



Board of Directors, Regular Meeting Minutes, Tuesday, July 14, 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, July 14, 2020, at 6:30 P.M. via Zoom, Richland, Washington. School Board President Rick Jansons presided. Board members present: Heather Cleary, Rick Donahoe, Kari Williams and Jill Oldson.

1.0 CALL TO ORDER

1.2 Roll Call-All Here

The Board meeting was called to order 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. This order was recently extended until August 1, 2020. He reminded all there are several ways to leave feedback for the Board including boardfeedback@rsd.edu or info@rsd.edu.

Mr. Jansons advised staff members will be presenting plans to hold a series of Town Halls to hear public feedback on the Return to School options. He is also asking that public comment be allowed at the July 28, 2020 meeting. Other Board members agreed.

1.3 Approval of Minutes (June 23, 2020; June 30, 2020)

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

THE BOARD APPROVE MEETING MINUTES FROM JUNE 23, 2020 AND JUNE 30, 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 reflected on the last several months and the changes from March to July. The first school closure was expected to last only one month, then was extended for the rest of the school year. Initial direction was to include only supplemental instruction, then changed to more intensive requirements for Online Learning 1.0. Guidance changes occurred weekly during this time and the District had to adjust in real time. With the many changes, we realize the instruction during this period was not as productive as we would like. COVID cases are much worse now with many more positive cases and deaths. Dr. Schulte stressed the District had nearly 400 staff members involved in developing a much more rigorous plan with options that we didn't have in March. After reviewing plans from all over the country, we have taken the best ideas and created a single document. He asked Mike Hansen, Deputy Superintendent, to describe the document. The District now needs to start narrowing the options and fully detail plans for the start of school. We also have guidance from the Governor, Office of Superintendent of Public Instruction (OSPI), and

Department of Health (DOH) to follow. The District will also be offering a Richland Virtual Learning (RVL) option for students and families who choose not to return to in-person instruction.

2.1.1 K-12 Planning Matrix

Mr. Hansen advised the Return to School Plan is on the Richland School District website (www.rsd.edu). Mr. Hansen stated the plan was developed by a large number of staff members working in small groups, then reporting back to team leaders. The plan provides six options in matrix form with pros and cons listed for each. We changed the options that correlated to phases (Governor ordered) to more flexible guidelines published by OSPI. Options range from most to least restrictive (A-F). A full-time online Continuous Learning Plan (2.0) is currently under development as the District will be required to transition to this plan within 48 hours anytime during the year (Option A). Mr. Hansen also explained the need to have special population students (special education, English Language Learners [ELL], students with Individual Education Plans [IEPs], etc.) return early for as much face-to-face time as possible (Option B-with online learning for all others).

Option C provides alternating schedules for students K-12, with two options for secondary students. Option C has half of the students attending classes Tuesday/Thursday or Wednesday/Friday, with Monday used for teacher planning, Professional Development (PD), Professional Learning Community work (PLC), and student connection time. This option includes classroom numbers cut in half for social distancing, lunch in the classroom (elementary), a structured outdoor movement time (without masks but limited activities), and an altered specialist schedule. High priority will be placed on keeping siblings on the same schedules. Mr. Baddley stated principals preferred having the alternating day schedule over a Monday/Tuesday or Thursday/Friday option to limit the number of days in a row without in-person instruction.

Option D would provide full week in class attendance for half of the students, with full week online instruction for the other half of students. Students would rotate weekly. This option would lessen the amount of planning and training time for teachers, since it includes daily instruction for two groups. Option E is the most challenging with an attempt to have all students back in classrooms. This would require the use of gyms, specialists assigned to classrooms (with no specialist classes-music, art, physical education, library), and would require additional staff. Some of our larger schools would not be able to accomplish this without using cafeterias. Option F is a full return to school without social distancing requirements which seems very unlikely considering phase requirements by the State.

Brian Moore, Assistant Superintendent of Elementary Education, stated information from the parent survey showed 5-10% of students may choose not to return to in-person instruction this fall and will be looking for a different option. Richland Virtual Learning will be staffed by District teachers as an option for these students. After the program is finalized and promoted, we will have a better idea of how many teachers will be needed to staff the program. In addition, planning needs to begin as soon as decisions are made for professional development.

Board members expressed great concern for the safety and social emotional health of both students and staff. Special population students in particular need as much in-person instruction as possible. High school students also need access to classes they are passionate about (drama, choir, music). These classes have always been a priority in the Richland community. It is difficult to narrow the

options, and all agreed they would like input from stakeholders at Town Hall meetings before making decisions.

Board questions included but were not limited to: how do we protect our at-risk employees? students? additional cleaning measures? screening? what happens when staff or students test positive? what will privacy regulations allow? do we have enough substitutes to handle teacher absences? how many families will choose Richland Virtual Learning or Three River's Homelink? All of these are issues that will require planning over the next few weeks and are contingent on area DOH requirements at the time school begins.

Dr. Schulte advised he is in weekly communication with the Department of Health. He requested a meeting involving only school superintendents and those meetings will begin this week. Many of the topics raised by Board members will be part of the agenda.

2.1.2 Staff Survey Results

Tony Howard, Assistant Superintendent of Human Resources, reported on a staff survey from mid-June for employees working from home asking their intent when onsite school starts. 80% of employees stated they would return to work with some or no concern. Only 1% reported not coming back, and the other 19% said they were waiting to see what will happen over the next several months. Of that group, 10% were teachers (approximately 80). The survey also asked what safety precautions were most important. Cleaning protocols were the common theme with the mask requirement less of a concern, although the survey was completed before the State mask mandate. Staff preferred the alternating day model for instruction. Mr. Howard is planning an updated survey for staff with questions to see who will need or be interested in working in the Richland Virtual Learning.

2.1.3 Parent Survey Results

Brian Moore, Assistant Superintendent of Elementary Education, reported results from a recent parent survey. Questions included:

- If we are unable to reopen fully, how likely would you be to have your students participate in a partial reopening? 75% were positive with 25% negative, but many of these expressed just wanting school to open fully.
- How likely would you be to have students participate in Three Rivers HomeLink (parent partnership school)? only 28% were positive.
- Online virtual school (teacher directed)? 50% said they were starting to explore this.
- There were polarizing results from parents regarding masks and social distancing.

Discussion followed regarding the timeline for decision making. Board members will make their decision at the July 28, 2020 meeting, then parents can choose which option is best for their family. Dr. Redinger advised Town Halls are critical for community input. We will work closely with Richland Education Association (REA) as our teachers are important partners. Parents also need further information to make their decision. Dr. Schulte stated the plan needs to be flexible since the District may need to move back and forth between options.

2.1.4 Virtual School Planning

Mr. Hansen introduced Dr. Jesse Buchholtz, the newly hired Director of Online Learning. Dr. Buchholtz was chosen from a large, very qualified pool of candidates and he welcomed him to the

District. Dr. Buchholtz stated he was working with Spokane Virtual Learning to create our own Richland Virtual Learning (RVL) for those families who feel a fully online learning option is best for their student(s). This program will be consistent throughout the year with no change when county phases or school options change. He stated this program will offer a very comparable experience to classroom learning. This program will most likely require a semester or year-long commitment from families. District teachers will receive enhanced training and support will be provided for students and parents. Students will have accountability through pacing guides, checkpoints, and communication with teachers. This program will provide an option for those families who don't feel safe sending children back to an in-person setting.

Board members were very positive regarding this new option and appreciated the fact that Richland teachers will be involved in this option. More details on this program need to be publicized very shortly to allow parents time to decide if this program will work for them. The District is planning to run this program for many years. Mr. Howard will work with the Richland Education Association (REA) and go through all the normal processes. A short video was suggested to promote this new option. This was also suggested as a Town Hall topic in the coming weeks.

2.1.5 Washington Interscholastic Activity Association (WIAA) Guidance and Middle School Sports Options

Todd Baddley, Assistant Superintendent of Secondary Education, reported WIAA did delay the start of fall sports until September 5, 2020, with additional information to be reported on July 22, 2020. Mr. Baddley advised the current league contains schools in four different counties which could be at different phases of the state's requirements. Transportation and screening those involved also becomes difficult. Athletic Directors are looking for more local options with neighboring districts or intramural competitions for middle school programs. More information will be coming.

2.1.6 Possible Town Hall Schedule and Topics

Topics for several Town Hall Zoom meetings were discussed. Mr. Jansons advised the previous Town Hall meetings were well attended and giving the community an opportunity for input is valuable for future decisions. Topics to include: Return to School (separate for Elementary and Secondary); Special Education (SPED); Richland Virtual Learning; WIAA; and Health and Safety. Mr. Janson suggested having health and safety woven into each topic. Board members discussed narrowing the options for continued work. Tracy Blankenship, Executive Director of Special Education, shared her concern scheduling special populations in option E. Several organizations have requested the six foot distancing be decreased to three feet, but Chris Reykdal, OSPI Superintendent, feels that change seems very unlikely. After discussion Mr. Jansons stated, considering current conditions, Board members seemed to prefer option C with a fall back to option B if needed (with option A even more severe). Option D will be included for parent input but was not preferred due to the lack of planning time for teachers and amount of days without face to face instruction for students. Option E was investigated but, because of SPED concerns, is not preferred. After discussion Town Halls for next week are as follows:

- Tuesday, July 21, 2020 - Return to School Plan – Elementary
 - (Mike Hansen/Brian Moore/Kari Williams/Richard Krasner)
- Wednesday, July 22, 2020 – Return to School Plan – Secondary
 - (Mike Hansen/Todd Baddley/Jill Olson/Richard Krasner)
- Thursday, July 23, 2020 – Return to School Plan – Special Education

- (Mike Hansen/Tracy Blankenship/Rick Donahoe/Richard Krasner)

Questions for participants will be provided during the Town Hall meetings to gather input from those who wish to share their opinions. An exit survey may also be made available. This information will be valuable to help Board members with future decisions. More information will follow on Richland Virtual Learning and WIAA.

Mr. Jansons thanked all for creating good options for the Board to review. The goal is to make a decision at the July 28, 2020 meeting after input from the Town Hall meetings.

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 REVISED PERSONNEL ACTION

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

3.1 Personnel Actions

CERTIFICATED PERSONNEL:

NEW HIRES FOR THE SCHOOL YEAR 2020-21

Houston, Pamela, 1FTE, Choir/Health, Carmichael Middle School

Mecham, Devin, .80FTE, German, Hanford High School, Non-continuing

Baker, Nick, 1FTE, Math Leona Libby MS, Non-continuing

Mendoza, Brianna, 1FTE, Math/Science, Leona Libby MS, Non-continuing

Foraker, Miranda, 1FTE, 2nd Grade, William Wiley Elementary, Non-continuing

Kinney, Jessica, 1FTE, Science, Richland High School

RESIGNATIONS FOR THE 2019-20 SCHOOL YEAR

Arnold, Arienne, .40FTE, French, Carmichael MS, Richland High School

LEAVE OF ABSENCE FOR THE 2020-21 SCHOOL YEAR

Hogarty, Maggie, .40FTE, Math, Carmichael Middle School (retaining .60FTE)

LIMITED CERTIFICATE FOR 2019-20 SCHOOL YEAR (Educator Equity Report)

Their substitute certificate covers the course(s) they are teaching. Otherwise would be out-of-endorsement.

Coleman, Lori, Art & Elem Curr K, Orchard Elementary

Marshall, Malini, Health Gr. 6, Carmichael Middle School

Smith, Kathryn, Exploratory Gr. 6-7, Carmichael Middle School

Smith, Tamara, Exploratory Gr. 7, Carmichael Middle School

Hoff, Ryan, State Specific Studies Gr. 7-8, Chief Joseph Middle School

Jensen, Rebekah, Math Gr. 7, Leona Libby Middle School

Autrey, Eric, Earth Science Gr. 10, Hanford High School

Shively, Theresa, Health, Hanford High School

Colclasure, Erin, ELA Gr. 9, Math 9-12, Richland High School

Cook, Shari, History/Government Gr. 9-12, Rivers Edge High School

Fairfield, Randy, Rec Sports, Health, HomeLink

Dillsi, Senna, Emergency Substitute teaching Drama/Theater, Leona Libby Middle School

OUT OF ENDORSEMENT FOR 2019-20 SCHOOL YEAR (Educator Equity Report)

Cieslar, Whitney, Grade 3-Gen Ed students reported in SPED class, Badger Mountain
Lansing, Emily, SPED endorsement, Jason Lee
Prussing, Lori, Kindergarten, Gen Ed students reported in SPED class, Marcus Whitman
Rhoden, Charles, Kindergarten, Gen Ed student reported in SPED class, Tapteal
Nilsen, Monica, Grade 3, Gen Ed student reported in SPED class, William Wiley
Barragan, Terry, Health, Grade 7, Carmichael Middle School
Johnson, Monica, Algebra 1, Carmichael Middle School
Williams, Molly, World Geography, Gr. 6, Carmichael Middle School
Robinson, Jeremiah, Computer Literacy Gr. 6, Enterprise Middle School
Engineering Design & Problem Solving Gr. 8, Enterprise Middle School
Flajole, Jesse, Assisted Reading, Chief Joseph Middle School
Savio, Debbie, Geometry, Chief Joseph Middle School
Medrano, Javier, Exploratory, World Languages Ex, Chief Joseph Middle School
Reddick, Melinda, Drama/Theater, Leona Libby Middle School
Shea, Tammy, Geometry, Leona Libby Middle School
Torres, Rosalinda, Spanish 1, Leona Libby Middle School
Dickey, Erin, Theater, Hanford High School
Essency, David, Health, Hanford High School
Shively, Theresa, Health, Hanford High School
Smith, Tara, English Lang & Literature, Hanford High School
Villarreal, Esmeralda, ELA Gr. 9, ELA SPED, Hanford High School
Allen, Stuart, Social Studies, Richland High School
Bare, Jason, Physical Science, Richland High School
Caton, Mckenzie, World History Gr. 10, ELA SPED, Richland High School
Edwards, Christina, ELA Gr. 9, Math 9-12, Gen Ed students reported in SPED class, Richland HS
Fife, Jessica, ELA Gr. 10, Richland High School
Franklin, Heather, ELA Gr.11,12/Math Gr. 9-12, Gen Ed students in SPED class, Richland HS
Greenwood, Michele, ELA Gr. 10, 12, Richland High School
Ingram, Dale, AP Physics, Richland High School
Kopf, Chad, ELA Gr. 9/Math Gr.9-12 Gen Ed students reported in SPED class, Richland HS
Neidhold, Michael, ELA, AP ELA, Amer Literature, Richland High School
Simmelink, Ryan, German, Richland High School
Ives, Jacqueline, Visual Arts Gr. 11-12, Rivers Edge High School
Morgan, Darren, ELA Gr. 11-12, Physical Science, Rivers Edge High School
Nietschmann, Brittany, Geography, Rivers Edge High School
Rosenblum, Denise, ELA, Visual Arts, Rivers Edge High School

ADMINISTRATIVE PERSONNEL:

REASSIGNMENT FOR THE 2020-21 SCHOOL YEAR

Cathey, Mandy, 1.0 FTE, from Ex. Director, SPED to Asst Principal Jason Lee

CLASSIFIED PERSONNEL:

RESIGNATIONS FOR THE 2019-20 SCHOOL YEAR

Rau, Elizabeth, Nutrition Services, TRHL, effective 8/21/2020

3.2 Cash Grant-GenYouth-Nutrition Services-Supplies for Emergency Feeding

3.3 Payroll and Warrants

ASB Fund Warrant Nos. 40006648 through 40006654 for \$3,126.52

Nos. 54000278 through 54000279 for \$5,268.45

Nos. 40006655 through 40006656 for \$2,354.84
Nos. 54000280 through 54000282 for \$14,640.57
Nos. 74000106 through 74000107 for \$3,678.15
Capital Projects Fund Warrant Nos. 20001487 through 20001492 for \$262,039.87
 No. 52000162 for \$326.25
 Nos. 20001493 through 20001499 for \$163,240.79
 Nos. 52000163 through 52000166 for \$367,751.35
 No. 72000020 for \$262.50
General Fund Warrant Nos. 10073404 through 10073431 for \$255,178.26
 Nos. 51000909 through 51000913 for \$4,325.90
 Nos. 71001746 through 71001759 for \$22,017.36
 Nos. 10073436 through 10073478 for \$271,201.76
 Nos. 51000914 through 51000925 for \$343,405.17
 Nos. 71001760 through 71001775 for \$67,456.29
Self-Insurance Fund Warrant No. 57000007 for \$12,907.61
 Nos. 57000008 through 57000009 for \$16,298.57
Payroll Warrant No. 10073178 for \$3,718.44
 Nos. 10073301 through 10073360 for \$125,111.86
 Nos. 10073361 through 10073403 for \$4,253,309.91
 Nos. 10073432 through 10073435 for \$5,895.87
Electronic Fund Transfer for \$8,465,029.95
Total June Payroll approved in the amount of \$12,853,066.03

5.0 FUTURE AGENDA ITEMS

5.1 Workshop-Special Education Task Force (SETF) Report – Schedule

Board members would like to schedule a Special Education Workshop to review the recommendations from the Special Education Task Force and the Special Education Audit proposed plans for the upcoming year.

Board Workshops to review Board Operating Principles with a WSSDA representative and a Budget Workshop were also requested. Dates for these workshops will be decided at the July 28th meeting.

Mr. Jansons thanked all for their work planning for the start of school.

ADJOURNMENT

The meeting adjourned at 9:40 P.M.

RICHLAND SCHOOL DISTRICT NO. 400

SECRETARY, BOARD OF DIRECTORS