



MINUTES

Full Board of Directors Meeting

**Aug 26, 2024
6:15 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:

Ambar Suero, Co-Chair
Katherine Casey, Co-Chair
Kaylee Hart, Treasurer
Annie Bielecki, Secretary

Board Members:

Joe Whitfield, Board Member
Nikea Bland, Board Member
Drew Goltermann, Board Member
Grace Nailing, Board Member
Meg Ramey, Board Member
Ramone Carson, Board Member
Kelly Fleming, Board Member
Sloane Macy, Board Member
Katondra Dunn, Board Member
Alexander Landau, Board Member
Kenny Smith, 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
Manda Troutman, Outreach and Communications Manager
Alex Bowdoin, Outreach and Communication
Abby Arriaga, Highline Academy Northeast Assistant Principal

Other:

Travis Lambert, Teacher at HANE, School Board Rep
Ashlee Morris, Principal Resident at HASE
Ilyse Bekerman, Teacher at HASE, School Board Rep
Heather Miles, Teacher at HASE, School Board Rep
Leah-Michael Dillard, Teacher at HASE, DEI Lead

Absent:

<i>Topic</i>	<i>Presenter</i>	<i>Goals</i>	<i>Outcome</i>
Call to Order – Ambar Suero – Call to Order (6:15 pm) Ambar led a round of quick introductions Quorum Establish A quorum of the Board was established. The agenda was adopted with no changes. Mission Moment Annie read aloud the mission and vision statement.			
Consent Agenda – Ambar Suero – Governance – Vote (6:36 pm) Minutes from the June meeting A motion was made by Ambar and seconded by Kelly to approve the June 6, 2024 meeting minutes. The motion passed unanimously.			
See BOD Packet for: 24 EOY budgets - AI Financial Services contracts - HASE and HANE - CRJE slides and video about race - Slides and video about CMAS and ACCESS growth - June 6 meeting minutes			
Public Comment (6:37 pm) - Manda framed the public comment. - No public comment			
Principal Update - Sarah Verni-Lau & Vanessa Rodriguez - Inform (6:39 pm) - Start of school- Sarah thanks everyone for coming to the 20th Anniversary event, she heard great things from families about what a lovely event it was. - Staffing update - HASE is fully staffed, one teacher out on maternity leave. Ashlee, our Principal Resident, is proving to be a great addition to the team. Vanessa shared that HANE is also fully staffed. 27 new teachers and 10 other paraprofessionals, so there is lots of onboarding. She sees a need for another SPED teacher in the near future. FLEX teachers have been very flexible, and able to move into full time after some unanticipated departures. There will be a few maternity leaves that will also be covered by FLEX teachers. Big shout out to Abby for her great work in the staffing. - Vanessa shared a video showing the first week of school at both campuses.			
Finance Committee - Kaylee Hart - Inform (6:48 pm) 24 EOY budgets - Kaylee told the Board about the consulting firm that we work with that put the budget together- Kaylee and Sloan will be meeting and going over high level financials and making sure the money is being correctly allocated. Bottom line we are in budget for the year so far. - Initiate Salary scale review- high priority for the Finance Board this year. Will look at the bigger districts and charter schools to figure out how to stay competitive. We want to retain good talent and attract new talent. This year we will be looking at the teacher salary scale, and if resources and time allow we will also be visiting the other salary scales within the schools. The finance committee will be asking the admin and teachers for an advisory committee. The salary change would go into effect for the 25-26 school year. - Chris added that we run on a July 1 to June 30th fiscal year.			

Reach UP Committee - Katherine Casey - Inform (6:56 pm)

- Katherine, Drew, and Ramone shared their visions and hopes to bring their expertise to bettering the academics of the schools.
- Reach Up Commitments - Provide school leaders support and feedback. Be present with learning and teaching to build relationships. Deepen parent and community involvement. Provide the Board with information, development, and engagement opportunities.
- Strategies to be used - Align Reach UP committee meetings with campus level cycles, widen data points used to understand the learning, make time to visit classrooms at HASE and HANE, identify opportunities to participate in student and teacher events. Identify and engage parent representatives to advise the Reach UP committee. Provide timely and relevant information to the Board.
- Ask committee members what they would like from Reach Up - Annie requested “talking points” for addressing the public with the plan for what Highline is doing to improve our academic performance. Joe requested a calendar of the testing cycles for the Board, for no surprises. Ambar would like to know how we are serving our underserved students and what gaps might come up. Katherine mentioned that they will be working with the DEI committee to make sure all our goals are aligned there. Katherine asked the Principals how we can support them. Vanessa said that she will share their assessment calendar. Sarah is happy for the commitment to being present in the school and looking forward to the help from the Board and the committee. Ramone mentioned our commitment to academic, civic, and emotional growth. We are trying to figure out ways to report and see the students’ growth in all these areas. Joe seconded Ramone’s thoughts, and suggested to keep up the “attaboys” for giving praise in all areas. He mentioned praise for parents.

REACH Out Committee - Katondra Dunn - Inform (7:16 pm)

- We encourage all Board Members to get their giving commitment in. Board commitment is already higher this year than last year. One board member got 3500 from their employer. We will be having a Reach Out meeting on XXXXXX, and all are welcome to come.

E.D. Update - Chris Ferris - Inform (7:18 pm)

- Update on new building- a few small items are being touched up, but there is also a more major issue- the bathrooms do not have the correct clearance and will need to be fixed before we get our permanent certificate of occupancy. Will be fixed during Winter Break. They would like to get a bond to do the work. Chris is hopeful to have some money left over from the building corp to move over to the schools.
- CMAS Growth scores and possible implications - SPF, M.S. Accountability - HANE Access growth was very high, CMAS growth was in the 40s which is one of the highest its been. Although achievement scores were not what we hoped, the growth scores are very encouraging. Chris shared the SPF scoring framework. Chris is hoping that we will be at Yellow this year- Yellow vs. Orange makes the difference between being On or starting to step Off the Accountability Clock. We need two years consecutively in yellow or green to be off the clock. We should be finding out our SPF scores soon. HASE will most likely be Green again. Chris mentioned that we as a Board will have to discuss the possibility of a Middle School expansion at HANE, dependent on the SPF scores.
- Introduce School Dashboards- They will be in the Board Packet every month. Will not necessarily be discussed but will provide important data points for the Board to monitor.

Old Business - Chris Ferris - Inform (7:34 pm)

- Manda announced that she has accepted a new job and will be leaving Highline effective September 5.

Reminders/Announcements – Annie Bielecki – Inform (7:36 pm)

- Next BOD meeting: Monday, September 23rd at 6:15pm at HASE and [here via Zoom](#)

Adjournment -Ambar Suero - Adjourn Meeting - Vote (7:36 pm)

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