



**Minutes from the Regular Meeting of the Board of Directors
Monday, March 13, 2023**

The Board of Directors held a Regular Board Meeting on Monday, March 13, 2023. The meeting began at 6 pm and was held in-person at Union Event Center and virtually via a Zoom link posted on the Mead School District website. Directors Denholm, Burchard, 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 Denholm asking all to rise for the Pledge of Allegiance. Prairie View Elementary School 3rd graders, using sign language, led the Pledge of Allegiance. President Denholm thanked the students, their parents, 3rd grade teachers, Meredith Jaecks (teacher of the deaf) and Jeff Naslund (principal) for their attendance, noting in particular how special it was to have them share their sign-language skills in this way.

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 Olson made a motion to approve the minutes of the Board Work Session of February 24, 2023, Regular Board Meeting of February 27, 2023, Board Work Session of March 2, 2023 and Special Board Meeting of March 7, 2023, as presented. Director Burchard seconded the motion. The motion carried unanimously.

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

Noting there was one community member/individual present who signed-up to speak on an agenda topic, President Denholm first opened the floor for his comments followed by board/staff comments.

Community Member/Individual Comments

John Zelinski, who signed up to comment on the Superintendent Selection agenda item, inquired about the expectations of the new superintendent with regard to the unofficial policies and procedures Shawn Woodward has put in place to address concerns he has raised. He wonders which of these policies/procedures will stay in effect and which ones will change with the new superintendent. He noted since September 13, 2022, questions and concerns he has raised regarding the violation of school policies since 2015 have not been answered by the board president or vice-president.

He has made 29 informal complaints against online library materials, two formal complaints against district employees and seven formal requests for reconsideration of library books. He summarized the steps Superintendent Woodward has put in place to address these complaints/concerns and, once again, inquired about whether these steps will continue with the new superintendent.

He asked several questions including whether Policy/Procedure 2020 and Policy/Procedure 2021 will be amended, whether the proposed CRT policy will be revisited and whether parents will be allowed to address these issues at board meetings. Regarding oversight/enforcement of district

policies and procedures he asked if this will be provided by the board or left to the new superintendent. He wondered if the new superintendent will be qualified to take on this challenge.

He wants accountability and transparency. He cares about the community and the education of his children. To build trust with the community the questions he raised need to be answered.

Board/Staff Comments

Director Olson congratulated Colbert 2nd grade teacher Ann Marie Edberg who was recently named the EWU Teacher of the Month.

V. Continuing Business - none

VI. New Business

A. Superintendent Selection

President Denholm, noting the Board has had several recent meetings to discuss the selection process and/or evaluate the qualifications of potential superintendent candidates, invited Director Cannon to summarize the process to date.

In sharing the following recap, Director Cannon noted the minutes from the past two meetings (February 27th and March 7th) provide a more comprehensive review of the process timeline and board decision to move forward and consider a direct hire/appointment from the pool of candidates vetted in the full-scale superintendent search conducted four years ago.

Recap - Following the hiring of current superintendent Shawn Woodward by the Monroe School District on January 26th, the board met to discuss the selection process and/or evaluate the qualifications of potential superintendents on February 2nd, February 13th, February 24th and February 27th, followed by taking action on the selection process on March 7th. (Director Cannon noted the pros and cons of the three selection processes that were under consideration - Full National Search, Interim Appointment or Director Hire/Appointment - were shared at both the February 27th Regular Board Meeting and March 7th Special Board Meeting.) It was additionally noted that, on February 15th, a survey was sent to the community soliciting their input on the qualities, skills and qualifications they would like to see in the new superintendent. Over 900 individuals responded to this survey. Themes from this survey were shared at the February 27th meeting.

At the conclusion of this recap Director Cannon made a motion to hire Travis Hanson as the next Mead School District superintendent, effective July 1, 2023, pending successful contract negotiations. Director Burchard seconded the motion.

The floor was opened for board comments on the presented motion.

Director Olson shared he has known Travis Hanson for several years. Mr. Hanson has worked for the Deer Park School District for 18 years - the last ten as superintendent. Following a review of community survey comments it is clear to Director Olson that Travis is an excellent fit for the Mead School District. He lives in the district, both he and his wife Kelly graduated from Mead High School in 1990 and his two daughters are Mt. Spokane High School graduates. His references are all very good, he has an excellent reputation, already has an established network in the Mead community and is excited to lead Mead forward.

Director Cannon believes Travis Hanson is the right person to serve as the next superintendent for the Mead School District. Referencing the community survey, Director Cannon noted hiring Travis aligns with the community's expressed desire to find an individual with the right combination of being familiar with the district while also having outside of the district

experience. Director Cannon called a number of references who confirm Travis is a unifier with integrity. He is visible, inspirational and very involved. Acknowledging he was not on the board four years ago, Director Cannon, none-the-less, expressed confidence in the vetting process Travis participated in at that time that showed, based on the fact he was one of three finalists, that there is broad community support for him. Travis has strong connections and is well respected throughout the state. Director Cannon shared he has a great deal of confidence in Travis Hanson and cannot think of another individual who would check all of the boxes like he does.

Director Burchard, who was on the board four years ago when Travis Hanson was a finalist for the district's superintendent position, noted the similarities between the Deer Park and Mead communities. A theme from the community survey was to select an individual from Eastern Washington with local connections. Travis meets that criteria. He is very ethical, is the right fit at the right time and can help unify the district. Director Burchard stated he is confident Travis Hanson is the right person for the job.

Director Gray first disputed the notion that there are not any candidates out there, other than Travis Hanson, who would be interested in being superintendent. That cannot possibly be known without opening up the application process. Mead has a unique reputation of excellence and, therefore, it is completely plausible that both regional and national candidates would be interested in the position.

She also disputed the notion that an interview process held four years ago is "recent" and, therefore, the community should be satisfied there has been adequate vetting for such a critical position. To punctuate this point, she referenced the following events from the past four years:

1. A global pandemic that resulted in unprecedented changes to academic learning, priorities and requirements. Citing the *New York Times*, she shared the pandemic erased two decades of reading and math progress. Additionally, decisions made during the pandemic at the state and federal levels were at odds with what the majority of the Mead community wanted. The community deserves the opportunity to ask potential superintendent candidates questions about their handling or thoughts on the pandemic.
2. A number of major events have taken place in the country and in Washington state that have led to important and impactful decisions about curriculum. The community deserves the opportunity to question superintendent candidates about these events and their views on curriculum.
3. Many new families/individuals have moved into the district in the past four years and new staff and teachers have been hired. These new residents and staff deserve the opportunity to publicly vet superintendent candidates.
4. She was not a board member four years ago and, therefore, was not a part of Travis Hanson's vetting process. As an elected representative she also deserves the opportunity to thoroughly vet superintendent candidates. She noted the President of the United States of America is vetted every four years by the public and, therefore, the Mead community is entitled to vet candidates after that same length of time.

Director Gray acknowledged Travis Hanson is an excellent superintendent candidate and shared she has appreciated the dialogue she has had with him throughout the process. She agrees with his approach to many of the topics that matter most to the Mead community. It is possible he is the very best person for the job. However, to date, he is the only candidate the board has considered. It is her fiduciary responsibility to the taxpayers of the district to prove Mr. Hanson

is the best person for the job and the only way to do that is by establishing a transparent search to see what other candidates are out there. Transparency is of the utmost importance to the community. She ran for a position on the school board because she disagreed with the complete lack of transparency in situations just like this one. Therefore, she cannot in good faith hand over a job to someone who oversees a \$150 million budget, monies that are provided by taxpayers, to an individual selected via a closed-door, hand-selected process without any attempt to see if there are other candidates who may be interested and with no community involvement in the interview process.

President Denholm shared the vetting process is very important to him. He referenced the 900+ responses received from the community and the themes identified from this survey. This represents more community input than four years ago when feedback was received from a much smaller cross-section of the community. Reoccurring survey themes included selecting an individual who is a part of the Mead community with an understanding of the longstanding history of excellence the district is known for. Someone who is present and visible. Travis Hanson is fully invested in the Mead community, he has always wanted to come back to Mead and wants to stay long-term. He will work well with all stakeholders – those on the political right and those on the political left.

Having heard from all board members President Denholm called for a roll-call vote on the motion made by Director Cannon and seconded by Director Burchard to hire Travis Hanson as the next Mead School District superintendent, effective July 1, 2023, pending successful contract negotiations.

Director Burchard Yea
 Director Olson Yea
 Director Cannon Yea
 Director Gray Nay
 Director Denholm Yea

The motion carried. Work on negotiating a contract between the board and Travis Hanson will now begin.

B. Consent Agenda

In response to a question from Director Gray, Chief Financial Officer Heather Ellingson noted the ASB payment to the Worldstrides Heritage Performance Program was for the upcoming Mt. Spokane High School band trip.

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

Consent Agenda

1. Hired Certificated Personnel:

Gregory Talbott	Mead High	Cert	1.0 FTE Continuing English teacher effective 2/3/23 (replaced 1.0 FTE 22/23 Leave Replacement contract)
Kayla Edgmon	Special Services	Cert	.5 FTE Leave Replacement Developmental Preschool Teacher effective 2/21/23 - 6/20/23

2. Hired Classified Personnel:

Sidney Martin	Evergreen	Class	6 hrs/day Para Ed effective 2/8/23
Sequola Comacho	Mead HS	Class	8 hrs/day Campus Security Officer effective 2/21/23
Sierra Hoseid	Prairie View	Class	6.25 hrs/day Para Ed effective 2/16/23
Sheri Clark	Brentwood	Class	3 hrs/day Cook II effective 2/16/23
Micah Johnson	Shiloh Hills	Class	6 hrs/day TK Para Ed effective 2/21/23
Patricia Bryant	Evergreen	Class	6 hrs/day Para Ed effective 2/28/23
Lisa King	Evergreen	Class	6.25 hrs/day Para Ed effective 2/16/23

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, **March 13, 2023**, the Board, by a unanimous vote does approve for payment the vouchers included in the above referenced list and further described as **Warrant Numbers 110329 to 110563** in the following amounts:

<u>Fund</u>	<u>Amount</u>
General Fund - AP	\$ 722,504.22
General Fund - PR	11,227,798.07
ASB Fund	192,857.22
Capital Projects Fund	26,420.53

4. Approved the following “Single Source of Supply” purchase, per Policy 6220, Bid Requirements, using a combination of grant dollars and district CTE funds (price quotation attached):

- Two Anatomage Clinical Tables

5. Accepted the Following Donation:

- \$1,500 from Pacific Life Foundation to Full-Time Elementary Gifted Program @ Farwell
- \$500 from Fairview Assisted Living to Mt. Spokane Baseball Program

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

Cassandra Hendershot	Shiloh Hills	Class	4/10/23 - 4/17/23
Valerie Gaber	Mt. Spokane	Class	2/17/23 - 3/28/23
Anna Nikulenko	Highland	Class	5/30/23 - 6/6/23
Kara Hock	Skyline	Cert	23/24 school year

7. Approved Requests for Retirement/Resignation:

Jill Leary	Meadow Ridge	Cert	Resignation Effective 3/13/23 (teacher)
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C. Network Firewall Contract

Dave Willyard, Technology Director, presented a contract with 11:11 Systems for the purchase of firewall equipment for board consideration.

The Technology Department sent out a Request for Proposal for pricing on district-wide firewall replacement equipment. Three firms (Ednetics, Zivaro and 11:11 Systems) submitted proposals. 11.11 Systems was the selected vendor scoring 96 out of 100 on the seven bid factors. A recap of the bid scoring was provided to board members.

The cost for the firewall equipment, including tax, totals \$50,568.80. The equipment is eligible for Federal E-Rate funding in the amount of approximately \$7,400. Therefore, if Federal E-Rate funding is awarded to the district the amount of money necessary for this purchase is approximately \$43,000.00.

Following discussion, Director Burchard made a motion to award the contract to purchase firewall equipment to 11:11 Systems, as presented. Director Olson seconded the motion. The motion carried unanimously.

D. Accept Juul Vaping Litigation Settlement

Superintendent Woodward, using his administrative authority, and working with the Stevens Clay law firm, joined a class action vaping lawsuit against Juul and Altria alleging the two entities targeted underaged children. A settlement has been reached in this lawsuit.

For the district to receive its financial share from the lawsuit the school board must formally accept the settlement. The settlement (approximately \$280,000 for Mead less legal fees) will be paid out 50% in the 22/23 school year with the remaining 50% paid out over the following four school years. There are no stipulations attached regarding how the money must be spent.

Following discussion, including the possibility of using the money to deter vaping on high school campuses, Director Cannon made a motion to accept the Juul Vaping Litigation Settlement, as presented. Director Burchard seconded the motion. The motion carried unanimously.

**E. Student Travel Proposal
Mead High School Track & Field (Girls)**

Director of Secondary Education Darren Nelson presented a request for five members of the Mead High School Track & Field Team (girls), and Head Coach Dori Whitford, to travel to Burbank/Arcadia, California, April 6-9, 2023, to compete at the Arcadia Invitational. This event will provide a unique opportunity for some of Mead's most talented student-athletes to compete at an elite track & field event.

The estimated per student trip cost is \$675 (airfare and meals). The remaining student costs, plus Coach Whitford's expenses, will be covered by the Mead High School Track & Field ASB budget. The entry fee will be paid out of the Mead High School Building Budget. The trip takes place during Spring Break so no school will be missed.

Following discussion, Director Olson made a motion to approve the request from the Mead High School Track & Field Team (five members), and Head Coach Dori Whitford, to travel to Burbank/Arcadia, California, April 6-9, 2023, to participate in the Arcadia Invitational, as presented. Director Gray seconded the motion. The motion carried unanimously.

VII. Reports

A. Integrated Behavior Support Program Report

Brentwood Principal Alicia Eckman, along with Assistant Principal Andrea Staton and teachers Kelly Inderrieden, Emily Glutting and Heather Warren, presented a report on the Integrated Behavior Support Program (formerly Compass Program) that was moved to the Brentwood campus this school year. Report highlights included the following:

- An overview of the program that this year includes a shift from a "self-contained" model to an "inclusion" model.
- The "Why" for making this shift.
- A review of PBIS and inclusive behavior supports that have been implemented in the program.
- Sharing the life changing success that has taken place this year with Blake one of Heather Warren's students as the result of early intervention, hard work, advocacy, dedicated support from administration and collaboration.
- "How" they are making the shift in models, noting in particular the school's culture/mindset that is focused on getting rid of labels (i.e., Special Ed Kids, Compass Kids).
- A review of the certificated and classified staffing provided for the Integrated Behavior Support Program.
- Current program structure and routines that prioritize inclusion in General Education settings, meeting students where they are and having high expectations with a scaffold of supports in place to meet these expectations.
- Program data including the reduction in isolations and restraints from last year to this year and the tremendous learning growth gains made by students.

In conclusion, Ms. Eckman thanked Special Services Director Kellie Jo Timberlake for the supports that have been provided for the program.

Board members thanked Ms. Eckman and her team for this update noting the impressive turn around in the program from last year to this year, and acknowledging the hard work they are all doing to help these students.

B. Superintendent's Report

Superintendent Woodward thanked Ms. Eckman and the Integrated Behavior Support Program team. They are in the trenches and their desire to provide students with the least restrictive learning environment possible is noteworthy. Colleagues in Mead and throughout the region will be the beneficiaries of the inclusion work they are doing.

Superintendent Woodward also extended his congratulations to new superintendent Travis Hanson noting that both the Deer Park School District and the Mead School District were unique during the pandemic in providing in-person learning opportunities for students. He looks forward to working closely with Travis to assure a smooth transition.

VIII. Adjourn

The meeting was adjourned at 7:15pm.

President

Secretary