## **Highline Public Schools | BoardMeeting3-3-21**

OK, you are good to go.

Welcome, everyone, to our regularly scheduled board meeting. I would like for all of us to stand for the Pledge of Allegiance. I pledge allegiance to the flag of the United States of America and to the Republic for which it stands, one nation, under God, indivisible, with liberty and justice for all. You may be seated. With that, I'll pass it on to Kyle for roll call please.

be seated. With that, I'll pass it on to Kyle for roll call please.
Director Van?
Here.
Director Dorsey?
Here.
Director Garcia?
Here.
Director Bradford?
Here.
Director Alvarez?
Here.
And our Superintendent is here with us as well, Dr. Susan Enfield. And with that, I'm going to call for changes or additions to our agenda for tonight.
President Alvarez, I have a proposed agenda item. I move that we add resolution 04-21, authorizing the Superintendent to take legal steps necessary to end the strike or work stoppage, for Introduction and Action tonight on the agenda.
Thank you, Director Dorsey. I need a second for that.
I'll second.

And so with that, all in favor, please say aye.

Aye.		
Aye.		
Aye.		
Aye.		

Any opposed? Seeing none opposed, we will add that to our agenda. Items removed from the agenda, we'll put it- items added to our agenda will be added for Action and Intro for tonight. And so with that, thank you, everyone. We move to Recognition, so I'll pass it on to our Superintendent.

Thank you President Alvarez and good evening, everybody. We have two proclamations this evening: one for National School Social Work Week, and one for Education Support Professionals Week, which I will read now. "Whereas, school social workers and Highline Public Schools and across the nation serve as vital members of the educational team, playing a central role in creating a positive school climate and partnerships between the home, school, and community to ensure student academic success. And whereas, school social workers support the educational, social, and emotional development of all students by decreasing the impact of barriers to academic success.

And whereas, school social workers participate in the development of global citizens by promoting skills for a lifetime, and lifelong learning. And whereas, school social workers provide interventions to address challenges such as mental health, behavior difficulties, disabilities, crisis response, poverty, bullying, abuse, grief, addiction, et cetera, to enable students to achieve academic goals. And whereas, school social workers provide staff development training and consultation to school staff and family members on topics impacting students' ability to learn.

And whereas, school social workers assist families in accessing resources to improve their circumstances and the Readiness to Learn Foundation for their children. And whereas, it is fitting that school social workers be recognized for the important role they play in the lives and education of students and their families. Now therefore, I Susan Enfield, Superintendent of Highline Public Schools, proclaim that March 7 - 13, 2021 is National School Social Work Week in Highline, and I urge citizens to join me in honoring and recognizing the dedication and hard work of all school social workers."

And I do just want to add that, particularly during this pandemic, and with schools being closed, our social workers have been a lifeline for our families. They have been instrumental in working with the Highline Schools Foundation to identify families in need of grocery gift cards, diapers, whatever it

was, and without them we wouldn't have been able to provide that targeted assistance to our families who most need them. So I want to publicly say thank you to all of our social workers for the impact that they've had. And they were doing all of that kind of thing before, but they've really, really stepped up over the last several months.

The second proclamation is for Education Support Professionals Week. "Whereas, education support professionals are involved in nearly every aspect of education, maintaining buildings and grounds, preparing and serving meals, keeping school facilities clean and orderly, assisting in the classroom, providing information technology services, administrative support functions, safe transportation, a secure and healthy environment, and many other specialized services. And whereas, these dedicated individuals deserve recognition and thanks for the outstanding work they are doing in their communities, and for the children enrolled in Highline Public Schools.

And whereas, there are 1,754 education support professionals working with and helping children enrolled in Highline schools. And whereas, education support professionals are instrumental in fulfilling the district's paramount duty to prepare all students for the future they choose. And whereas, by supporting the learning environment, education support professionals are crucial partners with teachers, parents, and administrators in our public schools. Now therefore I, Susan Enfield, Superintendent for Highline Public Schools do hereby proclaim March 11-15, 2021 as Education Support Professionals Week at Highline, and I urge citizens to join me in honoring and recognizing the dedication and hard work of all education support professionals."

So to all of our education support professionals, again like our social workers who have stepped up in remarkable ways, thank you for going above and beyond- Mark's giving you some props- we're very proud of you and we're very grateful for you. Thank you. And that is all, President Alvarez

Thank you. Yes, we are very grateful for our social workers. And with that, we move on to scheduled communications, and members of the public can attend only remotely, or by phone, per the governor's proclamation 2028. Live comments will not be available for this virtual board meeting, but your comments, questions or concerns are welcome to address the board. So those have to be emailed by noon the day of the board meeting. And with that, I know we do have a couple, and I will pass it on to Vice President Van. And I will be the timer, so give me one second.

OK. Thank you so much, President Alvarez. We have three written public comments for March 3 this evening. Are you ready?

OK, the first one is from Stuart Jenner. Hi, I would like to request, that once the school board is meeting in person, there continue to be broadcasts over the internet of board meetings. This will help with communications to parents, voters, and taxpayers. I think it will be a long time before everyone feels safe going to in-person meetings. I would also suggest that video recordings, not just audio, be posted on the website. Thank you Mr. Jenner, for your comments.

Our next comment is from Sarah Brown. It is reckless, at best, to give families a hybrid opening date before bargaining has been solidified with HEA and Teamsters. By giving parents a date of re-entry before a bargain has been finalized, and in letters to families voicing how the frustration is shared by her, only builds animosity in parents toward school staff. Bargaining is based on safety. If your employees do not feel safe, there is a valid reason and should not be undermined by apologetic letters to families. School staff, more than anyone, want to be back in person to help students we serve.

However, we want to do that in the safest way possible. In a worldwide pandemic, where new, deadlier strains are spreading, coming up with solid safety plans that protect families, students, and staff should not be rushed. For an organization that strives to build relationships with families and our community, you are working towards toppling it all down in the matter of a few emails to families.

As a district employee, it feels intentional. It feels like the emails to families are intended to play on the sympathies of staff who strive to follow the intentions of making Highline Public School District the amazing organization you preach to be, and that I know that your staff strives to be. It feels as if sending letters to families and undermining the safety of all of the staff who will be putting their lives at risk during a worldwide pandemic is intentional. You are gaslighting us, plain and simple, and it's shameful.

Lastly, closing the chat during virtual board meetings is power hoarding, and goes against being an anti-racist organization. It is possible to allow the author to read their own letter in a virtual meeting format. We have witnessed you bring guests into virtual board meetings in the past to speak, so we know that it is possible. The fact that you do not also appears to be power hoarding in the way of taking away the emotion of the author's voice. I thank you for your time. Thank you Mrs. Brown.

And our last comment for this evening is from Nha Khuc. This is from the Highline High School Environmental Club and Sustainable Burien Dear Board Directors of Highline School District, thank you for listening to our presentation on our solar power proposal for our next high school Highline High School in the city of Burien on February 3. We were very excited to have received so much

support from you all, and also from your friends, families, colleagues, and neighbors.

Our GoFundMe page is currently at \$6,752 and we are \$243,248 away from our fundraising target of \$250,000. We hope that you all will continue to share about our proposal to help us meet our fundraising target by the end of this year. When you approve our proposal, you're making sustainable technologies accessible to our students and our community. It will spark students' interests and pursue careers within the STEM field.

Most importantly, the solar project will make Highline High School be the first in the School District to have sustainable technology. We want the school to be known for its career exploration opportunities, and support systems for students to become community leaders. Lastly, we'd like to ask the board of directors to truly consider allocating budget dollars to this project, and toward a bigger plan for a sustainable future for all students at Highline School District. And I will post the GoFundMe page and the contact information into our chat. With much love and respect from the Highline High School Environmental Club and Sustainable Burien. Thank you. That's it.

Thank you, Vice President Van. With that, we move to our superintendent's updates, so I'll pass back to you, Dr. Enfield.

Thank you, President Alvarez, and then, once again good evening, everybody. This will be, we hope, our final fully remote board meeting for this school, year hopefully ever. As of March 17, we will be hosting our board meetings as a hybrid at ERAC, safely distanced, masked, limiting the capacity in the building to 25%, we're mapping all that out.

We will, however, continue to stream the board meetings so people can watch from home, we want them to have that access. I would ask that we manage expectations for the 17th. I anticipate some glitches and bumps as it's our first time out. But know that we will get better, and we will likely see areas where we may need to invest in some additional resources to make the recording the videotaping and having people be present while not being physically present work. But we look forward to seeing some people in person on the 17th and virtually as well.

Before I give my comments, for the evening I've asked Scott Logan to provide a good news update for us, so Scott, would you please share the FAA news?

Absolutely. So, I'll give just a little history on the Highline School District. I negotiated in MOU with the Port of Seattle and the Federal Aviation Administration back during the construction of the third runway at SeaTac International. There were guidelines put in there that allowed different funding for

different- to support both air quality and sound mitigation at our schools when we replaced schools that were within the flight paths, or the 60 decibel noise limit boundary as what they call it, but a map around the airport that's impacted by the airport. And schools that are impacted by the airport.

In our most recent two projects, or two of our most recent projects, Des Moines Elementary and Highline High School, both qualified for the funding that comes out of this MOU. And we included this funding, which is a combined total of \$18 million in our budget, as we were planning construction for those two buildings. The FAA had made a determination that airplanes are quieter now and therefore, they didn't need to support-- stand with the original MOU that they signed.

We worked solidly in partnership with the Port of Seattle, they've been fantastic partners throughout this process. Two years of negotiations to try and get to a solution on this, and we finally have reached an agreement. And the \$18 million will be coming to the district on these two projects, to have a escrow account set up that Susan will- Dr. Enfield will sign her next time in the office and that'll start the process and the funds will start coming into the district.

So it's a huge- it's not really a win because this is all funds that we had anticipated and built into our budgets on these projects, so it gets us back to even. And so that's great news that we got to this point and really want to thank Stan Shepard and the Port of Seattle for their support all through this process.

Thank you, Scott I appreciate that and I appreciate you doggedly staying with this until we got the resolution. So, I want to address where we are right now as a community and working to bring our children and staff back into buildings. I think everybody is aware that we have been collaborating and actively bargaining with our HEA, our teachers Association and the bargaining teams have done an exceptional job, I think, of sharing common interests and working to compromise so that we could come up with plans that would allow us to bring students and staff back into schools as quickly and safely as possible.

Unfortunately, at the general membership meetings last week and just last night, the general membership voted down what the bargaining teams had brought for a proposal. I felt compelled today to send a public letter to families, and of course, it went to staff as well, expressing my disappointment, and mostly my empathy, for our families and our children who have been waiting, and hoping, that they will be able to come back into their school buildings as we have planned.

The amount of work that our team and our HEA partners have done over the past several months is significant, it's enormous. And our plans are very good and we stand by those. In my responses to

some of the staff members that I heard from today, who were offended by my message, I want to offer this: my intent was not at all to harm, shame, or blame. My intent was to share factual information, which I did, though some may not like it, is factual information, while also empathizing with the disappointment and frustration that our families and students feel.

Equally, I have expressed my empathy and support for our teachers and staff. Both of those can co-exist. There's a part of me that feels like some of the response to that represents how polarized we are as a society and a community right now. I can empathize with our families and I can empathize with our staff. And as I said to some of our teachers my corresponded with today, what they may not be hearing is what I'm hearing every day, which is the desperation from some families and students who really, really need and want to come back into their schools. And I have to balance that with the very valid concerns and fears and questions, that some of our staff have about returning to in-person learning.

I'm here to tell you that, despite working with the most phenomenal school board and team possible, that is almost an impossible task right now, but we are continuing to do our best. And we will continue to work collaboratively to come to a resolution so that we can get our students back. And I had a conversation today with a grandmother of one of our students, Olivia, and Olivia is pretty disappointed about not being back in school yet. She has her first day of school outfit, which I can definitely appreciate because I love an excuse for a first day of school outfit, and I promised that grandmother that we would continue to work in good faith, and earnestly, and honestly, with our HEA partners and others, to make sure that Olivia can wear that first day of school outfit as soon as possible, and I stand by that commitment.

Now Olivia and the 3,902 other elementary students who have signed up for hybrid, we don't have an answer about exactly when we see you, but we know that we will see you. And it's important that we as a community continue to try to understand one another and disagree agreeably.

That said, in addition to our bargaining teams continuing to work collaboratively and in good faith to get to a resolution, I am pleased to announce that as of today, working with a local partner, we will be providing a 12 hour vaccination clinic solely for Highline staff this Sunday from 6:00 AM to 6:00 PM, details will be forthcoming.

Our team has worked extremely hard to put together a prioritized list of those staff who will be providing in-person services to students, so obviously that is our teachers of students with special needs, paraeducators, bus drivers, office staff, principals, you name it. So we have a prioritized list

and we will be contacting people on that list with their vaccination time probably late tomorrow or early Friday. It's a guick turnaround, but this is an opportunity that is too good to waste.

We want to make- we have promised all along that we would fight for vaccinations for our staff, and we have been fighting that fight, and fortunately the President finally convinced Governor Inslee to let us move forward as of yesterday. And fortunately we already had plans in motion that we were able to stay like that, let's get going, and we're going. So I look forward to seeing our staff beginning to get vaccinated, en masse, on Sunday and again more information will be forthcoming. But we will continue to do all we can to work together in service of our children, our families, and the community of which we are all a part, and I thank you all for that. And that is all for my comments this evening.

Thank you, Superintendent Enfield. With that, we're going to move on to school board reports. First, we'll start with the legislative report. Director Garcia, Director Dorsey, do you have anything to report on?

I'm sorry, I do not.

Director Garcia we're counting on you.

Oh, I'll just say the meeting with Senator Keiser went really well, and I had laid out the plan. I think I'm going to start switching gears to local municipalities to do a check in to share whatever our legislative priorities are, and invite them to a gathering this spring or summer. So if anybody has any suggestions, thoughts, on best ways to reach out to local municipalities and giving them updates, feel free to hit me up. And I'm going to start that second phase of trying to strengthen those relationships we have with the four or five different cities that we overlap in. And that is it for my list.

Oh, and I am so, so sorry. I want to apologize. I already sent it out to email to you, but I am supposed to represent us at the WASA Legislative Policy Day and, I put the wrong day on my calendar and I didn't show up. So I apologize for not doing what I promised I would be doing. They did send out the video, and I'll share with you. And I'm going to be there for the next day of it so, apologies.

Director Garcia, I just want to say I am glad to know you're human. Thank you. So with that, we'll move to Director reports. So Director Dorsey, did you have anything to report on?

No.

Director Bradford?

No.

## Director Garcia? Director Van?

Yeah, just a couple of things here from our Schools Foundation. We just met last week and just finalized our budget. Our Gold Star nominees are out, so go on to their website and take a look at who's been nominated and celebrate with them. In addition to that, the Gold Start Breakfast is on April 2, so you can also would like to attend virtually, that would be great. We'd love to see the support for all of our nominated nominees that have been shared with the world.

I also want to thank our school social workers and our support professionals. Kisa, you work alongside these awesome people, and I've reached out to you personally for some support for my own student. But also, I just want to throw a shout out. Back in '93, when I was in high school, Jean Blackburn was my hero. She was the one that saved me, so I appreciate all that you guys do and thank you. That's it for me

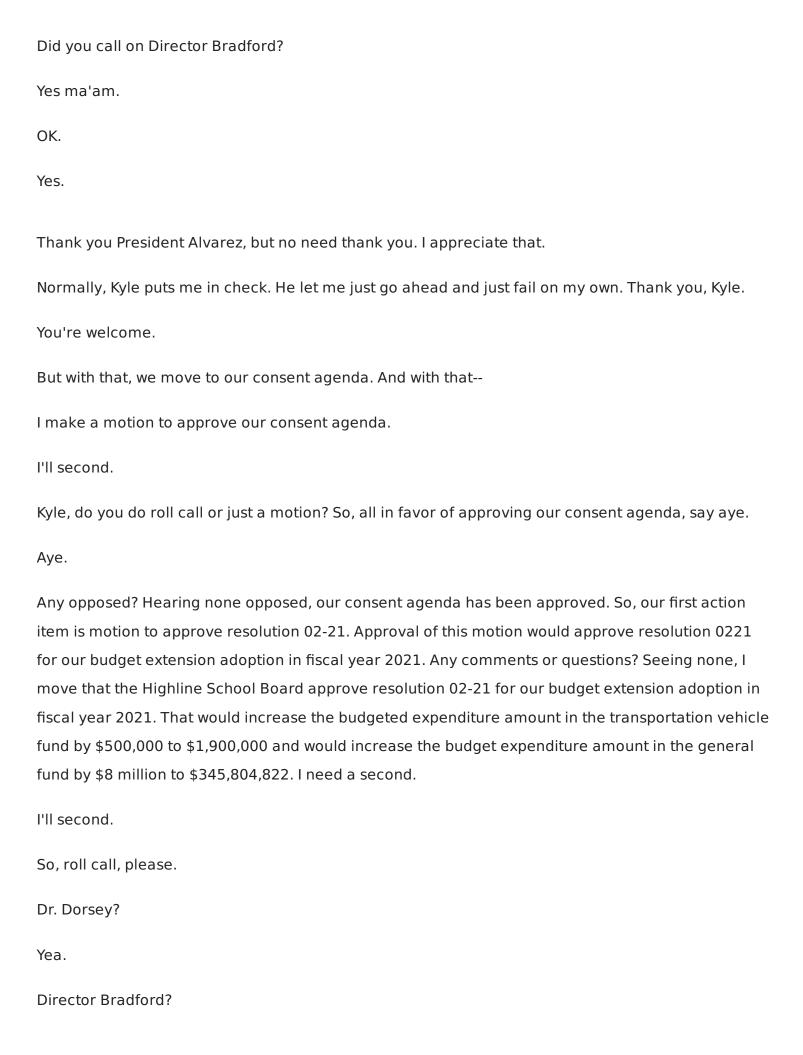
Jean's a legend in this district.

Yes. Thank you, Director Van. I also want to share my appreciation. I don't have enough words to show my gratitude, Kisa. I hear so much in the community from other districts as well, just your collaborative nature and still willing to share information and just collaborate. So thank you, thank you for all of that, and to our social workers and our paras.

I also want to give a big shout out to our athletic Director. It seems like our practices are going well. I know volleyball practices are going well, our kids are so happy to be out there again. And I'm just thankful that they are able to get going on- short seasons but they're seasons right? And so, I'm thankful for that as well.

And also, I am just thankful to all of us that seem to be trying to work together and see things that support our families, our students, our staff. Thank you to the team for the vaccine clinic that is getting ready to- we'll have more details of the logistical pieces. But the fact that we were ready to go just shows how much our team has been working behind the scenes to get things ready and care about our staff as well. So thank you and that's it. Thank you to everyone.

And with that, we move to- I didn't forget anybody last time, I just want to apologize, to go on record, I never called on Director Dorsey, and I did not hear the end of that. So I want to publicly apologize, not that I didn't see you, I just- I'm sorry so--





Dr. Garcia?
Yea.
Director Dorsey?
Yea.
Director Bradford?
Yea.
Director Van?
Yea.
Director Alvarez?
Yea.
This motion passes 5-0.
Our next Intro Action item that's been added tonight is the motion to approve resolution 04-21.  Approval of this motion would authorize the Superintendent to take the legal steps necessary to end the strike or work stoppage. I would need a second for that. Any questions or comments? With hearing none, I make a motion-
Oh real quick, sorry. I'm struggling, guys. I think I've talked to about this, and I think it would be

Oh real quick, sorry. I'm struggling, guys. I think I've talked to about this, and I think it would be important for us to talk through this a little bit, as much as we can. Because this is huge for me. All day long, I've just- this has been in my mind and in my heart and struggled- because I do agree we need to get back ASAP, and anything that gets us to that place, and gives Dr. Enfield the tools to be able to do that, I am in support of.

And I also find myself thinking about the impacts that this has on the system as a whole. However, it feels like we're doing the same as usual, right? It almost feels like that in a lot of ways. And I just I'm really, really, really struggling with how to both be in support of getting us to where I think we need to be-I know, I know that you have a plan that is safe and good for our students who are ready to come back in person, save for our staff. And I also just-I can't wrap my head around this. I'm really struggling with this.

So I wanted to share that because I wanted to make sure folks who are here watching us understand that this isn't just something that we're going to approve or not approve. And I also just wanted to hear back from my other board of directors on this, if anybody wants to share, you all don't have to.

Absolutely. Thank you, Director Garcia, for starting this conversation. It is good that we have, and share, our own perspectives and our own struggles. Because, like you mentioned, this has been weighing heavy in many of our hearts, and trying to figure out what's the best thing we can do for our staff, for our students, for our community. Knowing that relationships matter, knowing that we all have, all of us on the school board, have amazing relationships with community but also with teachers, with staff in general administrators, principals.

And so this hasn't been something easy that- I'm going to speak for myself as you- to really think about it. How do we move forward and making sure that we are providing what is the best?

Understanding that we have the best safety plan for returning the equipment, having what is best as a plan, even that doesn't make it any easier, because these relationships do matter. And so I've been struggling with this all day.

It's been weighing really heavy in my heart as to- and I'll be honest I've been even praying about it. What do I do in a situation like this, when I know that this will impact-- our intent might be great, and the impact is going to be greater, but also what is best? I feel like I'm stuck between a rock and a hard place as to what to do. So I don't know, I'll just open it up to the other directors.

Well, I'll go. You know, this is really hard. It's gut-wrenching. It's as I said before, nothing is harder than when we're put in positions where we have to take measures that we do not want to take. And there is no easy answer. And we've enjoyed, I think personally, I think we've enjoyed a good relationship, and it saddens me that we come to this point. But I respect people's decisions, I respect that folks are doing what they believe they have to do. But I also hope that people respect that we need to do what we need to do. There is no right, there is no wrong. There is no good, there is no bad. This is just something that I have really struggled with. I think I'm sure I'm not the only one that has laid awake many hours trying to wonder what's the right thing to do.

So, as I said, it saddens me that we have to take this step and it's not a step that personally, I ever wanted to take. I know it's a step that none of us ever wanted to take. So my only hope is that we're able to move forward and recognize that these are unprecedented times in so many different ways, and rely on our previous relationships. And that's all for me. Thank you.

Yeah. I just want to echo my other board members. I've been struggling since last year when we started down this path. We were the first, or the second, in our area to go virtual, and we were struggling then, and we went through it. And now we're at this point where we want to get our kids back in our schools. We want our staff to be safe. We want our students to be safe. We want everybody to be safe. We have personal relationships with our staff, and as well as our community members. So it is incumbent upon us as leaders to do what's best for the greater good.

And you know we have the best bargaining teams on the district side, as well as the HEA, so I'm very optimistic on where we're going to move next. So, this is just something--

OK.

All right. Well, I'm going to end it here where the collaboration between both bargaining teams- I look forward to the resolution, and I know that we can come together and get it done so, thank you.

Thank you. Director Bradford, do you have any comments?

I do. I'm reticent to share, and don't enter comments lightly. I feel like many reasons I'm reticent, when I feel like COVID has- this time, these pandemics, the, at least, dual pandemics and dueling pandemics have really allowed, and forced me, to have to bear myself in ways that I don't always want to bear. If I'm being honest, I'm struggling, as so many of you all are. Struggling with where we are, just knowing that there are some children and families that do want to return to the building and there are many who do not. And again, as you all have shared, there's no win-win.

And so, it's difficult. I also know that many things have continued to happen, and some similar ways I would have loved to see, and I've shared this with others already, more community engagement. More engagement with our Black, Native American, brown, and other people of color communities. And at the same time, while I talk about my feelings, I only sit in this seat because I'm here thinking about the students. So I do know that there are 3,902 students at least that are ready to come into the classroom. And there are teachers, educators that are also ready to come into the classroom.

I feel somewhat comforted in knowing that the Governor, by the urging of the President, has approved the priority for vaccination for our educators. And so our plan, our safety plan, as well as the plan and the allowance of a vaccination for our staff, bring some comfort. But anyway, this is not a time- this has been an interesting time, to say the least, certain for all. But I just wanted to share that.

I believe we've heard from everyone, is that correct? I don't want to leave- making sure, Director Dorsey did you get heard? Thank you. I don't want to leave you out because I'm sorry for last time. With that, I'm going to make a motion to approve the 2020- motion to approve resolution 0421. The approval of this motion would authorize the Superintendent to take legal steps necessary to end the strike or work stoppage. So I need a second for that.

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I'll second.
Kyle, roll call, please.
Director Van?
Yea.
Director Bradford?
Yea.
Director Dorsey?
Yea.
Director Garcia?
Nay.
I'm sorry, did you say nay?
Yes.
Thank you. Dr. Alvarez?
Yea.
This motion passes 4-1.
Our last item left on our agenda is an introduction item. It's a motion to approve the 2021 Petrocard

I do have a question. So we went through this last year for this year. So, Scott, how much did we use

contract. Approval of this would approve the contract with Petrocard for \$630,000. Any questions or

comments? This is just an intro item.

this year for transportation or for fuel?

I don't have the exact number offhand of what we've used up at this point this year. It has been significantly less than normal because the buses haven't been running for the most part, with the exception of the routes we have for the Special Ed programs that have been running quite a while. But this also provides fuel for all of our maintenance vehicles, all of the equipment that's used on the grounds, safety and security.

And we have had buses running all year supporting the meal program as well, delivering to multiple sites with hundreds of sites within the district to keep our Food Program supporting the community. This is a lesser dollar value than what you would normally see. And this is also a state competitive bid process. So, not only do we have them again this year, but every year we go through the same selective process to make sure we're getting the best prices and service for the environment we serve.

Thank you, sir.

So if there's no other questions, with that, we move to our items, if we want to add that item to our content agenda for our next meeting.

I would move that we add item 10.1 to our consent agenda for next meeting.

I'll second that.

So all in favor?

Aye.

Aye.

Any opposed? Seeing none opposed, that will be added to our next meeting, or consent agenda. With that, I ask for a motion to adjourn.

Make a motion that we adjourn.

I'll second.

All in favor?

Aye.

Aye.
Aye.
It's been approved to adjourn. So thank you, everyone for tonight. Nothing else to say. Good night everyone, our meeting is adjourned.
OK.
OK.
Mark, can you wait on for a minute?