



**Minutes from the Regular Meeting of the Board of Directors
Monday, February 24, 2025**

The Board of Directors held a Regular Board Meeting on Monday, February 24, 2025. 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 and Nolan were present. Director Burchard and Director Killman were excused. Also attending were Superintendent Travis Hanson and Assistant Superintendents Jared Hoadley and Heather Havens.

I. Pledge of Allegiance

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

II. Approval of Agenda

Director Gray made a motion to approve the meeting agenda, as amended (*Remarks for the Good of the Schools* was moved up in the agenda taking place prior to *Approval of Minutes*, and discussion of *OSPI's Civil Rights Review Initial Determination* was added under the *Reports* section). Director Nolan seconded the motion. The motion carried unanimously.

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

No one signed up to make *Public Comment on Agenda Items*.

Prior to opening the floor for board/staff comments, President Cannon acknowledged and thanked Mead High School Jazz I and Director Rob Lewis for being in attendance and invited them to play a song they performed at the University of North Texas Jazz Residency the band attended in late January. Jazz I also performed several selections prior to the start of the board meeting.

The group will be in Leavenworth in early May where they will not only participate in the Leavenworth Jazz Festival, but also play for a dance taking place the evening of May 9th.

Board/Staff Comments

Director Nolan spoke positively about the Art Program he recently attended at Meadow Ridge Elementary. He expressed thanks to staff and parent volunteers for making the program possible.

IV. Approval of Minutes

Director Nolan made a motion to approve the minutes of the January 27, 2025 Regular Board Meeting and February 10, 2025 Work Session, as presented. Director Gray seconded the motion. The motion carried unanimously.

For the record, and as a follow-up to *Public Comments* made at the January 27th board meeting, that in one case suggested district staff intentionally misled the board and that the district willfully disregarded the law as it relates to its Highly Capable Program, and in the other, by misrepresenting the complex nature of her Public Records Requests, suggested the board's emphasis on transparency is somehow disingenuous given the lack of timely access to specific public records, President Cannon read a statement (attached) correcting inaccuracies and providing additional clarification.

At the conclusion of his remarks, President Cannon reiterated the board's commitment to open communication and factual discussion, while also ensuring accuracy in public discourse.

V. Continuing Business - none

VI. New Business

A. Consent Agenda

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

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

Consent Agenda

1. Hired Certificated Personnel:

Kelsey Overhoff	Prairie View	Cert	.4 FTE Leave Replacement 3 rd Grade 2 nd semester 24/25
Ashley Downing	Special Services/Midway	Cert	.25 FTE Leave Replacement/Non-Continuing Resource Room teacher 2 nd semester 24/25
Shawna Eddy	Mountainside/Special Services	Cert	1.0 FTE Continuing Resource Room teacher (.6 Mountainside .4 Homebased) effective 1/28/25
Brenna Juul	Learning Services	Cert	.4 FTE Leave Replacement LAP/Title teacher 2 nd semester 24/25
Jennifer Bruner	Mountainside	Cert	.6 FTE Leave Replacement ELA teacher 2 nd semester 24/25 (in addition to .4 FTE continuing)
Alex Schuerman	Mt. Spokane	Cert	.2 FTE Leave Replacement Math teacher 2 nd semester 24/25 (in addition to 1.0 FTE Continuing)
James Beaty	Highland Middle School	Cert	1.0 FTE Leave Replacement ELA/Social Studies teacher 2 nd semester 24/25
Jeffrey Campbell	Mead High School	Cert	1.0 FTE Leave Replacement PE teacher 2 nd semester 24/25 effective 2/7/25

2. Hired Classified Personnel:

Jill Anjinson	Transportation	Class	4.83 hrs/day Bus Assistant effective 2/6/25
Derek Borst	Shiloh Hills	Class	6.5 hrs/day DLC Para effective 1/17/25
Michelle LeBret	Mt. Spokane	Class	6.15 hrs/day DLC Para effective 1/29/25
Tim Ostrander	Mead HS	Class	6.5 hrs/day Para effective 2/13/25
Lyubov Perederey	Skyline	Class	6.03 hrs/day Para effective 2/3/25
Brandy Semprimoznik	Mt. Spokane	Class	8 hrs/day Admin Asst effective 2/6/25 (Leave Replacement)
Antoine Smith Jr.	Custodial Services	Class	8 hrs/day Custodian effective 2/7/25

3. Hired Certificated Substitutes:

Gabriella Bunten	Ilsa Todd	Emily Stiles	
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4. Hired Classified Substitutes:

Angela Alderman	Ashley Dorsay	Monica Wood	Kelly Pluid
Amanda Dikes	Paul Breslin-Kessler	Tucker Fine	Crystalynn Varozza
Izabella Ekholm	Randi Lyman	Kate Miller	Willie Green
SonalGasai	Duane Adams	Timothy Shauvis	

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, **February 24, 2025**, the Board, by a unanimous vote does approve for payment the vouchers included in the above referenced list and further described as **Warrant Numbers 120358 to 120748** in the following amounts:

<u>Fund</u>	<u>Amount</u>
General Fund - AP	\$ 1,430,083.19
General Fund - PR	11,972,365.74
Capital Projects Fund	35,626.35
ASB Fund	245,548.35
Transportation Vehicle Fund	21,508.50

6. Approved Supplemental & Extra-Curricular contracts.

7. Accepted the Following Donations:

- \$500 from Kiwanis Club of NE to Mt. Spokane HS Key Club
- \$1200 from Vitalant to Mead HS Leadership (to be used for STEM)
- \$40,000 from Highland Parent Pack to ASB Budget (\$30,000) and Building Budget (\$10,000)

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

Nancy Adare-Babkiek	Shiloh Hills	Class	2/5-21/25
Denice Nokes	Mt. Spokane	Class	1/22/25 - 7/1/25
Cody Hausenstein	Mead HS	Class	2/24/25 - 3/3/25
Sierra Hill	Colbert	Class	4/2-4/25
Robert "Cade" Thompson	Mt. Spokane	Class	2/21-25/25
Kirstin Thompson	Prairie View	Class	3/18/25 - 7/3/25
Jim Torchia	Colbert	Class	2/5/25 - 3/5/25
Jody Croff	Colbert	Class	3/3/25 - 6/2/25 (revised dates)
Madison Lee	Mt. Spokane	Class	2/24/25 - 5/16/25
Kyle White	Mead HS	Class	Up to 13 day/month
Dana Rowan	Mead HS	Cert	4/2-4/25
Nichole Proszek	Mead HS	Class	3/27&28/25

9. Accepted Requests for Retirement/Resignation:

Kathryn Spilker	Creekside	Class	Resignation effective 2/13/25 (Para)
Jacob Burger	Skyline	Class	Resignation effective 2/3/25 (Custodian)
Kaitlyn Savage	Mt. Spokane	Class	Resignation effective 2/14/25 (Para)
Susan Thompson	Mt. Spokane	Class	Resignation effective 2/14/25 (Cook Mgr.)
Paula Grandinetti	Mead HS	Class	Retirement effective 6/30/25 (Admin Asst)
Ronald Wiese	Brentwood	Class	Retirement effective 6/30/25 (Custodian)

**B. Resolution 25-04
Elementary Conference Waiver Days**

Learning & Teaching Assistant Superintendent Heather Havens presented Resolution 25-04, Elementary Conference Waiver Days, for board consideration.

For the past six school years the Washington State Board of Education has granted the Mead School District four waiver days each year to conduct elementary parent/teacher conferences. The move from conducting conferences on five half-days, two times each year, to holding conferences on one half-day and two full days in the fall and spring, has proven to be very beneficial for Mead parents, students and staff. Therefore, Learning & Teaching recommends the district seek a similar three-year waiver for the 2025-26, 2026-27 and 2027-28 school years.

Submission of a new three-year Waiver Request requires the school board to adopt a resolution that includes the number of waiver days requested and attestation that the district will meet the minimum instructional hours requirement of 1080 hours if the waiver is approved.

In further explaining the benefits of the 2.5 days conference model versus five half-days, Ms. Havens noted, in particular, that on Thursdays conferences start later in the day allowing for evening conferences to accommodate working parents.

Director Nolan made a motion to adopt Resolution 25-04, as presented. Director Gray seconded the motion. The motion carried unanimously. A copy of the resolution is attached.

C. Wireless Access Points Equipment and Mead High School Wiring Contract

Dave Willyard, Technology Network Administrator, presented a contract with Ednetics to provide wireless access points equipment supporting Mead High School, Mt. Spokane High School, Northwood Middle School and Mountainside Middle School, and wiring for Mead High School, for board consideration.

Two firms (Ednetics and Cerium Networks) submitted proposals with Ednetics selected as the recommended vendor, scoring 100 out of 100 on the seven bid factors.

The cost for the replacement wireless access points equipment and wiring, including tax, totals \$764,182.51. This equipment and wiring are eligible for Federal E-Rate funding in the amount of approximately \$458,509.51. Therefore, with Federal E-Rate funding, the amount of money necessary for this purchase is approximately \$305,673.00. The access points being replaced are 10 years old (very near end of life) and the Mead High School wiring is 25 years old.

Regarding Federal E-Rate funding, Mr. Willyard explained that as long as paperwork is appropriately completed the funding is guaranteed. Federal E-Rate funding has been available for 26 years and the district does not anticipate it will go away.

In response to a question from Director Gray regarding the fact that only two companies submitted bids, Mr. Willyard noted the RFP went out not just locally but also on a federal level. He shared there are not a lot of vendors with the ability to fulfill the wiring component of this particular RFP.

Director Nolan made a motion to award Ednetics the contract for Mead High School wiring, and wireless access points equipment supporting Mead High School, Mt. Spokane High School, Northwood Middle School and Mountainside Middle School, as presented. Director Gray seconded the motion. The motion carried unanimously.

D. Firewall Licensing

Dave Willyard, Technology Network Administrator, presented a contract with CDW-G to provide firewall licenses supporting all district schools, for board consideration.

Two firms (CDW-G and Borderlan) submitted proposals with CDW-G selected as the recommended vendor scoring 100 out of 100 on the seven bid factors.

The cost for the firewall licenses, including tax, is \$24,861.87. These leases are eligible for Federal E-Rate funding in the amount of approximately \$4,325.97. The percentage of E-Rate funding is less for firewall licenses than it is for the purchase of actual equipment like wiring and access points.

Director Gray made a motion to award CDW-G the contract to provide firewall licenses to support all district schools, as presented. Director Nolan seconded the motion. The motion carried unanimously.

E. Lit and Dark Fiber Lease Contract

Dave Willyard, Technology Network Administrator, presented a contract with Fatbeam to purchase district wide fiber services.

Four firms (Zayo, Fatbeam, Wanrack and Cytranet) submitted proposals with Fatbeam selected as the recommended vendor, scoring 100 out of 100 on the seven bid factors.

The cost for the fiber lease, 10-year term, including tax, totals \$1,389,150.00. These services are eligible for Federal E-Rate funding in the amount of approximately \$833,490.00. Therefore, assuming receipt of E-Rate funding, the cost to the district over 10 years is approximately \$555,660.00.

Mr. Willyard explained the Fatbeam bid, over 10-years, was the most cost effective and that their proposal provides better resiliency if something were to happen to the district office building. Fatbeam is a local company and other school districts who have worked with them reported they have been very happy with their services.

Director Nolan made a motion to award Fatbeam the contract for district wide fiber services, as presented. Director Gray seconded the motion. The motion carried unanimously.

VII. Reports

A. OSPI Civil Rights Review Initial Determination (2024-ESSB 5950 Sec. 501(4)(VV)): Updates to Board Procedure 3211 Required

Superintendent Hanson briefly reviewed information shared via email with the board on February 22nd regarding five areas of non-compliance identified by OSPI during their recent Civil Rights Review. Of the five non-compliance items, only one requires board action. That item notes the language in Procedure 3211 (Gender Inclusive Schools) is out of compliance and directs the district to adopt the most recent version of WSSDA Procedure 3211. OSPI has given the district 30 calendar days to comply/complete the required corrective actions.

The board was provided with a copy of WSSDA Sample Policy 3211 and Sample Procedure 3211.

President Cannon noted Policy/Procedure 3211 has been on the board's radar. It is his personal perspective that Policy/Procedure 3211, in its current form, is problematic. To revise the policy/procedure to match the WSSDA sample policy/procedure would be even more problematic. In particular, he referenced the infringement on parental rights contained in the WSSDA sample procedure.

Director Gray expressed concern that the WSSDA sample policy/procedure goes against the desires/priorities of Mead School District constituents. The community would not be supportive. She, like President Cannon, referenced parental rights concerns and noted the mandate to adopt the current WSSDA sample procedure infringes on local control. She additionally pointed out this state requirement contradicts recent federal Executive Orders.

Director Nolan noted the 30 day compliance timeline is too short to make any policy/procedure revisions and, at a minimum, the district should request an extension to allow for public comment and the opportunity for the district to consult with legal counsel. Like President Cannon, he has concerns with the current policy/procedure. The suggested revisions are even more problematic.

A variety of response options were discussed along with potential funding implications for non-compliance. Mead, like many school districts, is caught in the middle between state and federal guidance/requirements.

Regarding next steps, the district will comply where it can, but will delay making any changes to Policy/Procedure 3211 at this time. Superintendent Hanson will consult with legal counsel and report back to the board. Reaching out to the US Attorney General, the US Attorney for Eastern Washington, the US Secretary of Education, US Congressional Representative Michael Baumgartner and US Senators Patty Murray and Maria Cantwell was also proposed, as well as filing a complaint with the Department of Education, Civil Rights Division and the Department of Justice.

B. Superintendent's Report

Superintendent Hanson shared the following:

1. **National School Counseling Week** (February 3-7) - Superintendent Hanson expressed his personal thanks to school counselors and social workers who provide valuable services to Mead students.
2. **Educational Support Professionals Week** (March 10-14) - In expressing his appreciation for the Educational Support Professionals (cooks, custodians, admin assistants, bus drivers, mechanics, para educators, maintenance workers, computer techs, etc.) who work in Mead, Superintendent Hanson shared these dedicated professionals help make the day-to-day of school possible for students.

3. **Mead High School Jazz Band** - Superintendent Hanson thanked teacher Rob Lewis and the band for their performance at this meeting.
4. **Annual Bridge Building Competition** - This recent CTE sponsored competition was well attended and provided an excellent hands-on learning experience for Mead students.
5. **Mead Learning Options Virtual Program** - To better serve students, particularly those currently enrolled in the Graduation Alliance program, Superintendent Hanson shared how, working collaboratively with the Mead Education Association, the district is expanding its Virtual Program and transitioning those students (approximately 50) to Mead from Grad Alliance. This program expansion is being piloted this spring with more conversations planned moving forward.

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

No one signed up to make *Public Comment on Non-Agenda Items*.

IX. Executive Session

At 7:15 pm President Cannon called for an Executive Session of approximately 45 minutes for the purpose of reviewing the performance of a public employee and discussion with legal counsel on current and potential litigation.

At 8 pm President Cannon returned the meeting to Open Session. No other business was discussed and no action was taken.

X. Adjourn

The meeting was adjourned at 8 pm.

President

Secretary

February 24, 2025

President Cannon – Public Comment Statement

This board believes that one of the cornerstones of our role as publicly elected officials is a willingness to listen. **These are the public's schools**, and it's critical that boards create spaces to hear and receive feedback from parents, patrons, and our community partners. One of the ways this happens is the opportunity to offer public comment to the board in these meetings.

However, it must be made clear that the public comment period is not intended to be an opportunity for open dialogue or question-and-answer between the public and the board. It is made clear at the bottom of every published agenda that those providing comment to the board should have no expectation of discussion or response from the board. It is also important to recognize that the absence of response to comments offered at meetings does not communicate indifference, as it is often the case that concerns or issues brought before the board will require research and discussion with district administrators.

This board always remains open to hearing comments that express concern, challenge decisions, or call the district's actions into question. However, we believe it's important to provide clarification when comments offered in this public forum include misinformation or allegations not rooted in facts.

At our meeting on January 27, comments made to the board included allegations of unprofessional conduct, adoption of unlawful policies and procedures, lack of transparency, and lack of timely response to public records requests by district officials. We believe it's important to correct the record.

The first public comment offered by a concerned parent on Jan. 27 expressed concern that district staff have intentionally mislead the board and that the district has willfully disregarded the law as it relates to its Highly Capable program. The board believes district staff have engaged in good-faith efforts to update policies and communication. The board has no evidence and no belief that district staff intended to mislead the board or misrepresent statutory guidance, and it is our position that the updated policy and procedure adopted on January 27 are in full compliance with the law.

Administrative staff have worked hard to engage in open communication related to the concerns brought forward about the Highly Capable program and have also made good-faith efforts to update district policies and parent communication.

In separate public comment made to the board at the January 27th meeting, another concerned parent suggested that the board's emphasis on the importance of "transparency" in our system was somehow disingenuous given the lack of access to specific public records. The parent presented to the board what she believed to be two very straightforward requests, when, in fact, one of the two requests was for "*All emails, documents, handwritten notes...*" for a specific set of keywords over the 18-month period specified in the request. Her assertion to the Board that she requested only

one document was contrary to the broad nature of the request, **which included 10 separate search terms spanning 18 months of district records and included 16 named employees of the Mead School District.**

The parent also shared that she'd submitted another request for public records on August 10, 2024. In that expansive eight-part request, the parent expressed frustration and anger that it had been 5 months and she'd not seen a particular record in that request.

The board has come to learn that in both cases, district staff have worked closely with this parent in regard to her requests. In one case the requested record had already been provided and as it relates to the other request, the district's public records official had already provided the parent with a specific date for production.

Again, the board remains committed to open communication and factual discussions while ensuring accuracy in public discourse.



RESOLUTION 25-04
Elementary Conference Waiver Days
(2025-26, 2026-27 & 2027-28)

WHEREAS, the Mead School District, for the past six school years, has requested and been granted four waiver days each school year to conduct elementary parent-teacher conferences including the 2022-23, 2023-24 and 2024-25 school years;

WHEREAS, conducting parent-teacher conferences on one-half day and two full-days in the fall and spring, rather than five half-days twice a year, has proven to be very beneficial to Mead School District parents, students and staff;

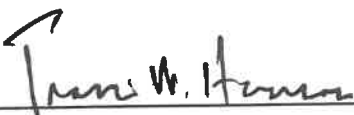
WHEREAS, the district will satisfy the minimum instructional hours requirement of RCW 28A.150.220(2) under the waiver plan;

NOW THEREFORE BE IT RESOLVED that Mead School District Board of Directors authorizes the submission of a Parent-Teacher Conference Days Waiver to OSPI for four school days in each of the following school years: 2025-26, 2026-27 & 2027-28.

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

Dated this 24th day of February, 2025.

Attest:


Secretary to the Board

Mead School District No. 354
Board of Directors

