but really even more than new to Highline, just new to their roles. And one of the questions, one of the things I'm going to ask Steve to actually do on all of his spare time-- this is not an urgent request--
- the number of staff in the district that went to schools in the district is really stunning. It's really, really stunning and I just love that.

And so there were so many people today that were new to their role who had graduated from Evergreen or Highline or somewhere else. And I just think that speaks to how special this community is, how much people love this district in this community, and the fact that we love everyone in this community and that we want to make sure that we're giving people opportunities to advance in their career within the organization so that they can have a long, happy professional life here in Highline.

So to my central office colleagues, I just want to publicly thank you for engaging in today's meeting. We just spent time really getting to know one another since we had so many new people so that we can dive into the challenging conversations that we plan to have as we work towards being a better school system and serving all children and engaging in the necessary debate. So to my central office colleagues, thank you, and welcome to everybody else.

And finally, I will end on another happy note, which is that Scott Logan is not at the meeting because he is attending the virtual Earth Gen Awards because Earth Gen--
- it was formerly, I think, Washington Green Schools--
- awarded Highline its green medalist award for the district's commitment to engaging students in environmental learning and action across the district. And so I want to thank Earth Gen for recognizing this.

I want to thank our staff who includes Katelen Phelan at Sylvester Middle School. And she's actually the one who launched this partnership with Earth Gen five years ago. And since then, more staff have gotten engaged, including Dana Dyer, Nicole Flynn, and Scott Logan himself as well as so many principals, classroom teachers, and students. And as we know, it's more important than ever that we see ourselves as responsible for being good stewards of the planet. And the fact that we can engage our children in this learning is, I think, so important. And as we all know, Camp Waskowitz is a hallmark of the Highline Public Schools experience. So this is a district that has long had a commitment to engaging our children in the beauty of the outdoors.

And just one more thing, if you haven't been to the shark garden out at a New Start, oh, it's amazing. It's a community garden. We will be honoring the volunteers in an upcoming meeting who helped that community garden keep going, but it's really stunning. So I want to thank Earth Gen for recognizing

ng Highline and all the Highline staff and students who made that recognition possible. And that will conclude my comments for this evening. Thank you.

Thank you, Superintendent. And with that, we move-- do you want me to stand? Superintendent-- answer?

Apologies, Sandy. I got so caught up in the award, my apologies. I even had your name sitting right here on my paper. Apology, Sandy Hunt, HTA President, will now come up for her remarks. Thank you.

I was like, Superintendent?

All right. Thank you. I'd never want to jump the gun or maybe that's not a good expression these days. Anyway, greetings. And Diana, you've been such a stalwart and a role model and somebody that we could always turn to and rely on when change was happening and created that stable platform for all of us to move forward on. So I really do appreciate everything that you've given to Highline. All the words that everybody said are totally true and more. So thank you and best wishes and look forward to hearing about your travels. We're all living vicariously these days.

And the focus of my remarks, I like to kind of look at the context and I've seen on the agenda that you're going to be adopting policy 5003 it looks like, which is based on House Bill 1363, which is something actually I do follow. I am co-chair of the WAs health and safety committee and so I am on a OSPI committee. And those folks kind of overlap on the health and safety committee overlap with the folks that are working on operationalizing this policy.

So they are bringing representatives together from across the state to really look at the secondary trauma that our teachers and educators are experiencing. And this started before the pandemic but definitely the curve has gone up. And I spent, like, two hours with Steve today and Elizabeth Beck really trying to look at, what are some things that we could do to make sure that-- we're always wanting to attract the best candidates but also retaining the candidates that we have.

And we know that it's not just Highline that I have a concern for. It's the profession that if you're paying attention across the United States. And we've even heard across multiple professions, like 4 million people didn't go back to their jobs. So I mean, we should be looking at this as an opportunity. And I guess I challenge the board to go out in the community and really talk up what it would be like to envision yourself in Highline, right?

We want to be attracting people to try out possibly substitute teaching and see if that is something that you would-- maybe teaching is the career for you. Substituting is an opportunity, whether you're substituting as a teacher in the cafeteria, as an aide. I do really encourage you to use all your networks, kind of challenged people to give this a try. We have all levels of positions available. And I know Steve's been working very hard to get the word out but even more importantly, to recognize the value that the substitutes-- Highline did increase the pay, I think you heard last time, by \$65 a day for an emergency sub.

You need a bachelor's degree. A lot of people think you need a teaching certificate. I was strategizing with him today the idea of, can we have, like, a teacher boot camp or something to get people who are interested in teaching come in and get some training to be able to step up, even if they're working in their own child's school where they probably have relationships with the kids. I mean, I think at this point, we really need to be thinking out of the box.

We started hiring our annual subs who is a new position and we'll be looking to see how that is going to work as well as permanent subs. And I know our teachers would really love to have folks just attach to their buildings so that the kids really develop that relationship and the substitutes really understand the program and how things operate in the particular school rather than kind of moving from school to school to school. I know that teachers themselves or educators themselves and can contribute to the positive climate that schools create when a substitute steps in or when a guest teacher steps in, and so we will be working on that from our end.

But I can say that we did avoid a lot of attrition due to the vaccine mandate and that was a great partnership that not only HEA but also the Teamsters and other groups in the district. And so I think we had one person and maybe five substitutes from HEA who have not been vaccinated and so we avoided that cliff, maybe.

And so as we move forward, if you come up with other ideas that we can attract folks into serving in that role, I'd love to hear it. Highline it is a great place to work. Our kids are amazing kids to work with. And the more that we could build relationships with the community and get people into the schools and really see what's happening, I think the better because our teachers are amazing teachers and the kids are amazing kids to be working with. So we could look at this as an opportunity to really bring the community and the schools closer together. Thank you.

Sandy, thank you. President Alvarez, could I just say-

- Sandy, again, apologies. But also thank you for reminding me about the vaccine mandate. I'm so glad that I take notes for myself because clearly they really help. So I do want to echo what Sandy said around our efforts to abide by the governor's vaccine mandate and to say that our human resources team went above and beyond is an understatement of epic proportion.

They worked tirelessly to make sure that staff knew what the exemption process was, what the deadlines were. And I think to date, our overall vaccination rate is what, Steve? I mean, that's really stunning. So thank you, Steve, team, for doing that. And I want to thank everyone on staff. I know it's not an easy thing. I know it's not without controversy. But I know that our families feel good knowing that their children are in a school system where people are safe and vaccinated. So thank you, everyone.

Thank you. Are

you sure? I just also want to say thank you to Sandy for bringing up subs and opportunities and even like the boot camp, thinking outside the box. How can we get others, even some of the parents who are working in the schools already, getting them involved. So thank you for bringing that up. Any other comments or questions? Seeing none, we conclude our superintendent's updates and we move on to school board reports, legislative report. Director Garcia anything to--

I was going to say, actually we have it in our intro for later but please review and give some feedback around our legislative priorities. And I'm hoping that we'll be able, once we finalize that and vote on it, we can take it out and start getting our local representatives to be advocates for the priorities - we'll just see. Yeah. I'll just leave it at that. And next week is the WASDA retreat. Like I said, more than willing to partner up with anybody who wants to join me on the two day long voting session. But if there's any policies that is part of the book that you guys want me to elevate to talk or speak on behalf of Highline, let me know and I'll jump in there.

OK. Thank you so much. And so we moved to director reports, and I'll start with Director Howell.

I just wanted to say that Friday, there was an in-service day or a day where teachers weren't in the buildings and students weren't at school. And one of the things that Highline offered, and I'm a little jealous since I work in a different district, is optional wellness sessions. And they were coordinated and put together primarily by Melissa Pointer, the director of social emotional learning.

I just so appreciate the work that she did to gather experts in wellness from all different fields and put together options for our staff and our educators. I attended two of the asynchronous sessions, one around compassion fatigue 2.0 that was put together by people on her team. It was loaded with research so I was geeked out on that. That was really interesting. And then also the neuroscience of stress and reciprocity of care.

I think that one thing, SEL gets a really bad rap from people that aren't really well versed in it that there is a really clear connection between our emotions and our brain. I mean, our emotions are centered in our brain, right? And kids can't learn if they're in amygdala hijack. And so it's important that we teach students and teachers strategies and tools for managing feelings and developing empathy. They also had sessions on yoga and trauma response and habits of self-care. And I just want to say it was really rich. I didn't go to any of the live Zoom sessions but I did attend some of the asynchronous ones, which you can also attend after the fact, and I encourage you to do so. It was really well done and really speaks to the commitment that Highline has to the social emotional wellness of all people in Highline. That's all.

Thank you, Director Howell. Director Van?

Thank you. Just a couple of thank yous. As you guys all know, Maritime had a couple of huge donations this week to help them set sails. So on behalf of the board, we would love to thank the Bezos family and the McCullough family for a point \$1.5 million donation to help our students start sailing, getting it off going, so appreciate that. In addition to donations, part of our consent agenda is that there is a huge donation to the Raisbeck High School from the Museum of Flight in the amount of a quarter of a million dollars for scholarship. So appreciate all of the support that the community has given our students, just some great opportunities.

Thank you, Director Van. Director Bradford?

I don't have anything. Thank you. Thank you.

Director Garcia?

Just a lot of gratitude for the schools that hosted Discovery You Week. I got to spend time at Evergreen, at Highline. I did individual interviews with Big Picture students. It was just a blast for students to ask about what it means to be a public servant and just hang out with them and hear directly from young people. So that was a treasure. I really, really appreciate it and I'm looking forward to figuring out just how to do more of that.

Thank you, Director Garcia. And I just want to echo the New Start garden if you haven't gone. I had the opportunity to walk it with Zach and we went to go and we looked at the guardian of the garden. That is incredible. So I encourage you guys all to go when you can. So it has different not just plants but the students have given a presentation and, man, they did their homework and it was just incredible. So I encourage you guys to go.

And there was just another thing, I sent you guys a community conversations report. I think I've sent it out twice now. So please take a look. Those are voices from our community. These are students, community-based organizations, parents, educators of color who contributed to those, some of those who are from here from Highline and have recommendations and things that I think would be low hanging fruit for us to really think about.

These are their own voices and I want to make sure that we continue to elevate the voices that we're trying to make program decisions for. If they're speaking their truth, for us to really listen. So I encourage you to take a look at that. Actually tomorrow it's been translated it debuts somewhere in Spanish, so I will send you guys that as well. So I will send the English and Spanish again. And with that, that concludes our school board report. And so now I ask for a motion to approve our consent agenda for this evening.

I make a motion to approve the consent agenda.

I'll second.

So all in favor?

Aye.

Aye.

Any opposed? Our consent agenda has been approved. And with that, we move to our action items. We have action item, motion to approve the Perkins CTE grant. And this would approve the 2021-22 Perkins grant. Any comment discussion?

No.

Nope.

Seeing none. I move at the Highline School Board approve the 2021-2022 Perkins grant and the four year plan. I need a second.

I'll second.

So roll call please?

Director Bradford.

Yay.

Director Howell.

Yay.

Director Van.

Yay.

Director Garcia.

Yay.

Director Alvarez.

Yay.

This motion passes five to none.

Thank you. Kyle. And our next action item is motion to approve the new policy 5003, staff wellness. This motion would create new policy 5003 staff wellness. Any comments, questions, or discussion?

I was actually wondering if staff could maybe give us a quick introduction about it again? Let us know what this is, what we're implementing. But just the other point I wanted to echo and something I wrote earlier today was, how are we making sure that we're going to adequately support the work group? And what do we have to do to make sure that there's enough resources to be able to do that? And I know we're going to talk about it at the work session down the road.

Good evening, Aaron Bennett, director of special projects. So the policy in front of you is based on the fact that in 2021, the state legislature passed substitute House Bill 1363 relating to policies and resources to address secondary traumatic stress in the K-12 workforce. The bill requires every district to adopt a policy with certain elements by the beginning of the 21-22 school year. The proposed policy is based off of the Washington State School Directors Association's model policy, although the title was broadened to staff wellness. While the proposed policy is in a

alignment with what the district is currently doing, there is ongoing work around staff wellness occurring in the district.

And so, therefore, while we're bringing this policy forward now to be in compliance with the law, this policy is expected to be revisited later in the school year to incorporate that ongoing work. And as you mentioned, there is a work session to dig into a little bit more next week. But also, Sara Baker, the executive director of human resources, is also here to answer any questions about some of that ongoing work, as well. So depending on the specificity that you're looking for, either one of us can take your questions.

That was perfect. Thank you.

Any other questions, comments, or discussion? Seeing, hearing none, thank you, Director Garcia for that. I move that the Highline School Board adopt Policy 5003, Staff Wellness as attached to the board action report. I need a second.

I second.

Roll call please.

Director Garcia.

Yay.

Director Bradford.

Yay.

Director Howell.

Yay.

Director Van.

Yay.

Director Alvarez.

Yay.

This motion passes five to none.

Thank you. Our next action item is motion to approve ratification of the extension agreement to the 2016-

19 collective bargaining agreement between Highline School District and Teamsters Local number 763 union. Any comments, questions, discussion? None? Go ahead.

I'll just quickly echo, I feel like a broken record, but I really want to make sure, especially with the cost of living that it is in King County, what are ways that we're being intentional about making sure that there is a living wage for some of the lower income brackets of our salaries? But this is something that is voted on and approved, so I'm not going to be the guy who throws a wrench into it, and I know a lot of hard work goes into this. So thank you, thank you, thank you for all that hard work.

So you're good? All right. So with that, I move that the Highline School Board approve the negotiated extension agreement between Teamsters Local number 763 union representing building maintenance, bus drivers, bus monitors, nutrition services, custodial services, grounds maintenance, vehicle maintenance, warehouse and delivery and driver trainers Teamsters to extending the collective bargaining agreement with agreed upon modifications through August 31, 2024. I need a second.

I second.

Roll call, please.

Who was that?

Carrie Howell.

Thank you.

Director Van.

Yay.

Director Garcia.

Yay.

Director Bradford.

Yay.

Director Howell.

Yay.

Director Alvarez.

Yay.

This motion passes five to none.

And our last action item is motion to approve the Title III and State Transitional Bilingual Program as STBP funds. Approval of

this motion would accept the 2021 Title III and STBP grant funds. Any questions, comments, discussion?

I don't have any.

Hearing, seeing none, I move that the Highline School Board approve acceptance of the 2021 Title III and State Transitional Bilingual Program grant funds. I need a second, please.

I'll second.

Roll call, please.

Director Bradford.

Yay.

Director Van.

Yay.

Director Garcia.

Yay.

Director Howell.

Yay.

Director Alvarez.

Yay.

This motion passes five to none.

And we have three introduction items. The first one is motion to approve 2022 legislative agenda and Director Garcia has already sent us some information and will continue to guide us on that. And then motion to approve this Zayo Dark Fiber. Wow, sounds like a *Star Wars* stuff. And this is the dark fiber point to point service to connect broadband service for all students, staff, and administration. And then we also have the motion to approve non-match endorsements and limited certifications for 2021-2022. So any discussion on these or anything that you guys want to move to the consent agenda? You guys want to leave them just like as is for next time?

Yeah.

Perfect. So with that, I ask for a motion to adjourn our meeting.

I make a motion we adjourn.

I second.

All right.

No, but if we don't adjourn Kyle can't leave.

Oh. All right then, thank you, everyone. All in favor of adjourning this meeting.

Aye.

Any opposed? I think there's no opposed.

Thank you all.

Thank you all.

Thank you, Kyle