



MINUTES

Full Board of Directors Meeting

May 20, 2024

6:45 pm

The meeting was held virtually via Zoom using this [link](#)

MISSION: We exist to foster a diverse and equitable community of youth and adults striving together for academic, personal and civic excellence.

VISION: Inclusive excellence in public education.

The Board uses a series of qualifiers, where appropriate, to help clarify the nature of each presentation/report.

1. The decision has been made and updates are provided (Inform)
2. Input is needed to assist the board to make the best decision (Discussion/Input)
3. Brainstorming is needed to help identify all options (Brainstorm)
4. Input and/or decision is assigned to a Special Committee (Small Group)
5. The decision is ready for vote (Vote)

ATTENDANCE

Board Executive Committee:

Joe Whitfield, Chair
Stephanie Grossman, Vice Chair
Drew Goltermann, Co-Treasurer
Annie Bielecki, Secretary
Marc Fulton, Co-Treasurer

Board Members:

Kaylee Hart, Board Member
Nikea Bland, Board Member
Grace Nailing, Board Member
Meg Ramey, Board Member
Kenny Smith, Board Member
Katherine Casey, Board Member
Kamrin Coffey, Board Member

Highline Ex-Officio Members:

Chris Ferris, Highline Academy Executive Director
Sarah Verni-Lau, Highline Academy Southeast Principal
Vanessa Rodriguez, Highline Academy Northeast Principal
Abby Arriaga, Vice President

Other:

Alex Bowdin, Outreach and Communication
Manda Troutman, Director of Communications
Sara Taylor, HR Consultant
Sloan Macy, Board Candidate
Austin Young, HANE Teacher
Kelly Fleming, Board Candidate
Katondra Dunn, Board Candidate
Erika Paulino, HASE Front Office Manager
Jamie Goode, HANE Teacher
Nora Clark, Board Liaison
Ramon Carson, Board Candidate

Absent:

Ambar Suero, Board Member

<i>Topic</i>	<i>Presenter</i>	<i>Goals</i>	<i>Outcome</i>
Call to Order – Joe Whitfield – Call to Order (6:45 pm) Quorum Establish A quorum of the Board was established. The agenda was adopted with no changes. Mission Moment Nikea read aloud the mission and vision statement. She spoke about incorporating the community voice at all times and in all spaces.			
Consent Agenda – Joe Whitfield – Governance – Vote (6:47 pm) Minutes from the February meeting A motion was made by Joe and seconded by Stephanie to approve the April 2024 meeting minutes. The motion passed. Nikea abstained as she wasn't at the April board meeting			
See BOD Packet for: - One Highline Pillar of Strategic Plan - Minutes from the April Meeting - Minimum Teacher Salary Policy - Budget to Actuals/ updated 24 Budget - Employee Handbook 24-25 - Board Candidates Nominations			
Public Comment (6:51 pm) - Manda framed the public comment. - No public comment			
E.D. Update - Chris Ferris - Inform (6:53 pm) - One Highline Pillar - Chris broke the board into small groups to discuss how well we think the school is meeting the One Highline pillar. Annie mentioned the importance of getting teacher feedback. Joe mentioned that the cultures are different within the 2 campuses, maybe it's 2 schools collaborating, instead of One. Katherine mentioned commonality in core values. Autonomy is important. DPS-owned building (HANE) vs. non-DPS-owned building (HASE) has a big impact on a lot of the administrative issues and differences between the two schools (i.e. classroom size, student acceptance rate, budget, etc) - Update on HANE M.S. - Neither the district nor our advocates informed Highline of the option to include the expansion of the building as part of the bond early in the bond allocation process. However, thanks to some partners speaking up on our behalf we might have a chance to move up in priority. Everything is still very much in process. - Staffing Updates for 24-25 by Sara Taylor - Only 2 positions left to fill at HASE, Sara anticipates that HASE will be fully staffed in the next couple of weeks. There is work to be done to maintain strong educator talent. Retention is down. Net promoter score is low. Highline's staff of color is at 44%, which is over the target. Sara's ask is for everyone to reach out to their networks. Finding candidates is difficult. HANE has 20 open positions. We are bringing in Teach for America teachers, and there are a bunch of interviews set up for this week. Kenny pointed out that this difference in talent acquisition is a good example of how difficult it will			

be to make the One Highline model work. Kenny asked Vanessa how she is being impacted, and Vanessa said it's a big difficulty. Kenny asked what the Board can do. Sara said to share the social media posts, and to start thinking about the pipeline, and ways to internally promote and move teachers up. Nikea asked about the difference between staffing strategies at HASE vs. HANE. Chris mentioned that Sara is bringing some new strategies that have not been used. Centralized hiring is a new strategy. Chris also mentioned that the finance committee has a proposal that will also help.

Principal Update - Sarah Verni-Lau & Vanessa Rodriguez - Inform (7:32 pm)

- Highlights of the School year - the Principals showed a video of their year with the students on both campuses.

Finance Committee - Marc Furton - Vote (7:38 pm)

- Budget to Actuals - deficit at HASE 256k. But interest from bond funds will be coming in next year, around 400k. HANE has a 547k surplus. 132 days of cash on hand, above the 100-day requirement.
- Revised 2024 budget - a motion was made by Marc and seconded by Kayley to approve the year ending June 30, 2024 budget. The motion passed unanimously. This new budget includes a retention bonus for staff returning next year to be paid in June.
- Minimum New Teacher salary - Our new teacher salary is not competitive for new teachers. Sarah Verni-Lau suggested a 5-year 60k minimum salary. Marc made a motion to approve the minimum teacher pay policy, and Nikea seconded. The motion passed unanimously.

Building Corporation - Chris Ferris - Inform (8:00 pm)

- HASE Construction Updates - Chris showed pictures of the new build.

REACH UP Committee - Katherine Casey - Inform (8:01 pm)

- Preliminary UIP goals for 24-25 - Katherine and Chris elected to not present this month, and will instead present at June's meeting.

Reach In Committee - Stephanie Grossman - Inform (8:02 pm)

- Candidate interviews, and Officer nominations - The Reach IN Committee evaluated 6 candidates and announced that they are presenting 5 of the 6 for nomination to the Board of Directors.
- Stephanie made a motion to nominate Ramon Carson to the Highline School Board of Directors, Joe seconded. The motion passed unanimously.
- Stephanie made a motion to nominate Kelly Fleming to the Highline School Board of Directors, Joe seconded. The motion passed unanimously.
- Stephanie made a motion to nominate Sloan Macy to the Highline School Board of Directors, Joe seconded. The motion passed unanimously.
- Stephanie made a motion to nominate Katandra Dunn to the Highline School Board of Directors, Nikea seconded. The motion passed unanimously.
- Stephanie made a motion to nominate Alexander Landeau to the Highline School Board of Directors, Kamrin seconded. The motion passed unanimously.
- Stephanie made a motion to nominate Ambar Suero for Chair of the Highline School Board of Directors, Joe seconded. The motion passed unanimously.
- Stephanie made a motion to nominate Katherine Casey for Vice-Chair of the Highline School Board of Directors, Grace seconded, The motion passed unanimously.
- Stephanie made a motion to nominate Kaylee Hart for Treasurer of the Highline School Board of Directors, Marc seconded. The motion passed unanimously.
- Employee Handbook - Stephanie made a motion to approve the 2024 Employee Handbook. Nikea seconded. The motion passed unanimously.

Old Business - Chris Ferris - Inform (8:10 pm)

- Thanks to all who contributed to the Mosaic.

Reminders/Announcements – Chris Ferris – Inform (8:12 pm)

- HASE 8th grade HASE graduation May 30 at 5:00 pm
- HANE 5th grade continuation ceremony June 3, 9:00 am
- Field Day all day: HANE May 30, HASE June 4
- Next BOD meeting: Monday, June 10 at 6:15 pm (Location TBD)

Adjournment – Joe Whitfield – Adjourn Meeting – Vote (8:14 pm)

With no further business up for discussion, a motion was made by Joe and seconded by Stephanie to adjourn the meeting. The motion passed unanimously.