

Highland School District #203

District Office

Monday, January 5, 2026

Regular AM Board Meeting -7:30 a.m.

The **January 5, 2026, AM Regular Board Meeting/Study Session** was convened by Chair Lupita Flores at 7:39 a.m. Those present also included board members Kerry Jones and Cindy Reed, Superintendent Mindy Schultz, Director of Business & Operations Francis Badu, and Recording Secretary Julie Notman. Board member Carlos López was excused. Lupita announced that the meeting is being recorded.

II. Business:

A. Communication Check-In: Nothing to report/share.

B. 1st Reading of New and/or Revised Policies:

New: 1821 Standards for Individual School Directors

Revised: 1111 Oath of Office

1821 Standards for Individual School Directors

5011 Sexual Harassment of District Staff Prohibited

6220 Bid or Request for Proposal Requirements

6240 Food & Beverage Consumption

The board moved the policies to the second reading.

C. Open Board Position Update: Mindy: There have been no applicants nor calls with interest about the position. We will post it on Facebook and ParentSquare with a map of the director area. ESD105 can assist with advertising and also provide someone when we need another person to make a quorum or if there is a tie vote. The position can sit unfilled.

D. Capital Levy Project Finance Update: Francis: Shared a chart showing how much we've collected and spent since the capital levy passed and collection started in 2022. \$7.385M is total levy amount over the course of the levy collection. We ended 2025 at \$1.1M and are projecting how much money we are going to spend for the next project and when it will be due in relation to when the funds come in. A starting point/estimate for spending on the track was discussed. The current project [HVAC] is pretty much done, it was discovered at the final balancing that there were some dampers that weren't working correctly. They were fixed at an additional cost over the holidays. They will do some more testing of the balances and then we should have certification. The MS gym system was not replaced due to the extensive work needed on it and at this time is not working. TES gym needs a machine replaced.

E. Annual Superintendent Evaluation: Mindy: has heard at superintendent meetings that superintendent evaluation forms vary greatly from district to district. The new superintendent evaluation policy serves to help establish expectations and make evaluations uniform but its accompanying eval form/template is not required to be used. After discussion and review of the new form compared to our current form, the board directed Mindy to work on combining the two to include the required components with some of the format we are accustomed to. Superintendent evaluations are usually completed annually in January/February but with this being Mindy's first year, her contract puts it off until April of this year. Mindy will have a new template ready for review at the February work study.

HMS Principal Don Strother joined the meeting at 8:01 a.m.

F. HMS Presentation: Don Strother: Don shared the three main HMS goals for this school year: Math, SEL, and Instructional Strategies. He explained they are using GLAD strategies, that while designed for ML students, is supportive of all students. At HMS 35-38% of students are identified as ML. They are also adding SEL learning strategies, having discovered that the culture of the school and how students experience school is important for successful learning. They will use SEL strategies all day, not just during advisory/Scottie Time which is the first 30-minute period of the day. He directed the new HMS Counselor, Jovanie Araujo to prep teachers to utilize SEL ideas in their teaching methods/strategies in all subjects. Another strategy to help the 6th graders transition to the middle school has been to loop advisors so students will have the same advisor throughout their middle school years and to have fewer subject teachers, so for example, one teacher teaches both math and science and is an advisor as well. Scottie Time is daily being utilized to help students with math rather than rotating through the different subjects. Data is tracked through SAEBRS, IXL, MAZE, and SBA. The State is restructuring the way the math standards will be arranged, changing some of the terminology which aligns with the fluency we are doing. The strands will be different which correlate to the state test but they aren't changing the test for a few years. Benchmark testing is coming up next week, they are focusing on effort and growth with some incentives for certain levels or growth achieved.

Don left the meeting at 8:12 am.

III. Closing Items

There were no final questions nor comments.

The January 5, 2026, AM meeting was adjourned at 8:12 a.m.

Chair

Secretary