



**Minutes from the Regular Meeting of the Board of Directors
Monday, December 8, 2025**

The Board of Directors held a Regular Board Meeting on Monday, December 8, 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, Nolan, Killman and Woodworth were present. Also attending were Superintendent Travis Hanson, Chief Financial Officer Heather Ellingson and Assistant Superintendents Jay Jordan 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 Nolan made a motion to approve the meeting agenda, as presented. Director Killman seconded the motion. The motion carried unanimously.

III. Approval of Minutes

Director Killman made a motion to approve the minutes of the November 17, 2025 Regular Board Meeting, as presented. Director Nolan seconded the motion. The motion carried unanimously.

IV. Oath Of Office - Director Districts #1 and #5

Noting the November 4, 2025, election results for Mead School District Director Districts #1 and #5 have been validated by Spokane County, and that Tim Woodworth (Director District #1) and BrieAnne Gray (Director District #5) have been elected to fill these positions, Superintendent Travis Hanson administered the *Oath of Office* to newly elected board member Tim Woodworth and reelected board member BrieAnne Gray.

V. Annual Reorganization of the Board of Directors

Policy 1210 states that at the first regular meeting at which newly elected Board members are seated in election years, the Board shall elect from among its members a President and Vice-President to serve one year terms. Therefore, President Cannon called for nominations for the offices of President and Vice-President.

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

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

Following discussion regarding the position of Legislative Representative, which is currently held by Director Nolan, Director Nolan made a motion to nominate Director Killman to serve as Legislative Representative. Director Cannon seconded the motion. The motion carried unanimously.

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

President Gray noted there would typically be reports during *Remarks for the Good of the Schools* from both Mead High School and Mt. Spokane High School but this evening no student representatives were in attendance. One individual signed up to speak on agenda items.

Public Comments on Agenda Items

Tanner Rowe, Mead School District parent, addressed the board in support of the adoption of Policy/Procedure 5254, Staff Expression. To listen to his comments in their entirety please visit www.mead354.org/board where you can access a link to the Zoom recording of the meeting.

Board/Staff Comments

Director Cannon, noting the district is in the midst of Christmas Program season, talked about the excellent music programs offered throughout the district and highlighted, in particular, the elementary programs he has attended. The work of district performing arts teachers is fantastic. He additionally noted the very successful Fall Sports season for both Mead High School and Mt. Spokane High School, congratulating players and coaches, while also extending his appreciation to the Mead community for voting to provide the levy funds that make athletics and performing arts opportunities possible.

President Gray noted the many service projects taking place throughout the district including food drives and support for the Vanessa Behan Crisis Nursery, and extended her thanks and appreciation to all who work to make these service opportunities possible.

VII. Continuing Business

A. 2nd Reading Policy & Procedure 5254 Adoption Staff Expression

In presenting Policy & Procedure 5254, Staff Expression, for second reading adoption, President Gray shared the purpose of the policy and procedure is for the district to have/maintain neutral classroom environments to ensure an optimal learning environment for students. WSSDA Sample Policy & Procedure 5254 were used as the templates for the presented drafts. Many school districts in the state have either adopted, or are considering the adoption of, a staff expression policy/procedure.

Director Cannon made a motion to adopt Policy & Procedure 5254, Staff Expression, as presented, Director Nolan seconded the motion.

Discussion included the sharing of rationale for the need to adopt a policy/procedure that addresses staff expression. The policy and procedure clarify standards for staff expression, including professional communication, use of district resources, and classroom decor and displays.

In addressing the question, "Why now?", Director Cannon noted across the country schools are increasingly being drawn into broader cultural disputes. This can create barriers to learning. The procedure under consideration provides transparent, consistent and legally sound guidance that protects staff, supports administrators and ensures students experience welcoming learning environments free from bias or undue influence.

On the topic of "What we want staff to hear," Director Cannon noted the board respects the professionalism of staff and values their dedication to students. However, in a diverse community, symbols can be interpreted in many different ways. The board's collective responsibility is to ensure classrooms remain neutral spaces where all students feel equally safe, valued and comfortable. This policy/procedure does not restrict the thoughtful and appropriate instruction or discussion of controversial issues.

Regarding "What we want families to hear," Director Cannon explained the goal is to not sanitize content, avoid difficult topics or dilute rigorous learning. The purpose in adopting the policy/procedure is to ensure that instruction - not personal ideology or viewpoint - guides what students encounter in the classroom.

In response to a question from Director Nolan regarding policy/procedure implementation, Superintendent Hanson shared that, once adopted, the district will determine how to operationalize the policy/procedure. Implementation will take time and include working with labor partners. An update on implementation progress will be shared at the upcoming January 12, 2026 Work Session.

Discussion additionally included consideration of the removal of the paragraph in the policy and paragraph in the procedure on the topic of Social Media.

In amending his original motion, Director Cannon made a motion to adopt the policy and procedure minus the references to Social Media (3rd paragraph in the policy and last two paragraphs in the procedure). That motion was further amended by Director Nolan who made a motion to adopt the policy, minus the 3rd paragraph, and procedure, minus only the 2nd to the last paragraph, along with notation that discretion be granted to Superintendent Hanson on the policy/procedure implementation timeline. Director Cannon seconded the motion. The motion carried unanimously.

VIII. New Business
A. Consent Agenda

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

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

Consent Agenda

1. Hired Certificated Personnel:

Gaubriel Collins	Special Services	Cert	1.0 FTE Continuing OT effective 11/6/25
Jonathan Fick	Northwood	Cert	.2 FTE Leave Replacement band teacher 25/26 school year effective 11/17/25 (in addition to .2 FTE Continuing at Mead HS)
Thierry Olivier	Mead HS	Cert	.2 FTE Leave Replacement Foods teacher, in addition to .8FTE Continuing, 1 st semester 25/26 effective 12/1/25
Logan Schoesler	Skyline	Cert	.2 FTE Non-Continuing Combo Support teacher 25/26 school year effective 11/17/25
Linda Sams	Prairie View	Cert	.2 FTE Leave Replacement LAP teacher 25/26 school year effective 12/1/25 (in addition to .3 FTE Leave Replacement 25/26 school year)
Danielle Brown	Special Services	Cert	.8 FTE Continuing PT effective 11/25/25 (new position - resigned 1.0 FTE Continuing position)

2. Hired Classified Personnel:

Autumn Englehardt	Shiloh Hills	Class	6.5 hrs/day DLC Para effective 11/21/25
Evan Frazier	Mt. Spokane	Class	7 hrs/day Para effective 11/17/25
John Gallagher	Transportation	Class	4 hrs/day Bus Driver effective 11/13/25
Gregory Geiser	Transportation	Class	8 hrs/day Mechanic effective 11/17/25
Trisha Graham	MLO	Class	4.8 hrs/day Para effective 11/17/25
Morgan Liesman	Mt. Spokane	Class	6.15 hrs/day DLC Para effective 12/1/25
Debra Marchioro-Reid	Creekside	Class	5.2 hrs/day PreSchool Para effective 11/13/25
George Raynor	Mead HS	Class	6.75 hrs/day Para effective 11/24/25
Mikaylee Roberts	Shiloh Hills	Class	8 hrs/day Community/Family Coordinator effective 11/17/25
Autumn Voorhees	Custodial Services	Class	8 hrs/day Custodian II effective 11/19/25
Keri Wilson	Midway	Class	6.25 hrs/day Para effective 11/14/25

3. Hired Certificated Substitutes:

Dominick Macauley	Sarah Kenney	Patricia Proen	Emma Bush
Veronica Wolfe	Katherine Cannata	Kaylee Tollefsen	Felicia Best
Kerington Tenwick			

4. **Hired Classified Substitutes:**

Yvonne Fisher	Dawn Quinn	Conner Breneman	Russell Fox
Nicholas Kusmerak	Lindsey Jonah		

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 8, 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 124770 to 125077** in the following amounts:

<u>Fund</u>	<u>Amount</u>
General Fund - AP	\$ 1,293,916.38
General Fund - PR	12,656,944.00
ASB Fund	97,637.85

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

7. **Accepted the Following Donations:**

- \$1000 from Dorian to Skyline Elementary
- \$1000 from Dorian to Farwell Elementary
- \$1000 from Dorian to Brentwood Elementary
- \$500 from Yost Gallagher Construction to support Summer STEM Camps
- \$3000 from Richard Eno to Mead HS Serves Club
- \$500 from ABC (Associated Builders and Contractors, Inland Pacific Chapter to support Summer STEM Camps

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

Jessica Cooley	Mead HS	Class	11/24/25 - 2/2/26
Stephanie Covell	Highland	Cert	.4 FTE 2 nd semester 25/26 (will work .6 FTE)
Vivian Davis	Shiloh Hills	Cert	11/1/25 - 1/30/26
Alison Hood	Special Services	Cert	12/8/25 - 3/1/26
Shelley Putnam	Creekside	Class	12/1/25 - 12/20/25
Melissa Hoang	Evergreen	Class	1/5/26 - 5/4/26
Kelly Twenge	Nutrition Services	Class	3/12-13/26
Bette Monahan	Farwell	Class	4/2-24/26
Kelly Parker	Nutrition Services	Class	2/17/26, 5/5/26 & 6/11-12/26
Kathryn Gilbertson	Mountainside	Class	11/17/25 - 3/6/26
Jaclyn Lamberty	Mead HS	Cert	.4 FTE 1/5/26 -6/16/26 (will work .6 FTE)
Tyler McLean	Northwood	Cert	2/23/26 - 5/18/26 (correction from 11/17/25 Consent Agenda)
Stephanie Rohrbach	Mt. Spokane	Cert	12/6/25 - 3/17/26
Sydney Ashback	Brentwood	Cert	1/5/26 - 6/16/26
Madisen Guastella	Mead HS	Class	Mondays 12/8/25 - 4/27/26
Vivian Davis	Shiloh Hills	Cert	11/3/25 - 1/30/26
Brett Carlsen	Brentwood	Class	12/8-16/25
Carol Lowman	Transportation	Class	11/24/25 - 2/6/26
Angela Gill	Evergreen	Cert	11/1/25 - 1/4/26
Camron Hare	Mead HS	Class	12/1-19/25
Shelby Boothe	Colbert	Class	2/20-27/26

9. **Accepted Requests for Retirement/Resignation:**

Zachary Johnson	Mountainside	Class	Resignation effective 12/19/25 (Para)
Tessa Trudeau	Mead HS	Class	Resignation effective 12/31/25 (Para)
Alexandra Horn	Brentwood	Class	Resignation effective 12/19/25 (Para)

B. 2026-2027 School Year Calendar

Heather Havens, Executive Director Special and Alternative Programs, in presenting the 2026-2027 school year calendar that received the most staff votes (81.7%) for board consideration, shared that in February 2025 the Mead School District convened a Balanced Calendar Committee. This committee, comprised of 10 parents and 16 staff members, met seven times.

The committee's charge was to research/consider calendar options that redistribute instructional days more evenly throughout the year resulting in a more balanced calendar. The process included surveying students, staff and parents, and considering the work other school districts in the Spokane region have done in this area.

The committee's work culminated in the creation of two calendar options for the 2026/2027 school year. The committee understood this was a first step. The presented calendar options do not represent a true "balanced calendar" but they do start the process of considering different possibilities moving forward.

In creating these options, the committee agreed that alignment, where possible and practical, with neighboring school districts was important particularly when it comes to the scheduling of high school athletic events and in situations where Mead shares students (Skills Center) with another school district (Spokane).

Prior to asking staff to vote on the calendars (a 30+ year practice), the calendars were shared with parents for their input. There were 1,218 responses with 62.2% in favor of Option A.

The online staff vote for the 2026-2027 School Year Calendar concluded December 3, 2025. The calendar receiving the most votes (Option A - 81.7%) includes the following:

- Wednesday, August 26 - First Day of School
- November 25-27 - Thanksgiving Break
- Monday, December 21 - Start of Winter Break
- Monday, January 4 - School Resumes After Winter Break
- February 15-19 - President's Day/Mid-Winter Break
- April 12-16 - Spring Break
- Wednesday, June 16 - Last Day of School

President Gray thanked Ms. Havens and those who served on the Balanced Calendar Committee. Moving forward, if further changes to future calendars are proposed, she asked that the district make sure the changes will positively impact student learning outcomes.

Director Cannon made a motion to adopt 2026-2027 Calendar Option A, as presented. Director Killman seconded the motion. The motion carried unanimously. A copy of Calendar Option A is attached.

IX. Reports

A. Financial Report for the Month of October 2025

Chief Financial Officer Heather Ellingson presented a brief financial report for the month of October 2025. Report highlights included the following:

- October enrollment is very similar to September enrollment (4.39 FTE under budget). Preliminary enrollment numbers show a decrease of approximately 40 FTE for November. Enrollment typically decreases throughout the year with October enrollment being the highest each school year.
- Fund Balance, as expected, is higher than in September due to October real estate tax collections.

Regarding changes in funding for next year, Ms. Ellingson shared she is not expecting any big changes from the upcoming legislative session. The district hopes to maintain what it already receives. She will be carefully monitoring any changes to federal funding.

Director Cannon shared his understanding that there is momentum by legislators to fix the sales tax issue (Senate Bill 5814) on services that is impacting school districts throughout the state. He requested Ms. Ellingson see if her department can determine the financial impact the legislation has had on the district in the event a refund is forthcoming.

B. Superintendent's Report

Superintendent Hanson shared the following:

1. On the legislative front, and continuing the conversation regarding Senate Bill 5814, Superintendent Hanson shared he is cautiously optimistic the district might see a refund for taxes paid. Additional areas under consideration by the legislature, based on inquiries he has received, are College in the High School programs, ALE online programs and TTK programs. There is also consideration of requiring each elementary teacher, as part of their professional development, to have 5-8 hours of training on structured literacy every five years.
2. On the HR front, the district continues to have hiring challenges when it comes to bus drivers and para educators. The district is proactively working on recruitment in those areas. Another area of concern is a classified nursing shortage. The district has hired one temporary nurse and is looking to hire a second one. Josh Westermann will be at the next Work Session to discuss the nursing situation in more detail.
3. Referencing two recent very sad situations involving students, one at Mead HS and one at Mt. Spokane HS, Superintendent Hanson acknowledged the outstanding work of the district's Crisis Team led by Josh Westermann, and the kindness and care shown to hurting students and families by the staff and admin teams at both schools.

X. 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*.

XI. Adjourn

The meeting was adjourned at 6:55 pm.

President

Secretary

MEAD SCHOOL DISTRICT

2026-27 Academic Master Calendar

2026



CALENDAR NOTES

Late Start Info
(does not apply to MLO)

School starts **40 minutes later on Wednesdays**, with the **exception of: 9/2, 10/7, 1/20, 2/3, 6/9, 6/16**

Early Release Times*

*unless otherwise noted at right
Elementary (TK-K-5): 12:45 pm
Middle School (6-8): 11 am
High School (9-12): Release at 10:40 am, buses leave at 11 am

AUGUST

4 Student Days

S	M	T	W	T	F	S
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23 ³⁰	24 ³¹	25	26	27	28	29

SEPTEMBER

21 Student Days

S	M	T	W	T	F	S
		1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30			

OCTOBER

21 Student Days

S	M	T	W	T	F	S
				1	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	31

NOVEMBER

17 Student Days

S	M	T	W	T	F	S
		1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30			

DECEMBER

14 Student Days

S	M	T	W	T	F	S
				1	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	31

2027

JANUARY

19 Student Days

S	M	T	W	T	F	S
					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24 ³¹	25	26	27	28	29	30

FEBRUARY

15 Student Days

S	M	T	W	T	F	S
		1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30			

MARCH

21 Student Days

S	M	T	W	T	F	S
		1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30	31		

APRIL

17 Student Days

S	M	T	W	T	F	S
				1	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	

MAY

19 Student Days

S	M	T	W	T	F	S
					1	
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23 ³⁰	24 ³¹	25	26	27	28	29

JUNE

12 Student Days

S	M	T	W	T	F	S
				1	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	

Blue square: First/Last Day/School Resumes

Yellow square: Non-Student Day

Grey square: Holiday (No School)

Green square: Elementary Conferences (No School)

Purple square: Snow Make-Up Day (No School)

Orange square: No Late Start

Circle: Date noted in right-hand column

Mead School District

District Office

2323 E Farwell Rd

Mead, WA 99021

www.mead354.org

(509) 465-6000

August

- 26 1st Day of School (Gr. 1-12)
- 31 1st Day of K & TTK

September

- 2 NO LATE START
- 3 1st Day of PreSchool
- 7 Labor Day

October

- 7 NO LATE START
- 7-9 Elementary Conferences (Half-day 10/7 with early release at 12:45 p.m., Non-Student Days 10/8 & 10/9)
- 16 Learning Improvement Day (Non-Student Day)

November

- 11 Veterans Day
- 25-27 Thanksgiving Break

December

- 21-Jan 1 Winter Break

January

- 4 School Resumes
- 18 Martin Luther King Jr. Day
- 20 NO LATE START
- 22 End 1st Semester (Secondary Early Release at 11 a.m., Elementary Early Release at 12:45 p.m.)

February

- 3 NO LATE START
- 3-5 Elementary Conferences (Half-day 2/3 with early release at 12:45 p.m., Non-Student Days 2/4 & 2/5)
- 15 Presidents' Day
- 16-19 Mid-Winter Break

March

- 19 Learning Improvement Day (Non-Student Day)
- 22 Snow Make-Up Day (No School)

April

- 12-16 Spring Break

May

- 28 Snow Make-Up Day (No School)
- 31 Memorial Day

June

- 9 NO LATE START
- 10 Last Day of Preschool
- 16 NO LATE START + Last Day of School (Elementary early release at 12:00 p.m., Secondary early release at 11 a.m.)
- 18 Juneteenth (Observed)