



**Minutes from the Regular Meeting of the Board of Directors  
Monday, September 11, 2023**

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The Board of Directors held a Regular Board Meeting on Monday, September 11, 2023. This meeting was held in-person 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 Travis Hanson, Chief Financial Officer Heather Ellingson and Assistant Superintendent Jared Hoadley. Assistant Superintendent Heather Havens was excused.

**I. Pledge of Allegiance**

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

**II. Approval of Agenda**

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

**III. Approval of Minutes**

Director Cannon made a motion to approve the minutes of the August 28, 2023 Regular Board Meeting, as presented. Director Burchard seconded the motion. The motion carried unanimously.

**IV. Remarks for the Good of the Schools – Public Comment on Agenda Items**

Noting there were no community members/individuals present who signed-up to speak on agenda topics, President Denholm opened the floor for board/staff comments. (As set forth in Policy 1430, the opportunity for Public Comment on Non-Agenda Items is provided at the end of the meeting prior to adjournment.)

*Board/Staff Comments*

Director Burchard was very complimentary of the district *Welcome Back Day* that took place on August 30<sup>th</sup> at Mead High School. There were 800+ staff members in attendance. A part of the morning's events was a very well done tribute to Director Olson who is stepping down after 38 years serving on the Mead School Board. Director Burchard noted the remarks shared with staff by Superintendent Hanson were inspirational. Overall, there was a sense of excitement for the new school year.

Director Olson shared he visited both Mead High School and Northwood on the first day of school. In particular he noted the staggered start at Mead High School where Freshman are the only students in attendance at the start of school prior to Sophomores, Juniors and Seniors joining later in the day.

Director Gray congratulated the Mt. Spokane football team on their impressive victory over Ridgeline.

Director Cannon shared he was able to attend three elementary school *Ice Cream Socials* prior to the start of school. He expressed his appreciation for the work that goes into hosting these types of events and noted activities like this help students ease into the school year.

President Denholm, who visited Brentwood, Shiloh Hills, Evergreen and Highland on the first day of school, shared he talked with several students new to the district from out-of-state. He heard no negatives at all about the first day of school.

**V. Continuing Business – none**

**VI. New Business**

**A. Consent Agenda**

In response to a question from Director Burchard, Superintendent Hanson and Human Resources Director Keri Hutchins shared the .2 FTE certificated staff hirings listed on the Consent Agenda move part-time staff to either full-time or greater part-time FTE.

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:**

|                      |                               |      |   |
|----------------------|-------------------------------|------|---|
| Brooke Loewen        | Shiloh Hills                  | Cert | 1.0 FTE Continuing K Teacher effective 9/5/23   |
| Kristine Nelson      | Farwell                       | Cert | 1.0 FTE Leave Replacement 2 <sup>nd</sup> Grade 23/24 school year (taking a one year leave from continuing position at Brentwood) |
| Joshua Kiehl         | Special Services/MtS          | Cert | 1.0 FTE Continuing Behavior Support Teacher effective 9/5/23  |
| Jennifer Gentry      | Mead HS                       | Cert | .8 FTE Continuing Spanish Teacher effective 9/5/23  |
| Mary Gonzales        | Skyline                       | Cert | 1.0 FTE Leave Replacement 4 <sup>th</sup> Grade Teacher 23/24 school year effective 9/5/23  |
| Suzanne Swenland     | Shiloh Hills                  | Cert | .4 FTE Leave Replacement Music Teacher 23/24 school year effective 9/5/23   |
| Erin Van Blaricom    | Special Services              | Cert | .2 FTE Leave Replacement SLP 23/24 school year effective 9/5/23 (in addition to .8 FTE Continuing)                                |
| Hillary Linklater    | Evergreen Elementary          | Cert | 1.0 FTE Leave Replacement 1 <sup>st</sup> Grade Teacher 23/24 school year effective 9/5/23  |
| Jacob Zachman        | Special Services/Shiloh Hills | Cert | .6 FTE Continuing Resource Room Teacher effective 9/5/23  |
| Andreanna Rockwood   | Learning & Teaching/Colbert   | Cert | .2 FTE Leave Replacement LIT 23/24 school year effective 9/5/23   |
| Opal Harbert         | Mead Learning Options         | Cert | .4 FTE Continuing Outdoor School Teacher effective 9/5/23   |
| Katie Semko          | Mead Learning Options         | Cert | .4 FTE Continuing Outdoor School Teacher effective 9/5/23   |
| Taylor VanCurler     | Mead High School              | Cert | .4 FTE Continuing English Teacher effective 9/5/23  |
| Elizabeth Williamson | Mead Learning Options         | Cert | .8 FTE Continuing Outdoor School Teacher effective 9/5/23   |
| Jennifer Martinsen   | Special Services              | Cert | .2 FTE Leave Replacement SLP 23/24 school year effective 9/5/23 (in addition to .8 FTE Continuing)                                |
| Jennifer Gates       | Brentwood                     | Cert | .2 FTE Leave Replacement Combo Support teacher 23/24 school year effective 9/5/23 (in addition to .5 FTE Continuing)              |
| Terry Cerrillo       | Skyline                       | Cert | .2 FTE Continuing Music Teacher effective 9/5/23 (in addition to .8 FTE Continuing)   |
| Kenneth Carpenter    | Mountainside                  | Cert | .2 FTE Continuing Social Studies Teacher effective 9/5/23 (in addition to .8 FTE Continuing)                                      |
| Eralee Jordan        | Mountainside                  | Cert | .2 FTE Continuing English Teacher effective 9/5/23 (in addition to .8 FTE Continuing)   |
| Emily Gillin         | Mountainside                  | Cert | .2 FTE Continuing Science Teacher effective 9/5/23 (in addition to .8 FTE Continuing)   |
| Robert Bravato       | Skyline                       | Cert | .2 FTE Continuing Health & Fitness Teacher effective 9/5/23 (in addition to .8 FTE Continuing)                                    |
| Lisa Corning         | Mead Learning Options         | Cert | .4 FTE Continuing 6 <sup>th</sup> Grade & HS History Teacher effective 9/5/23 (in addition to .3 FTE Continuing)                  |

**2. Hired Classified Personnel:**

|                       |                     |       |  |
|-----------------------|---------------------|-------|--|
| Elizabeth Jackson     | Creekside           | Class | 7.5 hrs/day Admin Assistant effective 8/21/23  |
| Karen Lonn            | Farwell             | Class | 6.5 hrs/day TK Para Ed effective 8/21/23   |
| Sara Batty            | Creekside           | Class | 2.4 hrs/day DevPS Para Ed effective 8/25/23  |
| Kelly Anderson-Sudzc  | Creekside           | Class | 2.4 hrs/day DevPS Para Ed effective 9/5/23   |
| Stefanie Butler       | Learning & Teaching | Class | 8 hrs/day L & T Specialist effective 8/1/23 (no longer working as a Technology Specialist) |
| Hobert (Bert) Whisman | Transportation      | Class | 8 hrs/day Mechanic effective 8/25/23   |
| Erica Schwab          | Skyline             | Class | 5 hrs/day Para Ed effective 8/21/23  |
| Renee Shaw            | Skyline             | Class | 6 hrs/day Para Ed effective 8/25/23  |

|                  |                       |       |  |
|------------------|-----------------------|-------|--|
| Rhonda Driskill  | Transportation        | Class | 4 hrs/day Itinerant Bus Driver effective 8/25/23 |
| Kaleigh Bussiere | Shiloh Hills          | Class | 4 hrs/day Para Ed effective 8/21/23              |
| Mikaylee Roberts | Shiloh Hills          | Class | 6.25 hrs/day Para Ed effective 8/21/23           |
| Chad Thayer      | Evergreen             | Class | 6.25 hrs/day Para Ed effective 8/21/23           |
| Tudie Senf       | Creekside             | Class | 5.05 hrs/day DevPS Para Ed effective 9/5/23      |
| Sarah Goldbert   | Highland              | Class | 6.6 hrs/day Para Ed effective 8/21/23            |
| Zachary Talbott  | Highland              | Class | 6.5 hrs/day Para Ed effective 8/21/23            |
| Megan West       | Mead Learning Options | Class | 8 hrs/day Admin Assistant effective 8/25/23      |

3. **Hired Certificated Substitutes:**

|                     |                  |                   |                  |
|---------------------|------------------|-------------------|------------------|
| Paul Baldwin        | Cassidy McGovern | Bernadette Crider | Amy Raab         |
| McKenna Russell     | Alisa Johnson    | Sarayne Ziegler   | Lisa Haveman     |
| Tanner Schultes     | Carolyn Petek    | Sherilyn Redmond  | Gabrielle Warren |
| Christina Cavanaugh |                  |                   |                  |

4. **Hired Classified Substitutes:**

|                   |                   |                |                  |
|-------------------|-------------------|----------------|------------------|
| Phillip Strey     | Jeanine Munter    | Erin Halverson | Charlene Sanders |
| Stephanie Theisen | Victoria Kolodrub | Renee Nielsen  | Tamara Peterson  |

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 11, 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 112866 to 113041** in the following amounts:

| <u>Fund</u>           | <u>Amount</u> |
|-----------------------|---------------|
| General Fund - AP     | \$ 578,577.12 |
| General Fund - PR     | 10,625,566.79 |
| ASB Fund              | 44,811.31     |
| Capital Projects Fund | 26,424.40     |

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

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

|                    |                    |       |  |
|--------------------|--------------------|-------|--|
| Mari Heaton        | Prairie View       | Class | Resignation effective 9/12/23 (Para Ed)      |
| Heather Ruiz       | Evergreen          | Class | Resignation effective 9/19/23 (Para Ed)      |
| Haley Serra        | Nutrition Services | Class | Resignation effective 9/6/23 (Cook)          |
| Deborah Hegsted    | Nutrition Services | Class | Retirement effective 1/31/24 (Cook)          |
| Christine McKinney | Nutrition Services | Class | Resignation effective 9/15/23 (Cook Manager) |
| Rick Williams      | Colbert            | Class | Resignation effective 8/23/23 (Para Ed)      |
| Jennifer Boomer    | Evergreen          | Class | Resignation effective 9/13/23 (Para Ed)      |
| Meghan Bradley     | Brentwood          | Class | Resignation effective 8/25/23 (Admin Asst)   |
| Erika Mosner       | Evergreen          | Class | Resignation effective 9/21/23 (Para Ed)      |
| Jennifer Berreth   | Colbert            | Class | Resignation effective 8/31/23 (Para Ed)      |

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

|                |           |       |                               |
|----------------|-----------|-------|-------------------------------|
| Courtney Alder | Creekside | Class | 11 days (10/30/23 - 11/16/23) |
|----------------|-----------|-------|-------------------------------|

9. **Accepted the Following Donation:**

- \$9,500 from Mead Bandwagon to Mead HS Band & Color Guard Program
- \$680 from Madsen Family Medicine to Northwood General Athletics
- \$1,115 from Mt. Spokane Athletic Booster Club to Mt. Spokane Girls Soccer

**B. Contract/Bargaining Agreement**

**PSE of Mead Support & Service Professionals Wage Modification**

Human Resources Director Keri Hutchins presented a tentative modification to the 23/24 salary schedule between the Mead School District and PSE of Mead Support & Service Professionals for board consideration. The association has ratified this tentative agreement.

A summary of modifications to the 23/24 salary schedule, including a cost estimate, was provided to board members. Ms. Hutchins shared this was a wage opener only, not a full contract negotiation, to bring entry level positions up to minimum wage and make wages for other positions competitive for the Spokane region. These modifications were reviewed/discussed with the board during a recent closed session.

In response to a question from President Denholm regarding hard to fill positions, Ms. Hutchins shared both para educator and bus driver positions are difficult to fill. She ranked para educator number one on the list with bus drivers a close second.

Director Cannon shared the decision to approve or not approve the presented wage modification is difficult. While the amount of money involved is relatively small, it feels significant because of current budget issues. He additionally noted the problematic nature of contracts that include built in increases. That being said, and noting the difficulty in finding individuals to fill para educator and cook positions, from a market standpoint, the proposed wage modification is reasonable. While he is in favor of approving the proposed increases for this group that does not mean he would necessarily approve similar increases for other bargaining groups. Each situation is different and should be considered on a case-by-case basis.

Director Burchard concurred with Director Cannon, adding that while the amount of money involved is minimal, lots of small amounts can add up quickly.

Director Olson stated he fully supports the wage modification. The district needs to be competitive and the presented request is reasonable.

President Denholm asked what position in this PSE group has the lowest wage. Cook IIs are lowest with a starting wage just under \$17/hour.

Director Olson made a motion to approve the modification to the 23/24 salary schedule between PSE of Mead Support & Service Professionals and the Mead School District, as presented. Director Burchard seconded the motion. The motion carried unanimously.

**C. Contract/Bargaining Agreement  
Mead Association of Educational Office Professionals (MAEOP) Wage  
Modification**

Human Resources Director Keri Hutchins presented a tentative modification to the 23/24 salary schedule between the Mead School District and Mead Association of Educational Office Professionals (MAEOP) for board consideration. The association has ratified this tentative agreement.

The modification to the 23/24 salary schedule is the addition of the budgeted 3.7% IPD. During the upcoming school year the district will work with Mead Association of Educational Office Professionals and PSE of Mead Support & Service Professionals to merge these two PSE contracts.

Director Cannon made a motion to approve the modification to the 23/24 salary schedule between Mead Association of Educational Office Professionals and the Mead School District, as presented. Director Burchard seconded the motion. The motion carried unanimously.

**VII. Reports**

**A. Superintendent's Report**

Superintendent Hanson first noted how fun it was to take part in the August 30<sup>th</sup> *Welcome Back Day* and expressed his appreciation to all staff for a smooth, professional start to the new school year.

Regarding the upcoming September 14<sup>th</sup> Board Work Session with lobbyist Marie Sullivan (Eastern Washington Quality Schools Coalition), Superintendent Hanson shared Ms. Sullivan's job is to help schools in Eastern Washington have a strong voice in Olympia. Considering the different challenges facing schools in the eastern part of the state as compared to the west, Ms. Sullivan is very helpful in getting Eastern Washington school officials a "seat at the table." Even with 2024 being a short session for the state legislature and an election year, Ms. Sullivan will share her expertise with the board on effective ways to advocate now on behalf of the district.

Reporting on his numerous school visits the first week of school, Superintendent Hanson noted how impressed he is with the Intervention Team meetings he witnessed taking place on the first day of school and the intervention strategies already being implemented at elementary schools. Kids are getting the support they need right away.

Noting a part of his superintendent *Entry Plan* is to be an excellent listener, Superintendent Hanson shared in the next two months he will be hosting several opportunities for the community to join him for morning coffee or lunch time conversations. The same questions asked at the July *Community Forum* will be asked again in these smaller gatherings. Additional upcoming opportunities to listen to stakeholders will include staff and student forums.

**VIII. Remarks for the Good of the Schools - Public Comment on Non-Agenda Items**

President Denholm noted there were no community members/individuals present who signed-up prior to the meeting to speak on Non-Agenda items.

As set forth in the district's *Public Comment Guidelines* referenced in Policy 1430, President Denholm provided the opportunity for anyone in attendance who did not sign-up prior to the start of the meeting to sign-up to speak on Non-Agenda items. No one came forward.

**IX. Adjourn**

The meeting was adjourned at 6:25 pm.

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President

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Secretary