



**Board Work Session Minutes  
Monday, June 26, 2023**

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The Board of Directors held a Work Session on Monday, June 26, 2023. The meeting began at 4 pm and was held at District Office. Directors Denholm, Olson, Cannon and Gray were present. Director Burchard was excused. Also attending was incoming Superintendent Travis Hanson. Chief Financial Officer Heather Ellingson and Family & Student Services Director Josh Westermann were present for the District Nursing Staffing Discussion. Current Superintendent Shawn Woodward was excused.

**I. Approval of Agenda**

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

**II. District Nursing Staffing Discussion**

Before beginning this discussion President Denholm, referring to remarks he made at the June 12, 2023 Regular Board Meeting regarding a recent medical situation with his grandson, noted that, in retrospect, he should have refrained from sharing that story as his comments may have been, or could have been, misconstrued.

Discussion on this agenda topic included the following:

- Concern/wondering if now is the right time for this reduction in light of the upcoming levy ballot measure.
- Consideration of another program/area that may make more sense to cut.
- Understanding that, based on a person's perspective/point of view, a program may feel understaffed to some while adequately staffed to another.
- Confirmation that the legislature did provide additional monies for nursing/mental health but, even after three years when all the new monies have been allocated, the district at the proposed 23/24 staffing level will still offer a much richer nurse staffing model than is funded by the state.
- Reminder/confirmation that even with the approved reductions the district anticipates spending \$5-\$6 million from Fund Balance in 23/24. In doing so the district will come alarming close to a "\$0" Fund Balance at the end 23/24 and may find itself needing to borrow money to make payroll next spring. A very low Fund Balance also has bond funding interest rate implications. Assuming a \$2.50 levy receives voter approval, it will take at least a year for the district to get its head above water.
- Wondering if reductions for 23/24 should have been in the \$7 million range rather than \$4-\$5 million.
- Confirmation that the cost to reinstate the three Classified Nurse positions is \$225,000.
- Consideration of what is "understaffed" and what is "overstaffed" including a review of the elementary staffing comparison (22/23 to 23/24) information shared at the June 12<sup>th</sup> meeting. The presented plan for 23/24 has each school staffed 100% of the time.
- Assurance from Josh Westermann that with the proposed 23/24 staffing model there is enough overlap to cover absences.
- Confirmation that the reduction would be going back to the pre-COVID staffing level.
- Acknowledgement there is a structural problem with the budget that needs to be addressed/discussed/resolved. This included notation that, proportionately, Mead has a large number of veteran teachers who are paid more than is provided per 1.0 FTE via the state's Prototypical School Funding Model.

- Regarding consistency of care, assurance that the 23/24 plan will have the same two nurses at a school on a regular rotating basis.
- The problem of misinformation/runaway stories that are not grounded in fact and the frustration of decisions being undermined.
- The “push/pull” that often accompanies decisions and the importance of giving appropriate attention to decisions so that board credibility is not lost by “doing” then “undoing” and then “doing” again.

Following discussion on this agenda topic, it was requested that district administration follow-up with nurses.

### **III. Board Protocols/Operating Principles Discussion**

Incoming Superintendent Travis Hanson provided each board member with a sample document that included nine Board Protocols/Operating Principles, an overview of board/superintendent team leadership roles and a section on communications/cooperation and support. Once agreed to, the protocols/operating principles are something that can be revisited on an annual basis.

Following discussion, it was agreed to chunk these protocols/principles and discuss them in more detail at upcoming work sessions.

### **IV. Mead School District Strategic Plan Implementation/Revision Discussion**

As part of this discussion incoming Superintendent Travis Hanson shared that in mid-July he will be publishing his Entry Plan. This plan will serve as a check-list for him and will connect to the district’s Strategic Plan.

Following discussion, it was agreed the primary Strategic Plan focus areas for 23/24 should be *Priority Area 1* (Ensure Academic Success and High Levels of Learning for All Students) and *Priority Area 3* (Utilize Resources Effectively and Be Fiscally Responsible), along with an emphasis on *Priority Area 4* (Connect School, Family and Community), particularly as these relate to the upcoming February 2024 levy ballot measure. Potential revisions to the plan were also discussed.

### **V. 2023/2024 Board Goals Discussion**

From a list of potential goals the board, in order of importance, identified the following top four goal areas: EP&O Levy, Fiscal Health, Safety/Security, Public Communication.

### **VI. Board Education Planning/Prioritization Discussion**

It was agreed that board education for the upcoming year should center around the identified board goal areas set forth above. Education will include the presentation of comprehensive internal information, as well as external expertise. The need to have access to thorough/complete information before being asked to make a decision was a point of emphasis.

### **VII. Future Work Session Topics Prioritization Discussion**

Future Work Session topics under consideration included:

- Public Comment at Meetings
- February 2024 Levy
- Safety & Security
- Student Board Reps
- Building-Based Board Meetings
- Technology
- Capital Projects

Regarding the February 2024 Levy, incoming Superintendent Hanson shared he will report on this topic in July. He additionally provided board members with a summary/overview from the

recent technology ThoughtExchange survey. He noted the importance of sharing these results with the community in a timely manner to help foster an ongoing technology conversation.

Following discussion, it was agreed incoming Superintendent Hanson will put together a draft Public Comment proposal designed to help facilitate conversation on this topic at the next Board Work Session.

Regarding Student Board Reps, the possibility of instead looking at student committees on specific topics was discussed. Regarding holding board meetings in schools, set-up/recording logistics were discussed with a determination that there are other ways the board can be present in schools.

Another Work Session was scheduled for July 27, 2023 . . . 2 pm at District Office.

Prior to the meeting being adjourned, incoming Superintendent Hanson talked about the District Welcome Back event taking place on August 30<sup>th</sup> at Mead High School and shared each employee, to wear on the first day of school, will receive a tee-shirt with the slogan *You Can Do It . . . We Can Help* on the front and the names of the local businesses who provided donations to purchase the shirts on the back.

### **VIII. Adjourn**

The meeting was adjourned at 6:40pm.

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**President**

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**Secretary**