

Highland School District #203

District Office

Monday, July 6, 2026

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

The **July 6, 2026, AM Regular Board Meeting/Study Session** was called to order by Chair Lupita Flores at 7:30 a.m. Those present included board members Craig Chronister, Kerry Jones, Carlos Lopez, and Cindy Reed, Superintendent Mindy Schultz, Executive Director of Business & Operations Patrick Timme, Director of Grounds & Maintenance Danny Wise, and Recording Secretary Julie Notman. Lupita announced that the meeting is being recorded.

II. Business:

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

D. Capital Projects/Track/Grounds Update: Patrick: A walkthrough was done on the track on Thursday, it looks good. Talked about a maintenance schedule. The water line to the bus garage has been repaired just the fence and gate need repair but the fence company is coming out today to give an estimate. Mindy: We are looking at a cover for the track so athletes during non-track seasons can walk on that to get to the field to protect the track from their cleats. We will take an aerial picture of the new track and post to share with the public after the field has greened up. Danny: The stadium field, practice field and bus shop are all on the same [water/irrigation] system (draws from the district's well) so all were affected by the water being shut down during the resurfacing of the track. MWC also has dead-looking fields this spring due to problems with the irrigation system. That system is also one connected unit for both the fields drawing from the well (which also supplies the building), so different field areas cannot be singularly turned off. The well pump runs 24 hrs a day between supplying the building and irrigation, especially when there is a leak. The mainline has broken 3x so far this spring plus the aging electrical system caused issues within the system. We've had Mario with Highland Irrigation out several times and we are getting an estimate from him for the cost of revamping the system. When the west side was done three-four years ago it was \$30K. The east side is estimated to be about \$40K. Another challenge with keeping up with the irrigation system repairs in the district is that the three Grounds crew members are also substitute bus or van drivers. We have had a number of McKinney-Vento students to transport this spring which has pulled the Grounds crew away from grounds work to drive these students as required by state law. This summer there are only four custodians working through the summer which is a short six-week window, minus those that take vacation days so there is a lot of 'putting out fires' in place of maintenance. Mindy: As stated, the MWC irrigation system repair is estimated at \$40K and then there is TES gym which needs some AC work, estimated at \$60K. The HVAC systems at both MWC and TES are about 25 years old, the expected life span for that equipment. Which do we do first: irrigation or AC? Discussed priorities, community perception of district pride in our facilities, and the pending consolidation into one elementary school. This coming year we need to run an M & O levy and then the year after that we'll run a bond. We want the MWC students to have good fields to play on but do we keep pouring money into a facility and grounds that may be unused in a few years? The board agreed to move forward with repairing the irrigation system and putting the TES AC repair on hold for now.

Danny left the meeting at 7:58 a.m.

B. Overnight Travel Request: Girls XC Camp: Mindy: Our HS Cross-Country girls have an opportunity to go to a cross-country camp later this month. ASB is funding the camp. A district vehicle is reserved for it but parents may drive their student to the camp near Bumping. Board will approve the trip at the next meeting.

C. Proposed Fee Schedule Change: Mindy: AD Kelly Fitzpatrick is proposing an addition to the fee schedule for students that damage, lose, or otherwise do not return district issued athletic gear (uniform, baseball glove etc). The student will incur a replacement fee to help defray the cost of replacing the

gear. This fee will be included in the coach's handbook as well as outlined in the Athletic Code. There is already a fee on the schedule for loss or damage to district-issued electronic gear. The board agreed this is appropriate. The updated schedule will be approved at the next meeting.

E. HAG 2025-2027 Contract Review: Mindy: Explained there was a discrepancy in salary adjustments between various notes from meetings Mark had with the Highland Administrators Group (HAG) and what was recorded on the personnel report. It had been noticed that when we posted open principal positions we did not get applicants as our salary scale was lower than area districts and no one wanted to take a pay cut. Mark and HAG agreed upon an increase plan but there was a communication breakdown, and the notes didn't match what was recorded on the personnel report. Mindy shared a chart that was used to compare area district salaries and the proposed increase will put Highland about the same as similar districts such as Naches and Zillah. The corrected salary adjustment will be in this month's personnel report.

F. Teacher Certification: Out of Endorsement for 2026-27: Mindy: We are required to have board approval when we need to have a teacher teaching a subject without holding the corresponding endorsement. In 2026-27 Chris O'Brine, hired for the HHS 0.6 FTE Math teacher position will be out of endorsement but is taking the mid-level math test this summer, which that endorsement fits the math classes he will teach. If he doesn't pass it, the board approval will be in place until he obtains it. Vanessa Jones, hired for the Early Childhood Special Ed teacher position at MWC has started a Special Ed program. She has done several long-term substitute positions in our district and spent last year as a para in a Special Ed classroom at West Valley. She was the most qualified to hire for the position. As she will be on a Conditional certificate, and as such not allowed to write IEPs, we will hire someone to carry that part of the case load. It will be small, only about eight, so we hope to fill that part-time responsibility in-house but if not will advertise outside the district. There are not a lot of students signed up for art classes this coming year so art teacher Teresa Brooks will teach a civics class and HS History teacher Gary Packard will teach a Walking PE class. Both will work with a mutually developed support plan while they work on obtaining the appropriate endorsement. Finally, we hired Olivia Berreman for the HS PE/Health teacher position and she has agreed to work with a Conditional CTE certificate while working toward obtaining her CTE certification. The board understood the need and agreed with these proposed placements. The out-of-endorsement list will be in the July 21 Personnel Report for official/final approval.

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

Revised: 5010 Nondiscrimination and Affirmative Action: Mindy: there was a simple language addition to the list of protected status. The policy will move to the 2nd reading at the next meeting.

III. Closing Items

There were no final questions nor comments.

The July 6, 2026, AM meeting was adjourned at 8:14 a.m.

Chair

Secretary