

Highline Public Schools | Board.Meeting.01.19.22

To the Wednesday, January 19, 2022 board meeting. Let's stand for the Pledge of Allegiance. I pledge allegiance to the flag of the United States of America, to the Republic, for which it stands, one nation under God, indivisible, with liberty and [AUDIO OUT]

All right, we're going to start with 1.3 roll call, please.

Director Van?

Here.

Director Howell?

Here.

Director Alvarez?

Director Bradford?

Here.

Director Garcia?

Here.

And are there any changes or additions to the agenda? Going once, going twice. All right, we'll move on to 2.1, AWSP announcement.

Yes, thank you. And I'm going to ask Pete Meissner to come up and introduce our guests and our award-winning national distinguished principal of the year for Washington State, Alex Haas. So Pete, I'll turn it to you.

Thank you, Dr. Enfield. This is an exciting moment to share with the board and our community. We get to celebrate you tonight, Alex, for your distinguished service. We know that school leadership is pivotal for students, staff, and family, and we know that excellent leadership over time makes the difference for students. And the story of McMicken and your leadership, Alex, speaks to a story of inclusion, to professional learning, strategic hiring, family engagement.

It's a place where everybody can be a coach. It's asset-based, and it's also a place where everybody can be coached. I remember the first time Kimberly Kinser, who started this journey with you, took me to McMicken. And we happened upon a fire drill at my very first moment. And you just knew this was a place, kids knew what to do, staff knew what to do.

And when you go there, you just feel the difference at McMicken. And I know many of you have had that opportunity. So this is a celebration of McMicken and your leadership, Alex. And with that, I'm going to invite Jack Arend, who's representing the Association of Washington School Principals, to share this award.

Thank you, Pete, and thank you, School Board, for having me. My name is Jack Arend, and I'm Associate Director with the Association of Washington School Principals. I'm here tonight to announce that Alex Haas is the 2022 National Association of Elementary School Principals Distinguished Principal for Washington State. Yes, absolutely.

[APPLAUSE]

Oh, this is the best part of my job. So just a little bit about what this award is. So the National Distinguished Principal Program honors outstanding elementary principals who ensure that America's children acquire a solid foundation for lifelong learning and achievement. Each year, NAESP, the Elementary School Principals Association nationally, recognizes principals from across our nation and overseas for their exemplary achievements.

The National Distinguished Principal Program was established in 1984 to recognize elementary principals who set high standards for instruction, high standards for student achievement, character, and climate for the students, families, and staff in their learning communities. The program was based on these three fundamental ideas. Children's attitudes towards learning and their perceptions of themselves as lifelong learners are established where? In the beginning years, at your school.

The scope and quality of children's educational experiences are determined primarily by the school principal, who establishes, through the important work of teachers and the support of caring parents, the character of a particular school's program. And finally, the dedication and enthusiasm of the outstanding principals who guide children's early education experiences that they should be acknowledged to both show appreciation for their work, as well as to allow them to serve as models for others in the field.

This summer, the distinguished national principals will be featured and recognized at the National Elementary School Principals Conference in Louisville, Kentucky. Also, Alex will travel to Washington, DC in October to represent McMicken Heights, Highline School District, and the Association of Washington School Principals at the 2022 National Distinguished Principals Induction Ceremony. And I was talking to Alex. This is a swanky event, so get ready. This is so fun.

AWSP is very honored to recognize you, Alex, for your amazing leadership. As the selection committee reviewed all of the nominations, it became very, very clear that Alex and her staff have created a very, very special learning community. Teachers shared with us that Alex has supported them and helped them to become better classroom teachers. Parents commented that they feel a deep and sincere connection to the school.

And I will share with you, the students have amazing positive energy. I got to attend the school last Friday. And as I walked in with our communications director, who had a camera and all the stuff, we were greeted with wonderings, are you here to film a movie? And I said, yes, we are. And one kid said, can I be in it? And the other student asked me, please be sure to check into the office. So I thought, well, they've got that dialed in.

Alex, now more than ever, leadership is crucial to the success of a school. On behalf of the entire Association of Washington School Principals, we thank you for your leadership. We thank you for your commitment to the success of each and every child, and for your positive, can-do attitude. Congratulations on being the 2022 Distinguished Principal of Washington State.

I would also like to say thanks to your husband and daughter who are here, because it takes the whole team. It takes the whole team.

That's a fact. Jack, thank you so much for being here tonight and for recognizing Alex, and for joining us on Friday. I'd like to give Alex a chance to make some comments, if you like. And then I know the board would like to have you come up with a photo. And you're welcome to embarrass your family and have them join as well. That's totally your call.

So yes, this is a tremendous honor, very unexpected. Just want to say some words of gratitude for Highline, taking a chance on me. I think our district has an incredible commitment to equity and inclusion that's guided my work as a leader. But I do have to say that my community has taught me more over the years about being a leader than any leadership preparation program could possibly do.

And I see my wonderful community of students and families constantly pushing my leadership, teaching me about equity, teaching me about excellence. And we have an amazing community and amazing staff. We just dig in together, and we call it collective efficacy. And we're learning that that leads to collective equity as well. So just a lot of passion and willingness to just do whatever it takes to reach our lofty goals.

And so at McMicken, we always have the motto, dream it, believe it, achieve it, exceed it, and just try to live that day in, day out. So thank you for this honor. It's tremendous. I am very humbled and very honored. Thank you.

Alex, before you come up for a photo, I want to give the board members a chance to make some comments as well, and then we'll have you come up.

Director Van?

Thank you, Alex. I want to take this opportunity personally to thank you for your leadership and your guidance. My kids personally had the opportunity to be under your guidance and your leadership. And as my wife and I were PTA parents, the support that you gave us as parents were phenomenal. So well-deserved, and thank you to you and your team. Appreciate it.

Director Howell?

Alex, even though I've only been in this position for a while, I've been in Highline for many, many years. And I had only heard good things about what was happening at McMicken and how much you honored the community there. And I think that speaks volumes for your leadership, your servant leadership. And I just want to thank you for really being an example of what makes Highline great. So thank you.

Director Rafferty?

Oh, sure. Hi, Alex. I'm just saying, I mean, Highline is putting out some national winners. But I mean, wow. I can remember working as your HR business partner. And Alex, I was impressed from day one, just the sense of inclusion and innovation, also, that you were bringing, and that sense of community.

I remember you making certain that you set and created a large table of inclusion of folks, even around that instructional leadership team meeting, which included me. And half the time, I didn't even know what you all were talking about. But I was like, whoo, we're at the table. And so I just want to say thank you. Thank you for your passion.

I remember the passion around, we'd get to our budget meetings, and it would be like, how am I supposed to do what we need to do with this? But just the intentionality around staffing and making certain that everyone that is in your building really has a heart's desire to be in the building. So just thank you, thank you, thank you, thank you. I'm so, so Highline proud of you. And I know that it's not just you that can do it alone, but the community that is around you, including our students and families and all of the staff and community that's there. Major props.

Director Alvarez?

I think everybody has said it so well. But just thinking back around, like Director Bradford was saying, Highline is just an amazing place that is really elevating all these wonderful people. And just to hear, as soon as I started Googling to see, and knowing about other community members. And just how proud it feels to have leaders like you at Highline, who not only just exude just welcoming spirit and that serving heart, but that you're making our community better.

And so thank you, because it's one child at a time, one community member at a time. And just the fact that having her own testimony here of our Board Director who just felt so welcome, it just means so much. So thank you, again, for all you do, and continue to do it.

And I would just echo what everyone just said. Thank you, thank you, thank you for being the rock star that you are, for doing the work the way it needs to be done, and doing it differently and centering our families and our students at the core of it. You're a rock star, so thank you.

And Alex, I will just add to that, everybody has heard me say, likely, many times, one of the most important things that I do as a superintendent, if not the most important thing I do as a superintendent, is hire principals. Because it's our principals who hire staff in schools. It's our principals who set the tone for what the culture in that school will be. It's our principals who help us keep the amazing staff that we have, who are teaching and supporting our children. And it's our principals who make sure that our Highline promise to know every student by name, strength, and need is what is flowing through their building, and that each student feels that each and every day.

And you just epitomize that, Alex. And we all emulate you. We all strive to be like you. I will just say, on a personal note, Alex and I were reminiscing that I was actually on a vacation day with my family in Ballard. And I don't know why, but I had been recruiting Alex. And she called me, and I'm walking down the sidewalk, and we're chatting.

And I'm like, so what do you think, Alex? Can we get you to come to Highline? Well, I'm not sure. And I can tell you, at the time, it was quite the catch. So Highline didn't take a chance on Alex. Alex took a chance on Highline. So Alex, thank you. We're a better community and a better place because of you. And we love you, and we're so proud of you. So please come up so we can get a photo.

All right, we are on agenda item 3.1, scheduled communications. For in-person communications, we have Alisa Luber from Mercy Housing Northwest. Are you here? Go ahead, whenever you're ready.

I'm ready. Thank you so much. Well, good evening, members of the Board, Dr. Enfield, members of the public who are here. My name is Alisa Luber. I work with Mercy Housing Northwest. I'm a project developer.

Mercy Housing Northwest is a nonprofit developer, owner, and manager of affordable housing. We have about 2,500 units around the state of Washington in 43 different communities, located from Bellingham down through Vancouver, Washington. We look to provide permanent, affordable housing to our residents.

And I'm here today to share with you information on a development that we are planning in the city of SeaTac. And the families that will live there, their children, would attend schools in the Highline School District. So part of my goal is to share information, and part of my goal is to invite members of the Board, as well as members of the community, to be partners with us in this, because that's what we do best.

I'm very moved by the remarks of the principal, who talked about establishing a community that was equitable and inclusive. Because that's precisely what Mercy Housing looks to establish, communities that welcome everyone, give families the tools and the support and the housing they need to be successful.

What we are planning to develop is immediately adjacent to the Angle Lake light rail station. There's a parcel of land that we're going to be purchasing from Sound Transit, on which we'll develop 98 units of affordable housing. And this is housing that will be affordable to families earning \$31,000 to about \$71,000 a year. That is 30% to 60% of the area median income for a family of four.

The building will include studio, one, two, and three-bedroom units. For us, it's terribly important to be sure that we're providing housing for not just households, but also large families. So 50% of the units will include two and three-bedrooms.

Another key aspect of what we do is, in addition to developing, owning, and managing these communities, is we have a very robust resident services program. And this is where there will be an intersection with the school district. We have on-staff at each one of our new communities a full-time staff member who looks to interact and intersect with the school district and with the families so that we can create an atmosphere that is encouraging success in schools. In addition to success in schools, we look to promote housing stability, economic stability, and health and wellness.

So the goal is to provide a platform for success for these families. It's housing and housing stability, and it's also back filling with some of the tools that I think all of us look for and rely on from our community, however you define it. We're going to start the construction in December of this year, and will complete construction in about April of 2024, and then we'll begin the leasing.

So really, these families and children, many of which will be already living in the Highline community, would begin living there in the second quarter of 2024. Anyways, it's a very exciting opportunity. We're thrilled to be contributing to the community of SeaTac and to be working together with the Highline School District. With that, I would open it up for any questions or however you would like to proceed.

So during public comment, the Board doesn't engage. But as I said to the Board, I had a preliminary conversation and asked Lisa to do some follow-up in writing with the Board with a little more detail and a potential request that the board support a partnership to see this to fruition.

Thank you.

Thank you very much.

All right, we also have written comment. Correct me if I'm wrong, but do I just read each one, and we restart the clock after each one?

[INAUDIBLE], President Garcia. Last time when we came to this, we came to an agreement that we no longer were going to be reading them. Because we never read them before. They would just be, we would read them, and they'd go into archive. So I think we would be OK with just moving forward, and we will be reading them individually.

All right, sounds good. Thank you, then. We are on to our next agenda item. Superintendent?

Yes, so good evening, President Garcia, Vice President Van, Board directors and community who are here. Good to see all of you. In reference to the written comments that were mostly about the solar project at Highline High School, which I know the board is incredibly excited about and supportive of, prompted President Garcia to ask about our electric buses and just a quick update on that. And so Scott Logan is going to come up and give us a brief update there.

Yes, thank you. I think Dr. Enfield said I have 30 minutes to present on this.

That was three, Scott.

Oh, three.

That was 30 seconds.

[LAUGHTER]

First off, I'd like to recognize some of our bus drivers that are here with us tonight. So if you guys want to raise your hands. And they don't want to be noticed, but they have been with us through thick and thin as we've lived through the COVID timeline. So can't say how much we appreciate the work you guys do.

So the electric school buses, there was a first-round grant opportunity that was in 2019-20 school year. Devin Denney and his team in the Transportation Department applied for that grant, and they were awarded just under \$1 million to support the purchase of three all-electric school busses, 72-passenger school buses. So pretty great success for them.

The dollars included about just over \$300,000 per bus to do the purchase, and then the rest was for infrastructure and charging stations to support when they came on board. Devin and his team are already working on a second-round grant that the DOE is putting out this year. So they're getting their ducks in a row and ready for that one.

The buses have been manufactured, and they've been delivered. They're in Lakewood, Washington right now getting the district logo, letter. No logo, letters, numbers, those kind of things that happen on each bus to make them individual and unique to our district. Schetky Bus Sales in Lakewood. That's the agent we purchase all of our promised school buses through, so it's an agent we are familiar with and have worked with previously.

The underground infrastructure for charging stations at MOT, at the Transportation Department is complete. So everything that is underground, all the conduits, that portion of it, is done. 4 Terra is the company that developed the charging stations to support these buses. And we had anticipated having our charging station equipment here in early December.

We were notified by 4 Terra that at some point during transport, the equipment got wet, and it wasn't supposed to. So they had it brought back, and they're checking it and making sure there was no damage as a result of that. We anticipate having the charging stations here at the end of this month, in January. We're ready to put them in as soon as they arrive.

All the rest of the infrastructure is done. And actually, when we did the infrastructure, we put in for six stations, even though we have three buses, so that when the next round comes, we've got that piece done already. So these charging stations are unique, the newest science and technology. And they are smart chargers, so we have the opportunity to charge our buses so that they're ready to go in the morning and it will actually remember what we use for power. And if there's a need for power in the grid during the night, it will actually draw power and sell it back to the community from the buses to support our power grid and keep and regenerate the same electricity.

So pretty cool stuff coming our way. We anticipate being up and going in February, and probably seeing these guys right here driving around in that quiet electric school bus. And you'll have to see them, because you won't be able to hear them. So that's really all I have to give for an update.

I was super excited when you mentioned logos. I thought we were going to have tricked-out buses that had Highline all over them. But that's OK. Too much. Questions, President Garcia, anyone from the Board?

No. Just thank you, thank you, thank you for leading the way around this and being able to tackle all the emerging problems that we have, but also be able to think about the future. This is amazing. It's going to help us reach some of the sustainability goals that I hope we all achieve. So thank you.

We absolutely couldn't get there without Devin and his team and without drivers that supported this goal. So it was not a one-person thing.

Any other comments, questions?

I think my only question is, when do we get to ride on one?

And that was my question.

Yeah.

Should the end of next month.

We'll send up a sign-up sheet so you can schedule. Thank you, Scott. And I'll echo Scott's appreciation, not just for Devin's leadership, but for our entire transportation services team, our drivers, our monitors, our dispatchers. I would argue we have the best transportation team in the business. So don't you agree? Yeah. They would agree.

So I want to thank everybody for the work they're doing. And to be honest, that transitions well into the rest of my comments for the evening, which I think most of us working not just in Highline, but in public education in general would agree that last week was one of the most challenging weeks that we've experienced in the last couple of years. And I think we've experienced some challenging weeks in the last couple of years. So that's really saying something.

So before I talk a little bit about where we are and where we're headed with respect to stopping amidst Omicron, I just want to, again, thank our staff, our classified, our certificated, our administrative staff, every single one of whom is doing more than their usual job. That's just a fact. There's nobody who is just doing their day-to-day job right now. Everyone is doing more. Everyone is helping out a colleague who needs help, and I am grateful for that.

I've been able to see it firsthand, having been in schools. I was able to be a one-on-one buddy to a kindergartener today at Midway and taught middle school. Well, that's in air quotes, taught middle school last week at Cascade. But all of us are really going out and pitching in and trying to be as helpful as we can during this time.

As we all know, we've had significant challenges with staffing due to people being out for illness. And so last week was probably, I think, if Steve Grubb were here, would say was one of the most challenging staffing weeks we've ever had. Our teacher absence rate-- so this isn't all absences, this is just teacher absence rate last week-- ranged from a low of 185, which is way higher than even our highest high, to a high of 240 last Friday. And our lowest fill rate, and the approximate same fill rate-- which the fill rate is when we have the absences, what rate do we have subs to fill in, and then how do we cover the rest with other staff-- our fill rate with 63%.

HEA and the district were in constant communication, as we still are. Sandy and I were texting buddies much of the week, monitoring the situation. And I'm also in very careful and close communication with other road map superintendents. Because we know that what is affecting one of us as a district in the region likely is affecting others. Because we're so intertwined in terms of where people work, where they have students in school, et cetera, et cetera. And we're all facing similar challenges, and so it was clear that we weren't alone.

I think the board and I and others, and the vast majority of staff and families, not all, but the vast majority that I've spoken with have agreed that going to full remote instruction would be a last resort. That we would do everything within our power to keep our children in school, where they need and want to be. And that has proved to be a big challenge.

And having seen what was happening in some other districts, as we know, Seattle had had to close a few schools. They hadn't gone full remote, but had to close a few schools because of staffing. I felt that I had the responsibility last week before the three-day weekend to put out a message to families and to staff just alerting them to these numbers, and what our reality was, and what we were monitoring. And giving families a three-day weekend and just a heads up to say, we don't want to go remote. We have a plan if we have to, but it will be a last resort. But I feel I owe it to you to give you a heads up so that you can make some contingency plans if you need to.

I am very happy to report that so far this week, even though Monday was a holiday, we have seen a drastic change in our numbers. So our teacher absences yesterday were 165. Remember that's down from 240 on Friday. And today it's down to 150, and our fill rate has gone from 63% to 83%.

So not only do we have fewer teachers absent, we have more subs available and central office staff available as well. As you all know, it's been an all hands on deck putting central office in place. So at this point, and again in consultation with other districts and seeing that the trend we are seeing is the trend that's happening in the region, I don't anticipate a need for us to go full remote.

Now, that doesn't mean that we may not have instances in a particular school or classroom where we would have to go temporarily remote. But I don't foresee that happening as a system. Now, again, none of us actually foresaw where we would be right now a few months ago. So there is no crystal ball, but I am confident that we will be able to keep going.

And again, my deepest gratitude to our staff who are doing this. It is not easy right now. But I can tell you, being out in schools and talking with our teachers, and our nutrition services staff, and our office managers, and our paraeducators, they are so grateful to be in school with our students. And our students are so happy to be there.

So thank you everybody for getting through this. I think we'll still carefully monitor on a daily basis for the rest of the week. But if this continues, I think next week we are on track to get back to leveling out and some sense of a little more space where we can breathe a little bit and get back to a more manageable working pace. And so with that, I will ask Sandy Hunt, our HEA president, to come up for her remarks.

Can you hear me OK? All right, thank you. Thank you, Dr. Enfield. Thank you for the Board. I always appreciate this opportunity to connect, I guess, my members, our members with the community that you represent. I feel Dr. Enfield did a good job of expressing how this all hands on deck approach has worked. I think the emotional toll that it has been taken on the staff, both in terms of the added workload, but also in terms of just the stress of the high numbers of cases in school is definitely having an effect on our teachers as professionals, our educators.

And also, I can't really speak to the other staff members, but I will speak to the fact that it really does take the custodian, the office manager, the principal, every person, the nutrition services folks, all those people in the buildings and then the supplemental support of all the central office folks to be managing not just the jobs of people who are absent, but all of the additional requirements that it takes to limit transmission in schools. So from the contact tracing, to running the isolation rooms, the cleaning, and this has been particularly challenging for our nurses.

I know that we've gotten some extra staff under [INAUDIBLE]. However, I think there were eight nurses out of 27 today. And so it does beg the question, although school might have coverage of enough HEA members there or certificated people, are there points in which the actual people that it takes to function to keep our students safe and to keep all of the balls in there, is there some sort of point at which it is, I keep saying a point of diminishing returns for requiring school to be in person. So those would be the type of questions I would be asking.

And I hear from my members and also the representatives, because we're looking at this, an aspect of this is the long-term retention. And I know that we're hearing that across the country. And people are questioning their roles, that we are at a nexus here, where people are, April 1st, we'll start putting contracts out around then and have to sign around May 1st. And the feelings that we're generating in people right now are going to carry them through as they decide whether to stay in Highline, to stay in the profession, and to stay in those really specialized positions.

The reps did ask me to present a letter to the district, and it really does primarily focus on what we have in our existing MOU, which I don't know if you've looked at it lately. So I brought you copies to be able to peruse. Our MOU is something that we do have in force, and we are able to make sure that these are the things that we've agreed to. And it's that sometimes, reaching the agreement is the easy part, and then actually making sure that it's being carried out across all the buildings.

So there is a variety of approaches, and we are really asking that we get a real uniform approach to carrying out the MOU across all those schools. Sometimes this can actually have an impact on whether substitutes even want to be working at those schools, because they're not feeling as safe as other schools. So we've laid out some specifics in there. We're taking our problem solving approach. We enjoy a good relationship with the district, and they were very receptive to the fact that these are all things that we have a right to be asking for.

And it's not only for ourselves, but for limiting transmission among our students. So the whole point is to keep the schools open. So the staffing is one piece, and then the safety provisions are in another. So we're really working at taking those to the next level.

We had a well-attended membership listening session last night. There are a lot of concerns about their experience in schools. And I will say the one area that I had not anticipated as much is the staffing in our special ed programs. So I'm encouraging you to ask questions, get numbers, making sure that we're really filling those positions and people are feeling confident to provide all the services that students need in those rooms.

But beyond that, I want to thank you for being here tonight and for supporting our schools. I know Dr. Enfield has been working day and night to keep schools open. And I guess it's our question sometimes as to understanding, at what point, is there a point of diminishing returns on that? And some of that you see in Seattle, and we certainly are not advocating for some of those situations to happen here. And we're doing everything in our power to help people's safety needs to be met. And that's been a commitment that the district has shared with the union since the beginning, and so we look forward to ensuring that that continues to happen. So thanks so much.

Thank you, Sandy. Appreciate your continued partnership, and also the giggle on Friday with the link to the rubber duckies with masks on them. Thank you. I'm going to look into that.

And I do just want to say that we have a shared interest with HEA in supporting our staff to keep our schools open, and we also have a shared commitment to safety in our schools. And I will say, too, that as I see colleagues in other parts of not just the country, but even the state, I am grateful that we have universal masking here. Tomorrow, I will have been in nine schools over the last several days, and I'll be in a couple more next week. And the degree to which our students and staff are masking is exceptional. And when little ones need a reminder, they get the reminder, and they pull it right up.

We also have an ample supply of masks. We have tens of thousands, and Sandy's been helpful in letting us know when those masks aren't available as they should be in our schools. But I just want to publicly say, any staff member or student who needs a mask, we got masks.

And my Student Leadership Team, the Superintendent Student Leadership Team last week, we had a great conversation-- they're all high school students-- about the need to maybe launch a little bit of a mask campaign, just because people are getting a little tired, and reminding, especially our high school students, of the importance of masking. And so we will continue those efforts to keep everybody safe and well and to keep our students in school. And that, President Garcia, concludes my report for the evening.

Thank you. All right, we are on agenda item 5.1, legislative reports. I don't have anything to report at this time. So we'll move on to direct reports. This time I'll start with Director Howell.

Nothing to report.

Director Bradford?

I think I will just reiterate what Director Van did report last board meeting, as I take over with the Highline Schools Foundation. And that is, again, that the Gold Star Awards nominations are due by February 4th by 6:00 PM, and there are seven categories. And then the scholarships award nominations are also due, and those are due by February 28 at 7:00 PM. Shortly after Director Van introduced me to the Executive Director Anne Gillingham and said that I would be his replacement, she resigned.

There's no connection, Director Bradford.

I mean, you know. My therapist said don't take things like this personally. But she does resign and has given a really long transition ramp. Her resignation is effective March 31st, and she resigns to pursue a lifelong dream of a nursing degree, and so really exciting to hear. And so the board is working to identify a plan for what selection and replacement will be.

And I do want to say that just having the opportunity to visit Parkside last week and actually visit in the remote learning classroom, I think sometimes for me-- I certainly speak for myself-- it can get weary. Just again, I'm steeped and fully immersed in education, and my profession and my civic responsibility as well. And I was in tears just at how well the community, the remote learning community was established in that classroom. Just really, it was a community.

And I don't really know any other way to describe it. They all had their classroom jobs, and they had leadership opportunities. And there was a small group and the breakout rooms, and they were speaking up and building upon principles and learnings of the others. And they were, hey, what about so and so?

Even, I think, what was also remarkable was that there was a student who was in Ethiopia. And it was actually 2:00 AM in the morning, and he was actually participating in remote learning. And the entire school community was just there and so supportive. So it was really fascinating. Again, he was there short-term with his family for a quick visit, but just to have that opportunity.

So anyway, I really was reinvigorated and reenergized around just how important this work is. And so just really grateful for that opportunity. And that concludes my remarks.

Dr. Van?

I have none.

Dr. Alvarez?

I have none.

Thank you. I'll just say, I got to spend time last week at Shorewood, White Center Heights, Mount View, and New Start. And it was the best time of the year I've had all year long, just being able to spend time at the schools, with students, with staff. And it was interesting. I told staff to, hey, we need to reschedule this, because I know this is a wild week. I was totally open to it.

But they were so open to having me on campus. And the best part about it was just how appreciative everybody was about the willingness for folks to come in and jump out and help out, and the commitment that we had about pushing forward together. And you saw that with how happy the students were to be there, to be working together. I had a blast, and it really, really cemented the fact that we need to do everything that we can to keep moving forward. Because in-person instruction, I think, is just key, in my book.

So I had a blast being there, and I want to thank all the staff who provided that opportunity for me, especially during a crazy hectic week. With that said, I think that's it. We'll move on to our next agenda item, consent agenda. All those in favor of approving our consent agenda, please say aye.

I think we have to make the motion.

Yes, can we get a motion first?

Can we get a motion to approve the consent agenda?

I make a motion to approve the consent agenda.

A second?

Motion a second. All those in favor, please say aye.

(ALL) Aye.

All those opposed? Extensions. All right, the consent agenda has been approved. We are now on action item 8.1, the ratification of the memorandum of agreement to the 2019-2022 collective bargaining agreement between Highline School District and Teamsters Local 763 union representing safety officers, safety and security officers, campus security officers, substitute employees, extending the current agreement through August 31, 2024. Is there a motion to approve this action item?

I move that the Highline School Board approve the negotiated memorandum of agreement between Teamsters Local 763.

I second.

All right. Can we get a quick update from staff regarding this?

Thank you, Chris.

In essence, what this memorandum does is continue our same language with our T1 members receiving an IPD increase along with all other groups who would also receive an IPD next year. So everything for the remainder of this year remains the same.

Thank you. Any questions?

I have none.

All right. Now we'll move to a vote.

Director Bradford?

Yea.

Director Howell?

Yea.

Director Van?

Yea.

Director Alvarez? Director Garcia?

Yea.

This motion passes 5 to none.

All right. We are now on to introduction items. So right now we have 9.1, PSSE approval to purchase technology equipment. Are there any questions?

No.

All right, 9.2, revision to board policy 2409, credit for competency proficiency policy 2413, CT equivalency credits, and policy 2414, mastery-based learning.

No questions.

No questions.

All right, 9.3, revision of the board policy 5411, vacation.

I did have a, I read it a couple of times, and just wanted to make certain that I'm understanding. I'm not certain if anyone's here to speak to.

Kate can speak to it. She's coming up.

I see what the changes include. But just if you can.

Yeah. So we're updating our vacation policy. It hasn't been updated since about 2004. So it's just about time to do that, and recognizing that we wanted it to align with the WSSDA model policy and also state employee policy, where as when employees are allowed to roll over 35 days of vacation each year. Between the time that they, on that day, and throughout the year they accrue more vacation.

So if you're not using your vacation the day before that rollover, you might have well over 35 days. If you separate from service, you would be cashed out for anything that you've earned and accrued up to that point, meaning more than the 35 days. And that's in alignment with how it works for State employees, in alignment with WSSDA model policy and other school districts.

And we also adjusted the policy. Apparently, it didn't make reference to, it just said when an employee retires. But really, people leave Highline for other reasons beyond retiring. They resign. There may be layoffs. They may die. And so we wanted our policy to cover all the other reasons for why people may leave Highline. And so it was just really aligning the policy to match that.

We do maintain the 35-day carryover. State employees only carry over 30 days. Part of where we wanted to maintain that was recognizing, sometimes our workload is at such high demands that it can be really challenging to use all of the vacation you've accrued. And so we went ahead and left it at the 35 days.

OK.

And we just made it a clear note in there that when somebody does do a vacation buyout or separate some service in their vacations buyout, only 30 days are attributed to the retirement plan. And that's part of the retirement benefits system.

OK, thank you, Kate.

Any other questions?

I think we're good.

All right, thanks.

Thank you. All right, we'll continue to 9.4, contract with American Logistic Company LLC for 2021-2022. Approval of this motion would approve the contract with ALC LLC to provide McKinney-Vento students transportation under the budget 990b-52825738. Question?

I do have a comment in regards to this. On the contract itself that was attached, it showed the 2015. So if we can get the language updated to reflect the 21-22. 2015 was probably the original.

It was the first year we contracted with ALC.

OK. So would we get, on this next one, just an updated with--

I'll make sure that's addressed.

I appreciate it. Thank you.

Any other questions? All right. The next one is 9.5, approval of Highline High School's Environmental Club solar project. Approval of this motion would approve the expenditure of up to \$424,975 in capital bond funds, grants, possible credits and donations for the installation of 100 kilowatts solar panel system on the rooftop of the new Highline High School building. Any questions, comments?

I'm really excited about this.

It's a long time coming. I'm very excited. One of which, our students have been the biggest advocates, reaching out to the community and just taking charge. So I really agree.

Yeah, I would just concur, just the student leadership in amassing funds and yeah, just the funds and support.

I would just clarify, this is approval of the budget, and students have already raised significant funds. The last grant that they were approved was \$110,000. So this approves the budget. So we're ready to jump forward as soon as the students say go.

Scott, would it be possible to have some of the students attend next Board meeting, when the Board will take action on this? I think it would be great to have them here. Because they worked so hard, and this was their passion project.

They'd actually made a request to come, and I suggested the next one. I would request the Board not move this to consent so that they would have the opportunity to respond.

Yes. And Scott, are you coordinating with the students to make sure? OK, thank you. Perfect.

All right. 9.6, approval to award MicroK12 contracts for security video replacement phase one. Approval of this motion would approve the award of the contract for installation security video replacement phase one, which allows the superintendent, upon receipt of all middle requirements, to sign the construction contract with MicroK12 the amount of \$882,036.08, plus Washington State sales tax of \$89,085.64, for a total of \$971,121.72. Are there any of these that we want to move to the consent agenda?

I was actually going to move it to consent, 9.2, the solar panel one to consent. But from your request, Scott, I will abstain from doing that. But I just want to clarify something around the budget approval. The cost is 424, almost \$425,000. But in addition to the non-district funds, secured non-district funds and additional funding through energy credits and things like that, all said and done, it would cost the district \$153,000 in capital funds.

So they have raised, in partnership with Rosie writing all these grants, it's been great. I'm 100% behind this. Because \$153,000, our ROI would be within a few years. So it is incumbent upon us to make sure that we are good stewards of our community, the environment, and our dollar. So that's my comment.

Thank you. If that is it, I'll entertain a motion to adjourn.

I motion we adjourn.

Is there a second?

I'll second.

All right. All those in favor say aye.

(ALL) Aye.

Awesome. Thank you. Have a good night, everyone.

Thank you.