

Highland Community Schools
Board of Directors Meeting
Monday, March 10, 2025
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, Karen Fink, Aaron Friederich, Dan Ruth, and Nate Robinson present. Rachel Longbine and John O’Leary were absent. Also in attendance were Ken Crawford, Superintendent, Angela Hazelett, Secondary Principal, Jane O’Leary, Elementary Principal and Autumn Moyer, Board Secretary.

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

Motion carried 5-0

Consent Agenda Items:

Minutes: Approval of the February 10, 2025 regular meeting minutes

Approval of the February 24, 2025 special meeting minutes

Financial Reports: Approval of the February financial reports

Payment of Bills: Approval of the following March bills

General Fund - \$38,746.30

Prepaid General Fund - \$28,139.10

Activity Fund - \$9,154.40

Prepaid Activity Fund - \$1,110.11

Nutrition Fund - \$13,826.33

Prepaid Schoolhouse Fund - \$131,434.12

Fundraisers: Highland FBLA - Spirit Star Competition & Community Passports

Ruth made a motion to approve the items on the consent agenda. Seconded by Schott.

Motion carried 5-0

Receive Visitors: None

Kindergarten teachers Thomas Hartley and Abigail Yoder spoke to the board on UFLI which originated from the University of Florida Literacy Institute. UFLI is a core phonics program that Highland uses as supplemental instruction for small group instruction and interventions. Hartley and Yoder provided the board with an informative overview of how this program has benefited Highland students and the different methods they use to implement this instruction.

Schott motioned to approve the board committees as discussed. Seconded by Fink.

Motion carried 5-0

Ruth motioned to approve the contract for mowing with Matt Colbert in the amount of \$15,550. Seconded by Fink.

Motion carried 5-0

Fink made a motion to approve the Washington County Riverboat Foundation resolution for the following grant application. Seconded by Friederich.

Motion carried 5-0

Highland CSD-Highland Secondary Makerspace Classroom- \$26,996

Ken Crawford, Superintendent, went over the proposed tax notice and budget estimate for 2026 showing tax rate and public hearing which was set at the February meeting.

Ruth motioned to approve the budget guarantee resolution. Seconded by Schott.

Motion carried 5-0

Ruth made a motion to approve the resolution authorizing the issuance of not to exceed \$15,000,000 General Obligation school bonds and levying a tax for the payment thereof. Seconded by Fink.

Motion carried 5-0

Schott motioned to approve the 28E Operational Sharing agreement with WACO. Seconded by Fink.

Motion carried 5-0

Ruth motioned to approve the following job descriptions: Nurse and Assistant Varsity Coach as listed. Seconded by Schott.

Motion carried 5-0

Mr. Crawford went over first reading on board policies 414.01-Classified Employee Vacations-Holidays-Personal Leave, 414.02-Classified Employee Professional Purposes Leave, 414.03-Classified Employee Family and Medical Leave, 414.04-Classified Employee Bereavement Leave, 414.05-Classified Employee Political Leave, 414.06-Classified Employee Jury Duty/Court Appearances, 414.07-Classified Employee Military Service Leave, 414.08-Classified Employee Unpaid Leave, 415-Substitutes, 414.3E1-Classified Employee Family and Medical Leave Notice to Employees (rescind), 414.3E2- Employee Family and Medical Leave Request Form (rescind), 414.3R1-Employee Family and Medical Leave Regulation (rescind), 414.3R2-Employee Family and Medical Leave Definitions (rescind). These will be brought back to the next meeting for the second reading.

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

Motion carried 5-0

- 413.01 Classified Employee Resignation
- 413.02 Classified Employee Retirement
- 413.03 Classified Employee Suspension
- 413.04 Classified Employee Dismissal
- 413.05 Classified Employee Reduction in Force

413.06	Classified Employee Early Retirement
414	Classified Employee Professional Purposes Leave
103	Long-Range Needs Assessment
501.09	Chronic Absenteeism and Truancy
710.01-R(1)	School Food Program-School Nutrition Program Civil Rights Complaints Procedure
710.1E1	School Nutrition Program Notices of Nondiscrimination
710.1E2	Child Nutrition Programs Civil Rights Complaint Form

Ruth made a motion to approve the personnel items listed below. Seconded by Schott.

Motion carried 5-0

Resignations:

Patti Britt-Elementary Associate

Appointments:

Jenna Dotson- Elementary Associate \$13.00

Chelsea Nichols- Elementary Associate \$13.00

Kylie Davis- Elementary Teacher (2nd Grade) \$50,000

Report of Board & Administration:

Dan Ruth - Welcomed Aaron Friederich to the Highland School Board and appreciates all that applied for the vacant seat.

Angela Hazelett - Secondary Principal

-Robotics is modifying a power wheels for a student in a wheelchair at the request of Cindy.

-Drill Team Spring Show was Thursday. Participants included little huskies and a local dance company.

-See board report for additional information.

Jane O'Leary – Elementary Principal

-Mrs. Osman is putting on a Kindness Retreat for 4th/5th grade students at the Secondary building.

-Kindergarten and First grade concert is scheduled for March 17th.

-Mrs. Dietze is sending out summer learning invites.

-See board report for additional information.

Ken Crawford – Superintendent

-Conducting meetings with Spencer Lueders for a smooth transition of the Superintendent role.

-Larry Siegel, ISFIS introduced information on a new property tax overhaul plan.

-Washington County Representative introduced a bill to the legislature to get rid of hours-based school calendars.

A public hearing on the proposed budget will be held on Monday, March 24, 2025 at 5:00 pm in the high school boardroom.

A work session will be held on Monday, March 24, 2025 at 5:05 pm in the high school boardroom.

The next regular board meeting is scheduled for Monday, April 14, 2025 at 5:00 p.m. in the high school boardroom.

Schott made a motion to adjourn at 6:21 p.m. Seconded by Fink.

Motion carried 5-0

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