



Board of Directors, Regular Meeting Minutes, Tuesday, June 9, 2020
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, June 9, 2020, at 5:30 P.M. via Zoom conference, Richland, Washington, Benton County. School Board President Rick Jansons presided. Board members present: Heather Cleary, Rick Donahoe, Kari Williams and Jill Oldson.

The Board meeting was called to order at 5:30 P.M.

EXECUTIVE SESSION (Personnel)

The Board adjourned to executive session at 5:30 P.M. to discuss qualifications of an applicant for employment or review of performance of an employee (final actions must be taken in public and discussions affecting employees generally must be held in public) 42.30.110 (1) (g). The executive session was projected to last sixty minutes, with no action expected. Executive session ended at 6:10 P.M.

The Board returned to the regular meeting at 6:30 P.M. Mr. Jansons explained the State has limited Board meetings to only discussing COVID-19 plans and updates, as well as “necessary and routine” business such as consent agenda items. He reminded all there are several ways to leave feedback for the Board including boardfeedback@rsd.edu or info@rsd.edu. Board member information is also listed on the District website.

Mr. Jansons advised the Board and District issued a statement rejecting all inequity in our schools. We need to do more. Students of color have expressed inequity and we need to move toward a society with malice toward none and charity toward all. An alumni group posted eight action items for the District to evaluate. Rick Donahoe will be meeting with the eight authors of the petition to listen to their concerns and start the process toward concrete actions.

Mr. Jansons also reported Mark Davidson has withdrawn his acceptance of the position of superintendent as a result of circumstances from COVID-19. The Board was assured that documents would not be an issue during the interview process, but due to COVID, the border and consulate’s office have been closed with no date of opening determined. Mr. Davidson’s contract with his current district ends next month. He made the difficult decision to stay in that district. Mr. Jansons assured all that the District will continue to work to open schools. He stated the District is in good hands as the Board continues to evaluate options.

1.0 CALL TO ORDER

1.1 Roll Call-All Here

1.2 Approval of Minutes (May 26, 2020)

It was moved by Rick Donahoe and seconded by Kari Williams that –

THE BOARD APPROVE MEETING MINUTES FROM MAY 26, 2020.

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

2.0 BUSINESS

2.1 COVID-19-Impact and Update

Dr. Schulte advised Richland high schools graduated almost 1,000 members of the Class of 2020. He estimates that once waivers are complete, the graduation rate will be in the neighborhood of 90%, representing an unusually high 4-year graduation rate, especially during a time of turmoil. The graduation ceremonies, even though they were virtual, were very well done and he thanked all for their participation and hard work.

Superintendent Schulte was hopeful the Office of Superintendent of Public Instruction (OSPI) guidelines would be received by today, but instead they are now expected by the end of the week. He expects these to be a menu of options, with a few requirements, and some local decision making. Dr. Schulte asked Brian Moore, Assistant Superintendent of Elementary Education, to review details of the recent parent survey.

Mr. Moore shared the surveys are valuable since we are sometimes surprised by the results. He stated this is the largest survey yet with over 5,300 parents responding. Responses include:

- Readiness for school? 55% of parents said they are ready and confident to return to school, 5% will not be returning
- Safety precautions? 84% said sanitizing surfaces and washing hands were the most important, only 28% identified wearing masks
- Different options if needed? 75% said alternating days was the preferred option
- If online is needed-more or less emphasis on grades? About the same-most important request was for live instruction and more routine/structure
- Subjects most difficult online? Math/Science – Easiest? English/Language Arts, Reading, Writing

Mr. Moore said an open-ended question for social emotional health became more of place for parents to share input, rather than speaking to that subject. The results of the survey will be on the District website for those interested tomorrow. Dr. Schulte shared we will be identifying options to meet the needs of parents. A survey for staff was sent out today for input.

Dr. Schulte reported on the Return to School planning taking place. We currently have more than 30 working groups including over 200 members addressing a wide range of topics associated with the return to school next September. We will need to include OSPI guidance when received.

Mike Hansen, Deputy Superintendent, shared an overview of the planning. The process has been divided between seven domains with a lead for each area. He made it clear that all agree we want kids fully onsite when school begins this fall. OSPI guidance will include moving to online learning anytime during the year within 48 hours if needed. We need to be much better prepared than we were in March if a closure is needed. He shared the leads for each of the domains and asked them to report on progress.

Governance

Mike Hansen reported having too many people on the original committee which made it difficult to come to consensus with the limited timeline. He reported a Pandemic Response Team will always be in existence. This committee will be able to look back at actions this year and use items done well and not so well to update any response we might have.

Wellness

Todd Baddley, Assistant Superintendent of Secondary Education, advised the Student Health Committee developed earlier this year will look into wellness. This committee includes over 50 active participants including administrators, teachers, counselors, nurses, Community in Schools (CIS) staff and general counsel. They will be dealing with interventions, threat assessments, student behavior, student mental and physical health plans and a wide array of other topics.

Instructions

Brian Moore and Nicki Blake, Executive Director of Teaching, Learning and Curriculum, are leaders of this domain and stated it is difficult to plan not knowing whether school will be all in-person, all online, or some sort of partial model. Mr. Moore reported consistency of instruction is very important. It is time to develop a more cohesive plan and narrow standards to prioritize essential learnings. Survey results showed a wide range of time spent on learning, from one to four hours per day. This needs to be more consistent for all teachers. With the added social emotional stresses, we are finding out how important connections are for kids. Our greatest resource is our people.

Tracy Blankenship, Executive Director of Special Education, shared plans they are working on to:

- 1) identify barriers for Individual Education Plans (IEP) students and develop supplemental supports
- 2) provide and improve needed compensatory services
- 3) complete evaluations and assessments

Ms. Blake explained the various instruction sub-committees are made up of teachers on the content committees with representation from all schools, special education, and other teachers who reached out to participate. Several parents shared information, but none wanted to be on the committees. Parents were more interested in the system part and giving us feedback when we have more details.

Mr. Hansen felt it was better to get thousands of parent responses through surveys than having a couple parents on a committee. 5,000 responses are very significant, and the challenge is the short timeline. Community forums will be an important piece as we complete the draft plan, then get feedback at the forums from parents. Mr. Donahoe shared, with the large number of participants on the committee, the Special Education Task Force struggled to reach decisions. The timeframe is much shorter to complete this work. Ms. Cleary advised parents will respond since they have a vested interest.

Post-Secondary

Tori Christensen, Hanford High School Principal, explained this committee is looking at how we are helping students after high school to achieve their goals. All high schools are represented. Topics include college visits, career explorations, financial aid, tests to get in to college, student outcomes after high school and developing plans for these and other processes next year.

Facilities

Richard Krasner, Executive Director of Operations, reported his committee is made up of maintenance, custodial, grounds, and warehouse employees. He stated we can't wait for the State to give direction and has already secured suppliers for Personal Protection Equipment (PPE). The District will have to be able to store and distribute this equipment. The committee is discussing what it is going to take to daily clean buildings to assure safety for all. They are also researching HVAC system settings to circulate more fresh air.

Technology

Mike Leseberg, Executive Director of Information Technology (IT), stated this domain was not as impacted since the District had implemented one-to-one Chromebooks for grades 6 - 12 in the past. The department then followed up with allowing students in grades 2 - 5 take their devices home, then first graders as well. A helpdesk hotline was set up for families needing technology support which will continue. Families were also helped to access free internet providers, and lastly, Hot Spots have been provided for those unable to access the internet by other means. Students are being allowed to keep Chromebooks over the summer, or they can turn them in if desired. Equipment has already been purchased for the upcoming school year, and IT will work with other departments to provide the support needed for instruction.

Jill Oldson asked if students are using their devices at home can they access all instruction. Mr. Leseberg answered yes, probably 95-98%, and the District does have the ability to track access to applications.

Operations

Tony Howard, Executive Director of Human Relations, advised the "Return to Work" staff survey launched today with over 600 responses as of now. The District is in a hiring freeze but the posting for the Director of Online Learning Position has recently closed with a good pool of applicants. He is participating on the association workgroup meeting weekly and is in the midst of open bargaining with coaches and advisors.

Ms. Blake explained Katey Bryan, Early Learning Director, is running a parallel process for the Early Learning Center (ELC), identifying standards, assessments for kids, and having conversations for social emotional learning (SEL).

Mr. Hansen explained the goal is to have the draft out by next Friday, June 19, 2020. And the key to the draft plan is that it has to be flexible and adaptable. All will depend on OSPI guidance, what phase the county is in, and what training is needed.

Tony explained the Director of Online Learning Position is a new title but replacing Paul Chartrand's position as he is moving to William Wiley Elementary as Principal. This position is funded by the Technology Levy two years ago. Since the District wants to attract and expand the online world of learning, the Director position will be valuable whatever school looks like in the fall. Tony also shared the District is waiting for guidance from Washington Interscholastic Activities Association (WIAA) and OSPI for any detail on sports and activities. No decisions have been made at this time.

Dr. Schulte advised, in addition to the task groups, surveys, and the many working participants, we would like to engage staff and community members in other ways to gather their ideas, values, and input. He suggested a series of virtual “Town Hall” style meetings. There are several models in use around the state right now, with trained facilitators assisting. Dr. Schulte would like to pursue this option in the next week or two, then several more in the coming months.

Mr. Jansons stated for these meeting we need a shared understanding of the needs. These meetings usually have a facilitator with questions emailed in before the meeting. For each session we would define one value or outcome and get feedback directly from people. We want to listen to what the community is saying. Mr. Jansons stated OSPI will provide options with some local control. We cannot debate whether we will follow state guidance. Jill Oldson and Rick Jansons will put together a format for these meetings. Board members agreed. Dr. Schulte stated the goal is to have the tentative document prepared by June 30, 2020, although it will still be a work in progress with flexibility. With two months before school begins, there may be many variables including State and Department of Health (DOH) requirements. Dr. Schulte, Jill Oldson and Rick Jansons will talk tomorrow regarding plans for “Town Hall” type meetings and the availability of a facilitator.

3.0 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 (3.1) THROUGH (3.3) INCLUDING A PERSONNEL UPDATE.

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

3.1 Personnel Actions

ADMINISTRATON

REASSIGNMENT FOR THE 2020-21 SCHOOL YEAR

Doyle, Erika, 1.0 FTE, from Assistant Director to Director, TLC

Wing, Kara, 1.0 FTE, from Dean of Students to Assistant Principal, Lewis & Clark

CLASSIFIED PERSONNEL:

RESIGNATIONS FOR THE 2019-20 SCHOOL YEAR

Condos, Kiah, Paraeducator, Chief Joseph Middle School

Mendell, Jeanette, Paraeducator, Richland High School

Nipper, Alison, Paraeducator, Hanford High School (has been on LOA)

RETIREMENTS FOR THE 2019-20 SCHOOL YEAR

Ide, Ruby, Paraeducator, Richland High School

Mundt, Lavada, Paraeducator, William Wiley Elementary

Peters-Johnson, Melody, Paraeducator, Sacajawea Elementary

CERTIFICATED PERSONNEL:

RESIGNATIONS FOR THE 2019-20 SCHOOL YEAR

Rada, Carley, 1FTE, 1st Grade, Jason Lee

LEAVE OF ABSENCE FOR THE 2020-21 SCHOOL YEAR

Adrian Paulakis, 1FTE, Social Studies, Delta High School

Reddick, Melinda, .40FTE Language Arts, Richland High School (keep .60FTE)

NEW HIRES FOR THE SCHOOL YEAR 2020-21

Gude, Carlee, 1FTE, ECEAP Teacher

Snipes, Melissa, 1FTE, Biology Richland High School

Hilsen, Tim, 1FTE, Retire/Rehire SPED Enterprise Middle School, Non-continuing

3.2 Employee Assistance Program (EAP)

3.3 Payroll and Warrant Approval

ASB Fund Warrant Nos. 40006638 through 40006641 for \$4,082.86

No. 40006642 for \$160.00

Nos. 54000272 through 54000273 for \$660.08

Capital Projects Fund Warrant Nos. 20001471 through 20001474 for \$34,311.44

Nos. 20001475 through 20001480 for \$94,463.31

Nos. 52000157 through 52000158 for \$1,010,249.95

Debt Service Fund Warrant No. 30000129 for \$550.00

General Fund Warrant Nos. 10073179 through 10073205 for \$164,205.20

Nos. 51000883 through 51000885 for \$1,174.17

Nos. 71001690 through 71001697 for \$12,949.73

Nos. 10073206 through 10073229 for \$134,283.06

Nos. 51000886 through 51000892 for \$108,820.36

Nos. 71001698 through 71001713 for \$56,539.04

Self-Insurance Fund Warrant No. 57000005 for \$11,133.37

No. 70000164 for \$1,750.00

Payroll Warrant No. 10072955 for \$180.00

Nos. 10073019 through 10073020 for \$665.82

Nos. 10073021 through 10073102 for \$188,868.24

Nos. 10073137 through 10073177 for \$4,251,013.72

Electronic Fund Transfer for \$8,426,510.31

Total May Payroll approved in the amount of \$12,867,238.09

Board Reports:

Jill Oldson thanked all those who worked on the high school graduation ceremonies and thanked the community for their input.

Heather Cleary congratulated all the graduates and thanked the grounds crew for their special work at the Carmichael Middle School hill to celebrate graduation.

Kari Williams thanked the group of moms who put together the car parade for graduates and said it was a great community effort.

Rick Jansons reported on the OSPI statewide re-opening school committee. The plan will be released this week. He believes there will be some local options provided. Three main options:

- 1) Phased opening-students with the most needs attending early (however that is defined), with other students online.
- 2) Split or rotating schedule or half days-including some distance learning at home. (Half of Richland parent survey responses preferred an alternating day model.)
- 3) Continuous learning 2.0. Districts need to be able to pivot to online learning within 48 hours depending on Department of Health requirements. This will be locally determined.

Mr. Jansons also stated the head of WIAA spoke to the committee. They do have a plan that has been sent to the Department of Health for review. They will be taking into account the risks of each sport, whether more or less likely to spread the virus.

Superintendent Schulte returned to the statement released earlier regarding racism and equity. He is working with neighboring districts including WSU Tri Cities and Columbia Basin College to develop a path forward for progress on this topic. The District is committed to doing something positive.

Dr. Schulte also stated a number of Board reports have been delayed due to COVID-19 and the Open Public Meetings Act requirement. If allowed, he would like to report on topics including: Special Education Task Force (SETF) recommendations, 2020-2021 budget, first written report of the Return to School planning document, and facility planning committee progress at the June 23, 2020 meeting.

ADJOURNMENT

The meeting adjourned at 8:28 P.M.

RICHLAND SCHOOL DISTRICT NO. 400

SECRETARY, BOARD OF DIRECTORS