



Board of Directors, Regular Meeting Minutes, Tuesday, June 23, 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 23, 2020, at 6:00 P.M. via Zoom conference, Richland, Washington. 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 6:00 P.M.

**EXECUTIVE SESSION (Personnel)**

The Board adjourned to executive session at 6:00 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 thirty minutes, with no action expected. Executive session ended at 6:25 P.M.

The Board returned to the regular meeting at 6:31 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](mailto:boardfeedback@rsd.edu) or [info@rsd.edu](mailto:info@rsd.edu). Board member information is also listed on the District website.

**1.0 CALL TO ORDER**

**1.1 Roll Call-All Here**

**1.2 Approval of Minutes (June 9, 2020; June 12, 2020)**

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

THE BOARD APPROVE MEETING MINUTES FROM JUNE 9, 2020 AND JUNE 12, 2020.

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

**2.0 BUSINESS**

**2.1 COVID-19 Update and End of School**

**2.1.1 Town Hall Reports**

Dr. Schulte asked Board members to debrief the recent Town Hall zoom meetings. The meetings were co-hosted by one board member and one administrator.

Kari Williams reported on the Elementary Town Hall she co-hosted with Brian Moore, Assistant Superintendent of Elementary Education. Ms. Williams enjoyed the format of the zoom meeting and was pleased to hear comments from the community which allowed the public to have a voice in this meeting. There were great questions and answers. She would love to see these meetings

repeated several times a year. She asked about questions in the chat box and Dr. Schulte advised staff members are compiling answers for questions on our website.

Rick Donahoe reported on the Special Education Town Hall he co-hosted with Tracy Blankenship, Executive Director for Special Education. He advised, unlike an email, you can hear the passion in voices. This helped to clarify and understand concerns.

Heather Cleary reported on the Online Education Town Hall she co-hosted with Mike Hansen, Deputy Superintendent, and echoed the previous comments. This was a very user-friendly way to involve the community and she would like to use this format more often.

Jill Oldson reported on the Secondary Education Town Hall she co-hosted with Todd Baddley, Assistant Superintendent of Secondary Education. Ms. Oldson was very impressed with the staff involved and the community participants. She stated the comments were thoughtful and this opportunity really demonstrated the community is in tune and wants to know what is going on.

Rick Jansons reported on the Health and Safety Town Hall he co-hosted with Tony Howard, Executive Director of Human Resources. He gave credit to Dr. Schulte and Ms. Oldson for the “Town Hall” idea and stated people seemed very comfortable sharing their ideas and concerns. Mr. Jansons also advised the Office of Superintendent of Public Instruction (OSPI) Superintendent’s message stated his desire to have all students return to school face to face in the fall. He advised it is almost impossible that all schools will meet face to face in the fall. We really need to structure our plan according to Department of Health (DOH) and the Governor’s requirements. We will need to plan for instruction on the use of protective gear, concerns about bussing, rotating days vs. split schedules (may be different for elementary and middle/high school or even grade levels). There is a need for options for families. Some parents want the ability to do remote learning for a variety of reasons.

Dr. Schulte complimented Ty Beaver, Director of Communications, and Mike Leseberg, Executive Director of Information Technology, for their work to make these meeting happen on very short notice. The format worked well, and the input was very valuable. He also suggested several more throughout the year.

### **2.1.2 “Building Our Road to Back to School” Plan**

Mr. Jansons reminded all that this is just a framework of the plan. The final document will require Board approval at least two weeks before school begins. We will also need to meet the requirements from OSPI, DOH and Labor and Industries. This document will remain fluid and be updated regularly. The goal tonight is to provide feedback on the draft and consensus on our direction.

Dr. Schulte advised this is the product of over 350 people on different committees. Each domain leader worked with sub groups to develop the plan, then Ty Beaver and Mike Hansen formatted the document with a common voice. He asked each domain chair to share information and the next steps.

Mike Hansen, **Governance** domain lead, stated this was never intended to be the “in the weeds” document, but it will drive that document. Governance oversees the whole process to establish a vision, formatting the process, then assigning smaller teams to solve problems. The District needs to

know 1) how many parents are interested in something other than onsite school (virtual school or expanding HomeLink). We will be sending out a parent survey to help with planning. 2) continuous Learning 2.0 based on OSPI's guidance will be ready for the Board on July 28, 2020 for review including learning standards. 3) the schedule will be dependent on what phase we are in according to the Governor's guideline. All phases of the Learning Plan 2.0 have some portion of online learning.

Todd Baddley and Joan Gribskov, Employee Safety, are the **Wellness** domain leads. Galt Pettett, General Counsel, reported this committee includes counselors, school nurses, principals and others with a passion for developing ways to support student and staff safety. They are prioritizing what needs to be completed by the start of school and during the school year as budget allows.

Nicki Blake, Executive Director of Teaching, Learning, and Curriculum, and Brian Moore, Assistant Superintendent of Elementary Education, are the **Instruction** domain leads. Whatever model we are in when school starts will be much stronger, focusing on key standards and narrowing the number of apps and platforms being used by staff and students. They will be planning for a more routine type schedule giving parents options. Planning will continue for all three models: full online learning, partial online learning, or fully in school learning. We need a plan that includes all in case another closure is required, and we need to move to online learning within 48 hours.

Tory Christensen, Hanford High School Principal, is the **Post-Secondary** lead. His group is making sure students have options after they leave high school to explore future careers or college, or whatever training they may need, and how to provide those opportunities even if school is online. Since the waiver for senior credits goes away, we need to provide ways for students who received incompletes to complete that work through a variety of options and move towards graduation.

Operations and **Facilities** have several overlaps. Richard Krasner, Executive Director of Operations, and Tony Howard, Executive Director of Human Resources, are leads. Mr. Krasner reported on both areas. Schedules are being developed for how disinfecting and cleaning will take place in all buildings to keep students and staff safe. Mr. Krasner is working to secure vendors for the large amount of Personal Protective Equipment (PPE) that will be required. We need to prepare for all phases and the ability to change directions when needed. **Operations** include Food Service and Transportation. There will be many changes with no self-serve meals, while providing more grab and go meals. Meals may also be served in the classroom instead of large cafeterias. Mr. Krasner reported looking at a variety of scenarios for bus service planning for all phases we may be in.

Mike Leseberg, Executive Director of Information Technology, is the **Technology** lead and explained that much work has already been done in preparation for next year. All students will be one-to-one with chromebooks and these are already secured. The District has allowed all who want to keep chromebooks over the summer to do so. His department is finishing inventories and he feels prepared for whatever phase the District may be in.

Tracy Blankenship is the **Special Education** (SPED) lead. She explained the SPED guidance arrived later and was sent to families yesterday. She will be asking parents for feedback to help frame the plan. OSPI shared a nice action plan and she will be working with the ESD as a Tri Group with stakeholders involved. Dr. Schulte advised SPED also interacts with all of the other groups, including English Language Learners (ELL), Homeless students, etc.

Mr. Jansons asked for comments. Board members felt this was a great starting point and discussion included the following topics:

- Social Emotional Learning (SEL)-high priority with stakeholders and staff-professional development needed to learn how best to support students-relationships/making connections
- TS Gold/Gold Now program-observational assessment for full-day kinder and preschool-evaluates students for those programs
- Grades-parent access to grades
- Equity-families with a variety of circumstances-we need to find ways to support all
- Differentiation needed at start of school-students missed three months of school
- Consistency of apps and platforms needed-user friendly for students and parents
- Routine schedules requested by parents
- Video series covering topics-cleaning, safety, SEL
- Three Rivers HomeLink expansion / RSD Virtual Academy
- More details needed for parent choice-dependending on Department of Health requirements-what phase we are in
- Flexibility of plan-may need to change quickly if additional closures are required
- How do we communicate to every student? explicit plans?

Mr. Jansons advised the District will need to approve a resolution in August for the Continuous Learning Plan 2.0, then ensure it is communicated in a variety of ways. Ms. Williams asked about a Board member attending meetings when discussing schedules. Mr. Jansons said there will be an update at the July 14, 2020 meeting for further Board discussion. All are looking forward to having in person Board meetings again as soon as allowed.

## **2.2 Superintendent**

Mr. Jansons reviewed the circumstances in of Mr. Davidson's withdrawal from the superintendent offer. Mr. Davidson was offered the position of Superintendent and the Board was told by an attorney that documentation would not be an issue (Mr. Davidson is currently Superintendent of Medicine Hat School District in Canada). Because of the COVID-19 epidemic, the Consulate's office has been closed, and as of today visas are not being granted. Richland School District cannot hire him until those details are completed. He had to make a choice of being unemployed or signing a new contract with his district, so he made the difficult decision to withdraw.

Mr. Jansons had contact with the District's search consultant. Board members reviewed the information from the survey where parents, staff and students shared the desired characteristics they were looking for in a superintendent. Those characteristics included: highly visible, trust builder, instructional leader, good listener, inspirational, cultivates excellence, and a sincere goal of doing what is best for students. The Board met in executive session and interviewed Dr. Shelley Redinger, currently the Superintendent of the Spokane School District. Dr. Redinger began her career in the Richland School District as a teacher at Jefferson Elementary, then a principal at Sacajawea Elementary, then moved to Director of Teaching and Learning. She then pursued her career as a superintendent in Oregon, Virginia, and currently in Spokane for the last eight years. Mr. Jansons stated Dr. Redinger met the desired characteristic from the earlier survey and is happy to present her for Board action as the next superintendent.

Board members shared Dr. Redinger's qualities including: highly experienced, innovative leader, great listener, not afraid to make mistakes, collaborative, includes stakeholders in decision making, and a problem solver. All were confident she will elevate the District to the next level. Mr. Jansons thanked the bargaining unit leaders for taking time to meet with her. He stated we would have liked to have had a longer process, but Dr. Schulte is retiring in seven days. The Board thought it was important to provide stability during this challenging time.

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

THAT THE BOARD ENTER INTO NEGOTIATIONS WITH DR. SHELLEY REDINGER TO BECOME SUPERINTENDENT OF SCHOOLS AND AUTHORIZE OUR BOARD PRESIDENT TO NEGOTIATE AND SIGN THE CONTRACT ON BEHALF OF THE BOARD WITHIN PARAMETERS PREVIOUSLY SET BY THE BOARD.

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

Dr. Redinger shared her excitement for returning to Richland after thirteen years. She advised her husband also started his career at Hanford and her son was born here, so Richland is a very special place to her family. Dr. Redinger's email has been set up. She welcomes comments and is looking forward to this journey together.

Mr. Jansons stated Dr. Redinger's contract will begin August 1, 2020. Dr. Schulte will not be employed but has volunteered to be available for business items during July.

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

THE BOARD DESIGNATE DR. SCHULTE AS INTERIM SUPERINTENDENT AS AN UNPAID VOLUNTEER FOR THE MONTH OF JULY 2020 TO SIGN CONTRACTS AND DOCUMENTS AS NECESSARY AND REQUIRED.

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

Mr. Jansons thanked Dr. Schulte for his commitment to help during this time. Dr. Schulte shared he is thrilled to have someone with the experience and knowledge of the community taking over his duties and is happy to help during this transition.

### **3.0 CONSENT AGENDA** (approval by a single vote of the Board)

Mr. Jansons stated the Board will have workshops on several of the consent agenda item topics in the future.

It was moved by Rick Donahoe and seconded by Jill Oldson –

THAT THE BOARD OF DIRECTORS APPROVE CONSENT AGENDA ITEMS (3.1) THROUGH (3.6) INCLUDING A REVISED PERSONNEL ACTION.

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

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Motion was approved.

### **3.1 Special Education Task Force (SETF) Update**

### **3.2 Construction Progress Report and Summary**

#### **3.2.1 Facility Planning Progress (NAC Interim Report)**

### **3.3 2020 – 2021 Budget Update**

### **3.4 Personnel Actions**

#### ADMINISTRATIVE PERSONNEL:

##### RESIGNATIONS FOR THE 2019-20 SCHOOL YEAR

Carter, Dana, 1.0 FTE, Assistant Principal, Jason Lee Elementary

#### CLASSIFIED PERSONNEL:

##### RESIGNATIONS FOR THE 2019-20 SCHOOL YEAR

Garner, Jesse, Electrician, Support Services, effective 6/19/2020

Mahon, Darlene, Secretary, Hanford High School

McKinney, Nick, Paraeducator, Jason Lee Elementary

Sullivan, Colleen, Paraeducator, River's Edge High School

##### RETIREMENTS FOR THE 2019-20 SCHOOL YEAR

Froehlich, Julie, Bus Driver, Transportation

Joyce, Lori, Paraeducator, Marcus Whitman Elementary

Medford, Anne, Paraeducator, William Wiley Elementary

##### LEAVE OF ABSENCE

Hammitt, Melisa, Secretary, Support Services, 1year LOA, effective 6/15/2020

##### LAYOFF STATUS ENDED

Gass, Shawn, accepted Secretary position, Orchard Elementary, effective 8/12/2020

#### CERTIFICATED PERSONNEL:

##### RESIGNATIONS FOR THE 2019-20 SCHOOL YEAR

Miller, Jenna, 1 FTE 4<sup>th</sup> Grade White Bluffs

Osborn, Cheryl, .20FTE, Language Arts, Chief Jo (keeping .80FTE)

Spencer, Reed, 1FTE, Science Richland High School

Swift, Katherine, 1FTE, RR Teacher, Marcus Whitman

Gugliotto, Jeff, 1FTE, 3<sup>rd</sup> Grade, Lewis and Clark

#### CERTIFICATED PERSONNEL:

##### NEW HIRES FOR THE SCHOOL YEAR 2020-21

Roach, Nikole, 1FTE, SPED Teacher Pool

Atkinson, Megan, 1FTE, SPED Teacher Pool

Estes, Lisa, 1FTE, SPED Teacher Pool

Ancock, Lisa, 1FTE, School Psychologist

##### RETIREMENTS FOR THE 2019-20 SCHOOL YEAR

Bell, Dan, 1 FTE, Art, William Wiley

Wallenfels, Teresa, 1 FTE, Librarian, Badger Mountain

##### LEAVE OF ABSENCE FOR THE 2020-21 SCHOOL YEAR

Dayley, Nedda, 1FTE, Nurse (second year leave)

### **3.5 Budget Monthly**

### **3.6 Warrant Approval**

ASB Fund Warrant No. 4006643 for \$7,061.72

Nos. 54000274 through 54000276 for \$16,044.55

Nos. 40006644 through 40006647 for \$1,294.00

No. 54000277 for \$987.22

No. 74000105 for \$6,000

Capital Projects Fund Warrant Nos. 20001481 through 20001484 for \$69,364.83

Nos. 52000159 through 52000161 for \$6,273.62

No. 72000019 for \$157.50

Nos. 20001485 through 20001486 for \$960,636.56

General Fund Warrant Nos. 10073230 through 10073270 for \$147,009.06

Nos. 51000893 through 51000899 for \$351,213.38

Nos. 71001714 through 71001728 for \$45,014.46

Nos. 10073271 through 10073300 for \$158,788.82

Nos. 51000900 through 51000907 for \$314,660.40

Nos. 71001729 through 71001745 for \$93,611.99

Self-Insurance Fund Warrant No. 57000006 for \$15,696.51

No. 70000165 for \$7,237.50

#### **4.0 FUTURE AGENDA ITEMS**

##### **4.1.1 June 30, 2020; July 14, 2020; July 28, 2020**

There was consensus to have a Special Board meeting on June 30, 2020 at 6:30 P.M. to review the Return to School Plan and any updates.

#### **5.0 BOARD AND SUPERINTENDENT REPORTS**

Rick Schulte announced work on the Richland High School Auditorium project has begun with demolition. Completion is expected in June 2021. There were 204 people interested in the Director of Online Learning position. We are in the process of reference checks on the three finalists and hope to approve the hire at the June 30, 2020 meeting. Dr. Schulte also reported on the recent discussions with groups concerning the protests and focus on equity and racism. He stated this is much broader than protests. There is a high level of interest from employee groups and past student advisory groups who suggested more conversations are needed involving students and staff. He would like to see a Tri City-wide group but will also an internal group for more discussions.

Jill Oldson reported on her weekly legislative conference calls discussing budget, enrollment, and WSSDA COVID information calls.

Rick Jansons advised he and Dr. Schulte met via zoom with the State Board of Education Director regarding the statute that requires 180 days and 1,027 hours of instruction without the ability to count online learning. The Board is very receptive to getting some guidance or rule making started on this topic. WIAA also came out with guidance on high risk activities such as football and cheer that will interest in our community. That will be a topic on the next board meeting agenda.

Kari Williams reported many phone conversations with parents stating most are happy with the communication they are receiving. She thanked staff members for answering emails to provide information to stakeholders.

Mr. Jansons advised he received a message supporting the District statement on racism but concerned about an apparent lack of confidence in the Police Department. Mr. Jansons stated he has much respect for Police Officers and School Resource Officers (SROs) as well.

**ADJOURNMENT**

The meeting adjourned at 8:34 P.M.

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RICHLAND SCHOOL DISTRICT NO. 400

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SECRETARY, BOARD OF DIRECTORS