

Highland School District #203

District Office

Monday, June 1, 2026

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

The **June 1, 2026, AM Regular Board Meeting/Study Session** was convened by Vice Chair Cindy Reed at 7:32 a.m. Those present included board members Craig Chronister, Kerry Jones, and Carlos Lopez, Superintendent Mindy Schultz, Director of Business & Operations Francis Badu, incoming Executive Director of Business & Operations Patrick Timme, HMS Teacher and AD Kelly Fitzpatrick, and Recording Secretary Julie Notman. Board member Lupita Flores was absent. Cindy announced that the meeting is being recorded.

II. Business:

A. Middle School Sports Options Presentation: Kelly has had conversations with the HMS girls that presented a request to the Board to add softball as a middle school spring sport. They submitted to Kelly a financial spreadsheet and he also researched and created one that he shared with the board. Estimated costs are \$40-\$60K. The only teams in the region with MS softball teams are Kittitas, White Swan, Cle Elum and Sunnyside Christian, so none close by. MWC and TES both have backstops but are grass fields, which would not be changed. Notable is that there is a massive umpire shortage which makes it hard to reschedule due to pitch count [rules]. Other spring sport options were soccer, flag football, tennis, and golf. They were most interested in flag football which wouldn't have a lot of additional cost. 7 on 7 Girls Football is a WIAA [spring] sport and can be open to 6th graders. Discussed options at an AD meeting and Union Gap expressed interest in flag football, however competitions would be limited due to the current lack of schools having the sport. If we have MS softball without having a HS program, students might leave the district to attend a school that offers it, which we want to avoid losing students. We would need to consider adding HS softball, an additional expense. Kelly will survey the girls before the end of this school year to gauge interest as the process of implementing a new spring sport will need to be started in the fall. Kelly left the meeting at 7:57 a.m.

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

C. Bank Signature Changes: Francis: We need to make signature changes at Banner Bank and US Bank to replace himself with incoming Patrick Timme. Kerry moved and Carlos 2nd to approve the signature changes from outgoing Director of Business & Operations Francis Badu to incoming Executive Director Patrick Timme as presented; motion carried.

D. 2026-2027 Budget Update: Francis: With reducing expenses a little across all departments, we project to be able to bring us up to a 9% Fund Balance, at \$2.0M at the end of next school year. Still anticipating a decline in enrollment, a total of 30-32 students. Three-four years ago we looked at staffing and decreased it but are slowly approaching the point where we can't cut staff anymore. We will have 1.4 less teaching staff next year and things will have to be done a little bit differently with less funds to spend. HMS will have one less teacher and the HS will have .4 less but we will still be able to offer the classes we need. Vocational costs increased because we reclassified more classes to CTE which creates more pathways for students to graduate. It shifts money from basic ed to CTE allocation. The June PM board meeting will start with a public hearing for the 2026-2027 budget and it will be on the agenda for approval. The [state] accountability audit is done and is at the auditor's office for final review. Exit interview for that will be June 15 or 16.

E. Capital Projects/Track Update: Francis: The track is supposed to be finished this week, with the final layer going on and the event areas completed, then it has to sit [to cure]. The access path to the stadium has been improved as well. The project has stayed on budget. No vote needed.

F. 2nd Reading of New and/or Revised Policies:

New: 2140 Comprehensive School Counseling Program

Revised: 5010 Nondiscrimination and Affirmative Action

There were no questions. Cindy advised the board to review the policies. They will move to the Consent Agenda at the next meeting.

G. Self-Appraisal of the Board: The board reviewed last year's appraisal and discussed and rated the appraisal categories. Discussed in particular Item E.1. about periodic visitations in the schools. Mindy offered to set up opportunities for them individually to visit. H.3a-Condition of Fields: Discussed the spraying of fields, train in-house or hire it out. We hire out the spraying of the main fields right now. H.4b Class size: Mindy explained the anticipated class sizes for this next school year. We try to keep them down. H.6c-Cindy will reach out to legislators to invite them to a board meeting. Discussed safety with students putting a rock in the athletic door to sneak into games without paying. Options include adding an alarm to the door but the reality is it will go off even when exit is warranted.

H. District Goals 2026-2027: The board reviewed the 2025-2026 goals and decided they were appropriate and applicable to keep them the same for 2026-2027. Mindy shared that we are stopping using Sports U and moving sports communications to ParentSquare. It should help with parents that haven't signed up to Sports U to keep them informed of games that get cancelled, practice info etc. It will help with the legal side so there won't be individual coach-student communications as parents will receive all messages. It will be nice to have one platform for both school and school sports communications.

Director of State and Federal Programs Kirsten Lenz and HHS Science Teacher/Migrant Graduation Specialist Angelica Bustos-Ortiz joined the meeting at 8:51 a.m.

J. Staffing & Bargaining Update: Mindy: We will have one less 1.0 FTE teacher at the MS and one less .4 at the HS. We In-House posted for the MS PE teacher to replace Kelly (moved to HS/MS AD) and a Social Studies [History] teacher position vacated by Tim Zurcher who is retiring. With the number of students we will have next school year we were able to absorb a one-year only teacher's science class with the staff we already have. HS PE teacher Ryan Allen took the MS PE teacher job so we have posted for a HS PE/Health teacher, and then a .6 ELA teacher and a .6 Math teacher, these go public later this week. The HS PE/Health teacher position has CTE classes and is more focused on the health side and has leadership classes as well. Looking at the elementary level we have 48 enrolled for the 52 TK spots and hope to fill them. 58 kinders are enrolled as of two weeks ago. With 49 students moving up to 2nd grade we are deciding where to add a section: Kinder or 2nd grade. We may post for a K-2 Elementary teacher with placement TBD later. We are looking at being down about 11 students K-2 [2026-27] then the next year down about 30. We try to keep the K-2 teacher/student ratios at around 17. We will continue to advertise our after-school program, a free option. Bargaining: PSE has a 3-year CBA so this year negotiated only the salary schedule. They voted and ratified a new salary schedule with an IPD 2.6% increase and the new schedule has a consistent step across the board and rewards longevity. Non-rep group will see a 2.6 IPD and a step increase. Getting closer but still bargaining with HEA. Don't need to negotiate with HAG as they have a 2-year agreement. Other area districts have not settled their teacher CBAs yet either, we might be one of the first.

I. Migrant Program Presentation: Kirsten and Angelica introduced themselves and started a PowerPoint presentation. Angelica explained her role as, and the goal of, Migrant Graduation Specialist, helping students to think of post-high school options and getting them to graduate. The different staff of the Migrant program and their responsibilities were described. There are 159 students (69 families) that qualify for the migrant program. Glorimar is the Migrant Recruiter and is responsible for determining if families qualify for the program and for setting up meetings. All students in the program receive assistance with priority going to those that have moved in the previous year and those that are failing or dropped out. For ages 16-21, we have only two students out of school and both are working and have refused services. Angelica checks high school grades each week and does 'check-in/check-out' to stay in touch with students and encourage them. Had only two students not pass 1st semester. HHS graduation rate is 92%, Migrant is 90%, higher than it was 5-7 years ago so we are proud of that progress. Migrant Program Supports: Preschool materials for 3-4-year-olds, school supplies for families for the next school year, Student Leadership Conference, college tours, exposure outside of the valley. Migrant Leadership students organized the Día del Niño, with food, music, and games and then the day of the event solved unexpected challenges. Kirsten explained the Migrant PAC-Parent Advisory

Committee. Per migrant program rules, the PAC has control over how funding is used and to decide how best to help the migrant community. They have three CORE meetings per year and several general meetings. They elected to cut a migrant para position to keep the Migrant Graduation Specialist position for next school year. Migrant funding, as with other funding sources, decreases with the drop in enrollment and subsequent drop in enrollment in the Migrant program. Kirsten and Angelica left the meeting at 9:14 a.m.

III. Closing Items

There were no final questions nor comments.

The June 1, 2026, AM meeting was adjourned at 9:15 a.m.

Chair

Secretary