

Highland School District #203
HMS/HHS Library
Tuesday, January 20, 2026

The **January 20, 2026, Regular Board Meeting** was called to order by Chair Lupita Flores at 7:00 pm. She reminded those present that the meeting is being recorded.

A. PRESENT: Other 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 absent.

C. FLAG SALUTE was led by Kerry.

D. APPROVAL OF MINUTES: There were no questions about the minutes. Kerry moved and Cindy 2nd to approve the December 8, 2025, Special Board Meeting Minutes and the December 16, 2025, PM Meeting Minutes as presented; motion carried.

II. COMMUNICATIONS

A. Public Comment: No public present, no public comment.

B. Admin Board Reports: The Board members had read the reports, there were no questions nor comments. If so, contact the administrator.

III. UNFINISHED BUSINESS

A. Consent Agenda

New: 3425 Accommodation of Students with Adrenal Insufficiency
Revised: 1630 Evaluation of the Superintendent

There were no questions about either policy. Cindy moved to approve the Consent Agenda with new policy 3425 and revised policy 1630 as presented, Kerry 2nd; motion carried.

B. 2nd Reading of New and Revised Policies:

New: 1821 Standards for Individual School Directors
Revised: 1111 Oath of Office
5011 Sexual Harassment of District Staff Prohibited
6220 Bid or Request for Proposal Requirements
6240 Food & Beverage Consumption

There were no questions, comments, nor concerns about these policies. They will move to the 3rd Reading/Consent Agenda in February.

IV. NEW BUSINESS

A. Budget Status /Enrollment and Operations Report: Francis: The General Fund ended December at roughly \$1.4M, about \$67K behind where it was a year ago but better than that year's balance compared to the previous year's. Capital Projects are at \$1.3M right now and we are still in the process of looking into the track repair/upgrade. We should have something for the board to review before too long. The Debt Service Fund has no change, it is at \$390K from the bond that was passed 10 years ago. ASB had the usual expenses. Transportation we have \$275K and a new bus is coming soon.
Enrollment: Francis: We have a net loss of four students putting our actual FTE average at 931. We budgeted for 934 so that is pretty close. We think things are pretty stable at this point.

B. Personnel Report: Mindy: The corrected December Personnel Report shows that a coaching position was changed to a head co-coaching position. On the January report, we have that the kitchen/cook position has been filled, we posted in-house for an elementary PE teacher and that has been

filled, there is a maternity leave request, and for the Executive Director of Business & Operations position, there are not a lot of applicants but we are looking at holding round one of interviews at the beginning of February. Kerry moved to approve the Corrected December 2025 Personnel Report and the January 2026 Personnel Report as presented, Cindy 2nd; motion carried.

C. Legislative Report: Cindy: They are in session and we are watching the TK bill as it may affect HSD. Mindy: They may prioritize high-poverty districts. There are also concerns about federal funding so we have been careful about where we put staff in case funding disappears. We're trying to figure out what they're trying to do with the migrant program [funding] so we are anticipating not having that funding and to be ready for it if that happens.

V. FINANCE

A. Payment of Bills-General, ASB, Capital Projects, and Payroll: There were no questions nor comments: Cindy moved, Kerry 2nd to approve payment of the bills as presented; motion carried.

- **General Fund bills** for \$177,355.42 with warrants 80433 through 80526.
- **ASB Fund bills** for \$12,795.84 with warrants 7290 through 7294.
- **Capital Project bills** for \$3,330.00 with warrants 797 through 797.
- **Payroll Fund bills** for \$244,280.06 with warrants 80527 through 80540 and \$962,215.49 by direct deposit.

VI. CALENDAR OF EVENTS: Lupita reviewed upcoming dates. All present are available for the board meetings on February 2 and 17. Carlos is expected back as well.

VII. ADJOURNMENT

There being no further business, Chair Lupita Flores adjourned the meeting at 7:15 p.m.

Chair

Secretary