



**Minutes from the Regular Meeting of the Board of Directors
Monday, August 15, 2022**

The Board of Directors held a Regular Board Meeting on Monday, August 15, 2022. This meeting was held in-person and virtually via a Zoom link posted on the Mead School District website. Directors Burchard, Denholm, Olson, Cannon and Gray were present. Also attending were Superintendent Shawn Woodward, Chief Financial Officer Heather Ellingson and Assistant Superintendents Heather Havens and Jared Hoadley.

I. Pledge of Allegiance

The meeting began with President Burchard asking all to rise for the Pledge of Allegiance.

II. Approval of Agenda

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

III. Approval of Minutes

Director Cannon made a motion to approve the minutes of the June 27, 2022, Regular Board Meeting, as presented. Director Gray seconded the motion. The motion carried unanimously.

IV. Remarks for the Good of the Schools - Public Comment

President Burchard first opened the floor for staff/board comments followed by comments from the 30+ individuals who signed-up to speak on agenda topics. Because of the number of people wishing to speak, President Burchard requested comments be limited to two minutes in length.

Staff/Board Comments

Facilities & Planning Director Ned Wendle, reporting on the International Military Sports Council Women's Soccer Championships hosted at Union Stadium in July, shared this twelve day competition, attended by more than 13,000 spectators, was a great community event. The Mead High and Mt. Spokane athletic and band booster groups sold concessions that resulted in a net profit for each organization of approximately \$3,000.

President Burchard acknowledged/introduced new Mead High School principal Kimberly Jensen and State Senator Mike Padden who were both in attendance.

Director Denholm noted the near perfect game (perfect going into the 9th inning) by Tampa Bay Rays pitcher, and Mt. Spokane High School graduate, Drew Rasmussen on Sunday, August 14th. He additionally expressed his appreciation for how nice school building grounds look especially considering how hot it has been.

Director Gray spoke positively about the district's Summer STEM Camps noting the popularity of the camps and her hope that in the future offerings can be expanded.

Director Cannon, noting the large number of individuals in attendance, made reference to the Civics Education policy adoption and Library Media Center policy/procedure revision he will be presenting for board consideration later in the meeting. He thanked community members for their engagement and reminded no action will be taken on the proposals at this board meeting. He acknowledged there are intense emotions associated with the proposals on both sides, and shared he looks forward to beginning a dialogue on these two topics.

Public Comments

Tyrone Hoard, a Mead School District parent of five and school administrator in a neighboring school district, expressed his opposition to the two proposals Director Cannon is asking the board to consider. He believes it is important to allow schools to accurately portray history and for students to have the opportunity to ask questions. If we hide from history, we won't learn anything from it. He questioned the "why/purpose" behind excluding books and stated it is his belief both proposals are a step backward and that we, the district, are "better than that."

Mary Sullivan, who bought her home because of the quality education offered by the Mead School District, feels approval of the two proposals put forward by Director Cannon would diminish learning, teachers would be constantly looking over their shoulders and many teachers would leave. If approved, she shared she will no longer support district bonds and levies. She additionally predicts approval would result in families not moving into the district.

Troy Hughes, a graduate of the Mead School District, father of three Mead students, and principal at Mead's Northwood Middle School, stated that having these two proposals brought forward puts him in an awkward place. With the restrictions placed on schools and students because of COVID the past two years he was hopeful adult divisiveness would settle down this year. He reminded that CRT is not taught in the Mead School District but students are taught about racism and what racism looks like. It is intellectually lazy and uneducated to throw a CRT blanket over any conversation that has to do with race or might make us uncomfortable. When he was hired at Northwood a few years ago he was charged with fixing racial issues at the school. Taking that charge seriously, Northwood has committed itself to assuring all students have a place and all are accepted and seen. The proposals put forward by Director Cannon suggest that teachers are not to be trusted. He is personally bothered by the fact that this meeting and this conversation are taking place in his school. He stated the proposals negatively impact marginalized students making them feel like they don't belong. Policies like this do not represent him or his family.

Alana Shepherd, a Transgender individual, shared she is not a resident of the Mead School District, although she has a girlfriend who lives in the district. Alana specifically addressed the Library Media Center policy/procedure noting the proposed revisions are a violation of existing RCWs that guarantee protection under the law for children of all ages to live as their authentic selves. She shared a part of her personal journey involving her evolution from keeping her head down to not be noticed, to today, where she has discovered her superpower and is able to accept herself.

Kinslee Pounder, mother of several children who attend school in the Mead School District, shared she understands that CRT is not taught. However, she referenced specific incidents that happened last year that are causing a disturbing pendulum swing. She noted her freshman watching a YouTube video that included the graphic image of someone hanging and the requirement that her son read an essay by Paul Theroux titled *Being a Man*. Both resulted in conversations at home that she felt she should not have had to engage in. She does not want to see divisiveness spread to the next generation and feels current social views are too ingrained.

Linda Griego, a 30+ year Mead School District resident, shared she has had good and not so good experiences with the district. She noted Spokane and Mead are very white. Her husband is of Spanish descent. She wonders if adults are looking at the policies proposed by Director Cannon from the standpoint of what is good for kids. If we do not allow the teaching of history from multiple perspectives, we do a disservice to students. Regarding CRT, she sees the term as a dog whistle. She would like to hear what regular kids, who have not been coached, think about the subject. She believes it is important to teach students to be critical thinkers or we will have a bunch of "puff balls" walking around.

Drew Piper, a Mead School District teacher, asserted giving serious consideration to the proposed Civics Education policy would be a disservice to teachers. Director Cannon, who does not have a history degree, is not qualified to prescribe what should and should not be taught in civics. Noting the policy was written by State Legislator Jim Walsh, Mr. Piper stated, if Director Cannon were his student, he would receive an “F” on this assignment because of plagiarism. The proposed policy sensors teachers and limits critical thinking. Director Cannon has taken failed legislation, claimed it as his own, and is now attempting to legislate from his position on the board.

Elaine Harger, a retired school librarian who lives in the Valley, sees the Library Media Center revision proposed by Director Cannon as problematic on three levels. #1 - The purpose of policies is to guide not micromanage. The current Library Media Center policy already includes language that addresses the age appropriateness of materials. #2 - Approval of the presented revisions sets a precedent for the next group of would be censors. #3 - The prohibition of resources is seen as a “slap in the face” to many. The proposed changes take away no fears. In fact, approval would actually inflame them. The proposed revisions to the Library Media Center policy/procedure fail on all levels.

Darren Nelson shared, as the Director of Secondary Education for the Mead School District, that he spends the majority of each week in district secondary schools. He has taught Humanities, served as an Assistant Principal at Mead High School, Principal at Mt. Spokane High School, and is the dad of a current Mt. Spokane student. He believes the Civics Education policy proposed by Director Cannon is unnecessary. The state already has clear standards that inform the district’s civics instruction. Additionally, the proposed policy calls into question the practice of the district’s hardworking, thoughtful teachers and sets an unfortunate tone in the community at the start of a new school year. In conclusion, he asked that the board, when considering whether or not to adopt the Civics Education policy, take into account the diverse backgrounds of the families who reside in the district.

Devon DelRosario, who grew up in Mead and currently teaches for the district, first addressed the proposed revisions to the Library Media Center policy/procedure. She noted the current policy/procedure, that has been in place since 2011, already includes protocols regarding the age appropriateness of materials, and the ability to challenge and seek the removal of existing library materials. The proposed changes resort to archaic banning, which is unconstitutional and breaks Washington State law. In state law sexual orientation, gender identity and sex are protected classes. She questioned whether the board is willing to risk the loss of state funding to push its own agenda. Regarding Civics Education, she stated the proposed policy sets forth a solution to a problem that does not exist as CRT is not taught in schools, is not a part of district curriculum, and not a part of district/state standards. She noted similarities/plagiarism when comparing the proposed policy to former president Trump’s defunct “Executive Order on Combating Race and Sex Stereotyping.” This alone indicates the policy is politically charged. She noted that of the few primary sources listed in the policy, 18 were written from a white male perspective. She encouraged the board to consider who these policies protect. Approving either one of them would be harmful to many.

Stephy Nobles-Bean, a Whitworth professor whose ancestors were slaves, noted CRT, while something she teaches at Whitworth, is not taught in the Mead School District. She is a member of the Northwood Middle School Equity Committee and is concerned with an agenda that is unwilling to acknowledge the history of slavery. If the minds of children are relegated to a narrow box, they will not be ready for the world. She is hopeful the Mead community wants good for all students. In conclusion, regarding the proposed Civics Education policy, she wondered, “Have you asked your board members of color what they think?”

Alison Thompson, a Mead School District graduate, daughter of a former school board member and current Mt. Spokane High School teacher (23 years), stated the policies proposed by Director Cannon are in direct opposition to what she believes. They are “misguided at best.” She referenced the book, *Of Mice & Men*, noting that while it is certainly not an appropriate novel for a 3rd grader, by 9th grade students are appropriately mature for the content. She encouraged the board to not resort to small-mindedness and reminded that just reading about something does not make that thing you. Regarding high school Social Studies, she shared there has been no formal curriculum adoption in over 20 years. The proposed policies malign the work of educators. Students deserve better and, in fact, they currently receive better.

Marilyn Darilek, an informed voter and mother of two very eager learners, shared she feels very encouraged and applauded all she has heard this evening. She noted that Five Mile Prairie is “pretty lily white” and expressed her gratitude that it appears the Mead School District community is not supportive of the proposed revisions to the Library Media Center policy/procedure or new Civics Education policy. She is glad she can leave the meeting with a positive perspective based on what she has heard.

Larry Wolfe, a Mead School District resident who has four boys and two granddaughters, thanked Director Cannon for bringing forward the proposed revision to the Library Media Center policy/procedure and new Civics Education policy. He sees that Director Cannon's intent is to protect. He personally feels what is going on in the world that prompted the need for these two policies is harmful. He concluded by reminding that “God will have the final say.”

Emilee Combs, parent and district resident, shared (even though she looks white) she is the descendent of slaves. She appreciates the diversity of the Mead community. Her kids are first and foremost for her. Even though CRT is not taught in the Mead School District, she believes CRT ideology can be taught and she does not want that to happen. She does not want CRT ideology to manipulate children. She encouraged the board to stand up for what is right without bias. All kids deserve to be looked at as special and should not be manipulated. She contended students have been manipulated by staff.

Amy McColm, a resident of the Mead School District and chair of the Spokane Branch of the NAACP, noted the proposed Civics Education policy is faulty as CRT is not taught and, as written, goes against state standards. Regarding the proposed revisions to the Library Media Center policy/procedure she referenced the specific focus of OSPI on creating gender inclusive schools and the fact that the proposed revisions are most likely illegal. Kids will have questions about gender and kids will have questions about race. With that understanding she asked the question, *Do we want them to get their answers from the Internet?*

Whitney Edwards, a Mead School District graduate, moved back to the district so her children could attend Mead schools. She shared how impressed she was with the district's response to COVID. They asked the community for input and Mead ended up being a model for how to conduct in-person instruction in the midst of a pandemic for the entire state. She noted the proposed CRT/Civics Education policy is similar to a copy & paste chain letter . . . not something that has grown up from the community. Noting Spokane is becoming more and more diverse, she reminded board members they are elected to represent the entire Mead community. It is not the job of the board to tell the community who they are. She wants her kids to have access to books that can help with questions she does not have answers to. She wants all kids to feel comfortable. She reminded that silence is a form of speech. Silence speaks volumes. She asked the question *Why now?* noting the two proposals put forward by Director Cannon are not what the district should be talking about at this time. She wondered why teachers/professionals are not trusted and why a wrench is being thrown into the system at the start of the school year when her kids are so excited to return to school.

Elysia Spencer, a 1998 Mead High School graduate, talked about taking Junior Humanities taught by Mark Bowman and Georgia Toppe. Students in this class were challenged to think outside the box. This is the class where she learned about racism, not only directed at Blacks but also Indigenous people and those of other ethnic backgrounds. If the proposed Civics Education policy is approved would teachers and students be able to talk in-depth about topics like racism. Referencing a course she took in college, she noted the importance of looking at things like racism through a variety of lenses (female lens, CRT lens, Marxist lens, Hispanic lens). She encouraged Director Cannon and the board to rethink approving the Civics Education policy and to stand up for what Mead has always stood for owning up to history and truth.

Patty Ferguson, a social worker/mental health counselor and mom of two Prairie View students who were also in attendance, shared she brought her children so they could witness adults speaking out and expressing opposing viewpoints. Regarding the banning of ideas, she believes that should never happen. She has always been proud of the Mead School District. However, she is not proud today.

Bill Wagstaff, Mead School District resident, former Mead High School teacher, father of three Mead graduates and grandfather of current Mead students, encouraged the board to put kids first and do what is best for them. In his tenure as a teacher this is the lens decisions were always made through. He hopes this practice will continue. He asked, *Do you consider teachers to be professionals with the ability to make professional decisions? If the answer is no, why not?* He additionally questioned the origins of the proposed Civics Education policy suggesting it was drafted beyond the west side of the state. Regarding Director Cannon's proposed revisions to the Library Media Center policy/procedure, he wondered why the board would want to censor materials noting libraries should be a free market place for exploring ideas.

Tami Lee, a Mead School District staff member, addressed the board on the topic of shuttling students away from their neighborhood school noting the many downfalls of this practice including students arriving late and leaving early. Because of this shuttled students are singled out, and if their home school offers Title services they are unable to partake in these enhanced learning opportunities. At Shiloh Hills this practice puts already at-risk families/students at even greater risk.

Crystal Bertholic, noting her partner and mother-in-law are both teachers, referenced the Trevor Project and how hard COVID has been on kids. Even in elementary school children internalize and, if certain topics are not talked about, assumptions are made. She shared that in her experience individuals do not choose to be who they are, they claim it when appropriate. The revisions proposed in the Library Media Center policy/procedure are concerning as it is extremely important to have age appropriate materials available. If the message is sent that there are "things" we shouldn't talk about kids notice. In conclusion, she shared the statistic that an LGBTQ child attempts suicide every 45 seconds.

Cara Elston, a Mead School District resident/parent, stated both the Civics Education policy and Library Media Center policy/procedure revision are "completely unnecessary." In asking the board if they trust the staff they have hired, shared her observation that teachers and librarians are professionals and care about what they are doing. She encouraged the board to focus on "real issues" like learning about what happens to students who do not graduate and doing something to help them rather than focusing on the topics currently under consideration.

Robyn McGinnity Vasquez, a local attorney and mom of three kids (one recent graduate and two who are in high school) shared, in anticipation of this meeting, that she had been nervous all day. She is so tired of feeling disappointed in people. However, she shared she is encouraged by the comments shared by so many who have spoken. School is a place where students should learn. More should be taught not less. She knows first-hand teachers teach kids to be discerning.

The School Board doesn't need to do that. On the topic of CRT, she presented copies of several articles for the board to review.

Pamela Thuswaldner addressed the board as a Mead parent and an educator (30 year teacher). She is shocked at the proposals put forth in the Civics Education policy and Library Media Center policy/procedure revision. She noted the need to support LGBTQ and other marginalized students. Referencing the emphasis at Mead High School on "belonging" she cannot understand how these two topics could have been included on a board meeting agenda. If the policies are approved it will send the message that "belonging" doesn't apply to everyone. As a parent she teaches her kids to value diversity. She also asked the question *Why now?* It is her opinion the two topics brought forward by Director Cannon serve no purpose and silence kids.

Maureen Mickelson, Mead School District resident and mother of six children, thanked Director Cannon for bringing the topic of CRT and Civics Education forward. She shared that CRT is being taught/rebranded in the district's Social Emotional Learning (SEL) curriculum. She related a specific situation that took place in her daughter's math class. She believes this is a question of priorities and is concerned about the promotion of divisive social and/or political ideologies in schools. She hopes the Civics Education policy will be approved.

Ron McInerney, a Mead School District resident, stated civics education should be limited to the study of the rights and duties of citizenship. He would like this education to focus on the *Bill of Rights* and teaching straight-forward things. Folks might think they know his race but he is of the human race. Mr. McInerney read excerpts from Martin Luther King's *I Have a Dream* speech emphasizing that all should be judged by the content of their character not the color of their skin.

Kerra Bower, owner of Little Scholars Development Center, a black preschool, stated she was in attendance and speaking in support of Spokane's black community and against the proposed Civics Education policy. She shared how Little Scholars teachers talk with students about issues/concerns and related a conversation she had with her son following the recent Freeman shooting where they talked about "What would you do if there was a gun at school?" Ms. Bower stated she is encouraged by many of the comments shared. She emphasized the importance of fighting for your kids and grandkids, and not allowing rhetoric to take control. She additionally shared that when she and her husband were looking to move their son from a private school to a public school, they did not consider the Mead School District because of its lack of diversity.

Stephanie Courtney, a graduate of Whitworth University and resident of the Mead School District, referenced the importance of seeing yourself in art, books and in movies. When you don't see yourself, you can begin hating yourself. She illustrated this by sharing the story of a black girl from the Congo who was adopted by a white family. Regarding the proposed Civics Education policy, she noted that when history is hidden it communicates that those who came before you did not, and do not, matter. In her experience with students, it is not curriculum that is ruining their lives . . . their lives are ruined when parents take away their cell phones.

Stacie Nelson, a Mead School District resident/parent, noted that all students do not fit a traditional mold. She encouraged the district to fund new alternative learning options. She also expressed her appreciation for the alternative learning options that are currently available.

President Burchard thanked all who commented. He reminded there will be no vote at this meeting on either the proposed Civics Education policy or the Library Media Center policy/procedure revision. For those who did not speak, or those who spoke and want to share additional information, he asked that they email the board and Superintendent Woodward.

Before proceeding to the next agenda item President Burchard called for a five minute break.

V. Continuing Business

A. 3rd Reading Policy & Procedure 2161 Revision Special Education and Related Services For Eligible Students

Learning & Teaching Assistant Superintendent Heather Havens presented the revision of Policy/Procedure 2161, Special Education and Related Services for Eligible Students, for third reading consideration. This policy/procedure was adopted on September 24, 2007, with revisions to the policy approved on March 10, 2008 and July 20, 2016. Revisions to the procedure were approved on March 11, 2010, January 12, 2015 and July 20, 2016. The presented revisions bring this policy/procedure into compliance with the state's new special education reporting process that requires school districts to analyze and update their special education policies and procedures by August 31, 2022. WSSDA Sample Policy 2161 and Sample Procedure 2161 were used as templates for the presented revisions.

Special Education procedures are designed to: 1) Ensure that students who are eligible for services under the Individuals with Disabilities Act are served appropriately and given assurance of individualized support for their success, and 2) Limit the district's liability and ensure fiduciary responsibility by enacting policies and procedures that mitigate potential litigation and risk.

The presented revisions to the policy are minimal.

Presented procedure revisions include changing existing language to meet the requirements of new legislation and/or policy governance. Important shifts include:

- Amending the process for Specific Learning Disability Evaluation/Qualification from the Discrepancy Model (formalized testing with cut score qualifications) to allow for Response to Intervention models and patterns of strength and weakness. By 2028 the district must have in place a robust system for ensuring scientific, research-based interventions are employed through a RTI approach for Specific Learning Disability Qualifications. (Prior to 2028 the section of the procedure that addresses this area will need to be, once again, revised/updated.)
- Clarity around interpreters, First Language support and communication, as legally required, have been added.
- Graduation requirements now require a detailed Transition Plan and High School & Beyond Plan. These plans allow access to alternate pathways for credits and course of study.
- Regarding restraint, isolation and reasonable use of force, revisions are primarily connected to the type of training to be used and the increased attention to de-escalation strategies, and a system that has its emphasis in trauma-informed practices.

In summary, Ms. Havens shared the presented revisions keep the district's special education and related services current with best practice and law.

No first reading (June 13, 2022) or second reading (June 27, 2022) changes were recommended.

Director Denholm made a motion to approve the revisions to Policy and Procedure 2161, Special Education and Related Services For Eligible Students, as presented. Director Olson seconded the motion. The motion carried unanimously.

B. 3rd Reading Policy 3246 Review & Procedure 3246 Revision Restraint, Isolation and Other Uses of Reasonable Force

Learning & Teaching Assistant Superintendent Heather Havens presented the review of Policy 3246 and revision of Procedure 3246, Restraint, Isolation and Other Uses of Reasonable Force, for third reading consideration. This policy/procedure was adopted on July 18, 2011, with revisions approved on December 14, 2015 and September 12, 2016. The presented

review/revision brings this policy/procedure into compliance with the state's new special education reporting process that requires school districts to analyze and update their special education policies and procedures by August 31, 2022.

WSSDA Sample Procedure 3246 was used as the template for the presented procedure revisions. Current Policy 3246 was compared to WSSDA Sample Policy 3246 with no policy changes recommended following this comparison/analysis. The review of the policy was brought to the board as the district must, to comply with new state requirements, show the policy was revisited to ascertain if revisions are needed.

Presented procedure revisions include changing existing language to meet the requirements of new legislation and/or policy governance. Primary revisions are connected to the type of training to be used and the increased attention to de-escalation strategies, and a system that has its emphasis in trauma-informed practices. Restraint, isolation and reasonable use of force data will be reported annually, as legally required, to OSPI.

In response to a question raised by Director Cannon at the June 27, 2022, second reading regarding restraining non-special education students engaged in a fight, Ms. Havens shared that type of situation is referenced in paragraph three of the policy.

No first reading (June 13, 2022) or second reading (June 27, 2022) changes were recommended.

Director Gray made a motion to approve the review of Policy 3246 and revision to Procedure 3246, Restraint, Isolation and Other Uses of Reasonable Force, as presented. Director Cannon seconded the motion. The motion carries unanimously.

VI. Public Hearing - 2021/2022 General Fund Budget Extension

Chief Financial Officer Heather Ellingson, in accordance with state law, presented a proposed General Fund Budget Extension for 2021/2022 for public comment. Budget extensions allow for the spending of more than was originally planned. Ms. Ellingson noted the possibility of needing a budget extension was shared on more than one occasion at earlier board meetings. The proposed extension increases the spending limit for the General Fund by \$1,750,000. In explaining the reasons for the extension, Ms. Ellingson reviewed 2021/2022 enrollment, revenues and expenditures, as well as beginning and ending fund balance. Higher than budgeted expenses resulting in the need to increase the 2021/2022 spending allocation were related to the additional cost of contracted services including Running Start/Grad Alliance, Spokane Virtual Learning and specialized programs for special needs students. In response to a question from President Burchard, Ms. Ellingson stated, based on what was spent in the three contracted service areas noted above, that those line items will be increased in the 2022/2023 budget.

There were no public comments on the presented 2021/2022 General Fund Budget Extension.

VII. New Business

A. Resolution 22-06 Budget Extension General Fund

Following the Public Hearing on the 2021/2022 General Fund Budget Extension, Chief Financial Officer Heather Ellingson presented for board consideration Resolution 22-06, Budget Extension General Fund. Approval of this resolution will increase the budget appropriation in the General Fund to \$150,183,728, an increase of \$1,750,000.

Director Olson made a motion to adopt Resolution 22-06, Budget Extension General Fund, as presented. Director Cannon seconded the motion. The motion carried unanimously. A copy of the resolution is attached.

B. Consent Agenda

Noting the large number of resignations included in the Consent Agenda, Director Cannon inquired about recruitment efforts. Superintendent Woodward shared there have been no issues hiring for certificated positions. Filing classified positions has been a bit tougher. Transportation Director Tony Davis, who was in attendance, indicated Transportation is staffed adequately for the start of the school year.

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

Consent Agenda

1. Hired Certificated Personnel:

Christopher Snyder	Mt. Spokane	Cert	1.0 FTE Continuing Assistant Principal effective 7/1/22
Matthew Walter	Northwood	Cert	1.0 FTE Leave Replacement Assistant Principal 22/23 contract year effective 8/4/22
Carl Peterson	Mead High	Cert	1.0 FTE Continuing Math/Science Teacher effective 8/23/22
Kristin Swan	Mountainside	Cert	1.0 FTE Continuing Counselor effective 8/23/22 (no longer at Highland)
Michael Mason	Northwood	Cert	1.0 FTE Continuing Secondary Compass teacher effective 8/23/22 (no longer an elementary Compass teacher)
Justin Olvey	Mt. Spokane	Cert	1.0 FTE Continuing Choir teacher effective 8/23/22
Tammy Rogers	Highland	Cert	1.0 FTE Continuing Counselor effective 8/23/22
Kaitlyn Zemke	Farwell	Cert	1.0 FTE Continuing 5 th Grade teacher effective 8/23/22
Kendra Lunin	Mountainside	Cert	1.0 FTE Continuing Math teacher effective 8/23/22
Nora Ifft	Mead High	Cert	1.0 FTE Continuing Sports Med teacher effective 8/23/22

2. Hired Classified Personnel:

Alexander Kassa | Maintenance | Class | 1.0 FTE Groundskeeper effective 8/15/22

3. Approved AP Vouchers for General Fund, Capitol Projects, Private Purpose Trust & ASB.

Vouchers audited and certified by auditing officers as required by RCW 42.24.080, and those expense reimbursement claims certified as required by RCW 42.24.090, have been recorded on a listing which has been made available to the Board. As of this day, **August 15, 2022**, the Board, by a unanimous vote does approve for payment the vouchers included in the above referenced list and further described as **Warrant Numbers 106848 to 107465** in the following amounts:

<u>Fund</u>	<u>Amount</u>
General Fund - AP	\$ 2,996,135.02
General Fund - PR	22,176,609.40
ASB Fund	202,942.30
Capital Projects Fund	491,840.93

4. Accepted the following Donation:

Mead High School ASB \$2,000 Penny Johnston Debate Scholarship (Fidelity Charitable)

5. Declared the following items as Surplus:

- 31 Desktop Computers (2015) -Dell Optiplex 7020 Model
- 40 Desktop Computers (2017) - Dell Optiplex 7010 Model
- 64 Desktop Computers (2016) - Dell Optiplex 5040 Model
- 7 Cisco Camera Servers (2014)
- 2 Flat Panel TVs (2017) . . . damaged beyond repair
- 5 LaserJet Printers (2010)
- 5 Document Cameras (2007)
- 5 Laptop Computers (2015) MacBook Air
- 90 Laptop Computers (2018) MacBook Air
- 700 NEC TDM Phones (2012) Digital Handsets
- 5 Projectors (2016)
- Numerous Math & Chem Pilot Books

6. Approved Requests for Unpaid Leave (i.e., parenting, medical, Good of the District, etc.):

Tiffany Schamber	Nutrition Services	Class	August 9-10, 2022
Suzanne Holden	Brentwood	Class	January 12-17, 2023
Meghan Bradley	Brentwood	Class	August 29, 2022 - June 30, 2023

Vieyn Krop	Shiloh Hills	Class	Mondays & Wednesdays 22/23 School Year (Amended . . . Original request for M-W approved on 6/13/22)
Wayne Hartwig	Mead High	Class	August 30, 2022 – December 19, 2022
Heather Dinkuhn	Mead High	Class	September 12, 2022 – November 20, 2022 and December 12, 2022 – August 31, 2023
Ruth Erb	Mead High	Cert	November 9-10, 2022 (9.5 hours)
Marcella Lybbert	Mead Learning Options	Cert	.4 FTE 1 st semester 22/23

7. Approve Request to Rescind Unpaid Leave:

Charmaine O'Donnal	Evergreen	Class	22/23 school year (approved 6/13/22)
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8. Approved Requests for Retirement/Resignation:

Sierra Hoseid	Midway	Class	Resignation effective 6/20/22 (Para)
Linda Luiten	Creekside	Cert	Retirement effective 6/30/22 (Librarian)
Kristin Hermann	Special Services	Cert	Resignation effective 8/29/22 (School Psych)
Richard Winter	Transportation	Class	Retirement effective 8/29/22 (Bus Driver)
Korbie Yeoman	Technology	Class	Resignation effective 7/22/22 (Exec Asst)
Linda Skiles	Transportation	Class	Resignation effective 6/21/22 (Bus Driver)
Jay Tyus	Northwood	Cert	Resignation effective 6/30/22 (Asst. Prin)
Teresa Laher	Northwood	Cert	Resignation effective 7/31/22 (Asst. Prin)
Karla Shaffer	Nutrition Services	Class	Resignation effective 7/1/22 (Admin Asst)
James Henry	Evergreen	Class	Resignation effective 8/29/22 (Para)
Barbara Cannon	Brentwood	Class	Resignation effective 6/20/22 (Para)
Angela Fietkau	Mt. Spokane	Class	Resignation effective 8/29/22 (Para)
Joel Murphy	Mt. Spokane	Cert	Resignation effective 8/29/22 (teacher)
Richard Heezen	Transportation	Class	Retirement effective 8/29/22 (Bus Driver)
Sheree Greenslitt	Evergreen	Class	Resignation effective 8/29/22 (Para)
Kyle White	Mt. Spokane	Class	Resignation effective 8/29/22 (Para)
Mary Binder	Special Services	Class	Retirement effective 8/29/22 (Revised from 10/31/22 approved on 6/27/22)
Gloria Burton	Special Services	Class	Retirement effective 8/31/22 (Revised from 10/31/22 approved on 5/23/22)
Linda Cameron-Jokinen	Colbert	Cert	Retirement effective 8/29/22 (teacher)
Melissa Graef	Meadow Ridge	Cert	Retirement effective 8/29/22 (teacher)
Joseph Burch	Mountainside	Class	Resignation effective 8/6/22
Patricia Dorr	Five Mile Prairie	Cert	Resignation effective 8/29/22 (teacher)
James Maki Jr.	Farwell	Class	Resignation effective 8/1/22 (custodian)
Sean Washington	Maintenance	Class	Resignation effective 8/12/22
Mindy Jensen	Evergreen	Class	Resignation effective 6/25/22 (para)
Quantae Anderson	Mead High	Cert	Resignation effective 8/29/22 (teacher)
Cathy Fayant	Custodial Services	Class	Retirement effective 1/31/23 (Director)
Jennifer Jamison	Mt. Spokane	Cert	Resignation effective 8/29/22 (teacher)
Susan Breneman	Mountainside	Cert	Retirement effective 8/29/22 (teacher)
Laura Knutson	Creekside	Class	Resignation effective 8/29/22 (Para)
Hettie Bigley	Colbert	Class	Resignation effective 8/26/22 (Classified Nurse)
Lauren Mason	Evergreen	Cert	Resignation effective 8/29/22 (teacher)
Leslie Conger-Williams	Skyline	Class	Resignation effective 8/29/22 (cook)

**C. Resolution 22-07
2022/2023 School Nutrition Fees**

Nutrition Services Director Kim Elkins presented Resolution 22-07, 2022/2023 School Nutrition Fees, for board consideration. The approval of lunch and breakfast fees is a part of the annual budget adoption process that must be completed by August 31st of each year.

Ms. Elkins explained the Paid Meal Equity Price Requirement for the 2022-23 school year is \$3.28. The district's current weighted average lunch is \$3.15. The district is required by USDA to raise lunch meal prices for 2022-23 to meet this weighted average. Therefore, it was recommended the price of student lunches for all grade levels be increased by 10 cents with no increase recommended for adult lunches. For breakfast an increase of 25 cents at elementary and 15 cents at secondary was recommended with no increase proposed for an adult breakfast.

In response to a question from Director Gray, Ms. Elkins explained no adult price increases were proposed as they were increased significantly last year. While noting Mead, because its free/reduced percentages are not high enough, does not qualify for the program that allows Spokane to provide free meals to all students in 2022/23, Ms. Elkins reported she had applied

for funding that, if approved, will provide free meals to all students at four elementary schools. A decision on this funding is hoped for by the end of the week.

Director Denholm made a motion to adopt Resolution 22-07, 2022/2023 School Nutrition Fees, as presented. Director Cannon seconded the motion. The motion carried unanimously. A copy of the resolution is attached.

D. Award of Milk and Dairy Contract

Nutrition Services Director Kim Elkins presented the annual renewal option on Bid 483-20-24-B through the district's interlocal agreement with Central Valley School District, for the 2022-2023 school year with Terry's Dairy, for board consideration.

The district has been satisfied with the performance of Terry's Dairy for the past several years and is confident in their ability to meet milk and dairy needs for the 2022-2023 school year.

In response to a question from Director Gray, Ms. Elkins shared that an interlocal agreement can last for as long as the district wants it to. She did, however, share the last year of the current bid with Terry's Dairy is the 24/25 school year.

Director Cannon made a motion to award Bid No. 483-20-24-B Milk and Dairy contract for the 2022-2023 school year to Terry's Dairy, as presented. Director Gray seconded the motion. The motion carried unanimously.

E. Award of Prime Vendor Contract

Nutrition Services Director Kim Elkins presented PSJPC RFP# 202223-1 Prime Vendor with US Foods providing grocery items to the Mead School District in 2022/23. This contract is available through the district's membership in the Puget Sound Joint Purchasing Cooperative (PSJPC). The base year for this RFP is the 2022-2023 school year, with one-year renewal options through 2027-2028.

US Foods has been the district's Prime Vendor for the past several years and the district is confident in their ability to meet grocery needs for the 2022-2023 school year.

Ms. Elkins shared the cost to be a member of the Puget Sound Joint Purchasing Cooperative is \$600 and that the district is fortunate to be located in an area with a local grocery distribution center.

Director Cannon made a motion to award PSJPC RFP# 202223-1 Prime Vendor contract for the 2022-2023 school year to US Foods, as presented. Director Denholm seconded the motion. The motion carried unanimously.

F. Award of Fuel Contract

Transportation Director Tony Davis presented the annual renewal option with PetroCard for fuel services, including unleaded gasoline and diesel fuel, for 2022/23, for board consideration.

The base year for this Request for Proposal was the 2020-2021 school year with four one-year renewal options through 2024-2025. PetroCard was the district's fuel service provider in 2021/2022 and the district is confident in their ability to meet fuel needs for the 2022-2023 school year.

Information comparing fuel costs from 2021/22 to anticipated costs in 2022/23 was provided to each board member. Throughout the year, just like for everyday consumers, the cost of fuel purchased by the district will fluctuate based on current market conditions.

Director Olson made a motion to award PetroCard the contract for fuel services for the 2022-2023 school year, as presented. Director Cannon seconded the motion. The motion carried unanimously.

G. 1st Reading Policy 2401 Adoption Civics Education

Director Cannon presented the adoption of Policy 2401, Civics Education, for first reading consideration. If adopted this would be a new policy for the Mead School District.

Before presenting, Director Cannon once again thanked the many community members who commented, sharing he took note of the trends/issues that stood out, listening intently with an open mind. It is his perspective there is more common ground among all than one might imagine. A summary of additional information/thoughts shared by Director Cannon are set forth below:

- In response to the *Why now?* question, he noted a recent WEA paid ad in support of *Honestly in Education*. The timing of this ad makes his proposal timely/relevant.
- He is open to dialogue on the subject and revisions to the presented policy.
- He acknowledged the presented policy was modeled after a bill introduced in the state legislature. He kept some of the bill's language and omitted other sections. It is very common for school board policies to be driven by specific language in a state bill (example WSSDA sample policies).
- He noted the need for common language as each person, when they hear the term CRT, has a different understanding of what it means.
- He believes there is social pressure to use education to change society.
- He stated OSPI, who establishes state learning standards, has an agenda to shape what kids learn on certain topics.
- He noted it is the job of the school board to set policy.
- He assured the presented policy is not intended to hide racism.
- He referenced/reviewed the five principles of CRT.
- He noted the work of Kimberlé Crenshaw, a CRT scholar.
- He noted the differences between equality and equity.
- He wondered how many who made public comment actually read the proposed policy.
- It is his position the district should teach complete and accurate history, hiding nothing. He is a proponent of teaching more. However, that should not include teaching kids they are hopelessly born into something. Teachers should not go beyond history and tell white kids they are oppressors and black kids that they are oppressed.
- Regarding CRT, he is not suggesting a widespread problem exists. He believes having a policy that addresses a problem that doesn't exist is "okay." The proposed policy sets forth expectations for Civics Education.

Noting again that the board would not be taking action on the proposed policy at this meeting, President Burchard asked for board feedback/comments.

Director Denholm, noting he will be gone for the next board meeting, shared he appreciated the comments shared by the public and noted he will need more time to consider the proposal.

Director Olson stated he had no questions at this time, sharing he "learned a lot from the community."

Director Gray noted it is unfortunate a policy is needed to assure true facts are taught. CRT divides people into two categories that are determined at birth - that of an oppressor or someone who is oppressed. This is completely un-American. She does not believe the dark details of history should be hidden but, it is her position, teaching Critical Race Theory will dismantle America. She has had conversations with teachers who shared with her they were afraid to come

this evening to show their support for the proposed policy. Parents have told her they are fearful. She stands with parents and supports the proposed policy.

President Burchard noted the policy addresses a very polarizing and politically charged topic. He additionally shared he is not a fan of board members writing policy. He would like to see a presentation from staff on what is currently taught in Civics and noted the district has not done a curriculum adoption in several years. Director Denholm concurred that it would be advantageous to hear from district staff.

Asked to comment by President Burchard, Superintendent Woodward first noted, while not a voting board member, his role as superintendent includes acting as an advisor to the board. From his perspective items of concern/note included the following:

- Approval of the policy as presented circumvents and/or is in conflict with the district's Curriculum Adoption policy and procedure. It leapfrogs processes already approved by the board.
- The board has not heard from the district's Learning & Teaching team about what is taught and is not taught. It would additionally be prudent for the board to hear about how concerns regarding materials and/or content are addressed.
- In adopting curriculum, the focus has always been on what we want students to learn, not what we don't want them to learn. Going down this path is concerning.

No first reading changes were recommended. The policy will be brought back for additional consideration at an upcoming board meeting.

H. 1st Reading Policy & Procedure 2021 Revision Library Media Center

Director Cannon presented the revision of Policy & Procedure 2021, Library Media Center, for first reading consideration. The policy/procedure was adopted on October 31, 2005, and was revised on December 12, 2011.

The presented policy revision proposes adding language that states resources must be age appropriate and shall not include references to gender identity, gender fluidity, the gender spectrum or gender-neutral ideology in any form in Elementary libraries.

In the procedure, the presented revision includes a new item in the "consideration for de-selection" section regarding references to gender identity, gender fluidity, the gender spectrum, or gender-neutral ideology in any form in Elementary libraries.

Director Cannon once again noted the emotion/passion associated with the proposed revision. The intent of the policy/procedure revision is not to marginalize any group. At the K-5 level he does not believe, in a public school setting, the topics of gender identity, gender fluidity, the gender spectrum or gender-neutral ideology should be introduced including availability of materials on this topic in elementary school libraries. By way of illustration, he referenced a recent situation where a Spokane Public Library book, that includes illustrations that could result in a child questioning whether or not they are who they are, was accidentally sent to one of the district's elementary schools. Director Cannon additionally noted, if the presented language is not eloquent enough, he is open to revisions.

Director Gray asked the question, *What are we afraid of?* and stated public school is not the place to push these types of issues. This is alarming to many parents and students who are not comfortable having these type of books available in elementary libraries. The topic of gender identity, etc. should be left to parents and is not something public education should address. On topics like this parents want reassurances appropriate guardrails are in place.

President Burchard shared he would like to have the district's librarian do a presentation on the book selection process.

Superintendent Woodward noted he has talked with Trish Henry (district librarian) and she is happy to do a board presentation that includes information on current safeguards.

No first reading changes were recommended. The policy will be brought back for additional consideration at an upcoming board meeting.

VIII. Reports

A. Financial Report for the Month of June 2022

Chief Financial Officer Heather Ellingson presented the June 2022 Financial Report. In addition to a review of year-to-date revenues, expenditures and fund balance, Ms. Ellingson talked briefly about predictable encumbrances like contracted wages, and other items, like overtime pay and supplemental contracts, that cannot be predicted and therefore cannot be encumbered in advance.

B. 2022/2023 Draft Budget

Superintendent Woodward and Chief Financial Officer Heather Ellingson presented the 2022/23 Draft Budget. The report included historical enrollment and unassigned fund balance information, as well as a review of information shared by Superintendent Woodward in April in conjunction with the board's approval of the 2022-2023 Modified Educational Program resolution that authorized a reduction in expenditures ranging from \$2 million to \$3.3 million to address and resolve the district's financial emergency and general budget uncertainty. The report additionally included a breakdown of proposed 2022/2023 budget expenditures by program and area.

As shared at earlier board meetings, Superintendent Woodward again talked about the February 2024 levy renewal and the need to look at increasing the levy rate, noting the district cannot support its current education program with the current \$2 rate. For the 2023/2024 school year the district will once again need to make reductions, on top of the reductions made in the 2022/2023 school year, ranging from \$3 million to \$6 million.

The report concluded with a presentation on elementary staffing and shuttling. This included three options for the board to consider. Prior to explaining the three options it was shared that the presented draft 2022/23 budget includes 11 elementary teaching positions that have yet to be hired. Option A does not hire the 11 elementary teachers necessitating the shuttling of several students from their home school to another Mead school. The total cost of this option is \$63,730. Option B hires all 11 budgeted positions thereby essentially eliminating all shuttling. The total cost of this option is \$884,830. Option C hires 7 of the 11 teachers and includes running five shuttles. The total cost of this option is \$582,930.

Following discussion, that included board members indicating, if there were no budget concerns, they prefer not to shuttle students, the board directed the district to go with the proposal outlined in Option C. The situation will be monitored closely and additional positions can be added in the future.

In response to a question from Director Gray, Ms. Ellingson affirmed the presented draft 2022/2023 budget does not include a line item for elementary sports.

A copy of the PowerPoint used in this report is attached.

C. Superintendent's Report and Discussion Items

Superintendent Woodward shared principal meetings that took place August 16-19 were very productive. The district has wonderful building administrators who are excited for the start of a new school year.

IX. Adjourn

The meeting was adjourned at 10:30 pm.

President

Secretary



**RESOLUTION 22-06
Budget Extension
General Fund**

WHEREAS, the Board of Directors established a budget appropriation for 2021/2022 in the amount of \$148,433,728 for the General Fund pursuant to Resolution 21-10 on August 30, 2021, based on the best estimates available, and

WHEREAS, RCW 28A.505.170 authorizes school districts to increase the amount of appropriation (expenditure level), and

WHEREAS, unexpected and additional General Fund expenditures in the amount of \$1,750,000 are necessary due to additional contracted services.

NOW THEREFORE BE IT RESOLVED, the Board of Directors of Mead School District No. 354 of Spokane County adopts the 2021/2022 budget extension in the amount of \$150,183,728 for the General Fund.

BE IT FURTHER RESOLVED, that sufficient resources are available to fund the revised appropriation level.

Adopted this 15th day of August, 2022.

Attest:

Secretary to the Board

**Mead School District No. 354
Board of Directors**



RESOLUTION 22-07
2022/23 School Nutrition Fees

WHEREAS, fees and budget policies for school nutrition fees are incorporated into the operations of the school budget,

NOW, THEREFORE BE IT RESOLVED by the Board of Directors that the amounts set forth on the attached 2022/2023 Meal Price Recommendation be established and administered in the 2022/2023 operating budget.

ADOPTED by the Board of Directors of Mead School District No. 354, Spokane County, Washington and authenticated by the signatures affixed below.

Dated this 15th day of August, 2022.

Attest:

Secretary to the Board

Mead School District No. 354
Board of Directors



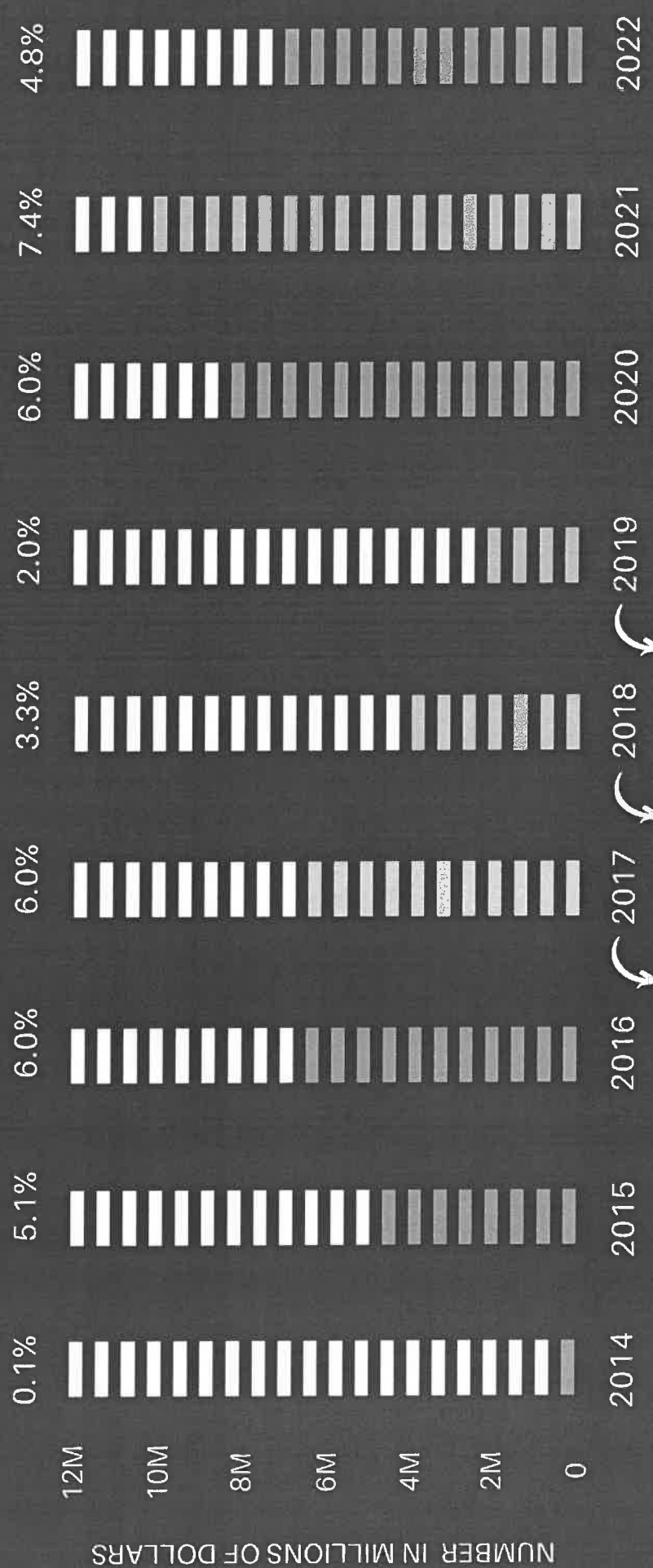
Nutrition Services
12509 N. Market St. Bldg E, Mead, WA 99021
Telephone (509) 465-6100 FAX (509) 461-5111

2022-2023 Meal Price Recommendation

	Current Breakfast	Proposed Breakfast	Current Lunch	Proposed Lunch
Elementary	1.60	1.85	2.85	2.95
Middle	1.85	2.00	3.40	3.50
High	1.85	2.00	3.40	3.50
Adult	3.00	No change	5.00	No change
Milk	.65	No change	.65	No change

1. Paid Meal Equity Price Requirement for the 2022-2023 school year is \$3.28. The current weighted average price for lunch is \$3.16. USDA requires increases in lunch meal prices for 2022-2023 to meet the weighted average of \$3.28. **See attached.**
2. The increase in price will meet USDA requirements for lunch meal pricing and also assist in covering increases in food and supply costs.

UNASSIGNED FUND BALANCE YEAR-BY-YEAR



2020-2021-2022
Revenues from ESSER, Enrollment Stabilization, Regionalization

April 2019
School levy cap changed to \$2.50

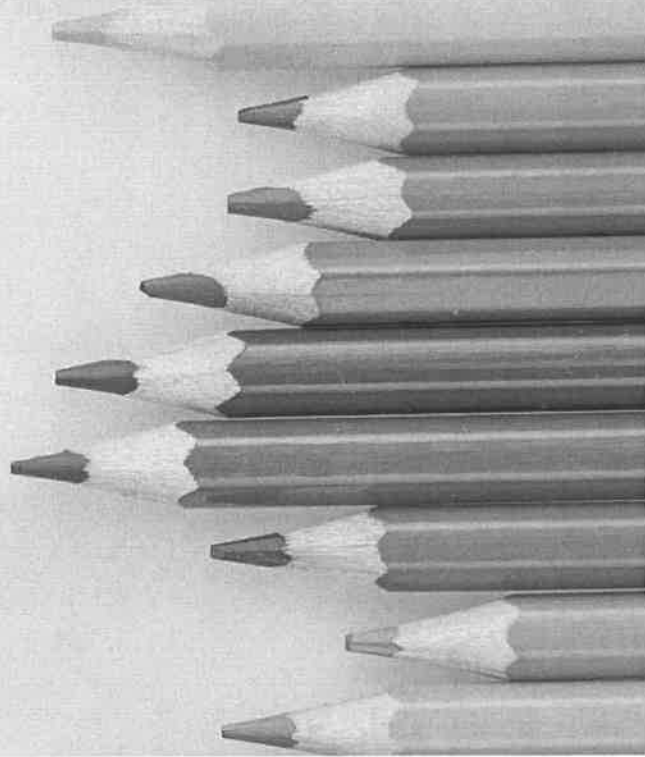
June 2018
McCleary Decision upheld by Supreme Court

April 2017
School levy capped at \$1.50 by state

Enrollment

	Head Count	FTE	*Predicted
2015	9,772	9,278.63	
2016	9,972	9,442.74	
2017	10,265	9,895.07	
2018	10,550	10,157.21	
2019	10,530	10,181.70	11,043
2020	10,081	9,722.86	11,497
2021	10,190	9,874.14	11,928

*According to the Student Population Projections Study performed by Davis Demographics in 2018.





New Facility Operational Costs

Creekside Elementary

\$770,517

Skyline Elementary

\$797,465

Highland Middle School

\$1,756,097

Union Stadium

\$300,000

Approx. annual operating cost

\$3,624,079





2023 Changes in Revenue/Expenditures

ESSER	-\$1,500,000
Enrollment Stabilization	-\$1,300,000
Regionalization	-\$500,000
IPD/COLA Increase	-\$1,350,000
Prototypical Model Increase	<u>+\$844,000</u>
Net change	-\$3,806,000





2022-2023 Position/Budget Adjustments

District Administrative Positions	\$325,500
District Office Staff	\$300,000
Building Administration	\$215,000
Ed Specs Program Elimination - Net Savings (25%)	\$250,000
Maintenance Budget	\$360,500
Wastewater Plant Changeover	\$70,000
Transportation (Route Elimination/subscriptions)	\$165,000
Mead Virtual Program	\$200,000
District Materials, Supplies & Operating Costs (MSOCs)	\$300,000
Certificated Teaching Positions	<u>\$400,000</u>
Approx. Net Savings	\$2,586,000



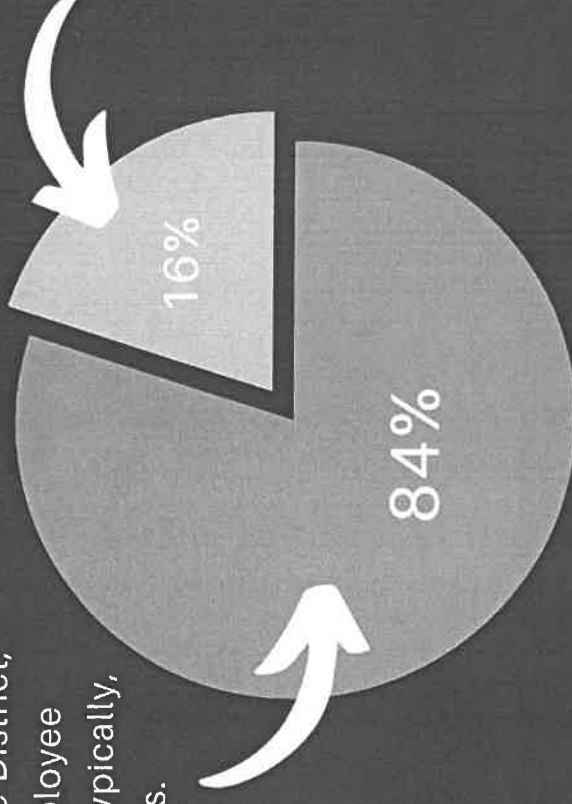


2022-2023 Budget At-A-Glance

The Mead School District's funding comes from three sources: local, state and federal. Local dollars are levies funded by taxpayers in the district. State dollars are primarily apportioned to districts based on the state's prototypical funding model. Federal dollars are grants restricted to a specific purpose.

Of the total expenditures for the District, more than **84%** is spent on employee salaries, wages and benefits. Typically, these items are tied to contracts.

- Teachers
- Administration
- Maintenance
- Custodians
- Support staff
- Transportation staff
- Coaches



Expenditures for materials, supplies and operating costs (MSOCs) make up the budget's remaining **16%**.

- All supplies
- Technology
- Service contracts
- Software and systems
- Food service
- Insurance
- Utilities
-and more.

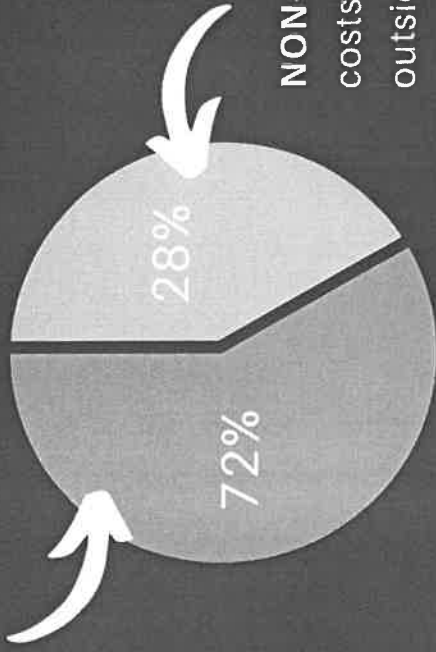


2022-2023 Budget At-A-Glance

Overall, total expenditures for the District can also be broken down into two high-level cost categories.

TEACHING and TEACHING

SUPPORT: costs directly related to the classroom including salaries and MSOCs.



NON-INSTRUCTIONAL:
costs that occur
outside the classroom

Expenditure Categories (% of total)

- Debit/Credit Transfers (=0)
- Certificated Salaries (44.67%)
- Classified Salaries (16.04%)
- Employee Benefits & Payroll Taxes (23.63%)
- Supplies and Materials (7.57%)
- Purchased Services (7.57%)
- Travel (0.24%)
- Capital Outlay (0.29%)

Total Budget (\$)
2022-23 = \$159,476,853



2022-2023 Budget At-A-Glance

Taking the breakdown of the budget one step further....

Budget Category	2022-23	2022-21	\$ Change	% Change
Basic Education	\$89.38M	\$84.81M	\$4.57M	5.4%
Special Ed Instruction	\$21.25M	\$19.74M	\$1.51M	7.6%
Support Services	\$32.58M	\$30.95M	\$1.63M	5.3%



Includes Transportation, Custodial,
 Nutrition/Food Services, Maintenance,
 Human Resources, Business Services,
 Payroll, Communications

Remaining Budget = \$16.27M

includes Federal funding, Vocational & Compensatory Ed,
 Community Services & Other Instruction

*All items on this slide can be found on pages 17-19 of
 Form F-195.



Additional Budget Considerations

- **Reverse Fund Balance Trend**
- **Minimize and/or Eliminate Shuttling at Elementary Level (lower class size)**
- **Instructional Material Adoption Cycle**
- **Safety and Security Enhancements (Ex. AI Technology, SRO, etc)**
- **Elementary Sports Grades 4 and 5 (Approximately \$200,000)**
- **Increase Mental Health Support**





2022-23 Master Projection Sheet

	Seats		Enrollment		Staff		Seats Remain												Total FTF	Total Pending	Total FTF	Total Pending
	K	FTF	FTF	FTF	FTF	FTF	FTF	FTF	1st	2nd	3rd	4th	5th	FTF	FTF	FTF	FTF	FTF				
Brentwood	60	58	4	83	1	72	80	2	78	86	1	78	86	1	90	91	1	450	484			
	3	2		11		3	-8		3	-8		3	-8		3	-1		18	-34			
Colbert	35	44		70		72	70		78	68		91	79	4th Pending	73	72		421	403			
	2	-9		2		3	2		3	10		3.5	0		2.5	1		17	6			
Creekside	20	29		36		48	39		52	42		26	28	4th Pending	30	28		224	202			
	1	-9		12		2	9		2	10		1	-2		1	2		9	22			
Evergreen	60	68	1	71		84	79		78	75		104	90	4th Pending	90	85		500	468			
	3	-8		12		3.5	4		3	2		4	14		3	5		20	29			
Farwell	60	58		72		72	62		78	72		104	97	4th Pending	90	82		476	443			
	3	2		0		3	10		3	6		4	7		3	8		19	33			
M. Ridgely	60	56		66		60	65		64	63		78	78	4th Pending	60	69		394	397			
	3	4		6		2.5	5		2.5	1		3	0		2	-9		16	-3			
Midway	60	46	3	56		64	64		78	65		78	75	4th Pending	90	74		426	380			
	3	14		0		2.5	0		3	13		3	3		3	16		17	46			
Prairie View	39	48		65		71	67		77	64		77	75	4th Pending	89	70		397	389			
	2	-9		6		3	4		3	13		3	2		3	19		16	35			
Shiloh Hills	60	58		59		72	71		52	49		78	70	4th Pending	60	54		370	361			
	3	2		11		3	1		2	3		3	8		2	6		15	0			
Skyline	60	53	1	64		72	71		52	58		68	68	4th Pending	5th FTF	66		394	380			
	3	7		8		3	1		2	-6		2.5	0		2.5	4		16	14			
Totals	514	518	8	642	1	687	668	0	687	642	0	782	746	4th Pending	5th FTF	691	0	4079	3907			
	26	-4	0	28	0	28.5	18	0	26.5	44	0	30	24	0	111	51	0	250	157			



Elementary Staffing - OPTION A

Option A- Shuttle to minimize hiring

Kind	1st	2 nd	3 rd	4th	5 th
9 Colbert to Midway (\$5,450)	11 Brentwood to Evergreen (\$4,830)	8 Brentwood to Creekside (\$4,830)	8 Brentwood to Creekside	8 Brentwood to Evergreen	9 Meadow Ridge to Midway (\$6,070)
2 Evergreen to Brentwood (\$4,830)	11 Shiloh to Creekside (\$5,760)	5 Meadow Ridge to Farwell (\$5,140)	6 Skyline to Prairie View (\$3,600)	2 Creekside to Farwell (\$3,600)	1 Brentwood to Evergreen
6 Evergreen to ?					
2 Creekside to Farwell					
4 Creekside to Meadow Ridge (\$5,150)					
3 Creekside to Midway (\$6,070)					
7 Prairie View to Skyline (\$3,600)					
2 Prairie View to ?					
2 Prairie View to Brentwood (\$4,800)					

Approx. 1 Shuttles at a yearly cost: \$63,730

Approx. 12 Certificated positions below budget (\$80,000 x 12 = \$960,000)

Total Cost: \$63,730



Elementary Staffing - OPTION B

Option B- Hiring to minimize shuttles

Kinder	1st	2 nd	3 rd	4th	5 th
Hire FTE Colbert	Hire FTE Combo Brentwood	Hire FTE Combo Brentwood	Hire FTE Combo Brentwood	Hire FTE Combo Brentwood	Shuttle 1 Brentwood to Evergreen (\$4,830)
Hire FTE Creekside	Hire FTE Shiloh	Hire FTE Meadow Ridge	Hire FTE Skyline	Hire FTE Creekside	Hire FTE Meadow Ridge
Hire FTE Evergreen					
Hire FTE Prairie View					

Hire 11 FTE (removes existing shuttles based on current enrollment) \$80,000 x 11 = \$880,000
 Shuttle from Brentwood to Evergreen

Total Cost: \$884,830



Elementary Staffing - OPTION C

Option C- Mixture of Shuttle and Hiring (Sample below. Many scenarios available)

	1 st	2 nd	3 rd	4 th	5 th
Kinder					
Colbert Hire 1 (\$80,000)	Brentwood Hire Teacher (\$80,000)	Brentwood Hire 1 FTE Combo	Brentwood Hire 1 FTE Combo Teacher (\$80,000)	Brentwood Hire 1 FTE	Meadow Ridge Hire 1 FTE (\$80,000)
Evergreen Hire 1 (\$80,000)	Shiloh to Creekside (\$5,760)	Meadow Ridge to Farwell (\$5,140)	Skyline to Prairie View (\$3,600)	Creekside to Farwell (\$3,600)	
Creekside Hire 1 FTE (\$80,000)					Brentwood to Evergreen (\$4,830)
Prairie View Hire 1 FTE (\$80,000)					

Hire 7 FTE (7 x \$80,000= \$560,000)
 Run 5 shuttles (\$22,930)

Total Cost: \$582,930