



Board of Directors, Regular Meeting Minutes, Tuesday, April 30, 2019
RICHLAND SCHOOL DISTRICT NO. 400
BENTON COUNTY, RICHLAND, WASHINGTON

The Board of Directors of Richland School District No. 400 met for a regular meeting Tuesday, April 30, 2019, at 6:00 P.M. at the Administrative Service Center, 615 Snow Avenue, Richland, Washington. School Board President Rick Jansons presided. Board members present: Heather Cleary, Rick Donahoe, Jill Oldson, and Brett Amidan. Administrators present: Superintendent Rick Schulte, Deputy Superintendent Mike Hansen, Executive Director of Financial Services Rich Puryear, Assistant Superintendent of Instruction and Secondary Education Todd Baddley, Assistant Superintendent K-5 and Assessment Brian Moore, Assistant Superintendent of Human Resources Tony Howard, Executive Director of Support Services Richard Krasner, Public Information Officer Ty Beaver, Executive Director of Teaching, Learning and Curriculum Nicki Blake, Executive Director of Special Education Mandy Cathey, and District Counsel Galt Pettett.

The Board meeting was called to order at 6:00 P.M.

EXECUTIVE SESSION (Personnel)

The Board adjourned to executive session at 6:00 P.M. to discuss with legal counsel, of enforcement actions, litigation or potential litigation, if public discussion might result in an adverse legal or financial consequence. (Does not permit an executive session solely because attorney is present.) 42.30.110 (1) (i). The executive session was projected to last thirty minutes, with no action expected. Executive session ended at 6:28 P.M.

The Board returned to the regular meeting at 6:33 P.M.

1.0 CALL TO ORDER

1.1 Pledge of Allegiance

1.2 Roll Call-All Here

1.3 Approval of Minutes (April 9, 2019)

It was moved by Heather Cleary and seconded by Rick Donahoe that –

THE BOARD APPROVE MEETING MINUTES FROM APRIL 9, 2019.

Vote: Amidan, yes; Cleary, yes; Donahoe, yes; Oldson, yes; and Jansons, yes.
Motion was approved.

It was moved by Jill Oldson and seconded by Heather Cleary that –

THE BOARD APPROVE MEETING MINUTES FROM APRIL 16, 2019.

Vote: Amidan, abstained; Cleary, yes; Donahoe, yes; Oldson, yes; and Jansons, yes.
Motion was approved.

It was moved by Brett Amidan and seconded by Heather Cleary that –

THE BOARD APPROVE MEETING MINUTES FROM APRIL 18, 2019.

Vote: Amidan, yes; Cleary, yes; Donahoe, yes; Oldson, yes; and Jansons, yes.

Motion was approved.

2.0 COMMUNICATIONS

2.1 Presentations/Recognitions

2.1.1 Benton Franklin Retirees Association

Mr. Jansons introduced Victoria Russell, incoming President of the Retirees Association, Dottie Stevens, current President, and Elizabeth Friedrich, incoming Vice President. Ms. Russell shared information regarding the many mini grants to teachers by the association, as well as scholarships for students.

2.1.2 White Bluffs Elementary

Principal Gail Ledbetter introduced, Sheila Riley, Kendra Leggett, Pam Hood, Staci Kump, Jolynn Gately and Taylor Moore, all teacher/leaders and trainers of teachers at White Bluffs. These staff members lead professional development for staff in both instruction and technology. Ms. Ledbetter thanked them for their leadership and dedication.

2.1.3 Jason Lee Elementary

Principal Debbie Whitney and Assistant Principal Derek O’Konek, introduced Jennifer Bravo and Crystal Silva, Lighthouse Teachers, and stated they are great encouragers and take risks to help students succeed. Ms. Whitney also introduced Carol Smedsrud, Megan Smith, and Savannah Rehm, math committee members. She shared their enthusiasm for the new math curriculum soon to be recommended and thanked them for their passion to help others.

2.2 Requests and Comments by Visitors (time limit)

Mr. Jansons explained this time is set aside for input from the public and is not a question/answer period or a time for dialogue.

Cassidy Gaul, 1409 Kimball Avenue, requested a school zone between Jadwin and George Washington Way.

Katie Phillips, 2403 Richmond Blvd., shared her concern regarding eliminating Tier 2 and Tier 3 classes.

Monti Franckowiak, 806 Catskill Street, stated the morale of paras is low and they are fearful of what will happen to their jobs and the students they work with.

Sarah Flores Anderson, 289 Rachel Road, shared her concern regarding general education paras and library paras. She is concerned with a lack of transparency and a top down approach.

Mr. Jansons stated the District does not have final budget information from the state at this time. Dr. Schulte also stated incorrect information is out on social media regarding paras. The “clean slate” option where paras are laid off, then bid for positions by seniority will not take place. There

is no reason to RIF (Reduction in Force) any positions. Mr. Jansons stated he is very comfortable with the numbers and making that promise.

Rhonda Howard, 4005 Horizon Court, Rebecca Dartnall, 5903 Lanay Street, Michelle Blackburn, 726 Pinnacle Drive, and Kathy Anderson, 1509 Desert Springs Avenue, all Librarians, stated they are performing many more duties including chromebook trouble shooting and need assistance from paras. They asked not to reduce the para hours in the libraries or move them to different positions as training is lengthy.

Nancy Klein, 6504 Westview Loop, shared the many responsibilities of paras and asked for no reduction in hours.

Marion Bradshaw, 170 Hills West Way, shared the importance of paras to help students with special needs and the relationships they develop.

Heather Hadley, 2797 Sawgrass Loop, asked the Board not to cut para hours.

Margie Bass, 1701 Fanning Road, stated the final authority comes from the Board and especially in schools of high poverty, cutting paras will cause students to fail.

Kay Hughes, 90436 Summit View, thanked the Board for saving paras and stated she was proud of the work they perform when students enter school 1-2 years behind in learning.

Rama Devagupta, 417 Adair, stated teachers are the blood and paras are the capillaries. Kids are unique and we must cherish one another.

Kim Guyette, 1115 McPherson, stated, as a retired Librarian, the need for more hours per day for Library paras, not less, since Librarians have added responsibilities covering classrooms and chromebook issues.

Brandee Hogg, 1859 Birch Avenue, thanked the Board for saving paras and feels their voices were heard.

3.0 BUSINESS

3.1 Healthy Youth Survey (HYS)

Todd Baddley, Assistant Superintendent of Secondary Education, reported the Healthy Youth Survey (HYS) is administered to students in Washington State every two years in grades 6, 8, 10, and 12. Students completed the survey in October 2018 with results released in late March 2019. The data reflects the following participation rates for Richland School District (RSD): 6th grade, 86%; 8th grade, 79%; 10th grade 72%; and 12th grade 42%. The data is used by various state agencies to guide policy and programs that serve youth and by schools to monitor and adjust programs and services to meet the needs of students.

The District continues to focus on student mental health issues. Schools are working diligently with administrative teams, counselors, check and connect programs, and early warning systems to provide students an adult that they feel safe talking to. Mental health counselors continue to be the highest unfilled need at middle school and high school. Through a review of HYS results over the

past decade, we see a steady increase in the number of students reporting they have contemplated suicide as well as those with depressive feelings.

Mr. Baddley shared the District continues to focus on student involvement and creating school cultures of inclusion through activities and athletics. The report shows:

- Over 95% of RSD students report that they have lots of chances for involvement in school activities.
- Less than 9% of RSD students report being bullied at school or on the way to or from school.
- Over 74% of RSD students try to stop bullying.
- Over 78% of RSD students know how to report bullying at school.
- Over 86% of RSD high school students report that they feel safe at school.

Students Peyton Dunn and Chad King, Hanford High School, and Henry Ellis, HomeLink, are on the Superintendent/Student Advisory Committee. At these monthly meetings mental health has been discussed in detail. Students advised it is simply not the case that these issues can be handled at home. Every year there has been a suicide. They shared the need for mental health counselors in schools to provide someone to reach out to. Stressors include: accelerated learning, grades/testing, social media, college and/or plans for after graduation, and parents. Students felt they needed to find the time to do something they love. Students need to be made aware of options for certifications, career choices or trainings for those not wanting to continue their education. Board discussion followed and students were thanked for their openness on this subject.

Tory Christensen, Hanford High school Principal, and Tim Praino, Richland High School Principal, both shared strategies used by their schools, but both expressed the need for mental health counselors with the expertise needed to help students.

Public Comment:

Angie Withers, 1306 Canyon, thanked the students for sharing their experiences and spoke of an OSPI guidance document that teaches a systematic approach for educating students.

Rama Devagupta, 417 Adair, spoke of student suicides and trainings available to educate staff and students.

Kimmie Price, 2513 Jason Loop, stated middle school is too late. Students need help at the elementary school level.

Marilee Johnson, 6200 West 20th Avenue, suggested a comprehensive approach with each adult taking a group of students similar to an advisory group and staying with the same group through the student's school years. Tim Praino explained a pilot program with an advisory teacher that keeps students for all four years of high school, similar to Ms. Johnson's example.

Brandee Hogg, 1859 Birch Avenue, advised even some elementary level students express suicidal feelings and need options for help. The new 24 credit requirement also causes stress for students and asked for the board to develop options for additional credits.

Angie Gatherum, 1947 Pine Street, shared stressful situations with her children and asked for more options for students not wanting to attend college.

Elizabeth Drane, 2112 Tinkle Street, stated pressure starts at grade three when children are asked to take tests. Students are set up to fail and need more opportunities/activities to help students enjoy school.

Tascina Penor, 5501 West Hildebrand Blvd., asked the Board to look into more support for staff since the Employee Assistance Program (EAP) offers only four visits per year.

Rebecca Peterson, 1337 Haupt, stated although Community in Schools (CIS) employees are very helpful, they are not licensed mental health counselors and referred to the Special Education Audit findings.

Alexa David, 450 Carner Court, stated the ratio of guidance counselors should be 1 to 250 students. Dr. Schulte stated, unfortunately, the state does not provide funding for that ratio.

3.2 Role of Elementary School Psychologists in Richland School District

Mandy Cathey, Executive Director of Special Education, stated the District has seen an increase in the numbers of students who are coming to school unprepared for learning. These students, for a variety of reasons, display behaviors that interfere with the access to the high-quality instruction they are given in the classroom. School psychologists were identified as staff who have a high level of training and expertise in designing programming for and responding to these types of challenging behaviors. Historically, school psychologists have been itinerant and spend working hours across different buildings. The main focus of their work has been in identifying special educational eligibility for students and providing follow-up consultation for students who are within the special education realm. However, school psychologists have expressed a need to take a larger role in responding to all students' social, emotional, and behavioral needs, as well as a desire to be building based instead.

Ms. Cathey introduced Angie Winters and Sarah Milam, School Psychologists, who shared this year each elementary school has one full-time school psychologist. These positions are funded by both Special Education and LAP funds. This has allowed schools to provide strategic responses including behavior plans, parent training, social coaching and better support for building staff. Both felt there were many benefits to being present in the same location each day for better connectivity with students and staff.

Public Comment:

Travers Bracy, 62310 E99PRSE, asked if paras would be cut to fund school psychologists.

3.3 Coding

Mike Hansen, Deputy Superintendent, reported with the move to implementing one-to-one devices, as well as an awareness that there is a bright future for students considering careers in technology, it was logical for Richland to consider how to provide opportunities for K-12 students that expose them to coding. Coding, also called programming, is a skill set that students can use for future careers in a world that has a shortage of skilled coders and programmers. Coding can also help students in their other subject areas. Coding is especially beneficial to students who are struggling with reading and math, and can improve soft skills like perseverance and problem solving that educators emphasize on a daily basis.

Coding also:

- allows students to create content, not just consume it
- develops teamwork and practical skills
- teaches problem solving and analytical skills
- is inclusive and builds self-confidence

3.4 BUDGET

Dr. Schulte, stated the legislature announced that it has reached an agreement on the state budget, but details were not available until Sunday at midnight. Dr. Schulte shared details of administrative trends over the last eight years and the state basic education prototypical staffing formula by the state. Overall, Superintendent Schulte feels the budget is beneficial to the District although not equally through the state. The state eased restrictions allowing the district to raise the levy to \$2.50 per \$1,000 of assessed value starting in 2020. This will allow the District to collect an additional \$4M during the next school year. He also expects special education funds to increase over several years, although still not enough to cover the cost of services.

A new and unfunded mandate set forth by the state requires districts to offer full health insurance for any employee who works over 630 hours a year starting in January 2020. The cost of this is still unknown at this time but could be \$1.5M - \$2M in the next fiscal year. Board discussion followed including:

- Maintain staffing level-no cuts/no RIFs-standard yearly adjustments
- Due diligence/accountability-clear communication to the public
- Develop a special education task force
- Cut administration through attrition

Dr. Schulte and Board members agreed that two days was not enough time to share accurate data and the Board workshop should be moved from May 2, 2019 to May 21, 2019.

Public Comment:

Travers Bracy, 62310 E 99PRNE, shared his concern for accountability of administrators, the administration of the budget, and feels the District is top heavy.

Jill Beo, 335 Buckwheat Court, stated the need to keep the tier 1 and 2 classes and keep the part time paras as well.

Collen Mangano, 3517 Fargo, stated many nervous parents are waiting for the May 2, 2019 workshop. Mr. Jansons advised the District will publicize the change of date to May 21, 2019. The meeting is not being cancelled, just delayed to give time to process accurate information.

All Board members agreed on the May 21, 2019 date for the Budget workshop. At 6:30 P.M.

3.5 Policy/RR No. 8700-Sexual Harassment

Galt Pettett, District Counsel, advised during the recent Consolidated Program Review (CPR) it was determined that the District's Sexual Harassment Policy and Rules and Regulations (RR) were out of date. The changes bring both documents current with state and federal laws. Currently all new certified and classified employees, student teachers, and substitutes are trained on Policy/RR

No. 8700. One change will require the Superintendent or designee to annually convene an ad hoc committee to review the use and efficacy of this policy and procedure. Based on the review of the committee, the Superintendent will prepare a report to the Board including, if necessary, any recommended policy changes.

It was moved by Heather Cleary and seconded by Jill Oldson –

THAT THE BOARD OF DIRECTORS APPROVE POLICY/RR NO. 8700-SEXUAL HARASSMENT FOR FIRST READING.

Vote: Amidan, yes; Cleary, yes; Donahoe, yes; Oldson, yes; and Jansons, yes.
Motion was approved.

4.0 CONSENT AGENDA (approval by a single vote of the Board)

It was moved by Rick Donahoe and seconded by Heather Cleary –

THAT THE BOARD OF DIRECTORS APPROVE CONSENT AGENDA ITEMS (4.1) THROUGH (4.6).

Vote: Amidan, yes; Cleary, yes; Donahoe, yes; Oldson, yes; and Jansons, yes.
Motion was approved.

4.1 Personnel Actions

ADMINISTRATIVE PERSONNEL:

REASSIGNMENTS FOR THE 2019-2020 SCHOOL YEAR:

Sorensen, Robert, 1.0 FTE, Principal, Lewis and Clark Elementary

CERTIFICATED PERSONNEL:

NEW HIRES FOR THE 2018-2019 SCHOOL YEAR:

LaViolette, Cheyenne, .2 FTE, Vocational Teacher, Hanford HS (non-cont., eff. 2/28/19)

TEACHERS OUT-OF-ENDORSEMENT FOR THEIR TEACHING ASSIGNMENTS:

Julio, Jeffrey, Public Speaking, Leona Libby Middle School

Smith, Tamara Science, Carmichael Middle School

RESIGNATIONS FOR THE 2018-2019 SCHOOL YEAR:

Littke, Matt, 1.0 FTE, Science Teacher, Richland High School (effective 6/14/19)

REASSIGNMENTS FOR THE 2019-2020 SCHOOL YEAR DUE TO PROGRAM

ELIMINATION:

Auld, Anne, 1.0 FTE, Instructional Specialist, Orchard Elementary

Peterson, Karrie, 1.0 FTE, Instructional Specialist, Marcus Whitman Elementary

CLASSIFIED PERSONNEL:

RESIGNATIONS:

Harding, Kyle, Paraeducator, Jefferson Elementary, effective 05/10/19

RETIREMENTS:

Burkos, Bonnie, Dispatcher, Transportation, effective 07/01/19

4.2 Enrollment Monthly Report

4.3 Budget Monthly Report

4.4 Resolution No. 885-WIAA Delegation Authority

4.5 Policy/RR No. 3115-Families in Transition

4.6 Warrant Approval

General Fund Warrant Nos. 10067113 through 10067146 for \$299,898.88
Nos. 51000561 through 51000562 for \$885.85
Nos. 71000794 through 71000806 for \$16,934.66
Capital Projects Fund Warrant Nos. 200012135 through 20001238 for \$120,767.19
ASB Fund Warrant Nos. 40006169 through 40006176 for \$6,099.48
No. 54000231 for \$291.91
Self-Insurance Fund Warrant No. 70000067 for \$18,379.04

5.0 FUTURE AGENDA ITEMS

5.1 Board Workshop

The Board Workshop will be held on May 21, 2019 at 6:30 P.M.

5.2 Special Education Task Force Update

Mike Hansen will develop a draft committee charge to bring back to the Board for input and direction. Nancy Mayer is collecting names of those who have volunteered.

Board members requested information on possible credit options to help with the 24 credit requirement. There is also Cabinet discussion to reduce the Professional Learning Communities (PLC) training from three days to two days to cut costs.

6.0 BOARD AND SUPERINTENDENT REPORTS

Rick Schulte participated on the WSU-TC strategic planning panel.

Jill Oldson attended Leadership WSSDA.

Rick Donahoe helped with Hanford High School drama production.

Rick Jansons visited Jefferson Elementary and attended a concert at Richland High School.

Jill Oldson and Rick Jansons will attend the Regional WSSDA meeting on May 9, 2019.

ADJOURNMENT

The meeting adjourned at 10:15 P.M.

RICHLAND SCHOOL DISTRICT NO. 400

SECRETARY, BOARD OF DIRECTORS