



**Minutes from the Regular Meeting of the Board of Directors
Monday, October 21, 2024**

The Board of Directors held a Regular Board Meeting on Monday, October 21, 2024. This meeting was held in-person and virtually via a Zoom link posted on the Mead School District website. The meeting, that began at 6 pm, was held at Union Event Center. Directors Cannon, Gray, Burchard, Nolan and Killman were present. 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 Burchard made a motion to approve the meeting agenda, as presented. Director Nolan seconded the motion. The motion carried unanimously.

III. Approval of Minutes

Director Killman made a motion to approve the minutes of the September 23, 2024 Regular Board Meeting and October 7, 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 *Public Comment on Agenda Items*, followed by updates from high school ASB students and board/staff comments.

Public Comments on Agenda Items

NOTE: The name of each speaker is listed below, along with the agenda topic they commented on and a very brief summary of their remarks. The speaker's affiliation to the district, if any, is also indicated. To listen to comments in their entirety please visit www.mead354.org/board where a link to the Zoom recording of the meeting is posted.

Patrick Sheehy addressed the board regarding the proposed revisions to Procedure 2190, Highly Capable Programs. Mr. Sheehy is the father of a second grade daughter who scored above the 90th percentile in two of the three CogAT domains. Because she scored at the 87th percentile in the quantitative domain, at this time, she is not eligible for consideration for the district's full-time gifted program. He noted a number of inadequacies with several sections of the presented procedure revision and requested the document be further revised to address these concerns/short comings before being adopted by the board.

Jonathan Bingle, a Mead School District parent and member of the Spokane City Council, noting the importance of a level playing field, spoke in support of Resolution 24-08, Title IX Regulations Supporting Fairness in Competition and Student Safety.

Lisa Bonnett-Douglas, a 1981 Mead High School graduate, and mother of children who are also Mead graduates, spoke in support of Resolution 24-08, Title IX Regulations Supporting Fairness in Competition and Student Safety. She noted the biological differences between males and females.

Jeanne Helfer, a recently retired Mead School District teacher and long-time coach, spoke in support of Resolution 24-08, Title IX Regulations Supporting Fairness in Competition and Student Safety, noting women's sports are for biological women. To allow otherwise is a betrayal of Title IX as it was originally intended.

Becky Clark, a pioneer of women's sports and mother of children who graduated from the Mead School District, spoke in support of Resolution 24-08, Title IX Regulations Supporting Fairness in Competition and Student Safety, and shared safety/injury concerns associated with biological males competing against biological women.

Shannon Stiles, a Mead School District teacher/coach and mother of three daughters, first shared her compassion for transgender students, followed by speaking in support of Resolution 24-08, Title IX Regulations Supporting Fairness in Competition and Student Safety. She advocated for an alternative competition opportunity/category for transgender students.

Kathy LejaMeyer, mother of four students (3 boys and 1 girl), spoke in support of Resolution 24-08, Title IX Regulations Supporting Fairness in Competition and Student Safety, noting biological sex is different than gender identity. She expressed her appreciation that the Mead School District is taking a stance on this issue.

Kerry Nelson, a 1980 graduate of Mead High School and mother of a daughter who graduated from Mt. Spokane High School, spoke in support of Resolution 24-08, Title IX Regulations Supporting Fairness in Competition and Student Safety. She thanked the board for bringing this issue/concern to the forefront, noting it is a fairness issue.

Dori Whitford, a recently retired Mead School District teacher and current cross-country (girls) and track (girls) coach at Mead High School, spoke in support of Resolution 24-08, Title IX Regulations Supporting Fairness in Competition and Student Safety. She noted when her athletes compete against a biological male trans athlete they feel as if they are not valued. She noted this is an adult problem and that her athletes wonder when adults are going to solve it.

Amber Philips, mother of four children including two girls who run cross-country, spoke in support of Resolution 24-08, Title IX Regulations Supporting Fairness in Competition and Student Safety. She supports a revision to the current WIAA stance on transgender athletes and referenced possible solutions.

Amy Tobino, in support of her daughter and potential future granddaughters, spoke in favor of Resolution 24-08, Title IX Regulations Supporting Fairness in Competition and Student Safety, noting there is an undeniable biological difference between males and females.

Hayden Douglas, a Mead High School graduate, spoke in support of Resolution 24-08, Title IX Regulations Supporting Fairness in Competition and Student Safety. Regarding track specifically, he noted that a significant number of state competition spots have been taken by biological male transgender athletes.

Tim Demant, who has been involved in college athletics for 34 years, in support of his daughters, spoke in favor of Resolution 24-08, Title IX Regulations Supporting Fairness in Competition and Student Safety.

High School Reports

Mt. Spokane High School - ASB President Jayson Bonnett and Public Information Officer Seth McCready presented a brief review of the academic, athletic, leadership and music events recently completed and upcoming at Mt. Spokane High School. The *Homecoming Dance*, with a "Rio" theme, took place September 21st and the theme for the *Battle of the Bell* football game was

“Northern Lights”. ASB just hosted the first Rep Assembly of the 24/25 school year. The purpose of Rep Assembly is to provide a larger number of students with a voice in what takes place at Mt. Spokane. The Slow Pitch Softball Team is this year’s GSL Champion and is ranked #1 in state. Soccer (girls), who is in contention for this year’s GSL title, will compete against Mead HS in the annual *Turf War* on Wednesday, October 23rd. Plans are underway for the school’s Veterans Day Assembly and the November 20th Blood Drive.

Mead High School - President Cannon shared that because of the length of the *Public Comments on Agenda Items*, representatives from Mead High School’s ASB class had to leave before having the opportunity to present.

Board/Staff Comments

Regarding *Battle of the Bell*, President Cannon thanked the many Mead School District administrators and teachers who helped with supervision at the event that took place at Union Stadium. He additionally expressed his appreciation to the Mead School District community for Union Stadium that, in addition to hosting athletic contests, is a place where other events, like the recent Pacific NW Marching Band Competition, take place. At the Pacific NW Marching Band event between 2,500 and 3,000 spectators watched 25 high school bands compete.

V. Continuing Business

A. Consent Agenda A - 2nd Reading Policy/Procedure Adoptions

Consent Agenda A contains policies and procedures that were presented for first reading non-action consideration on September 23, 2024. President Cannon confirmed all three policies/procedures could be brought forward for second reading adoption/action via Consent Agenda on October 21, 2024.

Regarding Policy 6102 and the bullet on page two under the *Advertising Activities* section that Director Nolan sought first-reading clarification on that states, “Promotes food or beverage inconsistent with our competitive foods policy,” Superintendent Hanson recommended the bullet remain as it is consistent with language in Policy 6700 (Nutrition and Physical Fitness).

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

Consent Agenda A

1. Approved the Following 2nd Reading Policy/Procedure Adoptions:

- Policy & Procedure 2418 Adoption (Waiver of High School Graduation Credits)
- Policy & Procedure 3530 Adoption (Fundraising Activities Involving Students)
- Policy & Procedure 6102 Adoption (District Fundraising Activities)

VI. New Business

A. Consent Agenda B

President Cannon reviewed the donations listed on Consent Agenda B and thanked those individuals and organizations for their generosity and support of Mead School District students.

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

Consent Agenda B

1. Hired Certificated Personnel:

Maren Cummings	Brentwood	Cert	1.0 FTE Leave Replacement Resource Room teacher 24/25 school year effective 10/7/24
Angela Thedens	Creekside	Cert	.4 FTE Non-Continuing Combo Support teacher 24/25 school year (in addition to .5 FTE Continuing) effective 9/3/24

Mackenzie Blanc	Mountainside	Cert	.2 FTE Continuing ELA teacher (in addition to .8 FTE Continuing) effective 9/3/24
Michael Bartlett	Mountainside	Cert	.2 FTE Continuing Math/CTE teacher (in addition to .8 FTE Continuing) effective 9/3/24
Amanda Hegel	Mountainside	Cert	.4 FTE Leave Replacement CTE teacher (in addition to .6 FTE Leave Replacement) 24/25 school year effective 9/3/24
Tija Smith-Wallis	Northwood	Cert	.2 FTE Leave Replacement Spanish Teacher (in addition to .8 FTE Continuing) 24/25 school year effective 9/3/24
Jolene Sundheim	Brentwood	Cert	1.0 FTE Continuing 3 rd Grade teacher effective 9/3/24 (replaced Leave Replacement position)
Jennifer Gentry	Mead HS	Cert	.2 FTE Leave Replacement Spanish Teacher (in addition to .8 FTE Leave Replacement) 24/25 school year effective 9/3/24
Jaqueline Valdivia Sanchez	Mead HS	Cert	.2 FTE Leave Replacement Spanish Teacher (in addition to .8 FTE Leave Replacement) 24/25 school year effective 9/3/24
James Maurer	Mead HS	Cert	.2 FTE Leave Replacement French Teacher (in addition to .8 FTE Continuing) 24/25 school year effective 9/3/24
Alexander Schuerman	Mt. Spokane	Cert	.2 FTE Non-Continuing Math Teacher (in addition to 1.0 Continuing) 1 st semester 24/25 effective 9/6/24
Elizabeth Wilson-Fowler	Special Services	Cert	.4 FTE Leave Replacement SLP 1 st semester 24/25 effective 9/12/24
Heather Mackey	Meadow Ridge	Cert	.2 FTE Non-Continuing Combo Support teacher 24/25 school year effective 9/16/24
Lindsey Carlson	Mountainside	Cert	.2 FTE Leave Replacement Social Studies Teacher (in addition to .6 FTE Leave Replacement) 24/25 school year effective 9/13/24
Thomas Roen	Mead HS	Cert	.2 FTE Leave Replacement Social Studies Teacher (in addition to .6 FTE Leave Replacement) 24/25 school year effective 9/9/24
Paige Buccola	Mead HS	Cert	.2 FTE Leave Replacement English teacher (in addition to .8 FTE Leave Replacement) 24/25 school year effective 9/16/24
Heather Warren	Midway	Cert	1.0 FTE Non-Continuing K teacher 24/25 school year effective 9/9/24 (taking leave from 1.0 FTE Continuing Elementary Resource Room position)
Phillip Terrell	Mt. Spokane	Cert	.2 FTE Continuing Social Studies teacher (in addition to .6 FTE Continuing) effective 9/18/24
Jocelyn Cook-Cox	Mead HS	Cert	.4 FTE Non-Continuing Sports Med teacher 24/25 school year effective 9/19/24
Karen Powers	Creekside	Cert	1.0 FTE Continuing K teacher effective 9/19/24
Abigail Mills-Skinner	Mead HS	Cert	1.0 FTE Non-Continuing Math teacher 24/25 school year effective 10/2/24
Shawn Schuler	Mountainside	Cert	.6 FTE Continuing Reading Support teacher effective 9/3/24 (replaces 1.0 FTE Continuing position @ Mountainside)
Heather Mackey	Farwell	Cert	.2 FTE Non-Continuing Combo Support teacher 24/25 school year effective 9/18/24
Suzanne Swenland	Shiloh Hills	Cert	.2 FTE Leave Replacement K Support (in addition to .4 FTE Leave Replacement) 24/25 school year effective 9/3/24
Megan Thompson	Midway	Cert	.2 FTE Non-Continuing Combo Support Teacher 24/25 school year effective 10/10/24
Aziah Hawkins	Brentwood	Cert	1.0 FTE Leave Replacement 4 th Grade teacher 24/25 school year effective 10/4/24
Grace Boxleitner	Special Services	Cert	1.0 FTE Continuing OT effective 10/10/24

2. Hired Classified Personnel:

Austin Atchley	Custodial Services/MSHS	Class	8 hrs/day Custodian effective 9/16/24
Jordan Baird	Mead HS	Class	6.15 hrs/day Para Ed effective 9/19/24
Shelby Boothe	Colbert	Class	6.03 hrs/day Para Ed effective 10/1/24
Erin Carrell	Student Services	Class	3 hrs/day Homeless Community Specialist (Grant funded) effective 9/19/24
Crystal Cox	Student Services	Class	6.25 hrs/day Leave Replacement Classified Nurse effective 10/7/24 - 6/17/25
Katrina Fate	Mead HS	Class	5.33 hrs/day Para Ed effective 9/19/24
Carrie Foster	Skyline	Class	5 hrs/day Para Ed effective 9/5/24
Jill Geibel	Mead HS	Class	6.15 hrs/day Para Ed effective 10/1/24
Kaitlin Jenkins	Special Services	Class	7 hrs/day Behavior Tech effective 9/19/24
Erin Kunkler	Meadow Ridge	Class	1.5 hrs/day Para Ed effective 9/19/24

ReytinaLindquist	Shiloh Hills	Class	6.25 hrs/day Para Ed effective 9/19/24
Kaitlyn Savage	Mt. Spokane	Class	6.15 hrs/day Para Ed effective 9/12/24
Courtney Woodward	Prairie View	Class	6.5 hrs/day Para Ed effective 9/12/24
Kathryn Zeidler	Highland	Class	6.6 hrs/day Para Ed effective 9/20/24
Meredith Adams	Evergreen	Class	5 hrs/day Para Ed effective 10/1/24
Velma Cox	Nutrition Services/NW	Class	3 hrs/day Cook II effective 10/10/24
Kathryn Gilbertson	Mountainside	Class	6.15 hrs/day Para Ed effective 10/10/24
Chandra Greenwell	Student Services	Class	6.25 hrs/day Classified Nurse effective 10/10/24
Bethany Keating	Northwood	Class	6.10 hrs/day Para Ed effective 10/10/24
Janice LcCouix	Transportation	Class	6.77 hrs/day Bus Assistant effective 10/10/24
Emily Powers	Mead HS	Class	6.15 hrs/day Para Ed effective 10/10/24
Kassandra Raynor	Special Services	Class	7 hrs/day Behavior Tech effective 10/10/24
Bailey Terrasas	Mead HS	Class	6 hrs/day Para Ed effective 10/7/24

3. **Hired Certificated Substitutes:**

Jenelle Aoki	Samantha Kroll	Ashley Downing	Kate Hilderman
Katie Newhouse	Devin Savage	Brianna Busch	

4. **Hired Classified Substitutes:**

Pete Famolaro	LeeAnn Willy	Trina Miller	Jill Anfinson
Dalainy Tugaw	Heather Sullivan	Devin Savage	Autumn Vargas
Christopher Parkin	Anette Anderson		

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, **October 21, 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 118642 to 119121** in the following amounts:

<u>Fund</u>	<u>Amount</u>
General Fund - AP	\$ 1,703,168.16
General Fund - PR	12,525,547.99
ASB Fund	117,285.85
Capital Projects Fund	608,962.81

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

7. **Accepted the Following Donations:**

- \$1,969.98 from Daines Capital LLC to Mead HS Football Program
- \$2,500 from Wenspok Resources LLC to Mead HS Band Program

8. **Declared the Following Items as Surplus:**

Surplus Gym Equipment

- Hammer Strength Shoulder Press Machine
- Nautilus Leg Press Machine
- Life Fitness Triceps Machine
- Polaris Lat Pull Down Machine
- Galileo Abdominal Machine
- Polaris Seated Leg Extension Machine
- Gold Gym Tower

Bus 92 (2008 Chevy Collins, State No. 205007, VIN: 1GBJG31K781194859, Lic No.B9045C)

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

Michael Anderson	Transportation	Class	10/7/24 - 10/10/24
Dorothy Campbell	Mead HS	Class	10/1/24 - 10/22/24
Shelly Hicks	Colbert	Cert	10/17/24 - 1/5/25
Hailey Molan	Colbert	Cert	10/1/24 - 1/3/25
Kelli Reilly	Brentwood	Cert	9/27/24 - 1/5/25
Pamela Wheeler	Mt. Spokane	Class	10/7/24 - 4/30/25
Andrea Anderson	Mountainside	Cert	2 nd Semester 24/25
Jennifer Chapman	Prairie View	Cert	.4 FTE 2 nd Semester 24/25
Shelly Hicks	Colbert	Cert	.4 FTE 1/6/25 - 6/14/25

10. **Approved Request to Rescind Unpaid Leave (i.e., parenting, medical, Good of the District, education, etc.):**

Janeal Proffitt	Evergreen	Class	10/10/24 - 1/24/25
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11. Accepted Requests for Retirement/Resignation:

Sequola Camacho	Mead HS	Class	Resignation effective 9/30/24 (Campus Security)
Amy Franklin	Evergreen	Class	Resignation effective 10/15/24 (Para Ed)
Jacob Harris	Transportation	Class	Resignation effective 10/4/24 (Bus Driver)
Anthony Matthews	Maintenance	Class	Resignation effective 9/30/24 (General Maintenance Worker)
Shawn Phillips	Shiloh Hills	Class	Resignation effective 9/27/24 (Para Ed)
Denise Solverson	Nutrition Services	Class	Retirement effective 11/26/24 (Cook)
Russell Wiemers	Special Services	Class	Resignation effective 10/4/24 (Interpreter)

12. Approved the Following Employee Termination:

Mikal Reinoehl	Custodial Services	Class	Effective 10/21/24 (Custodian)
Stacey Vivit	Human Resources	Class	Effective 9/25/24 (HR Specialist)

13. Approved Stevens Clay Representation per Informed Consent.

**B. 1st Reading Policy & Procedure 2162 Adoption
Education of Students With Disabilities Under Section 504 of the
Rehabilitation Act of 1973**

Director of Student & Family Services Josh Westermann presented the adoption of Policy/Procedure 2162, Education of Students With Disabilities Under Section 504 of the Rehabilitation Act of 1973, for first reading, non-action consideration. This would be a new policy/procedure for the Mead School District. This policy/procedure is considered by WSSDA to be *essential*.

WSSDA Sample Policy 2162 and Sample Procedure 2162 were used as templates for the presented policy/procedure adoption.

The presented policy is identical to the WSSDA sample policy and ensures students who are disabled within the definition of Section 504 of the Rehabilitation Act of 1973 are identified, evaluated and provided with appropriate educational services even though they are not eligible for services pursuant to the Individuals with Disabilities Education Act. A child is a "qualified disabled person" under Section 504 if he or she:

- Has a physical or mental impairment that substantially limits one or more major life activity (such as caring for oneself, performing manual tasks, walking, seeing, hearing, speaking, breathing, learning, reading, concentrating, thinking, communicating and working), has a record of such an impairment, or is regarded as having such an impairment; and
- Is between the ages of 3 to 21 years old.

To reflect current district practice/processes, a few changes to the WSSDA sample procedure have been made (highlighted in the presented draft). The procedure includes sections that address the following:

- Free Appropriate Public Education
- Child Find
- Equal Educational Opportunity
- Confidentiality of Information
- Parent Involvement
- Participation in the Least Restrictive Environment
- Referral and Screening
- Evaluations
- Placement Procedures
- Reevaluations
- Programming to Meet Individual Needs
- Non-Academic Services

- Preschool and Adult Education Programs
- Disciplinary Exclusions

The procedure additionally references Restraint or Isolation, Transportation, Procedural Requirements, Appropriate Funding, Accessibility, Special Considerations for ADD/ADHS Students and Due Process Hearing or Mediation Requests.

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

In response to a question from Director Nolan, Mr. Westermann shared there are approximately 800 students with a 504 Plan representing a variety of disabilities.

This was the first reading of a policy/procedure adoption. There were no first reading changes recommended and no action was taken. Mr. Westermann invited board members to reach out to him with questions.

C. 1st Reading Policy 2411 Adoption High School Equivalency Certificate

Director of Secondary Education Jeff Naslund presented the adoption of Policy 2411, High School Equivalency Certificate, 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 2411 was used as the template for the presented policy adoption.

The presented policy states that High School Equivalency Certificates are awarded by the Superintendent of Public Instruction and the State Board for Community and Technical Colleges, and includes information on the various eligibility scenarios that qualify a person to take the high school equivalency test.

One of the seven eligibility scenarios states that *any person between the ages of 16 and 19 who has not graduated from a public or private high school, and who has been adjudged by a school district to have a substantial and warranted reason for leaving the regular high school program*, is eligible to take the test. To address this scenario, the policy includes a section on how the determination that a *substantial and warranted reason for leaving the regular high school program* will be made including where/to whom the application should be submitted, who is responsible to make the determination and a list of qualifying circumstances.

No person under 18 years of age may be adjudged to have a substantial and warranted reason for leaving the regular high school education program unless their parent, guardian, or legal custodian agrees that the withdrawal is in the minor's best interest.

The policy additionally includes information on the appeal process if it is determined a substantial and warranted reason for leaving the regular high school education program does not exist.

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

In response to board questions, Mr. Naslund noted the number of students who take the GED varies from year to year and that GED testing takes place off-site and is administered by Community Colleges of Spokane.

This was the first reading of a policy adoption. There were no first reading changes recommended and no action was taken.

D. Student Travel Proposal

Mead High School and Mt. Spokane High School Yearbook

Jeff Naslund, Director of Secondary Education, presented a travel request from four members of the Mead High School Yearbook staff and seven members of the Mt. Spokane High School Yearbook staff, along with advisors Makena Busch (Mead HS) and Susan Best (Mt. Spokane HS), plus two male chaperones, to travel to Philadelphia, Pennsylvania, November 7-10, 2024 for Mead HS and November 7-11, 2024 for Mt. Spokane HS to attend the JEA/NSPA Fall Conference, for board consideration. This is an opportunity for students to attend sessions on various journalism and yearbook topics, compete in national competitions, bond with fellow yearbook students and meet professionals in the journalism/publishing community.

The estimated per student cost of the trip is \$625 for Mead HS and \$500 for Mt. Spokane HS. (Mr. Naslund explained the cost difference is because Mead HS is signed up for a historical tour that Mt. Spokane HS is not participating in.) The remaining student costs, plus all advisor/chaperone expenses, will be covered by the Mead HS and Mt. Spokane HS Yearbook ASB budgets and CTE monies. Senior Ads and Business Ads serve as fundraisers for this trip.

Students and teachers will miss two days of school, November 7 & 8. November 11th, the return day for Mt. Spokane, is Veterans Day.

In response to a question from Director Nolan, Mr. Naslund shared trip participants hold Yearbook leadership positions.

Director Gray made a motion to approve the request from Mead High School Yearbook and Mt. Spokane High School Yearbook to travel to Philadelphia, Pennsylvania, November 7-10, 2024 for Mead HS and November 7-11, 2024 for Mt. Spokane HS, to attend the JEA/NSPA Fall Conference, as presented. Director Nolan seconded the motion. The motion carried unanimously.

E. 24/25 CTE Program Report & Plan Approval

Per Policy 2170, Career & Technical Education, CTE Director Moleena Harris presented an update on the district's CTE Program. This report included the district's 2024/25 CTE Program Plan that must be approved annually by the Board of Directors.

Information presented included the following:

- An overview of the 14 required plan components with specific information shared on two components the district is particularly proud of: (1) *Courses are responsive to high-demand occupations* and (2) *Integration of leadership skills - 21st Century Standards*.
- Regarding responsiveness to high demand occupations, information shared centered on healthcare occupations and goals for improving the district's Health Sciences Program. The district offers a BioMedical Science course sequence (four years), Beginning and Advanced Sports Medicine and AP Psychology. With the exception of AP Psychology, which is a new course this year, six year enrollment trends were reviewed. For nearly all courses 24/25 enrollment is up when compared to prior years.
- Regarding leadership skills, the twelve 21st Century Skills, as set forth in Washington's Career and Technical Education Standards, were reviewed. No matter the industry group surveyed, the top four identified skills are:
 - Critical Thinking & Problem Solving
 - Initiative & Self-Direction
 - Communication & Collaboration
 - Flexibility & Adaptability
- A three-part vision for the future of the district's CTE Program that included:
 - Calibrating collective vocabulary (teachers and students) to what the 21st Century Standards are and why they are important.

- Building CTE teachers' capacity for how to teach and assess the 21st Century Standards.
- Designing and building a sequence of experiences that allow students to learn, practice and demonstrate the 21st Century Skills in more complex ways as they move through more advanced coursework.

Each board member was given a copy of Mead's official 2024-2025 CTE Implementation Plan that will, upon board approval, be submitted to OSPI.

In addition to seeking board approval of the 24/25 CTE Program Plan, Ms. Harris requested board approval to submit CTE grant applications. She noted that some (not all) grants require board authorization/permission before they can be submitted. With board business meetings taking place only once each month, Ms. Harris explained grant submission deadlines may not always align with board meetings.

Following discussion, that included Ms. Harris explaining many CTE teachers have *conditional* CTE teaching certificates that allow them to teach while they work on their permanent CTE credential, and the idea of the board delegating grant submission authorization/permission to Superintendent Hanson, Director Nolan made a motion to both approve the 24/25 CTE Program Plan, as presented, and delegate board CTE grant submission authorization/permission to Superintendent Hanson. Director Burchard seconded the motion. Director Gray expressed reservations about delegating board authorization/permission for grant submission. Following further discussion, Director Nolan made a motion to allow for the amending of the original motion. Director Burchard seconded the motion. This motion carried unanimously.

This was followed by Director Nolan amending the original motion to approve only the 24/25 CTE Program Plan, as presented. Director Burchard seconded the motion. The motion carried unanimously.

F. 1st Reading Policy 2230 Adoption Transition to Kindergarten Program

Director of Elementary Education Robin Placzek presented the adoption of Policy 2230, Transition to Kindergarten Program, 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 2230 was used as the template for the presented policy adoption.

The presented policy states that, when operating a transition to kindergarten program, the district will ensure the program serves eligible students of all abilities who need additional preparation to be successful in kindergarten and who lack access to other early learning group settings.

The policy sets forth eligibility, recruitment and enrollment criteria including the requirement that any child enrolled must be at least 4 years old by August 31 of the school year in which they enroll in a transition to kindergarten program. The district may use its discretion in establishing individualized exceptions for a student who turns 5 years old between June 1 and August 31 of the year they would be eligible by age to enter kindergarten but who demonstrate a need for additional preparation for kindergarten through a screening process and tool.

The policy states the district will give priority to children most in need of additional preparation to be successful in kindergarten as demonstrated through a screening process and tool, give priority to children with the lowest family income who are not otherwise participating in another local program, not exclude participation of an eligible child due only to the presence of a disability and not charge tuition or other fees.

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

This was the first reading of a policy adoption. There were no first reading changes recommended and no action was taken.

G. 1st Reading Policy 2108 Adoption Learning Assistance Program

Director of Elementary Education Robin Placzek presented the adoption of Policy 2108, Learning Assistance Program, 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 2108 was used as the template for the presented policy adoption.

The presented policy states the district will implement a learning assistance program designed to enhance educational opportunities for students enrolled in grades K-12 who are not meeting academic standards by providing supplemental instruction and services to those students.

The policy includes sections on:

- Students Affected by COVID-19 Pandemic
- Washington Integrated Student Supports Protocol
- Coordination with Other Programs
- Annual Report to OSPI

In the "Protocol" section the policy states the district may use up to 15% of the learning assistance program allocation to deliver supports to students through partnerships with community-based or other out-of-school organizations and sets forth steps that must be followed when entering into an agreement with a community partner.

The district must submit an annual report (September 30th) to OSPI detailing:

- The amount of academic growth gained by students participating in the learning assistance program
- The number of students who gain at least one year of academic growth.
- The specific practices, activities, and programs used by each school building that received learning assistance funds.
- The percentage of learning assistance program funding used to engage community partners, the number of students receiving direct supports and services from those community partners, and the types of supports and services that are being provided.
- The number of students served by the learning assistance program during the school year who were able to exit the program because student academic growth resulted in meeting the academic standard for grade level.

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

In response to board questions, Ms. Placzek shared, while the district does not currently partner with any outside agencies to provide learning supports to students, that could change in the future. The policy provision allowing the district to use up to 15% of the learning assistance program (LAP) allocation to cover the cost of services offered by outside agencies is not new. Also, the annual reporting requirement of the policy is not new. The reference in the policy to addressing student needs resulting from COVID-19 through September 1, 2025, allows for a bit more latitude in the use of LAP funds to serve students.

Regarding the many policies/procedures before the board for consideration, President Cannon referenced the district's recent policy audit and the ongoing work that will continue throughout the year to update and/or adopt policies as identified through this audit.

This was the first reading of a policy adoption. There were no first reading changes recommended and no action was taken.

H. 24/25 Highly Capable Program Report & Plan Approval

Per Policy 2190, Highly Capable Programs, Elementary Education Director Robin Placzek presented the district's 2024/25 Highly Capable Plan for board consideration. This plan must be approved annually by the Board of Directors.

Information shared included the following:

- **Definition** - Highly capable students are *students who perform, or show potential for performing, at significantly advanced academic levels when compared with others of their age, experiences or environments*. Students who are highly capable may possess, but are not limited to, these learning characteristics:
 1. Capacity to learn with unusual depth of understanding, to retain what has been learned and to transfer learning to new situations;
 2. Capacity and willingness to deal with increasing levels of abstraction and complexity earlier than their chronological peers;
 3. Creative ability to make unusual connections among ideas and concepts;
 4. Ability to learn quickly in their area(s) of intellectual strength; and
 5. Capacity for intense concentration and focus.
- **Fiscal Considerations** - State funding for the highly capable program is based on 5% of each school district's student population. Mead's allocation for the 2024/25 school year is \$318,465.
- **Program Goals** - The district is committed to identifying and providing for the intellectual, social and emotional needs of its highly capable students in preparing them academically for college and career readiness, as part of their access to a basic education. As a district where inclusive practices are a key strategy, the district believes all students should be provided with the interventions, supports and accommodations they need to learn at high levels. The district's mission matches the state MTSS model of layered support. Students with highly capable learning plans access universal, targeted and/or intensive and individualized learning experiences.
- **Students Served** - As of October 1, 2024, the district serves 1,122 students identified as highly capable across grades 1-12. (Elementary = 313; Middle School = 366; High School = 443).
- **Identification** - The identification process applies equitably to all enrolled students and families and includes:
 - Universal Screening
 - Referrals
 - Assessment
 - Three types of data
 - Aptitude (CogAT)
 - Achievement (MAP, SBA)
 - Qualitative (teacher input, family input, WIDA)
 - Use of local norms
- **Selection** - A multidisciplinary selection committee evaluates results of universal screening, any further individual student assessment and any available district data to make the selection decision based on:
 - A preponderance of evidence from the profile data demonstrating that a student is among the most highly capable; and
 - Evidence of clear need for highly capable services.

Notification of whether or not a student has been identified as highly capable is sent to families in mid-May.

- **Services** - The district provides a continuum of services to identified students in grades K-12 to support social emotional development alongside intellectual growth. Services provided at Elementary and Secondary include the following:
 - Elementary - Delivery options include, but are not limited to, differentiation, enrichment, acceleration and participation in a full-time gifted magnet program.
 - Individualized Learning Plan (ILP)
 - Variety of Settings
 - Extracurricular Opportunities
 - Secondary - Delivery options include, but are not limited to, differentiation, enrichment and/or acceleration.
 - Advanced Programs
 - Course Acceleration
 - Partnerships with Outside Agencies
 - Extracurricular Clubs and Academic Competitions
- **Professional Learning** - Current and potential professional learning resources were reviewed.
- **Program Evaluation** - The evaluation process will include examining the following and, with this information, assess whether programmatic changes are warranted:
 - Number of students served by grade level K-12
 - Student demographic information
 - Data to determine if students who are highly capable met the goals set and if the programs provided met the academic needs of these students
 - Professional development activities provided for special education teachers and general education staff

As part of the discussion Ms. Placzek shared the notification letter sent to parents in the spring is in the process of being revised to more accurately reflect qualification data. She additionally talked about the use of local norms as opposed to national norms and the plan to move board approval of the Highly Capable Program Plan to June for the upcoming school year to allow more time for any suggested program modifications to be incorporated before the start of the upcoming school year.

In response to a question from Director Gray, Ms. Placzek shared qualification threshold information is not included in the notification letter as the threshold score can be different from school to school.

Adopting the 24/25 plan, as presented, will not change any student placements for the current school year.

In response to a question from Director Nolan, Ms. Placzek confirmed that testing primarily takes place at the elementary level (K-5), although there are occasions when a middle school or high school student may request to be tested.

Director Burchard made a motion to approve the 24/25 Highly Capable Program Plan, as presented. Director Nolan seconded the motion. The motion carried unanimously.

I. 1st Reading Procedure 2190 Revision Highly Capable Programs

Director of Elementary Education Robin Placzek presented a revision to Procedure 2190, Highly Capable Programs, for first reading, non-action consideration. This procedure was adopted on May 22, 1991, and revised on February 22, 2010. On February 12, 2024 Policy 2190 was revised and at that time it was noted a proposed revision to the accompanying procedure would be forthcoming. Policy/Procedure 2190 is considered to be *essential* by WSSDA.

WSSDA Sample Procedure 2190 was used as the template for the presented procedure revision with minor adjustments incorporated to accurately reflect standard operating practices specific to the Mead School District.

The presented draft procedure, in addition to providing a definition of highly capable students, includes sections that address the following:

- Identification Process (Screening, Referrals, Assessment, Selection, New/Transfer Students)
- Appeals
- Exit Process
- Program Design (Elementary, Secondary)
- Reporting

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

This was the first reading of a procedure revision. While there were no first reading changes recommended, Director Burchard shared he would save his questions for a later discussion noting his desire to make sure the *Public Comment* concerns raised by Mr. Sheehy are taken into consideration. No action was taken.

J. Resolution 24-08

Title IX Regulations Supporting Fairness in Competition and Student Safety

At the request of President Cannon, Director Nolan read aloud Resolution 24-08, Title IX Regulations Supporting Fairness in Competition and Student Safety.

Following a motion from Director Gray and a second from Director Killman, to adopt this resolution, as presented, Director Nolan expressed his personal thanks to the many community members who spoke in support of the resolution. He noted they articulated very well the “why” for the resolution.

Director Gray, reading from a prepared statement, first talked about the importance of participation in competitive sports including the many life skills associated with being on a team.

Addressing the question, “Why are we talking about this now?”, she shared that each year in October the Washington Interscholastic Activities Association (WIAA) allows for proposed amendments to be submitted. This is followed by deliberation by WIAA prior to bringing amendments for a final vote in the spring to the WIAA membership. The Mead School District is “a member and funder of WIAA with an obligation and duty to protect and support all of our students.” This annual amendment process provides member organizations with the opportunity to address rules (unfair and unsafe) that separate athletic competition categories based on sex. Director Gray noted the importance of the district weighing in on these impactful rules.

Director Gray shared this is not a new rule. The rule has been in place for almost two decades. Washington was the first state in the nation to allow biological males to compete against biological females in grade schools. Referencing a specific instance this past spring where WIAA awarded a girls’ state championship title to a biological male, Director Gray asked, “Where do the biological females go for fair competition?” and “Where do the biological females go to compete in a safe environment?”

In stating this rule takes fair play competition away from female athletes, Director Gray noted that believing pushback on rules like this is directed towards the biological male competing in the female category is wrong and misdirected. “It is not the children who created these rules. It

is adults who have failed them. And it is our job as adults to fix them and protect our female athletes.”

In conclusion, Director Gray expressed her appreciation that the Mead School District, as a voting member and funder of WIAA, is supporting two proposed amendments that will address the rule and protect female athletes. She noted the importance of starting the conversation and restoring fairness and safety for all students.

President Cannon called for a vote on the motion previously made by Director Gray, and seconded by Director Killman, to adopt Resolution 24-08, Title IX Regulations Supporting Fairness in Competition and Student Safety, as presented. The motion carried unanimously. A copy of the resolution is attached.

K. Award of Snow Removal Contract

Maintenance Director Travis Bown presented for board consideration a contract with Copper Creek (Brentwood, Colbert, Creekside, District Office, Evergreen, Farwell, Highland, Meadow Ridge, Midway, Mountainside, PLC, Northwood, Prairie View & Skyline) and A.M. Landshaper (Shiloh Hills, old M.E.A.D. site, Mt. Spokane & Mead HS) to provide snow removal for the 2024-2025 school year with two one-year renewal options. The RFP provided the option for firms to bid specific school sites.

Two firms submitted proposals (Copper Creek & A.M. Landshaper). Each district facility was bid by at least one of the two firms with Shiloh Hills and the old M.E.A.D. site being bid by both contractors. For Shiloh Hills and the old M.E.A.D. site A.M. Landshaper was the low bidder. The district used both contractors this past school year for snow removal and was pleased with their services.

The basic (no extras) per snow event cost, 2"-5", for the entire district is \$18,110. The basic per snow event cost, 5.5"-8", is \$23,130. Overall pricing is consistent with what was paid per snow event in the prior school year. As part of this bid presentation Mr. Bown reviewed how snow removal decisions are made.

Prior to making a motion to award the 2024-2025 snow removal contract, with two one-year renewal options, to Copper Creek (Brentwood, Colbert, Creekside, District Office, Evergreen, Farwell, Highland, Meadow Ridge, Midway, Mountainside, PLC, Northwood, Prairie View & Skyline) and A.M. Landshaper (Shiloh Hills, old M.E.A.D. site, Mt. Spokane & Mead HS), as presented, Director Gray expressed her appreciation and thanks to all who get up early and make sure when it snows that schools are ready for students at the start of the day. Director Burchard seconded the motion. The motion carried unanimously.

L. Resolution 24-09 Rejecting All Bids Submitted in Response to the Bid Specifications and General Requirements for Security Services

Maintenance Director Travis Bown presented Resolution 24-09, Rejecting All Bids Submitted in Response to the Bid Specifications and General Requirements for Security Services, for board consideration.

The Mead School District solicited bids for Security Services for the 2024-25 school year, with two one-year renewal options, with a bid/proposal submission deadline of October 7, 2024 at 1 pm. The RFP was advertised in the Spokesman on August 28, 2024 and September 4, 2024.

One company (Phoenix Security) submitted a bid. The bid amount, when comparing last year (2023/24) to the current year, is 364% higher (\$16,500 to \$60,000).

Because of the substantial cost increase, the district requested the board adopt Resolution 24-09 authorizing the rejection of all bids/proposals received for Security Services for the 2024-25 school year, with two one-year renewal options, thereby authorizing the district to reopen the bidding process.

Mr. Bown shared he has personally talked with Phoenix Security and they understand why the district would like to reopen the bidding process. Provided the board adopts this resolution, the RFP will be redrafted and published ASAP.

Director Nolan made a motion to adopt Resolution 24-09, Rejecting All Bids Submitted in Response to the Bid Specifications and General Requirements for Security Services, as presented. Director Killman seconded the motion. The motion carried unanimously. A copy of the resolution is attached.

VII. Reports

A. Superintendent's Report

Superintendent Hanson shared the following:

1. President Cannon, along with Jeff Naslund (Director of Secondary Education) and a few students recently attended a summit on the topic of Fentanyl use/addiction.
2. District representatives recently attended an AI (artificial intelligence) summit. While AI presents many exciting possibilities there are also pitfalls that the district wants to make sure staff are aware of.
3. October 2nd was *National Custodian Appreciation Day*. As part of expressing appreciation to district custodians, a group whose work often goes unnoticed, Superintendent Hanson shared an email from a community member expressing appreciation for how well cared for Union Stadium is (garbage cans emptied, bleachers & bathrooms clean). The sender of the email noted in particular custodian Dave Seim and the pride he takes in caring for Union Stadium.

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

Acknowledging the length of the business portion of the board meeting, President Cannon thanked individuals wishing to make *Public Comment on Non-Agenda Items* for their patience.

NOTE: The name of each speaker is listed below, along with the topic they commented on and a very brief summary of their remarks. The speaker's affiliation to the district, if any, is also indicated. To listen to comments in their entirety please visit www.mead354.org/board where a link to the Zoom recording of the meeting is posted.

Jackie Roach, PSE Co-President, addressed the board regarding PSE contract negotiations and specifically requested the board expand/revisit their bargaining parameters.

Jessica Coley, mother of six Mead students and a district paraeducator, addressed the board regarding PSE contract negotiations. She shared information on what a typical work day looks like for her and advocated for higher pay.

Gina Garcia, a Developmental Preschool paraeducator at Creekside, addressed the board regarding PSE contract negotiations. In advocating for a fair wage, she noted that many in the community do not know/understand what paraeducators do.

Tonya Holmes, a one-on-one paraeducator at Skyline and mother of two Mead students, addressed the board regarding PSE contract negotiations. She requested paraeducators be honored with a fair wage. She additionally noted, as the mother of an Autistic son at Mead High

School, that the district has failed to communicate with parents regarding the shortage of Special Education paraeducators and how students will be/are being served at that location.

Suzanne Killian, a district paraeducator, addressed the board regarding PSE contract negotiations. She shared that the job of a paraeducator is stressful and they deserve better pay.

Kara Dewar, a district paraeducator and mother of three Mead students, speaking on behalf of another mom, addressed the board regarding PSE contract negotiations. Remarks stressed the importance of the district being in a position to hire good paraeducators.

Antionette Go, a substitute teacher, addressed the board regarding PSE contract negotiations. She noted the many prerequisites necessary to apply for a paraeducator position and the need for higher wages.

Sherilyn Redmon, a retired law enforcement officer and current paraeducator at Mead High School, addressed the board regarding PSE contract negotiations. Her husband is also a paraeducator at Mead High School. In addition to advocating for increased pay she noted the lack of training for paraeducators.

Deliah Dixon, a 24-year paraeducator with the district, 20 years at the high school level, addressed the board regarding PSE contract negotiations. She shared a personal story of her work with DLC students and advocated for higher compensation.

Susie Selter, a Nutrition Services employee, addressed the board regarding PSE contract negotiations. In advocating for higher wages, she noted there is a monetary benefit to the district when there is low employee turnover.

IX. Adjourn

The meeting was adjourned at 10 pm.

President

Secretary



RESOLUTION 24-08

Title IX Regulations Supporting Fairness in Competition and Student Safety

WHEREAS, RCW28A.600.200 grants each school district board of directors “the authority to control, supervise, and regulate the conduct of interschool athletic activities and other interschool extracurricular activities of an athletic, cultural, social, or recreational nature for students of the district” as part of the educational program; and

WHEREAS, a board of directors may delegate control, supervision, and regulation of any such activity to the Washington Interscholastic Activities Association (WIAA); and

WHEREAS, WIAA’s current 2024-25 handbook states that, “All students have the opportunity to participate in WIAA athletics and/or activities in a manner that is consistent with their gender identity”; and

WHEREAS, there have been numerous instances demonstrating the risk to injury to female athletes from competing against male athletes who identify as transgender in a wide range of sports; and

WHEREAS, male athletes who identify as transgender have outstripped female competitors in state, national and international settings, gaining award and recognition inconsistent with their ability relative to same-sex peers and causing female athletes to lose similar benefit for their performance; and

WHEREAS, 20 U.S.C. §1681-§1688 states, “No person in the United States shall, on the basis of sex, be excluded from participation in, be denied the benefits of, or be subjected to discrimination under any education program or activity receiving Federal financial assistance”; and

WHEREAS, the Mead School District receives Federal financial assistance.

NOW, THEREFORE BE IT RESOLVED that the Mead School District Board of Directors strongly supports fairness in competition and student safety; and

BE IT FURTHER RESOLVED that the Mead School District supports equal and fair athletic opportunities for every student; and

BE IT FURTHER RESOLVED that the Mead School District is committed to providing a safe environment for every student participating in athletics; and

BE IT FURTHER RESOLVED that the Mead School District recognizes the inherent biological and physiological differences that exist between male and female students. These differences place male students at an advantage for physical performance in athletic competitions; and

BE IT FURTHER RESOLVED that the Mead School District does not support biological male athletes participating in biological female competition categories; and

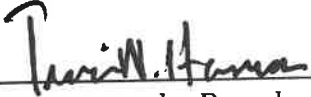
BE IT FURTHER RESOLVED that the WIAA policy, as it currently stands, does not provide a safe environment nor does it provide fair opportunities for female athletes in athletic competitions; and

BE IT FURTHER RESOLVED that the Mead School District signed onto, as a supporting district, proposed amendments to the WIAA Handbook submitted by the Eastmont and Lynden school districts and that the Mead School District calls on the WIAA to have open dialog and discussion with its membership in order to restore fairness to all student athletes.

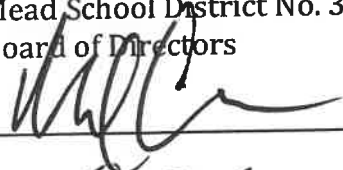
ADOPTED by the Board of Directors of Mead School District No. 354, Spokane County, Washington and authenticated by the signatures affixed below.

Dated this 21st day of October, 2024.

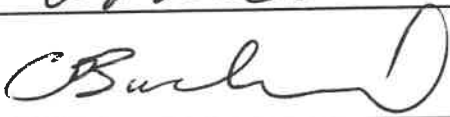
Attest:


Secretary to the Board

Mead School District No. 354
Board of Directors













RESOLUTION 24-09
Rejecting All Bids Submitted in Response to the Bid Specifications and
General Requirements for Security Services

WHEREAS, the Mead School District solicited bids for Security Services for the 2024-25 school year with two one-year renewal options for all school district facilities. This was advertised in the Spokesman on August 28, 2024 and September 4, 2024 with a bid/proposal submission deadline of October 7, 2024 at 1 pm; and

WHEREAS, on October 7, 2024 one (1) bid was received and opened by the district; and

WHEREAS, the bid from the one bidder represents an increase in cost, when comparing last year (2023/24) to the current school year of approximately 364% (\$16,500 to \$60,000); and


WHEREAS, pursuant to RCW 35.23.352(1), the School Board may, by resolution, reject all bids.

NOW, THEREFORE BE IT RESOLVED by the Mead School District Board of Directors, as follows:

All bids/proposals received for Security Services for the 2024-25 school year, with two one-year renewal options, are hereby rejected and the Mead School District is hereby authorized to reopen the bidding process.

Adopted this 21st day of October 2024.

Attest:



Secretary to the Board

Mead School District No. 354
Board of Directors

