



**Board Work Session Minutes
Monday, May 12, 2025**

The Board of Directors held a Work Session on Monday, May 12, 2025. The meeting began at 6:00 pm and was held at District Office. Directors Cannon, Gray, Burchard, Nolan and Killman were present. Also attending was Superintendent Travis Hanson.

I. Policy 3205 (Sexual Harassment of Students Prohibited) Annual Report

In compliance with the annual report to the board requirement of Policy 3205, Sexual Harassment of Students Prohibited, Family & Student Services Director Josh Westermann provided a top-level overview of policy/procedure implementation and effectiveness, trends in reporting and recommendations for improvement.

Policy and Procedure Overview - The policy/procedure was last updated in January of 2021 to ensure compliance with 2020 Title IX regulations. Mr. Westermann reviewed, for purposes of this policy, the definition of sexual harassment including several examples of what the term "sexual harassment" may include. Sexual harassment can occur adult-to-student, student-to-student, or can be carried out by a group of students or adults. The district will investigate reported incidents even if the alleged harasser is not a part of the school staff or student body. The district prohibits sexual harassment of students by other students, employees or third parties involved in school district activities.

Trends in Reporting - In the 2024/2025 school year the district implemented electronic forms to facilitate reporting for students and parents. Information provided now clearly defines sexual harassment, outlines reporting methods and provides contact information for district personnel responsible for managing the complaint process on the district's website. Sexual harassment reporting information and the complaint process are also included in student handbooks.

For the 2024/2025 school year (to date) there have been three formal complaints of sexual harassment. Of those, two met the additional requirements under Title IX. One formal complaint was dismissed after the initial investigation led to an informal resolution among the involved parties. Five additional harassment, intimidation and bullying (HIB) complaints contained reports of sexual harassment. These HIB complaints did not meet the definition of sexual harassment outlined in the policy.

Recommendations for Continued Improvement - Strategies targeted to students and families, implemented in the current school year, designed to increase the likelihood of reporting and intervention have proven to be effective. Moving forward Mr. Westermann recommended the following:

- Providing additional training to school staff to ensure they take appropriate action when incidents of alleged sexual harassment occur.
- Strengthening school procedures for analyzing discipline reports and incidents to identify trends in the types of HIB that are reported.
- Implementing age-appropriate education for students about sexual harassment.

In response to board questions, Mr. Westermann shared reports of sexual harassment are tracked in PowerSchool. Regarding trends, while there has been an uptick in the number of reported incidents of sexual harassment, Mr. Westermann anecdotally shared his belief that is due to increased reporting not an increase in actual incidents. To date, for the 2024/2025 school

year, there have been 50 (approximately) reported HIB complaints. Five of these included a sexual harassment component.

Superintendent Hanson noted this policy, as well as others like the Fixed Assets policy, have annual board report requirements. If, in some cases, less frequent or more frequent reporting is deemed necessary, the board can consider amending the policies to reflect reporting “as requested” or “semi-annually.” A list of policies with an annual board report requirement will be compiled and shared with the board so that a determination can be made on which, if any, should be amended.

II. 2025/2026 Budget Update/Discussion

Chief Financial Officer Heather Ellingson shared preliminary information on next year’s budget, in conjunction with budgeted and actual/forecasted information for the current school year. A copy of the *Budget Summary* handout shared with the board is attached. Information shared included the following:

- For 2024/2025 it is projected Fund Balance will increase by approximately \$300,000. The budget that was approved by the board in August 2024 indicated a decrease in Fund Balance of \$2.2 million. This better than projected outcome is primarily attributed to increased enrollment.
- Revenue in 2025/2026 is projected to be approximately \$15 million more than in 2024/2025 with \$5 million attributed to the increase in local levy dollars.
- Expenditures in 2025/2026 will include \$2 million for safety & security upgrades and \$2 million for curriculum. It is anticipated 2025/2026 revenues will exceed expenditures by just under \$1 million. This amount will be added to Fund Balance and begin the 3-5 years process of replenishing monies used to balance the budget over the past several years.
- In 2025/2026 there are levy monies allocated to cover middle school/high school performing arts and athletic costs, such as judging fees and referee fees, thereby eliminating the need for parent booster organizations to cover these expenses.

Discussion included a request from Director Gray that the district look at reinstating elementary sports and consider adding additional certificated nursing staff. Director Killman shared parents have asked that tennis be added at the middle school level. A preliminary budget will be presented to the board in July with final approval taking place in August.

III. Policy & Procedure 3211 (Transgender Students) Revision Discussion

President Cannon briefly reviewed the recent OSPI Civil Rights Audit that determined the district needs to update Policy/Procedure 3211, Transgender Students, to the most current WSSDA sample policy and procedure. He additionally referenced the letters sent by the district to the Department of Education and Department of Justice that have led to a Special Task Force investigation and the April 28th correspondence received from OSPI indicating the proposed revisions to Policy/Procedure 3211 submitted by the district for review were not sufficient to bring the district into compliance. It was noted that the April 28th OSPI correspondence did not include a response/compliance deadline.

Following discussion, and noting at this time there is no response deadline, the proposed policy/procedure revision will be included on upcoming board meeting agendas as a non-action, discussion item while the district awaits the findings from the Special Task Force investigation.

IV. 2025/2026 WIAA Participation Resolution Discussion

A decision on this annual participation resolution was tabled at the April 28th board meeting to allow for further board discussion. The due date for submission of the resolution is June 13, 2025. At the April 28, 2025 Regular Board Meeting Director Nolan proposed amending the resolution to include language setting forth the board’s concern over WIAA’s failure to enact steps to better protect female athletes and preserve their opportunity for fair athletic competition.

Following discussion centered on whether the language proposed by Director Nolan should be included in the resolution itself or as a separate letter attached to the standard WIAA participation resolution, it was determined Plan A will be to add the language to the resolution unless, after conferring with legal counsel, there is a problem with that plan.

V. WSSDA Policy/Procedure Development Resolution Discussion

At the April 28th board meeting Director Nolan presented, as a non-action item, a resolution with the stated objective of establishing a transparent and participatory process for developing WSSDA model policies and procedures that accurately reflects enacted legislation and incorporates diverse stakeholder input.

Following discussion, and referencing the many legalities that must be taken into account when drafting policy and procedure, it was determined this resolution will not be brought forward for action.

VI. Superintendent Update

Superintendent Hanson referenced upcoming graduations (Mead Learning Options, Mead High School and Mt. Spokane High School) and the board discussed who would attend each ceremony.

Regarding the district's Dual Language Program, Superintendent Hanson first reviewed the backstory of the program. Dual Language started with a kindergarten class in the 2022/2023 school year. An additional/new teacher has been hired and a grade level added each year since then. In preparation for the upcoming 2025/2026 school year, and knowing the program needs to expand to 3rd grade, the district posted the position several weeks ago. There were no applicants following the initial three week posting. The search was then expanded and after seven additional weeks there were still no applicants.

Due to the inability to find and hire a qualified teacher the decision has been made to not add a new kindergarten class in 2025/2026. To serve students already in the program the three current teachers will teach grades 1, 2 and 3 next year. The district is committed to serving currently enrolled Dual Language students through 5th grade.

Referencing the long term viability concerns associated with the district's inability to find teachers, Superintendent Hanson asked for feedback on whether or not continuing the Dual Language Program is a high priority for the board. Following discussion, the board indicated their support for continuing to provide this learning option for families at the elementary level.

VII. Executive Session

There was no Executive Session to discuss litigation and pending litigation with legal counsel.

VIII. Adjourn

The meeting was adjourned at 8 pm.

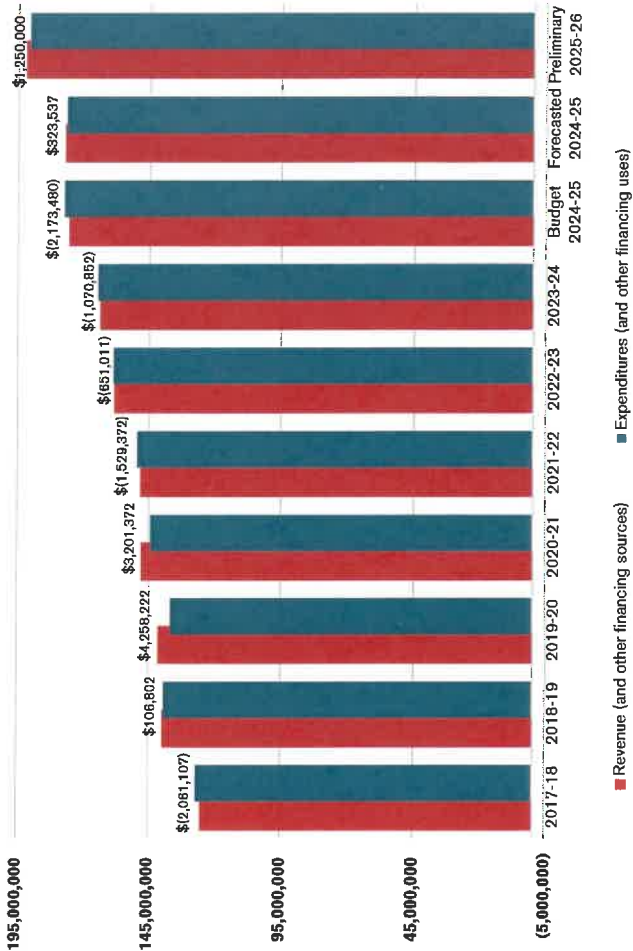
President

Secretary

**Mead School District
Budget Summary
5.12.202
(in Millions)**

	Budget 2024-25	Forecasted 2024-25	Preliminary budget 2025-26
Revenue	173.5	176.6	190.2
Other Financing Sources	1.5		1.5
Expenditures	177.2	176.3	190.5
Change in fund balance	(2.2)	0.3	1.2
Beginning fund balance	9.3	11.8	12.1
Ending fund balance	7.1	12.1	13.3

**Mead School District
Historical Revenue/Expenditures**



Revenue	Change from Budget	Change from Forecast
Apportionment	1.80	3.60
Local Property Taxes	-	5.10
SPED Safety Net	0.60	
Additional allocation (leg)	0.50	
Local Effort Assistance	(0.15)	1.40
Transportation Safety Net	0.35	
SPED Formula Changes		1.20
MSOCs increase		0.30
Capacity		2.00
Other Financing Sources		1.50
	3.10	15.10

Expenditures	Change from Budget	Change from Forecast
Maintenance level increases		5.00
Safety & Security		2.00
Curriculum		2.00
Administrator Staffing		0.70
MS/HS Performing Arts/Athletics		0.50
Facilities maintenance		0.50
Capacity		2.00
Other financing uses		1.50
		14.20