



Minutes from the Regular Meeting of the Board of Directors Monday, March 8, 2021

The Board of Directors held a Regular Board Meeting on Monday, March 8, 2021. The meeting began at 6 pm and was held in the theatre at Mead High School. The meeting was also available via a Zoom webinar link with login information posted on the Mead School District website. Directors Burchard, Denholm, Olson, Cannon and Green were present. Also attending were Superintendent Shawn Woodward, Chief Financial Officer Wayne Leonard and Assistant Superintendents Heather Havens and Jared Hoadley.

Director Burchard welcomed all to the first school board meeting held in-person since March 9th of last year. The school board has been anxious for quite some time to once again meet in-person.

I. Approval of Agenda

Director Green made a motion to approve the agenda, as presented. Director Cannon seconded the motion. The motion carried unanimously.

II. Approval of Minutes

Director Cannon made a motion to approve the minutes of the Regular Board Meeting of February 22, 2021, as presented. Director Olson seconded the motion. The motion carried unanimously.

III. Proclamation – Education Support Professionals Week

Business & Operations Assistant Superintendent Jared Hoadley, referencing Governor Jay Inslee's February 24, 2021, Proclamation declaring March 8-12, 2021, *Education Support Professionals Week*, thanked all of the classified employees in the Mead School District who are crucial partners with teachers, parents, administrators and the school board in the education of Mead students. He then introduced the following individuals from three of the district's classified employee groups: Diane Cromer (Food Service), Jennie Homb (Para Educators) & Sarah Krop (Administrative Assistants).

Diane Cromer has worked for the district for 15 years and is currently employed as the Kitchen Manager at Shiloh Hills Elementary. For food service workers serving students this year, in the midst of the many new restrictions in place because of COVID, has been challenging. On many occasions they have had to reinvent the wheel to meet the nutritional needs of students. She explained that meal prep takes longer. This has been further impacted by a reduction in hours because staffing is based on the number of meals served which is less than in typical years because in-person enrollment is down. She also expressed concern for virtual learners who have limited access to obtain weekly meal kits. She concluded her remarks by advocating that classified staff be included in the decision making process when changes to current practices are being considered.

Following Ms. Cromer's remarks Superintendent Woodward suggested that, if the remarks of Ms. Homb and Ms. Krop were of a similar nature, they take place during the *Remarks for the Good of the Schools* portion of the meeting. He explained he misunderstood the subject matter they would be sharing. He thought their remarks would center on honoring members of their group as part of the district's celebration of *Education Support Professionals Week*. It was agreed Ms. Homb and Ms. Krop would speak during *Remarks for the Good of the Schools*.

Director Burchard expressed his personal appreciation for Mead's classified staff acknowledging this has been a difficult year and that the district could not have successfully offered the in-person and remote learning options it did without all staff working together to make it work. Each board member added their thanks and appreciation to the district's Education Support Professionals. Director Olson and Director Denholm shared they have always seen Mead School District staff as part of the same team. While teachers tend to get more attention, Director Cannon acknowledged the district truly could not provide the learning experiences it does without its classified staff. Director Green added her appreciation and noted in particular the district's classified nursing staff.

IV. Remarks for the Good of the Schools

Before opening the floor for *Remarks for the Good of the Schools*, Director Burchard shared the board would be discussing spectators at athletic events later in the meeting as part of the *DOH & CDC Requirements Update* agenda item.

Jennie Homb, who serves as president of the bargaining unit that represents para educators, reminded that the staff members she represents are dedicated individuals who serve Mead students in a variety of critical, behind the scenes, support roles. She shared these individuals often feel forgotten and, like Ms. Cromer, advocated they have a larger voice when it comes to changes like have happened throughout this school year because of COVID.

Sarah Krop, who serves as president of the bargaining unit that represents administrative assistants, additionally noted the lack of opportunity for input from her members regarding changes that impact their working conditions. In the midst of a pandemic that has created extra work the district has reduced the number of administrative assistants. Ms. Krop communicated admin assistants are thankful for their jobs. She additionally shared a comprehensive list of the many job functions performed by her members noting they provide IT support, are problem solvers and, in many instances, are the face of schools and the face of the district. In conclusion, she asked that the board remember the many essential functions performed by admin assistants this spring during negotiations.

Next year's ASB president Preston Egan presented a brief review of the academic, athletic, leadership and music events recently completed and upcoming at Mead High School. Students are three weeks into 2nd semester and very thankful to be attending in-person. For athletics Season 1 is underway. This includes football, volleyball, cross-country and soccer (girls). Football recently played their first game against LC at Union Stadium and the annual *Cat Fight* volleyball match between Mead High and Mt. Spokane, played on March 4th, was very exciting with Mt. Spokane prevailing three games to two. Season 2 for athletics starts on April 5th.

Mike Workman, father of a Mead High School senior football player, addressed the board regarding spectators at football games. He advocated for opening up stadium capacity for more spectators. He finds it heartbreaking for athletes to not have their folks able to watch them play in person. The limit of 200 participants and spectators at large outdoor facilities seems illogical.

V. Continuing Business

A. 2nd Reading Policy 2005 Adoption (Replaces Old Policy/Procedure 4010) School Improvement Plans

Background – Several years ago WSSDA implemented a new numbering system for school board policies. Since that time the Mead School District has been systematically updating its policies and procedures to align with this new numbering system.

Learning and Teaching Assistant Superintendent Heather Havens presented the adoption of Policy 2005, School Improvement Plans, for 2nd reading consideration. The adoption of this policy would replace old Policy/Procedure 4010, which was adopted on January 27, 2003, with no revisions approved since that date.

WSSDA Sample Policy 2005 is the template for the presented policy adoption. There is no WSSDA sample procedure as the policy includes the key elements that were a part of the old/original procedure. The presented policy complies with current state and federal statutes.

The presented policy aligns with current district practice, which includes the development and adoption of a school improvement plan for each school, with annual review for progress and necessary changes. The policy provides for plan submission to the board of directors by November 1st of each year. All plans must be consistent with Mead School District Strategic Plan priorities and target objectives.

Each school improvement plan must be data driven and promote a positive impact on student learning with the following key elements addressed in the plan:

- Characteristics of effective schools as identified by OSPI.
- Safe and supportive learning environments.
- Educational equity factors including gender, race, ethnicity, culture, language and physical and mental ability.
- Use of technology.
- Parent and community involvement.
- Other factors identified by the school community for inclusion in the plan.

No changes were recommended at the February 22, 2021, first reading of this policy adoption.

Director Cannon made a motion to adopt Policy 2005, School Improvement Plans, to replace old Policy/Procedure 4010, as presented. Director Denholm seconded the motion. The motion carried unanimously.

**B. 2nd Reading Policy & Procedure 2104 Adoption (Replaces Old Policy 4215)
Federal and/or State Funded Special Instructional Programs**

Background - Several years ago WSSDA implemented a new numbering system for school board policies. Since that time the Mead School District has been systematically updating its policies and procedures to align with this new numbering system.

Learning and Teaching Assistant Superintendent Heather Havens presented the adoption of Policy & Procedure 2104, Federal and/or State Funded Special Instructional Programs, for 2nd reading consideration. The adoption of this policy/procedure would replace old Policy 4215, which was adopted on March 22, 1978, with no revisions approved since that date.

WSSDA Sample Policy/Procedure 2104 is the template for the presented policy/procedure adoption. The presented policy/procedure complies with current state and federal statutes.

The presented policy/procedure aligns with current district practice with regard to special programs the district offers that are funded by the state and/or federal government. Examples include the highly capable program that is brought before the board each year for grant application approval and Title I funds. The policy/procedure requires Title I funds be used efficiently and effectively to benefit the academic opportunities and progress of students in School-Wide or Targeted Assistance Programs.

No changes were recommended at the February 22, 2021, first reading of this policy/procedure adoption.

Director Olson made a motion to adopt Policy & Procedure 2104, Federal and/or State Funded Special Instructional Program, to replace old Policy 4215, as presented. Director Green seconded the motion. The motion carried unanimously.

**C. 2nd Reading Policy 2025 Adoption (Replaces Old Policy 4300)
Copyright Compliance**

Background – Several years ago WSSDA implemented a new numbering system for school board policies. Since that time the Mead School District has been systematically updating its policies and procedures to align with this new numbering system.

Learning and Teaching Assistant Superintendent Heather Havens presented the adoption of Policy 2025, Copyright Compliance, for 2nd reading consideration. The adoption of this policy would replace old Policy 4300, which was adopted on May 10, 1978, with no revisions approved since that date.

WSSDA Sample Policy 2025 is the template for the presented policy adoption. The presented policy complies with current state and federal statutes.

The presented policy aligns with current district practice with regard to copyright compliance. The policy recognizes that federal law makes it illegal to duplicate copyrighted materials without authorization of the holder of the copyright unless the copying or using conforms to the four standards of the “fair use” doctrine.

The presented policy directs any staff member who is uncertain as to whether reproducing or using copyrighted materials is permissible under the law to contact the person designated as the district’s copyright compliance officer.

No changes were recommended at the February 22, 2021, first reading of this policy adoption.

Director Cannon made a motion to adopt Policy 2025, Copyright Compliance, to replace old Policy 4300, as presented. Director Denholm seconded the motion. The motion carried unanimously.

VI. New Business

A. Consent Agenda

Responding to a question from Director Cannon, Technology Director Doug Edmonson shared the \$160,000 purchase from Huppins is for new classroom Apple televisions at both Mt. Spokane and Mead High. This is part of the scheduled refresh at both buildings.

Director Green made a motion to approve the Consent Agenda, as presented. Director Cannon seconded the motion. The motion carried unanimously.

Director Olson recognized the retirement of District Office employees Wayne Leonard and Jolene Andres, expressing his thanks to each of them for their help to him personally throughout the years.

B. Board Letter to Spokane City Council Regarding Strong Road

Director Burchard shared that at the last board meeting (February 22, 2021) it was the consensus of the board to send a letter to the Spokane City Council regarding the very poor condition of Strong Road on Five Mile Prairie asking that they consider moving the scheduled repaving of the arterial to an earlier date. Repaving is currently scheduled for 2026.

Director Burchard thanked Director Cannon for spearheading the writing of this letter, which the board is now being asked to approve.

Director Denholm made a motion to approve the presented letter written to the Spokane City Council requesting that the repaving date for Strong Road on Five Mile Prairie be

reconsidered/accelerated. Director Olson seconded the motion. The motion carried unanimously.

**C. 1st Reading Policy & Procedure 2170 Adoption (Replaces Old Policy 4220)
Career & Technical Education**

Background – Several years ago WSSDA implemented a new numbering system for school board policies. Since that time the Mead School District has been systematically updating its policies and procedures to align with this new numbering system.

CTE Director Doug Edmonson presented the adoption of Policy/Procedure 2170, Career & Technical Education, for 1st reading consideration. The adoption of this policy would replace old Policy 4220, which was adopted on June 14, 1978, with no revisions approved since that date.

WSSDA Sample Policy/Procedure 2170 is the template for the presented policy/procedure adoption.

The presented policy/procedure aligns with the district's current CTE program protocols, which include providing a program to assist students in making informed and meaningful educational and career choices and to prepare students for post-secondary options.

Additionally, the policy/procedure sets forth the following:

- The establishment of local career and technical advisory committees to assist in the design and delivery of the district's CTE program.
- Annual review by the board of the district's plan for the design and delivery of its CTE program.
- Plan requirements.
- Accountability measures and targets.

The presented policy/procedure, that would replace Policy 4220, aligns with WSSDA's new numbering system and complies with current state and federal statutes.

No changes were recommended to the presented policy/procedure. Director Burchard asked that the adoption of this policy/procedure be brought forward as an action item at the next board meeting.

**D. 1st Reading Policy 2151 Adoption (Replaces Old Policy 4415)
Interscholastic Activities**

Background – Several years ago WSSDA implemented a new numbering system for school board policies. Since that time the Mead School District has been systematically updating its policies and procedures to align with this new numbering system.

Doug Edmonson, who oversees secondary athletics, presented the adoption of Policy 2151, Interscholastic Activities, for 1st reading consideration. The adoption of this policy would replace old Policy 4415, which was adopted on May 8, 1991, with no revisions approved since that date.

WSSDA Sample Policy 2151 is the template for the presented policy adoption.

The presented policy aligns with current district practices regarding Interscholastic Activities.

The policy sets forth board expectations regarding Interscholastic Activities including:

- Compliance with WIAA rules and regulations.
- Coach qualifications.
- Board approval of coaching stipends in excess of \$500.

- In-service training opportunities.
- Equipment and facility safety/inspection requirements.
- Use of nonprescribed medications.
- Risk management including evidence of physical fitness to participate and medical insurance.

Other areas addressed include:

- Nondiscrimination
- Annual Athletic Evaluation
- Student Athletic Interest Survey
- Facilities

The presented policy, that would replace Policy 4415, aligns with WSSDA's new numbering system and complies with current state and federal statutes.

Responding to a question from Director Olson, Mr. Edmonson confirmed providing another year of high school athletic eligibility for this year's seniors is on the table. There are many details to be considered including how the *Athletic Code of Conduct* would work for students who have already graduated.

No changes were recommended to the presented policy. Director Burchard asked that the adoption of this policy be brought forward as an action item at the next board meeting.

E. Award Network Switches Contract

Technology Director Doug Edmonson presented a contract for network switching equipment for Mead High School, Brentwood Elementary and Northwood Middle School with Compunet for board consideration.

The Mead School District Technology Department sent out a *Request for Proposal* for pricing of the aforementioned switching equipment with a due date of March 4, 2021. Four firms submitted proposals. Compunet was the selected vendor scoring 98 out of 100 on the seven bid factors. A recap of bid scoring was provided to board members. To further explain the recommendation to award the bid to Compunet Mr. Edmonson shared background/information on the bid submitted by each vendor.

The cost for the switching equipment, including tax, totals \$80,338.09. This equipment is eligible for Federal E-Rate funding that, if awarded, will pay 50% reducing the cost to \$40,169.04.

Director Olson made a motion to award the contract to Compunet for network switching equipment for Mead High School, Brentwood Elementary and Northwood Middle School, as presented. Director Cannon seconded the motion. The motion carried unanimously.

VII. Reports

A. DOH & CDC Requirements Update

Superintendent Woodward shared both he and board members are, essentially every week, asked about masking and social distancing. Lately these inquiries have expanded to include spectators at sporting events now that high school athletic competitions are underway.

Confirmed COVID cases are now in the same range as they were last August (159/100,000), down from 900/100,000 a short time ago. The recent decrease in cases has not changed social distancing and mask requirements that have been in place since the start of this school year.

As districts begin to plan for the upcoming school year Superintendent Woodward shared there is a push to, at a minimum, get social distancing reduced from 6 ft. to 3 ft. With a reduction in

social distancing requirements, coupled with staff now having access to vaccines, the district is hopeful schools will be back to somewhat normal in September.

Regarding the current restrictions on the number of participants/spectators at athletic events, Superintendent Woodward shared he understands the frustration both he and the board have heard from parents. Because each athletic season is abbreviated this year it is frustrating to families that they are unable to watch their sons and daughters compete. In Phase 2 attendance is restricted to a maximum of 200. What this currently means for GSL activities is no spectators are allowed at cross-country and football competitions, with two spectators per volleyball and soccer player allowed. If, for example, the district were to disregard the football attendance restrictions the GSL could cancel all home events for Mead High and Mt. Spokane.

Once the state moves into Phase 3 it appears capacity at events will be 25%. At Union Stadium that would mean approximately 1,025 participants/spectators would be allowed.

Discussion included the following:

- Director Green shared that the logic, especially regarding the “no spectators” at outdoor football events hosted at Union Stadium “seems crazy.”
- Director Olson, who has grandchildren who participate in athletics in the Mead School District, stated he is appreciative that competitions are live-streamed but understands the frustration of not being able to watch in-person especially at outdoor events where there is ample room for social distancing.
- Director Burchard suggested the board write a letter sharing concerns about the illogical nature of many of the current spectator restrictions.
- Director Cannon, for the record, shared that Superintendent Woodward and the board are not the ones who established the spectator limitations. He also pointed out adherence by the district to the requirements is not discretionary. He and the board are also frustrated and understand the sense of injustice many families are feeling.

Regarding a letter, discussion included the need to write a letter that would make a difference while at the same time not hurt the district’s student athletes. The board directed Superintendent Woodward to draft a letter to Governor Jay Inslee and the Department of Health for their review that would be signed by all board members.

In conclusion, Director Burchard reminded that Mead was one of the few school districts in the state to offer a choice of remote or in-person learning in the fall. The school board does support patrons and will advocate for a reconsideration of current spectator limitations especially at an outdoor venue like Union Stadium. Superintendent Woodward shared that once spectator limits have been eased the district has a plan already in place to get folks in and out of Union Stadium safely.

B. Superintendent’s Report & Discussion Items

Superintendent Woodward introduced Public Information Officer Todd Zeidler who provided a vaccination update.

Via the January 29th and February 26th vaccination clinics hosted at Northwood approximately 400 individuals (Mead SD employees plus 35 staff from Deer Park) received first and second doses. The district is hosting another clinic on March 13th (second clinic April 3rd). Currently there are 35 open appointment slots for that event.

As other vaccination opportunities become available the district will share those with staff.

VIII. Adjourn

The meeting was adjourned at 7 pm.

President

Secretary