The Board of Directors held a Regular Board Meeting on Monday, March 11, 2024. This meeting was held in-person and virtually via a Zoom link posted on the Mead School District website. Directors Cannon, Gray, Nolan, and Killman were present. Director Burchard was excused. Also attending were Superintendent Travis Hanson, Chief Financial Officer Heather Ellingson and Assistant Superintendents Heather Havens and Jared Hoadley.

I. **Pledge of Allegiance**
The meeting began with President Cannon asking all to rise for the Pledge of Allegiance.

II. **Approval of Agenda**
Director Gray made a motion to approve the meeting agenda, as presented. Director Killman seconded the motion. The motion carried unanimously.

III. **Approval of Minutes**
Director Nolan made a motion to approve the minutes of the February 12, 2024 Regular Board Meeting, February 16, 2024 Special Board Meeting and February 26, 2024 Work Session, as presented. Director Gray seconded the motion. The motion carried unanimously.

IV. **Remarks for the Good of the Schools – Public Comment on Agenda Items**
President Cannon first opened the floor for high school ASB updates. This was followed by board/staff comments. There were no individuals who signed up to speak on agenda items.

*Mt. Spokane High School Report*

Next year’s ASB President Jayson Bonnett presented a brief review of the academic, athletic, leadership and music events recently completed and upcoming at Mt. Spokane High School. Spring sports are underway with golf and baseball recently competing in preseason events in the Tri Cities, Dave Wagenblast (varsity boys basketball) earned 3A *Coach of the Year* honors and seven DECA students qualified for Nationals. The ASB class, whose goal is to make Mt. Spokane High School warm and inviting for all students, is in the midst of planning for *Senior Prom* that will have a *Roaring Twenties* theme. In closing, Mr. Bonnett shared he is excited to serve the Mt. Spokane High School community.

*Mead High School Report*

Three of Mead High School’s newly elected ASB officers were in attendance (Jaeland Leman – Public Relations, Nash Dunham – Vice President and Sophia Ji - Treasurer) and presented a brief review of the academic, athletic, leadership and music events recently completed and upcoming at Mead High School. The first ever *Cultural Night*, that took place on March 6th, was a huge success, ASB is planning for *Coffee House* (student talent show) and, like at Mt. Spokane, Spring Sports are underway. The Girls Basketball Team placed 2nd at state, eleven DECA students qualified for Nationals and cheerleaders, as a fundraiser, are sponsoring the upcoming *Spring Fling* dance.
Board/Staff Comments

Director Gray, who attended the recent Mead Learning Options Outdoor Program fundraiser, was very complimentary of the event noting it was not only very well done but also well attended. She expressed appreciation that the district is able to offer choice programs like this for students.

President Cannon, who also attended the Outdoor Program fundraiser, concurred it was an excellent event and related a fun exchange he had with a student who plans to go to Mars. He extended congratulations to the Mead High School Girls Basketball Team on their 2nd place state finish and the Mt. Spokane Boys Basketball Team on their 3rd place state finish. Noting March 11-15 is Education Support Professionals Week, President Cannon, on behalf of the board, thanked these employees for their work noting they provide invaluable services to Mead students.

V. Continuing Business
A. Consent Agenda A – 2nd Reading Policy/Procedure Adoptions & Revisions

President Cannon, prior to asking for a motion to approve Consent Agenda A, which includes two policies/procedures that were presented for first reading consideration on February 12, 2024, noted no first reading changes were recommended. He shared background/context for having policies, where no first reading changes are recommended, be approved as part of a stand-alone second reading Consent Agenda. Each of these policies is considered essential by WSSDA.

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

Consent Agenda A

1. Approved the following 2nd Reading Policy/Procedure Adoptions:
   - Policy/Procedure 4400 Adoption – Election Activities
   - Policy/Procedure 4218 Adoption – Language Access

B. 2nd Reading Policy 3141 Revision
   Non-Resident Students

Superintendent Travis Hanson presented a revision to Policy 3141, Non-Resident Students, for second reading consideration. This policy was adopted on March 27, 1991 and was last revised on June 13, 2016.

The presented revision adds language stating that non-resident applications received after August 15th will be evaluated for acceptance after the first day of school.

Based on first reading board feedback, language regarding balancing enrollment and annually evaluating which schools are able to accommodate non-resident students has been removed. The language now simply states that the Mead School District welcomes non-resident students and that all requests for non-resident enrollment will be considered on an equal basis, except as noted in the policy.

Following discussion, Director Nolan made a motion to approve the revision to Policy 3141, Non-Resident Students, as presented. Director Gray seconded the motion. The motion carried unanimously.
C. 2nd Reading Procedure 3131 Revision
Assignments to Schools
Superintendent Travis Hanson presented a revision to Procedure 3131, Assignments to Schools, for second reading consideration. This policy was adopted on May 10, 1978 and was last revised on November 20, 2006.

In the Elementary intra-district transfer section, following discussion that took place after the February 12th first reading of the procedure revision, the second reading revision language now states that approved intra-district transfer students will be considered a resident of their new attendance boundary. This eliminates the need to reapply each year to remain at the new elementary school.

Regarding the transition from elementary school to middle school or high school, while transfers will not carry over, a sentence has been added to that section of the procedure stating that priority will be given to transfer requests from students that are currently attending the feeder system requested.

Following discussion, that included the board affirming the change that removes the need to reapply for an intra-district transfer annually at the elementary level, Director Gray made a motion to approve the revision to Procedure 3131, Assignments to Schools, as presented. Director Nolan seconded the motion. The motion carried unanimously.

VI. New Business
A. Consent Agenda B
President Cannon directed attention to donations listed on the Consent Agenda. After reading the name and donation amount from each community partner, he expressed thanks and appreciation for their generosity.

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

Consent Agenda B

1. Hired Certificated Personnel:

<table>
<thead>
<tr>
<th>Name</th>
<th>Department</th>
<th>Position</th>
<th>FTE</th>
<th>Start Date</th>
</tr>
</thead>
<tbody>
<tr>
<td>Correna Cockrill</td>
<td>Special Services</td>
<td>1.0 FTE Continuing Resource Room Teacher effective 1/29/24</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Elizabeth Pipkin</td>
<td>Mead High School</td>
<td>1.0 FTE Continuing Design Studio English Teacher effective 1/29/24 (replaces continuing position at Northwood)</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Karly Wittkopp</td>
<td>Mead High School</td>
<td>.2 FTE Leave Replacement Math Teacher 2nd semester 23/24 (in addition to .8 FTE Continuing)</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Skyler Lamberd</td>
<td>Mead High School</td>
<td>.2 FTE Non-Continuing Super Contract Math Teacher 2nd semester 23/24 (in addition to 1.0 FTE Continuing)</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Jason Tebbets</td>
<td>Mead High School</td>
<td>.2 FTE Non-Continuing Super Contract Math Teacher 2nd semester 23/24 (in addition to 1.0 FTE Continuing)</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Keith Ross</td>
<td>Mead High School</td>
<td>.2 FTE Non-Continuing Super Contract Math Teacher 2nd semester 23/24 (in addition to 1.0 FTE Continuing)</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Susan Chandler</td>
<td>Mead High School</td>
<td>.2 FTE Non-Continuing Super Contract Math Teacher 2nd semester 23/24 (in addition to 1.0 FTE Continuing)</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Rex Freed</td>
<td>Mead High School</td>
<td>1.0 FTE Leave Replacement Social Studies Teacher effective 2/1/24 - 6/14/24</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Julie Mitchell</td>
<td>Farwell</td>
<td>1.0 FTE Leave Replacement 3rd Grade Teacher effective 2/13/24 - 6/14/24</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Angela Neumiller</td>
<td>Student &amp; Family Services</td>
<td>1.0 FTE Leave Replacement Nurse effective 2/20/24 - 6/14/24</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>
2. **Hired Classified Personnel:**

<table>
<thead>
<tr>
<th>Name</th>
<th>Class</th>
<th>Effective Date</th>
</tr>
</thead>
<tbody>
<tr>
<td>Heather Ruiz</td>
<td>Evergreen</td>
<td>1/24/24</td>
</tr>
<tr>
<td>Sheri Clark</td>
<td>Nutrition Services</td>
<td>1/2/24</td>
</tr>
<tr>
<td>Rachel Emerson</td>
<td>Shiloh Hills</td>
<td>2/20/24</td>
</tr>
<tr>
<td>Rachel Heatley</td>
<td>Transportation</td>
<td>2/1/24</td>
</tr>
<tr>
<td>Rebecca Knight</td>
<td>Nutrition Services</td>
<td>2/8/24</td>
</tr>
<tr>
<td>Jacobi Padilla</td>
<td>Mt. Spokane</td>
<td>2/8/24</td>
</tr>
<tr>
<td>Jennifer Reed</td>
<td>Meadow Ridge</td>
<td>2/8/24</td>
</tr>
<tr>
<td>Tessa Trudeau</td>
<td>Mead HS</td>
<td>2/5/24</td>
</tr>
<tr>
<td>Hannah Wells</td>
<td>Skyline</td>
<td>2/8/24</td>
</tr>
</tbody>
</table>

3. **Hired Certificated Substitutes:**

<table>
<thead>
<tr>
<th>Name</th>
<th>Class</th>
<th>Effective Date</th>
</tr>
</thead>
<tbody>
<tr>
<td>Julia Reynolds</td>
<td>Elizabeth Sanders</td>
<td>2/8/24</td>
</tr>
<tr>
<td>Evelyn Naras</td>
<td>Anna O'Connor</td>
<td>2/8/24</td>
</tr>
<tr>
<td>Lorin Hayward</td>
<td>Tami Edwards</td>
<td>2/8/24</td>
</tr>
<tr>
<td>Melissa Reed</td>
<td>Robin Haws</td>
<td>2/8/24</td>
</tr>
<tr>
<td>Wuling Lee</td>
<td>Jill Handley</td>
<td>2/8/24</td>
</tr>
<tr>
<td>Jillianne Bartholomew</td>
<td></td>
<td>2/8/24</td>
</tr>
</tbody>
</table>

4. **Hired Classified Substitutes:**

<table>
<thead>
<tr>
<th>Name</th>
<th>Class</th>
<th>Effective Date</th>
</tr>
</thead>
<tbody>
<tr>
<td>Kelli Craig</td>
<td>Colbert</td>
<td>2/23/24</td>
</tr>
<tr>
<td>Cheryl Peffer</td>
<td>MLO</td>
<td>4/11/24</td>
</tr>
<tr>
<td>Kayleigh Sliman</td>
<td>Evergreen</td>
<td>3/25/24</td>
</tr>
<tr>
<td>Tina Elliot</td>
<td>Creekside</td>
<td>5/17/24</td>
</tr>
<tr>
<td>Brandt Gerow</td>
<td>Transportation</td>
<td>4/15/24</td>
</tr>
<tr>
<td>Joanna Netzel</td>
<td>Shiloh Hills</td>
<td>4/15/24</td>
</tr>
<tr>
<td>Randy Plischke</td>
<td>Mead HS</td>
<td>4/22/24</td>
</tr>
<tr>
<td>Amanda Sandoval</td>
<td>Brentwood</td>
<td>3/29/24</td>
</tr>
<tr>
<td>MacKenna Jones</td>
<td>Mead HS</td>
<td>5/29/24</td>
</tr>
<tr>
<td>Natasha Summer</td>
<td>Mead HS</td>
<td>5/14/24</td>
</tr>
<tr>
<td>Julie Kautzman</td>
<td>Evergreen</td>
<td>4/15/24</td>
</tr>
<tr>
<td>Michelle Johnson</td>
<td>Highland</td>
<td>4/22/24</td>
</tr>
</tbody>
</table>

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, **March 11, 2024**, the Board, by a unanimous vote does approve for payment the vouchers included in the above referenced list and further described as **Warrant Numbers 115354 to 115763** in the following amounts:

<table>
<thead>
<tr>
<th>Fund</th>
<th>Amount</th>
</tr>
</thead>
<tbody>
<tr>
<td>General Fund - AP</td>
<td>$1,454,689.52</td>
</tr>
<tr>
<td>General Fund – PR</td>
<td>11,797,881.64</td>
</tr>
<tr>
<td>ASB Fund</td>
<td>247,101.28</td>
</tr>
<tr>
<td>Capital Projects Fund</td>
<td>64,544.64</td>
</tr>
<tr>
<td>Transportation Vehicle Fund</td>
<td>335,485.77</td>
</tr>
</tbody>
</table>

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

7. **Accepted the Following Donation:**

- $750.00 from Spokane Youth Symphony to Mead High School Band Program
- $500.00 from Leigh-Ane Williams to Mead High School Orchestra Program
- $2500.00 from St. Luke's Lutheran Church to Mead Resource Hub/Teen & Kids Closet
- $2000.00 from MSHS Athletic Boosters to Football Program (coach headsets)
- $1500.00 from MSHS Athletic Boosters to Boys Golf (golf bags and range finders)
- $1540.80 from Prairie View PTO to Prairie View Building Budget (stipend for additional Drama Club coach)
- $5000.00 from Wendy's to Mead HS Band Program

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

<table>
<thead>
<tr>
<th>Name</th>
<th>Custodial</th>
<th>Class</th>
<th>Start Date</th>
<th>End Date</th>
</tr>
</thead>
<tbody>
<tr>
<td>Asia Chapman</td>
<td></td>
<td>Custodial</td>
<td>2/20/24</td>
<td>3/4/24</td>
</tr>
<tr>
<td>Kelli Craig</td>
<td>Colbert</td>
<td>Cert</td>
<td>2/23/24</td>
<td>3/4/24</td>
</tr>
<tr>
<td>Cheryl Peffer</td>
<td>MLO</td>
<td>Class</td>
<td>3/24/24</td>
<td>4/11/24</td>
</tr>
<tr>
<td>Kayleigh Sliman</td>
<td>Evergreen</td>
<td>Class</td>
<td>3/25/24</td>
<td>3/25/24</td>
</tr>
<tr>
<td>Tina Elliot</td>
<td>Creekside</td>
<td>Cert</td>
<td>5/17/24</td>
<td>5/17/24</td>
</tr>
<tr>
<td>Brandt Gerow</td>
<td>Transportation</td>
<td>Class</td>
<td>5/14/24</td>
<td></td>
</tr>
<tr>
<td>Joanna Netzel</td>
<td>Shiloh Hills</td>
<td>Class</td>
<td>4/15/24</td>
<td>6/15/24</td>
</tr>
<tr>
<td>Randy Plischke</td>
<td>Mead HS</td>
<td>Class</td>
<td>4/22/24</td>
<td></td>
</tr>
<tr>
<td>Amanda Sandoval</td>
<td>Brentwood</td>
<td>Cert</td>
<td>3/29/24</td>
<td></td>
</tr>
<tr>
<td>MacKenna Jones</td>
<td>Mead HS</td>
<td>Class</td>
<td>5/29/24</td>
<td></td>
</tr>
<tr>
<td>Natasha Summer</td>
<td>Mead HS</td>
<td>Class</td>
<td>5/14/24</td>
<td></td>
</tr>
<tr>
<td>Julie Kautzman</td>
<td>Evergreen</td>
<td>Class</td>
<td>4/7/24</td>
<td></td>
</tr>
<tr>
<td>Michelle Johnson</td>
<td>Highland</td>
<td>Class</td>
<td>3/27/24</td>
<td></td>
</tr>
</tbody>
</table>

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

<table>
<thead>
<tr>
<th>Name</th>
<th>Transportation</th>
<th>Class</th>
<th>Resignation Date</th>
</tr>
</thead>
<tbody>
<tr>
<td>Jami Nelsen</td>
<td>Transportation</td>
<td>Class</td>
<td>3/14/24 (Bus Driver)</td>
</tr>
<tr>
<td>Sven Aaseby</td>
<td>Nutrition Services</td>
<td>Class</td>
<td>3/8/24 (Cook)</td>
</tr>
<tr>
<td>Jacob Knight</td>
<td>Brentwood</td>
<td>Cert</td>
<td>3/8/24 (teacher)</td>
</tr>
<tr>
<td>Jamie Roberts</td>
<td>Creekside</td>
<td>Class</td>
<td>2/28/24 (Para Ed)</td>
</tr>
<tr>
<td>Jennifer Johns</td>
<td>Colbert</td>
<td>Class</td>
<td>2/29/24 (Para Ed)</td>
</tr>
<tr>
<td>Claire Perry</td>
<td>Farwell</td>
<td>Cert</td>
<td>6/20/23 (teacher - currently on leave)</td>
</tr>
<tr>
<td>Mark St. Clair</td>
<td>Learning &amp; Teaching</td>
<td>Cert</td>
<td>8/31/24 (Director Secondary Education)</td>
</tr>
</tbody>
</table>
10. **Declared as Surplus the following Buses:**

- **Bus 6** – 2007 International School Bus  
  State No. 203832  
  Vin: 4DRBUAFN17B444777  
  Lic No: 74113C

- **Bus 29** – 2005 International School Bus  
  State No. 203387  
  Vin: 4DRBUANN25B987157  
  Lic No: 74107C

- **Bus 49** – 2000 Bluebird School Bus  
  State No. 18653  
  Vin: 1BABNBXA5YF087904  
  Lic No: B9046C

- **Bus 54** – 2000 Bluebird School Bus  
  State No. 18655  
  Vin: 1BABNBXA9YF087906  
  Lic No: B9047C

- **Bus 28** – 2010 International School Bus  
  State No. 205694  
  Vin: 4D4BUSKN3AB194073  
  Lic No: 205694

**B. Consent Agenda B**

**Mt. Spokane HS and Mead HS DECA Nationals**

Director of Secondary Education, Mark St.Clair, before presenting the request from qualifying members of both Mt. Spokane HS DECA and Mead HS DECA, along with teachers/advisors Todd Slatter and Brandon Butler, plus 2-3 additional chaperones, to travel to Anaheim, CA, April 26 – May 1, 2024, to compete at the DECA International Career Development Conference, shared the good news that WIAA 3A Scholastic Cup standings, to date, have Mead HS in 1st place and Mt. Spokane HS in 3rd place.

The estimated per student cost to travel to Anaheim for the conference is $750 with the remainder of student costs fundraised through the Student Store at each high school. The district CTE budget will cover all adult expenses. Students will miss four days of school and Mr. Slatter and Mr. Butler will need substitute teachers for those four days.

Director Gray made a motion to approve the request from Mt. Spokane HS DECA and Mead HS DECA to travel to Anaheim, CA, April 26 – May 1, 2024, to compete at the DECA International Career Development Conference, as presented. Director Nolan seconded the motion. The motion carried unanimously.

**C. Student Travel Proposal**

**Mt. Spokane HS and Mead HS Yearbook**

Director of Secondary Education, Mark St.Clair, presented a travel request from Mt. Spokane HS Yearbook (two students and advisor Susan Best) and Mead HS Yearbook (four students, advisor Makena Busch and one additional adult chaperone) to travel to Kansas City, MO, April 4-7, 2024, to attend the JEA/NSPA Spring National High School Journalism Convention. This is an opportunity for students to attend sessions on various journalism and yearbook topics and compete in national competitions.

The estimated per student cost is $600-$630 (airfare and meals). The remaining student costs, plus all advisor/chaperone expenses, will be covered by the Yearbook ASB budgets. No school will be missed as the convention takes place during Spring Break.

Director Gray made a motion to approve the request from Mt. Spokane HS Yearbook and Mead HS Yearbook to travel to Kansas City, MO, April 4-7, 2024, to attend the JEA/NSPA Spring National High School Journalism Convention, as presented. Director Killman seconded the motion. The motion carried unanimously.
D. Student Travel Proposal
Mead High School Boys & Girls Track Arcadia Invitational
Director of Secondary Education, Mark St.Clair, presented a travel request for eight members of Mead High School Boys & Girls Track, plus three coaches/chaperones, to travel to Arcadia, California, April 4-7, 2024, to participate in the 2024 Arcadia Invitational. This is an opportunity for students to compete against some of the best track and field athletes in the nation.

The estimated per student cost is $599 (airfare and meals) with fundraisers available. Team ASB accounts will cover coach expenses plus hotel and rental vans. No school will be missed as the trip takes place during Spring Break.

Director Gray made a motion to approve the request from Mead High School Boys & Girls Track to travel to Arcadia, CA, April 4-7, 2024, to compete at the Arcadia Invitational, as presented. Director Killman seconded the motion. The motion carried unanimously.

E. 1st Reading Policy 5201 Adoption
Drug-Free Schools, Community and Workplace
Superintendent Travis Hanson presented the adoption of Policy 5201, Drug-Free Schools, Community and Workplace, for first reading, non-action, consideration. This would be a new policy for the Mead School District. This policy is considered by WSSDA to be essential.

WSSDA Sample Policy 5201 was used as the template for the presented policy adoption. The policy defines “workplace” and, to help maintain a drug-free school, community and workplace, includes a listing of behaviors that will not be tolerated. The policy additionally sets forth Notification Requirements and Disciplinary Action.

Regarding HB 1095 and Policy 3416 (Parental Administration of Marijuana for Medical Purposes), it was noted that while HB 1095 permits a parent to administer marijuana infused products to their child on school grounds, aboard school buses and while attending a school-sponsored event, it does not permit the administration of marijuana to a student by smoking. It does not include medical marijuana as a “medication” that the school nurse administers and it does not extend to employees. HB 1095 does not restrict the district from taking punitive steps, including termination, against employees who possess or use drugs. Neither does it restrict districts from responding to student possession or use of drugs in circumstances unrelated to parental administration to their child who is a qualified patient.

The presented policy complies with state and federal law and current district practice.

Discussion included notation of those employee groups where drug testing is required by state law (bus drivers) and how reasonable suspicion comes into play in situations where drug testing is not legally required. In response to a question from Director Gray regarding the impact of this new policy, Human Resource Director Keri Hutchins noted there would be substantially no change in practice as the district is currently following all state and federal laws regarding drug testing. By adopting the policy the board would simply be formalizing current district practice.

Regarding student drug use, it was noted the district has policies and procedures in place that address this topic. If desired, this could be a topic for further discussion at an upcoming Work Session.

No first reading changes were recommended.
F. 1st Reading Policy 5240 Adoption
Evaluation of Staff
Superintendent Travis Hanson presented the adoption of Policy 5240, Evaluation of Staff, for first reading, non-action, consideration. This would be a new policy for the Mead School District. This policy is considered by WSSDA to be essential.

WSSDA Sample Policy 5240 was used as the template for the presented policy adoption.

Recognizing the professional growth and evaluation of individual employees is important to improving the effectiveness and efficiency of the district, Policy 5240 sets forth evaluation requirements for Certificated Teachers and Principals, Certificated Support Personnel, Other Administrative Staff and Classified Staff. In each category employees are evaluated at least once per year. The purpose of evaluations is to improve an employee’s performance, alert the employee of any performance deficits and, in the case of teachers and principals, have a positive impact on student learning.

The presented policy complies with state and federal law and current district practice.

No first reading changes were recommended.

G. 1st Reading Policy 5400 Adoption
Personnel Leaves
Superintendent Travis Hanson presented the adoption of Policy 5400, Personnel Leaves, for first reading, non-action, consideration. This would be a new policy for the Mead School District. This policy is considered by WSSDA to be essential.

WSSDA Sample Policy 5400 was used as the template for the presented policy adoption.

The presented policy states that staff may be granted leaves, pursuant to the conditions set forth in the policy, unless the applicable collective bargaining agreement provides otherwise. The policy additionally includes an Unpaid Leaves section that provides approval consideration in certain circumstances. The option to provide unpaid leave does not obligate the district to do so, or in any way limit or prevent the district from pursuing other responses.

The presented policy complies with state and federal law and current district practice.

It was noted by Human Resources Director Keri Hutchins that the policy being presented for consideration is a “summary” leave policy. The district already has many “topic specific” leave policies.

No first reading changes were recommended.

H. 1st Reading Policy 5409 Adoption
Unpaid Holidays for Reason of Faith or Conscience
Superintendent Travis Hanson presented the adoption of Policy 5409, Unpaid Holidays for Reason of Faith or Conscience, for first reading, non-action, consideration. This would be a new policy for the Mead School District. This policy is considered by WSSDA to be essential.

WSSDA Sample Policy 5409 was used as the template for the presented policy adoption.

The presented policy affords each district employee the right to request up to two unpaid holidays per calendar year for reason of faith or conscience or an organized activity conducted under the auspices of a religious denomination, church or religious organization. In compliance with state law, the request will be granted unless it is determined the employee’s absence would impose an undue hardship on the district or the employee is necessary to maintain public safety.
The presented policy complies with state and federal law and current district practice.

No first reading changes were recommended.

I. 1st Reading Policy 5005 Adoption
Employment and Volunteers: Disclosures, Certification Requirements, Assurances and Approval
Superintendent Travis Hanson presented the adoption of Policy 5005, Employment and Volunteers: Disclosures, Certification Requirements, Assurances and Approval, for first reading, non-action, consideration. This would be a new policy for the Mead School District. This policy is considered by WSSDA to be essential.

WSSDA Sample Policy 5005 was used as the template for the presented policy adoption. WSSDA retitled and updated this policy in 2017 to reflect compliance with ESB 1654. The update of the policy pertained to background checks for all staff and volunteers who have regularly scheduled unsupervised access to students, certification requirements for certificated staff, and procedure for reemployment of classified staff. There is no current WSSDA procedure for this policy as the policy itself is expansive enough to cover all the requirements in compliance with state laws.

The presented policy includes sections on the following:

- Federal Immigration Law Compliance for Staff
- Child Support Reporting for Staff
- Sexual Misconduct Release Form for Staff
- Disclosures for Staff and Volunteers
- Background Check for Staff and Volunteers
- Pre-employment Drug Testing
- Record Check Database Access Designee
- Certification Requirements
- Classified Staff
- Board Approval

The presented policy complies with state and federal law and current district practice.

In response to board questions, Human Resources Director Keri Hutchins shared the policy does not represent a significant shift from practices currently in place. She additionally noted, regarding sexual misconduct when employees move here from out-of-state, that most states comply with requests for information. The finger printing costs for employees/volunteers who will have unsupervised access to students is covered by the employee/volunteer.

A Washington State Patrol background check is conducted free of charge for parent volunteers who have supervised access to students.

President Cannon noted the important balance between providing opportunities for parents to be involved while at the same time taking necessary student safety measures. It is important the district makes sure parents feel welcome in district schools.

No first reading changes were recommended.

VII. Reports
A. Financial Report for the Month of January 2024
Prior to sharing a brief financial report for the month of January 2024, Chief Financial Officer Heather Ellingson expressed her appreciation/thanks to the Mead community for their support in passing the district’s three-year replacement levy.
District enrollment continues to be under budget. Ms. Ellingson, noting kindergarten enrollment is once again anticipated to be lower next year, shared the district will be ultra-conservative with enrollment projections for the 2024/25 school year.

The January apportionment from the state now reflects actual rather than budgeted enrollment. The monetary impact of lower than budgeted for enrollment is approximately $1.2 million.

Cash flow is trending slightly higher than anticipated. There are two upcoming large purchases planned that will impact cash flow. With leases expiring for secondary Chromebooks the district will be purchasing new devices and Nutrition Services will be purchasing, sometime this summer, a new chiller/freezer. Ms. Ellingson shared the district will be receiving a little more money from the state than anticipated and that the amount needed from Fund Balance this year will be $3-$4 million, not the budgeted $5.5 million.

Ms. Ellingson reminded that the new levy rate will not start being collected until April 2025. The 2024/2025 budget will be a discussion item at an upcoming Work Session.

In conclusion, Ms. Ellingson briefly reviewed the other four district funds (Debt Service, Capital Projects, ASB and Transportation Vehicle). This review included notation that PTO and Booster Club monies are separate, they are not included in any district fund. Building budgets are part of the district’s General Fund and the district does not contribute any money to school ASB accounts.

B. Technology Committee Update
Business & Operations Assistant Superintendent Jared Hoadley provided an update on the work of the district’s Technology Committee. The committee, comprised of six parents and six school district representatives, has met ten times since May 2023.

Dr. Hoadley’s update included a recap of topics covered at committee meetings, identification of common themes from the June 2023 ThoughtExchange survey completed by parents, Action Steps to Date, Action Steps in Motion and Next Steps.

Action Steps to Date:

- Healthy hours are in place for all students from 6 am to 10 pm.
- Middle School students are allowed to email instructional staff and their parents, they are not allowed to email each other.
- Middle School lunch time is a social time with limited Chromebook access.
- Classroom Chromebook usage is intentional and teacher directed.
- Teachers can manage and filter student internet access with GoGuardian software. They can choose which websites to allow or block, and interact with student screens.
- Teachers are able to limit the number of tabs open.
- There are increased restrictions for YouTube in K-8.

Action Steps in Motion:

- Digital citizenship instruction is being reviewed.
- Cell phone policies are being reviewed with the goal of increasing consistency of implementation and lessening classroom distractions.
- Parent access to GoGuardian is being piloted.
- A community evening event is being planned for May 21, 2024, where, working in cooperation with ESD 101, the documentary Screenagers Growing Up in the Digital Age will be shown. The hope is that this event begins the conversation around the following
survey themes: screen time, parent resources, parent involvement, Chromebook management and cell phone management.

Next Steps:

- Keeping lines of communication open with families, students and staff.
- Continued Technology Committee meetings to work through tech-related priorities identified in the ThoughtExchange survey.
- Ongoing commitment from the Mead School District to assure appropriate use of technology by students.

The board thanked Dr. Hoadley for this update with Director Gray noting she had the opportunity to attend a recent Technology Committee meeting and observe the great discussion that took place. At middle schools she has observed kids are in the gym at lunch time and reading in the library rather than being on devices.

Regarding GoGuardian teacher training, Dr. Hoadley shared it is a work in process, and regarding making GoGuardian universally available to parents, it was shared access is being piloted to see if it is really what parents want. Feedback so far shows they like the program but wish it had additional options. GoGuardian currently serves as the district’s content filter. If the decision is made to transition to a new software it will impact all district devices and will involve a multi-faceted implementation process.

C. Superintendent’s Report

Superintendent Hanson reported/shared information on the following:

- Like President Cannon, Superintendent Hanson, regarding Educational Support Professionals Week, noted the district simply could not operate without the employees who serve in these positions. Their service and efforts on behalf of students is truly appreciated.
- Noting this is the first business meeting following the levy election, Superintendent Hanson extended his sincere thanks to the community for their support in passing this ballot measure. The survey soliciting feedback on the levy is nearly ready to be sent out. He requested board members get back with him in the next few days with any suggested revisions. The survey will be emailed to district families and advertised to the community at large via a standalone postcard. The feedback from both Yes and No voters will be very important. Moving forward it will be important to focus on restoring fund balance and “right sizing”. Meetings have been scheduled to start the process of determining safety and security needs and Learning & Teaching Assistant Superintendent Heather Havens has started the process of prioritizing curriculum needs.
- Superintendent Hanson reminded the board that, under the direction of CTE Director Moleena Harris, the district is sponsoring a CTE Health Sciences event at Mead High School on Tuesday evening (March 12).

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

There were no public comments on non-agenda items.

IX. Adjourn

The meeting was adjourned at 7:35 pm.