

Highland Community Schools
Board of Directors Meeting
Monday, December 9, 2024
5:00 p.m. – High School Board Room

The meeting was called to order at 5:00 p.m. by President Nate Robinson.

Roll call was taken with Joslin Schott, Monica Jepson, Johnny O’Leary, Karen Fink, Rachel Longbine, Dan Ruth, and Nate Robinson present. Also in attendance were Ken Crawford, Superintendent, Jane O’Leary, Elementary Principal, Angela Hazelett, Secondary Principal, Sue Rich, Retiring Business Manager, and Autumn Moyer, Board Secretary.

Schott made a motion to approve the agenda, as presented. Seconded by Longbine.

Motion carried 7-0

Consent Agenda Items:

Minutes: Approval of the November 11, 2024 Annual/Organizational meeting minutes.
Approval of the November 25, 2024 Work Session meeting minutes.
Approval of the November 25, 2024 Special meeting minutes.

Financial Reports: Approval of the November financial reports.

Payment of Bills: Approval of the following December bills.

General Fund - \$44,946.22

General Fund Prepaid - \$9,871.21

Schoolhouse Fund - \$660.00

Activity Fund - \$7,507.51

Activity Fund Prepaid - \$10,992.94

Nutrition Fund - \$12,764.34

Fundraisers: Highland Shooting Sports Clothing Fundraiser

Longbine made a motion to approve the consent agenda. Seconded by Jepson.

Motion carried 7-0

Receive Visitors - None

Tim Oswald, Piper/Sandler discussed the tentative timetable for the bond process pending the resolution of the petition. Tim also recommended that the district completes the credit rating process to obtain better rates on bond sales for when that time comes. He stated that Highland has a very good credit rating, being one of the highest in the state amongst other districts. The board thanked Tim for his time and information provided in preparation of the remainder of the bond process pending the resolution of the petition.

Courtney Dietze, fifth grade teacher, Megan Eaton, preschool teacher, and Emma Christensen, fifth grade teacher presented on the Highland Elementary current professional development, CPI Reframing Behavior, curriculum that they are learning and implementing. The two current strategies that they have learned thus far are: Assuming stress behavior and Co-Regulation. Along with learning these strategies they have also learned the neuroscience behind them which has been helpful. After learning each strategy the teachers were tasked with an assignment in which they provided examples to the board of how the strategies were able to be implemented into their classroom and the benefit provided to students by utilizing these strategies.

Mr Crawford discussed the winter activity numbers. There are 27 players on the boys basketball team, 13 on the girls basketball team, 18 participating in wrestling including 2 girls, 8 out for junior high wrestling, 13 out for junior high girls basketball and 8 out for wrestling cheerleading.

Longbine made a motion to approve a foreign exchange student to attend Highland for the remainder of the 24-25 school year. Seconded by Schott.

Motion carried 7-0

Ruth made a motion to approve the SBRC Application for open enrollment out of the district in the amount of \$196,519, and EL Instruction Beyond 5 years in the amount of \$6,573. Seconded by Longbine.

Motion carried 7-0

Longbine made a motion to approve the acceptance of the resignation of early retiree Ken Crawford, Superintendent on June 30, 2025. Seconded by Schott.

Motion carried 7-0

Ruth made a motion to approve the acceptance of Ken Crawford, Superintendent, early retirement package and the payout of unused vacation time. Seconded by Longbine.

Motion carried 7-0

Mr Crawford went over board policies 409.4, 409.5, 409.6, 409.7, 409.8, 410.1, 410.2, 410.3, 410.4, 508.2, and 710.4. These policies will be brought back to the next meeting for the second reading.

Longbine made a motion to approve the below listed board policies. Seconded by Schott.

Motion carried 7-0

- 408.01 Licensed Employee Professional Development
- 408.02 Licensed Employee Publication or Creation of Materials
- 408.03 Licensed Employee Tutoring
- 409.01 Employee Vacation-Holidays
- 409.02 Employee Leave of Absence
- 409.03 Employee Family and Medical Leave
- 409.03-R(1) Employee Family and Medical Leave- Regulation
- 409.03-R(2) Employee Family and Medical Leave-Definitions
- 409.3E1 Employee Family and Medical Leave Notice to Employees
- 409.3E2 Employee Family and Medical Leave Request Form
- 502.10 Use of Motor Vehicles
- 700 Purpose of Non Instructional and Business Services
- 406.2E1 Emergency Paid Sick Leave Request Form Under the Families First Coronavirus Response Act (FFCRA) - (Rescind)
- 409.2E2 Expanded Family and Medical Leave Request Form Under the Families First Coronavirus Response Act (FFCRA)- (Rescind)

Ruth made a motion to approve the following personnel appointments and modifications.
Seconded by Longbine.

Motion carried 7-0

Appointment:

Patti Britt - Elementary Associate \$13.30/hr

Jacob Allen- Co-Speech Coach .5 of 7%

Modification:

Jayne Kallaus- Speech Coach 9% to Co-Speech Coach .5 of 9%

Board of Directors:

1. Nate Robinson- Thanked Ken for his service to the district.
2. Dan Ruth-Thanked Ken for his strong, consistent, level-headed leadership to the district and expressed his appreciation of Ken facilitating public involvement.

Angela Hazelett, Secondary Principal:

1. Thanked Ken for his support and leadership to the district.
2. Drill Team performed at state.

Jane O'Leary, Elementary Principal:

1. Kudos to Madi Osman and her dedication to putting on excellent Elementary Concert Performances

Sue Rich, Retiring Board Secretary/Business Manager

1. Expressed appreciation to the district for the support throughout her tenure at Highland and her excitement to be officially retired after December 20, 2024.

Ken Crawford, Superintendent

1. Thanked Sue for her leadership and service to the district.
2. Bond update on petition filed.
3. Nate is working with WACO to facilitate continued sharing agreements.

There will not be a work session in December. The next work session will be January 27, 2025 at 5:00 p.m. in the high school board room.

The next regular board meeting is scheduled for Monday, January 13, 2025 at 5:00 p.m. in the high school board room.

Longbine made a motion to adjourn at 6:22 p.m. Seconded by Jepson.

Motion carried 7-0

Reports and documents and the full text of motions, resolutions, or policies considered by the Board at this meeting are on file in the Board Secretary's office, 648-3822, Monday through Friday, 9:00 a.m. to 4:00 p.m.

PRESIDENT, NATE ROBINSON

SECRETARY, AUTUMN MOYER