



**Minutes from the Regular Meeting of the Board of Directors
Monday, December 9, 2024**

The Board of Directors held a Regular Board Meeting on Monday, December 9, 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, Burchard, Nolan and Killman were present. Director Gray was excused. Also attending were Superintendent Travis Hanson, Chief Financial Officer Heather Ellingson and Assistant Superintendent 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 amended (*High School Sports Programs* was added as an action item under *New Business*). Director Nolan seconded the motion. The motion carried unanimously. President Cannon noted the board, at the conclusion of the meeting, would adjourn into a Closed Session meeting.

III. Approval of Minutes

Director Nolan made a motion to approve the minutes of the November 25, 2024 Regular Board Meeting, as presented. Director Killman seconded the motion. The motion carried. (Director Burchard abstained as he was excused/absent from the November 25th meeting).

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

President Cannon first opened the floor for school updates. This was followed by *Public Comment on Agenda Items*.

Prairie View Elementary Vanessa Behan Service Project Update

Kimberly Leighty, a 1st grade teacher, who has been a member of the teaching staff at Prairie View since it opened in 2007, shared how the Vanessa Behan Service Project got started in 2011 and how it has grown in scope over the past 14 years. In 2011, 1st graders, with funds for materials provided by the school's PTO, made/tied blankets for the crisis nursery. Soon thereafter 2nd graders joined the service project with 3rd graders added in 2016. Now the entire school participates. To date, the school has donated a total of 277 blankets. Board members were invited to attend the December 20th assembly where blankets made this year will be donated. As part of the presentation Ms. Leighty shared pictures spanning the 14 year history of this service project and noted in particular the creative ways the school continued to support Vanessa Behan even in the COVID years.

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.

Michelle Jones, concerned parent of a Mead High School student athlete, addressed the board regarding the Mead High School football program and the recent termination of the coaching and teaching contracts of Head Coach Keith Stamps. For the past nine months the program has

been drug through the mud with no district support. She asked about the decision making process related to terminating Mr. Stamps and wondered, “Who is steering the ship?”

Brent Town, also speaking on behalf of his wife and son who is a football player, addressed the board regarding the Mead High School football program. He noted their collective dissatisfaction regarding the dismissal of Coach Stamps. They feel the termination is unjust. In the spring of 2024, at a closed parent meeting, they were told the allegations had been dealt with and that Coach Stamps had the backing of both the school and district. They trusted Principal Jensen and Superintendent Hanson, taking them at their word. His son is deeply impacted by the loss of Coach Stamps. The team is a family and the termination is akin to the boys losing a father figure. To remove Coach Stamps is appalling. He has emailed both Kimberly Jensen and Travis Hanson regarding the situation and has received no response from either of them. In conclusion, he asked that Keith Stamps be reinstated. He has been a great teacher, coach and mentor.

Elizabeth Leeman, parent of a Mead High School student athlete, addressed the board regarding the Mead High School football program and the recent termination of the coaching and teaching contracts of Keith Stamps. She expressed profound disappointment in how things have been handled and requested that Keith Stamps be reinstated. None of what happened took place during the school year. She referenced the spring parent meeting where her son spoke sharing she now feels the district used her son to manipulate the situation and garner trust. Coach Stamps and her son were the only ones who followed through on the promises they made at the spring meeting. She shared her belief that the recent termination is a “witch hunt” and implored the district to reconsider. Keith Stamps is a beloved teacher and coach.

V. Continuing Business - none

VI. New Business

A. High School Sports Programs

President Cannon read the following statement:

I want to take a moment to address the issues related to the Mead High School football program and our District’s ongoing efforts to ensure student safety and well-being. As I have said previously, we have no greater responsibility as a school district. Our students, families, and community put their trust in us to ensure a safe learning environment for all.

On November 20th, the Mead School District was served with a second lawsuit containing new allegations connected to previously reported incidents involving the Mead High School football program.

The District investigated the specific allegations contained in that new claim. The findings of that investigation led to the difficult decision to terminate the coaching contract of the head football coach and issue a Notice of Probable Cause to terminate his teaching contract.

In light of the new information brought to our attention, and after discussions with district counsel and our superintendent, I believe an outside investigation is not only warranted but necessary. We need to obtain all relevant facts about the culture of the football program, as well as our district’s athletic programs in general, to not only ensure they comply with all applicable laws, regulations, and board policies, but to make sure they meet the standards of excellence and integrity we all expect. We must embark on a systematic process of learning from this incident. And we need to ensure that something like this does not happen again. This board must be engaged in the process of ensuring that systemic accountability and compliance occur.

As you will see on tonight’s agenda, given what we recently learned from the investigation that led to the termination of the football coach, we will be considering hiring an outside

investigator to investigate what else might have occurred and, as necessary, to provide recommendations as to how our District can improve. We look forward to receiving a report from this outside investigator as soon as possible, and sharing those findings with our Board, district staff and the public.

This Board’s commitment to our community is clear: We will proceed with transparency. And we will ensure that this is a moment of growth, accountability, and learning based on facts. This is our responsibility.

In response to a question from Director Nolan, Superintendent Hanson shared community members can obtain a copy of the Notice of Probable Cause associated with the termination of the coaching contract and teaching contract by submitting a public records request to the district.

Regarding the potential of engaging an outside investigator, Director Burchard voiced his support noting the importance of looking into not only the Mead High School football program but also the procedures and processes associated with district athletic programs in general.

Director Nolan made a motion to move forward with an investigation/audit of district athletic programs by an outside investigator, with the notation that the selection of the investigator and scope of the investigation be determined with input from the board. Director Burchard seconded the motion. The motion carried unanimously. Director Killman noted she would like to see all board members involved in the outside investigator selection process.

B. Consent Agenda

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

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

Consent Agenda

1. Hired Certificated Personnel:

Nikole Burton	Special Services/Shiloh Hills	Cert	1.0 FTE Continuing Elementary DLC teacher effective 11/18/24
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2. Hired Classified Personnel:

Genoa Dause	Mountainside	Class	4 hrs/day Cook effective 11/15/24
Amanda McDaniel	Colbert	Class	6 hrs/day DLC Para effective 11/15/24
Sarah Quirke	Mountainside	Class	5 hrs/day Cook effective 11/15/24
Donna Stirling	Evergreen	Class	6.5 hrs/day DLC Para effective 11/15/24
Candice Hendon	Mt. Spokane	Class	6.13 hrs/day Para effective 11/15/24
Christopher Parkin	Mt. Spokane	Class	3 hrs/day Para effective 11/7/24

3. Hired Certificated Substitutes:

Emma Frey	Alyssa Harrick	Kainoa Figueira	Michelle Shelton
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4. Hired Classified Substitutes:

Alexis Barker			
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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, **December 9, 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 119673 to 119853** in the following amounts:

<u>Fund</u>	<u>Amount</u>
General Fund - AP	\$ 639,000.18
General Fund - PR	12,001,530.46
ASB Fund	110,959.11
Capital Projects Fund	62,982.93

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

7. Accepted the Following Donations:

- \$1,512.50 from Bloomsday Road Runners Club to Mead HS Cheer Program
- \$1,000 from Dorian to Prairie View Elementary School
- \$1,059.89 + \$3,344.75 from OSPI (First Washington) Grant to support First Lego League Challenge at Highland Middle School
- \$1,000 from Dorian to Creekside Elementary School
- \$652.22 from Wenspok Resources LLC (Wendy's) to Mead HS Marching Band
- \$1,000 from Dorian to Shiloh Hills Elementary School
- \$1,000 from Dorian to Brentwood Elementary School
- \$500 from Fidelity Charitable Trust to Mead HS Debate Club
- \$1,000 from Dorian to Skyline Elementary School

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

Suzanne Holden	Brentwood	Class	5/19/25 - 5/30/25
Randy Anfinson	Transportation	Class	1/17/25 - 2/2/25
Lindsey Bench	Skyline	Class	1/16/25 - 1/17/25
Katrina Fate	Mead HS	Class	1/8/25 - 1/10/25

9. Accepted Requests for Retirement/Resignation:

Samual Burkley	Mt. Spokane	Class	Resignation effective 12/2/24 (para ed)
Gail Ortega	Highland	Class	Retirement effective 6/30/24 (admin asst)
Renee Nielsen	Shiloh Hills	Class	Resignation effective 12/13/24 (para ed)

C. 2025-2026 School Year Calendar

Sharing the Mead School District has a long-standing practice of presenting two calendar options to staff for their consideration for each school year, Public Information Officer Todd Zeidler presented for board consideration the calendar (Option B) for the 2025-2026 school year that received the most staff votes (54.5%). Dates of note in the presented calendar included the following:

- Tuesday, September 2nd - First Day of School (After Labor Day)
- Friday, October 10 - Learning Improvement Day
- Monday, November 10 - No School
- Wednesday, November 26 - No School
- Monday, December 22 - Start of Winter Break
- Monday, January 5 - School Resumes After Winter Break
- April 6-10- Spring Break
- Friday, May 22 - No School/Snow Make-Up Day
- Tuesday, June 16 - Last Day of School
- Wednesday, June 17 - No School/Snow Make-Up Day.

Director Killman was very complimentary of the formatting changes made to the calendar and noted it is much more user friendly for parents than in prior years. In response to a question from Director Nolan regarding the differences between Option A and Option B, Mr. Zeidler shared that in Option A January 26 was a Snow Make-Up Day and the last day of school was Wednesday, June 17. In Option B January 26 is a school day, the last day of school is June 16 and June 17, if needed, will be a Snow Make-Up Day.

Director Killman made a motion to adopt the 2025-2026 School Year Calendar (Option B), as presented. Director Burchard seconded the motion. The motion carried unanimously.

D. Award Contract for School Security & Patrol Services

Maintenance Director Travis Bown presented a contract with Phoenix Security to provide security and patrol services to the Mead School District in the 24/25 school year, with three one-year renewal options, for board consideration.

As authorized/approved by the board on October 21, 2024, via Resolution 24-09, the Maintenance Department sent out a second Request for Proposal, with a due date of November 26, 2024, for pricing on school security and patrol services for the 2024-2025 school year with three one-year renewal options.

Four firms submitted bids with Phoenix Security being the bidder who scored the highest on the four bid criteria (30% price, 30% references, 30% experience/expertise/training, 10% responsiveness).

In response to a question from President Cannon regarding the increase in cost for these services from 23/24 (\$16,500) to 24/25 (\$39,135), Mr. Bown referenced inflationary factors and additionally noted the bid amount from Phoenix is significantly less than what was bid earlier this fall. Regarding scope of services, Mr. Bown shared, as a baseline, services take place from 10 pm to 6 am each day with six school sites being visited each evening on an alternating/random schedule. Phoenix will also respond to specific situations as needed. This is just one part of the many components that make up the district's overall safety and security plan.

Director Nolan made a motion to award the 2024/2025 Security and Patrol Services contract, with three one-year renewal options, to Phoenix Security, as presented. Director Burchard seconded the motion. The motion carried unanimously.

E. New CTE/Equivalency Course Approval Sustainability: A Global & Local Overview

CTE Director Moleena Harris presented a new CTE/Equivalency course, *Sustainability: A Global & Local Overview*, for board consideration. The district, at Mt. Spokane High School, would like to offer this class beginning in the 2025/26 school year.

Information regarding rationale for the course and a summary of course curriculum and materials was provided to board members for their review prior to the meeting. The information provided also included a list of CTE General Advisory Committee members and the Secondary Course Proposal Form for the proposed class.

Ms. Harris provided a brief overview of how a proposed course makes it to the step of seeking school board approval. Initial vetting includes a labor market analysis, determination if there is a teacher able/willing to teach the course, physical space availability and the impact to other courses already being offered. One example of a course that cannot be considered is welding because of physical space limitations. Ms. Harris also shared the names of several other courses that are currently in the vetting process.

The presented course, *Sustainability: A Global & Local Overview*, has met all initial vetting requirements. At Mt. Spokane High School there is a science teacher who is passionate about the subject matter and willing to go through the CTE certification process. Mt. Spokane's Sustainability Club has seen increased student participation this year which indicates there is interest/demand for the course.

Ms. Harris noted the requested action is for course approval only. Proposed curriculum will be presented for board approval at a later date. President Cannon inquired about delaying course approval until curriculum has been identified so that both can be considered at the same time.

Ms. Harris explained the 2025/2026 Course Guide needs to be ready by the end of January because that is when registration for next year starts.

Referencing the many CTE courses shared by Ms. Harris that are currently under consideration, President Cannon noted the *Sustainability* course is not one he would have thought would rise to the top. He personally struggles with trendy course offerings that result in useless degrees and noted the importance of seeing a direct connection to the job market.

Director Burchard thanked Ms. Harris for providing the names of the members of the CTE General Advisory Committee and asked if they were supportive of the presented course. Ms. Harris shared committee members are supportive.

Director Killman expressed concern the presented course would only be offered at Mt. Spokane High School and asked if there have been courses started at one high school that have eventually been offered at the other high school. Applied Physics is an example of a course that fits that scenario.

Director Nolan referenced a broad range of concerns with the proposed course. He believes CTE courses should be practical and he does not see how the proposed course ties into existing careers. He appreciates the information provided but shared it does not include what he would expect to see in a CTE course. Practicality aspects are missing.

Superintendent Hanson suggested, in response to expressed concerns, that this topic could be an agenda item at the upcoming early January Work Session.

Director Nolan shared additional concerns with some of the sources referenced in the Secondary Course Proposal Form, noting in particular the Pacific Education Institute where he found information to be heavy on ideology and low on practicality. Ms. Harris again noted course curriculum is in the development stage. The district would not be using all of the lessons found on the Pacific Education Institute website.

President Cannon suggested more time and information are needed before taking action on the course.

Director Nolan made a motion to disapprove the *Sustainability: A Global & Local Overview* course, as presented. Director Killman seconded the motion.

Following further discussion, President Cannon called for a vote on the motion to disapprove the course. The motion failed (two were in favor, two were opposed).

President Cannon made a motion to delay/defer action on the presented *Sustainability: A Global & Local Overview* course. Director Burchard seconded the motion. The motion carried unanimously.

VII. Annual Reorganization of the Board of Directors

Policy 1210 states that “at the first regular meeting in December in non-election years the Board shall elect from among its members a President and a Vice-President to serve one-year terms.” President Cannon shared, with the absence of Director Gray, he had considered deferring the annual reorganization to a later date but, noting the policy states this *shall* take place at the first meeting in December, called for nominations for the offices of President, Vice-President and Legislative Representative.

Director Nolan made a motion to nominate Director Cannon to serve as President of the Board. Director Killman seconded the motion. The motion carried unanimously.

President Cannon made a motion to nominate Director Gray to serve as Vice-President of the Board. Director Killman seconded the motion. The motion carried unanimously. (Director Gray, in a prior conversation with President Cannon, shared that, if selected, she would be willing to continue serving a Vice-President.)

President Cannon made a motion to nominate Director Nolan to serve as Legislative Representative. Director Burchard seconded the motion. The motion carried unanimously.

VIII. Reports

A. Superintendent's Report

Superintendent Hanson shared the following:

1. The district will take delivery of two new electric buses in January. While the cost for an electric bus is double the cost of a diesel powered bus, the cost differential was covered by an EPA grant. Transportation is in the process of working with Avista on the installation of charging stations. The introduction of these two electric buses to district's fleet will provide the opportunity to look at the pluses and minuses of this technology.
2. The latest *Mead Matters* newsletter includes opportunities for members of the community to volunteer to serve on three different committees. The *Technology Advisory Committee* would like to expand its membership, a new *Safety & Security Task Force* will be formed to build on the work of a similar committee that met several years ago, and a *Calendar Exploration Committee* will look at various calendar options. Many school districts in the region, while not moving to a year-round calendar, are transitioning to a more balanced calendar that includes a start date in August. In Mead, school has traditionally started after Labor Day. All three committees will meet many times throughout the winter and early spring. Regular updates from each committee will be shared with the board.

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

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.

Ron McInerny addressed the board regarding the shortage of para-educator support particularly in the DLC program at Mead High School. This shortage has contributed to staff injuries including hospitalizations. It is time for the district to get serious about this issue. He additionally referenced low wages. It has been 2-3 years since wages for this group have been increased. Current wages are significantly below what Spokane Public Schools pays.

X. Adjourn

The meeting was adjourned at 7:35 pm.

President

Secretary