



**Minutes from the Regular Meeting of the Board of Directors
Monday, September 26, 2022**

The Board of Directors held a Regular Board Meeting on Monday, September 26, 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 September 12, 2022, Regular Board Meeting, as presented. Director Olson seconded the motion. The motion carried unanimously.

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

Noting there were no community members/individuals present who signed-up to speak on agenda topics, President Burchard opened the floor for board/staff comments.

Board/Staff Comments

Director Gray, who had the opportunity to work concessions at Union Stadium for the Mead versus Gonzaga Prep football game, alongside Mead High School cross-country parents, noted it was a very busy/exciting evening. She expressed her hope that the evening resulted in a good profit for the Mead High School Athletic Booster Club.

Director Cannon spoke positively about the recent, district sponsored, *Future Ready* event that took place at Mead High School. Tessa Stucky, the keynote speaker, who spoke on the topic of teen mental health, did a fantastic job. Director Cannon noted he looks forward to upcoming events in the *Future Ready* series.

Director Olson, noting he has recently attended a lot of high school volleyball matches, made particular reference to the recent *Linda Sheridan Tournament* where both Mead School District high school teams did very well.

V. Continuing Business - none

VI. New Business

A. Consent Agendas A & B

Director Gray, noting the hiring of a number of para educators, inquired about the status of staffing particularly in Special Education. Jared Hoadley, Business & Operations Assistant Superintendent, shared the district is tight in all classified support personnel areas. The district is making progress but not all open positions have been filled.

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

Director Cannon made a motion to approve Consent Agenda B, as presented. Director Gray seconded the motion. The motion carried. Director Olson abstained. (The Extra-Curricular stipend referenced is being paid to a relative of Director Olson.)

Consent Agenda A

1. **Hired Certificated Personnel:**

Lisa Corning	Mead Learning Options	Cert	.3 FTE Continuing teacher effective 9/2/22
Emily Bertholic	Mead Learning Options	Cert	.5 FTE Continuing teacher effective 8/30/22
Jennifer Springstead	Mead Learning Options	Cert	.1 FTE Leave Replacement teacher in addition to .9 FTE Continuing 22/23 school year effective 8/30/22
Erin Glasser	Mead Learning Options	Cert	.4 FTE Leave Replacement teacher in addition to .6 FTE Continuing 22/23 school year effective 8/30/22
Claire Perry	Farwell	Cert	1.0 FTE Continuing 1 st Grade teacher effective 8/30/22
Vivian Davis	Special Services	Cert	1.0 FTE Continuing Resource Room teacher (assigned to Shiloh Hills) effective 8/30/22 (no longer at Colbert)
Allison McCready	Mead High	Cert	.2 FTE Continuing Health/Fitness teacher in addition to .8 FTE Continuing effective 8/30/22
Shanti McComas	Special Services	Cert	1.0 FTE Continuing Elementary Compass Teacher effective 8/30/22
Shawn Schuler	Mountainside	Cert	.4 FTE Continuing Reading Enrichment teacher in addition to .6 FTE Continuing effective 8/30/22
Katrina Furness	Highland	Cert	.4 FTE Continuing Resource Room Inclusion teacher effective 8/30/22
Linda St Clair	Mead High	Cert	.2 FTE Continuing Art Teacher in addition to .4 FTE Continuing effective 8/30/22
Tammie Slater	Mead Learning Options	Cert	.5 FTE Continuing + .3 FTE Leave Replacement teacher 22/23 school year effective 8/30/22
Elizabeth Williamson	Mead Learning Options	Cert	.5 FTE Leave Replacement teacher 22/23 school year effective 9/12/22
Katie Semko	Mead Learning Options	Cert	.5 FTE Leave Replacement teacher 22/23 school year effective 9/13/22
Jennifer Gates	Meadow Ridge	Cert	.2 FTE Leave Replacement Combo Support teacher 22/23 school year in addition to .5 FTE Continuing effective 9/2/22

2. **Hired Classified Personnel:**

Danielle Hall	Brentwood	Class	Leave Replacement Admin Assistant effective 9/6/22
Carol Anson	Mountainside	Class	6.6 hrs/day Para Educator effective 9/1/22
Tonya Riffin	Shiloh Hills	Class	4.75 hrs/day Para Educator effective 9/19/22
Stephanie Abel	Prairie View	Class	6 hrs/day Para Educator effective 9/1/22
Tiffany Baisch	Mt. Spokane	Class	8 hrs/day Admin Assistant effective 8/24/22
Justin Cole	Warehouse	Class	8 hrs/day Warehouse Delivery effective 9/6/22
Julie Kautzman	Evergreen	Class	6 hrs/day Para Educator effective 9/13/22
Charmaine O'Donnal	Special Services	Class	8 hrs/day Assessment Technician effective 8/30/22
Roy West	Custodial Services	Class	8 hrs/day Custodian effective 9/19/22
John "Mike" Blair	Transportation	Class	4.75 hrs/day Bus Driver effective 8/30/22
Robert Smalley	Transportation	Class	4.92 hrs/day Bus Driver effective 8/30/22
Ena O'Connor	Nutrition Services	Class	3 hrs/day Cook III effective 8/30/22
Ena O'Connor	Transportation	Class	4.75 hrs/day Bus Assistant effective 8/30/22
Donna Berger	Mead High	Class	6.15 hrs/day Para Educator effective 9/6/22
Brenda Barron	Nutrition Services	Class	6.75 hrs/day Cook Manager II effective 9/1/22

3. **Hired Certificated Substitutes:**

Emily Glutting	Angie Morris	Sharon Wilkes	Kathryn Cooke
Sarah Hudson	Campbell Dougherty	Christine Axas	Emily Franz-Davis
Jonathan Klins	Natalia Petroske		

4. **Hired Classified Substitutes:**

Susan Frasier	Andrea Hedrick	Laura Ketcham	Adriana Motier
Sharon Kuntz	Devin Murray	Meredith Brinton	Jessica Overbay
Rick Winter	John Blair	Brandi Elmore	

5. **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, **September 26, 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 107852 to 108108** in the following amounts:

<u>Fund</u>	<u>Amount</u>
General Fund - AP	\$ 2,476,144.90
General Fund - PR	240,177.47
ASB Fund	97,723.22
Capital Projects Fund	165,769.98

6. **Approved Supplemental, Co-Curricular & Extra-Curricular contracts.**

7. **Declared the Following Items as Surplus:**

- Modern Chemistry Teacher Edition (1)
- Modern Chemistry Student Edition (1)
- Modern Chemistry Student Workbook (100)

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

Jeanne Downing | Evergreen | Class | 10/12/22 - 1/27/23

9. **Approved Requests for Retirement/Resignation:**

Annie Bryceson	District Office	Class	Resignation effective 12/30/22 (Accounting Specialist)
Toni Hoke	Mt. Spokane	Class	Resignation effective 9/16/22 (Para Ed)
Don Charles	Transportation	Class	Resignation effective 5/26/22 (bus driver)
Anna Downs	Farwell	Class	Retirement effective 9/30/22 (Para Ed)
Chelcie Endicott	Evergreen	Class	Resignation effective 10/7/22 (Para Ed)

Consent Agenda B

1. **Approved Extra-Curricular Contract:**

Yukon Degenhart Cross Country (Mountainside) \$4,326.00

B. Contract/Bargaining Agreement Mead Principal Association

Superintendent Woodward presented a tentative one-year contract agreement (July 1, 2022 – June 30, 2023) with the Mead Principal Association for board consideration. The association ratified this tentative agreement in mid-August. A comprehensive summary of contract changes was provided to each board member for their review prior to this meeting. Other than the state determined IPD, which is not new contract language and is provided to all district employees, there is no increase in the principal salary schedule.

Superintendent Woodward provided an overview of contract changes that included the following:

- A new section titled *Labor Management* has been added that formalizes the desire of both the district and association to meet bi-monthly throughout the school year to problem-solve any areas of concern.
- The addition of *Juneteenth* as a holiday, which increases the number of holidays from 12 to 13.
- Language revision that states the establishment of the calendar of days principals are required to work outside the 180-day school year calendar will now take place in Labor Management rather than via a Work Year Calendar Committee.
- In the *Annual Leave* section removing reference to the purpose for which the days are provided.
- In the *Vacation* section the addition of language that states the use of more than two consecutive vacation days during the 180-day school year must be approved by the Superintendent.

- The addition of language in the *Flexible Worksite* section that clarifies when working offsite is, and is not, permissible.
- The addition of language that states, when a position is posted, a link to the posting will be emailed to all association members.

Regarding the one-year duration, Superintendent Woodward noted this length was mutually agreed to. During 2022/23 the district and association will look at administrator staffing levels in the Mead School District and compare them to like districts in the Spokane area to determine if adjustments are warranted.

Director Denholm made a motion to approve the one-year tentative collective bargaining agreement between the Mead Principal Association and the Mead School District, as presented. Director Gray seconded the motion. The motion carried unanimously.

C. Contract/Bargaining Agreement Mead Education Association

Superintendent Woodward presented a tentative three-year contract agreement (September 1, 2022 - August 30, 2025) with the Mead Education Association for board consideration. The association ratified this tentative agreement on August 23, 2022. A comprehensive summary of contract changes was provided to each board member for their review prior to this meeting. Other than the state determined IPD, which is not new contract language and is provided to all district employees, there is no increase in the salary schedule for MEA members.

Business & Operations Assistant Superintendent Jared Hoadley, who was the lead negotiator for the district, extended his thanks to the bargaining team members from both sides, noting in particular the collaborative nature of the process. Set forth below is a summary of contract additions/revisions:

- The biggest contract changes are a result of the elimination of the Education Specialist Program, which has a direct impact on Special Education compliance. All references to Education Specialists have been removed from the contract and stipends for Case Managers (\$3,200 per 1.0 FTE) and School Psychologists (\$4,000 per 1.0 FTE), who are picking up various compliance components, have been added. The reorganization includes the hiring of two additional School Psychologists and a Pre-School Family Support Coordinator. Net annual savings to the district from this reorganization is \$255,000.
- A section dedicated to stand-alone programs, and how assignment and involuntary transfers will be handled in each of these programs, has been added.
- Additional elementary Resource Room teacher time will now be added in .2 FTE increments rather than .25.
- Special Circumstances Transfer Language has been added that allows, upon mutual agreement, the temporary or permanent transfer of an employee from one location to another.
- Special Education Overload Compensation language has been added to the contract.
- Elementary Recess MOU language has been added to the contract.
- Assessment Days MOU language, stating that these days may not be scheduled on Mondays or Fridays, has been added to the contract.
- Elementary Conference MOU language has been added to the contract.
- A \$500 per 1.0 FTE annual allocation for use by Occupational Therapists and Physical Therapists for professional development/continuing education and/or curriculum purchases has been added to the contract.
- A \$500 per 1.0 FTE annual stipend for DLC teachers has been added, in addition to one professional development/training day per year.
- Fine Arts Co-Curricular Stipends have been updated as a result of middle schools now being three grades rather than two. The new language also includes the maximum

percentage that will be paid to one individual, as well as the addition of a Marching Band stipend at each high school.

- Language reflecting the district's current CTE Stipend practice has been added to the contract.
- Language reflecting the district's current Salary Schedule Placement practice has been added to the contract.

In addition to these contract changes, Mr. Hoadley reviewed MOUs that have been agreed to regarding lost prep time because of Access Time at middle schools, PLC start and end times at elementary schools, and Tiered Responsibility Compensation.

In response to a question from Director Cannon, Mr. Hoadley explained a three-year contract allows the district to better plan and budget. The district and association participate in weekly Labor Management meetings where issues are addressed and resolved as they arise. Superintendent Woodward noted this past year the district and MEA have been very collaborative in working through issues.

President Burchard expressed his appreciation for a three-year contract, noting he believes this is a positive.

Director Cannon made a motion to approve the three-year tentative collective bargaining agreement between the Mead Education Association and the Mead School District, as presented. Director Denholm seconded the motion. The motion carried unanimously.

VII. Reports

A. Superintendent's Report and Discussion Items

Before beginning, Superintendent Woodward introduced Facilities & Planning Director Ned Wendle who welcomed all in attendance to the new Union Event Center space. In addition to hosting board meetings the space, which has a seating capacity of 600, will expand the performing arts aspects of the Union campus. Secondary band, choir and orchestra directors are excited about the many performance possibilities this new space will allow. It is hoped supply chain issues will be resolved soon and that the space will be 100% complete by January 1st.

Superintendent Woodward's report included the following:

- A bar graph that was recently published in the Spokesman Review comparing English Language Arts and Mathematics assessment scores pre and post pandemic for the state, Mead School District, Central Valley School District and Spokane Public Schools was shared. Acknowledging these assessment scores are only one piece of the pie, Superintendent Woodward noted the Mead School District had higher scores in all categories than statewide averages and both local school districts compared on the chart. This is reason to celebrate and is a testament to the district's great teaching staff. At an upcoming board meeting the district will share more in-depth, grade specific, growth/assessment data.
- A recap of the district's first *Future Ready* series event held at Mead High School on Tuesday, September 13th, that featured Keynote Speaker Tessa Stuckey and a Community Resource Fair. The event, which focused on student mental health, was attended by more than 250 community members, which far exceeded district attendance expectations of 150.
- Regarding school safety, Superintendent Woodward reported the district will be conducting Building Safety Audits at all 18 buildings that house students on Friday, September 30th. District administrators will be checking for physical vulnerabilities of both interior and exterior spaces, and then create reports to assist in improving security. Building administrators know about Friday's audit. However, future audits will be

unannounced. The purpose of these safety audits is to identify areas of concern and make improvements.

Regarding the *Future Ready* event, Director Olson noted it received a favorable report in the Spokesman.

Director Cannon, noting the partnership between MultiCare Valley Hospital and the Central Valley School District, as reported in the Spokesman, that supplies every classroom with a *Stop the Bleed* kit, asked if this is something Mead could do. Business & Operations Assistant Superintendent Jared Hoadley shared the district is close to doing this same thing but is not quite there yet.

In response to board questions regarding safety and security, Superintendent Woodward shared building administrators investigate and take every reported safety concern seriously. Noting financial resources are limited, Superintendent Woodward shared the district continues to research ways to enhance security that do not cost a lot of money including encouraging students to *say something* if they *see something*. He additionally talked about an upcoming student shooter profile training for all district administrators. While the Safety & Security Committee formed a few years ago is no longer meeting, the district's Threat Assessment Team continues to be a vital safety/security resource.

Responding to a question from Director Gray about the compatibility of the district's network to artificial intelligence software, Superintendent Woodward shared this has been looked into and the district would need to spend considerable money to upgrade the network in order for the software to function as designed.

VIII. Executive Session

A. Review the Performance of a Public Employee

At 6:45 pm President Burchard called for a ten minute recess followed by an Executive Session of approximately one hour for the purpose of reviewing the performance of a public employee.

At 8:15 pm President Burchard returned the meeting to Open Session. No other business was discussed and no action was taken.

IX. Adjourn

The meeting was adjourned at 8:15 pm.

President

Secretary