



Board of Directors, Regular Meeting Minutes, Tuesday, October 13, 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, October 13, 2020, at 6:00 P.M. via Zoom, Richland, Washington. School Board President Rick Jansons presided. Board members present: Heather Cleary, 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 6:27 P.M.

The Board returned to the regular meeting at 6:30 P.M.

**1.0 CALL TO ORDER**

**1.1 Pledge of Allegiance**

**1.2 Roll Call-All Here**

**1.3 Approval of Minutes (September 22, 2020; September 28, 2020; October 1, 2020)**

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

THE BOARD APPROVE MEETING MINUTES FROM SEPTEMBER 22, 2020; SEPTEMBER 28, 2020; OCTOBER 1, 2020.

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

Motion was approved.

Mr. Jansons explained the Open Public Meetings Act restriction was recently extended until November 9, 2020. He also explained the Public Comment has been moved to after the Return to School agenda item.

**2.0 BUSINESS**

**2.1 Return to School Update**

**2.1.1. Dr. Person, Benton-Franklin Health District (BFHD); Lacy Fehrenbach, State Department of Health (DOH) Representative**

Dr. Redinger introduced Dr. Person and Ms. Fehrenbach and thanked them for attending. Dr. Person reported guidance continues to evolve as new information is received. From the public health standpoint, she is trying to keep people as safe and healthy as possible while finding a balance with mental health and social issues. Disease activity has dropped since July when the

mask mandate was issued. She is finding the greatest increase now is in people ages 20-29. Schools need to evaluate what portion of staff members are in higher risk categories. The healthcare community is well positioned with hospitalizations down, even with increasing rates of infection. She feels we need to prioritize school reopening since some students are suffering with online instruction.

Ms. Fehrenbach spoke regarding the complex decision districts are faced with, having to pivot many times when new guidelines are released. She referred to the Decision Tree document created by the State Department of Health. This shows case counts of over 75/100,000 as high risk, 25-75 as moderate, and less than 25 to be low risk. Schools are a source of more than just education including meals, social interaction, and activities. She encourages districts to factor in risks and evaluate safety measures including social distancing, masks, hygiene, ventilation, etc.

Mr. Jansons reported the District is receiving lots of input on both sides. This shows that people care about their kids and the hope is to build unity in the community. He asked for Board members to share their thoughts.

Ms. Oldson stated she doesn't think the District needs to wait three weeks when phasing in elementary students. She is concerned about secondary students and not being able to maintain cohorts of students.

Ms. Cleary is concerned that cases are going up. Dr. Person stated as businesses open up, there are more gatherings, and this increases the likelihood of spread. She is hearing of gatherings and parties from some in the community who don't think COVID is serious. She stated it is not realistic to wait for a vaccine.

Ms. Williams thanked Dr. Person for her letter dated today stating the rationale for opening which will be posted on the BFHD website.

Mr. Jansons referred to Dr. Person's letter dated September 14, 2020, when seeing declines. But numbers are going up now and are nowhere near the 75/100,000 cases recommended to reopen schools and does not match the Decision Tree recommendations. He asked if the state concurs with the BFHD. Ms. Fehrenbach stated there are schools in both moderate and high risk, some that have reopened and others that have not. Local leaders must weigh both risks and benefits when making their decision depending on staff, space and supplies. Board discussion followed.

Dr. Person feels the damage of students staying home outweighs the risk of reopening. She did suggest the District wait to bring back secondary students without the ability to cohort students, although not if the waiting means many months. Mr. Jansons thanked both Dr. Person and Ms. Fehrenbach for attending tonight's meeting.

## **2.1 2 Survey Results-Staff Forum/Community Forum**

Dr. Redinger advised Ty Beaver, Communications Director, gathered survey information with over 2,900 results from the staff and community forums held last week. He presented a brief summary of themes from the results including:

**Elementary:**

\*AM/PM schedule was preferred - Pros: more consistent instruction model; less risk with no meals at school. Cons: enough time between groups; logistics for families/childcare

\*Fewer preferred the AB/AB schedule-Pros: easier logistics; staff liked a prep day; more days for cleaning. Cons: less routine; more difficult for face mask compliance due to longer days

**Secondary:**

\*AB/AB schedule was preferred-Pros: liked consistency-fewer days between in person classes. Cons: Concerns about cleaning; not a match with other districts; more COVID exposure risks

\*AA/BB-Pros: liked back to back instruction, more time for cleaning. Cons: five days between in-person instruction days

\*Asynchronous day choice: parents and staff both preferred Fridays

**Public Health Concerns:**

More than half of parents said they had no concerns; non instructional staff was similar.

Only one in three teachers said they did not have any concerns. Other issues mentioned were attestations, issues with masks, and social distancing.

**2.1.3 Hybrid Model Update**

Dr. Redinger advised the District has hired Dade Moeller, NV5, who worked with Hanford to develop COVID protocols. They will be reviewing our sites to be sure protocols and recommended personal protective equipment (PPE) is in place. We need to have protocols in place before reopening our schools.

Mike Hansen, Deputy Superintendent, shared a chart showing three core indicators and five secondary indicators for use to measure risks. He stated the number of cases in the last 14 days falls in the high-risk category. He is drawing data from BFHD which, as of October 10, 2020, stated 139 cases/100,000 population. This chart was requested at the last meeting to show more than one factor when making decisions. Kennewick and Pasco School Districts are also looking to use this document. Ty Beaver is working on a dashboard to be posted on the District website to show the number of positive cases. So far, no students and six staff members, all teaching remotely, have tested positive for COVID.

Brian Moore, Assistant Superintendent of Elementary Education, reported meeting with all elementary staff and stated whatever model the Board chooses, transportation and cleaning protocols will be at the highest level. He feels the AM/PM model is a great model for routine, consistency, and will help with social emotional health.

Todd Baddley, Assistant Superintendent of Secondary Education, explained Dr. Person's definition of a cohort is students staying in a classroom with teachers rotating in. Mr. Baddley stated this is not a possibility at the high school level. We can make the AB/AB or AA/BB model work for secondary students. He explained staff members preferred the AB/AB model for more consistency with Friday as the asynchronous day. He stated the AA/BB model with the asynchronous day on Friday can work, but secondary can make any day work for the asynchronous day.

Dr. Tracy Blankenship, Executive Director of Special Education, reported some of the most vulnerable students have returned and now preparations for the next phase has begun. Currently, students are using the AA/BB schedule and shifting schedules will be difficult. She would prefer

this schedule remain for consistency for the next few weeks and give staff time to reach out to families.

Board questions/comments followed regarding the amount of teacher prep time, and special education students who didn't come back to in-person learning. Mr. Jansons opened the meeting to public comment.

### **3.0 COMMUNICATIONS**

#### **3.1 Requests and Comments by Visitors (20-minute time limit)**

Kristen stated she is looking into alternatives for her students since she feels they are not receiving the education they deserve. She feels the District is hurting kids by not reopening schools.

Penny Finch stated that she was counting on the Board to advocate for kids and wants our school to reopen. She wants students to be allowed to work in pods for the summer sports, cheer, and band. She suggested offering waivers for those who want to participate.

Stephen Holmes shared his concern as to how difficult it is for students to wear masks for long periods and asked how the District can address that situation. Other states are opening, then having to close. Hanford has had to close buildings and wait for testing. He would also like to have students keep their teachers.

Kriste Colley stated kindergartners are different than fifth graders who behave more like middle school students. She would like differentiation at the elementary level.

Kaci Peck shared her daughter is attending school and has a routine. She stated her concern is what the plan is for the days when her daughter is not at school.

L. S. is a staff member and has heard students attending parties and sleepovers with no masks or social distancing. She also is concerned parents are filling out attestations before students even awake in the morning. She stated teachers are working hard and are concerned about mental health issues but are also concerned about keeping people alive.

Mr. Jansons stated a decision on models for reopening need to be made.

#### **Elementary:**

There was consensus from all Board members for the AM/PM model at the elementary level. This reduces risks since no meals will be served on site. It also provides more consistency and was preferred by parents.

#### **Phases:**

Mr. Jansons suggested starting with kindergarten for a week, then first grade, then wait several weeks between second and third grade.

Ms. Williams would like to take the recommendation from Dr. Person and allow K-5 students to begin, or possibly bring in K-3, then 4-5 all within a week. She does not want to kick this decision down the road. She also wants choice for staff and families.

Ms. Cleary is more conservative and would bring in kindergarten students to learn the routine, then first and second grade. She would stop at second grade and then make the decision to bring in third through fifth graders.

Ms. Oldson would like to bring in kindergarten students for a week, then first graders, then second and third graders, then fourth and fifth graders, but doesn't want to spread it out for a month.

Dr. Redinger asked Mr. Moore to share what principals preferred. Mr. Moore would group Pre/Kinder, 1-2, then 3-5. He advised starting small could help alleviate the problems that may have been missed in planning. Superintendent Redinger stated moving in phases gives staff time to learn the protocols. K-2 will be the most challenging. Discussion followed.

Mr. Jansons does like Pre/K together to learn routines of masks and social distancing, then waiting two weeks to bring in 1-2 with the consultant team checking protocols. He then suggested Pre/K for one week, then 1-2 the next week, then two weeks later, bring in 3-5.

Ms. Oldson stated if the Board cannot agree on a plan nothing will happen, so she agreed with Mr. Jansons idea to wait two weeks before bringing 3-5 students.

Ms. Cleary reported from the State DOH information provided, the largest district that has reopened has 3,000 less students than Richland. She wants to proceed cautiously. She likes Mr. Jansons' plan.

Ms. Williams thinks four weeks is too long to wait for students to return and is concerned about students missing half a year of school. She still prefers K-1 for three days, then three days for each next grade level.

Without consensus it was decided to move to the secondary model discussion.

**Secondary Model:**

Mr. Baddley was asked which model was best for students. He stated he was not able to find any documentation on an academic preference for either of the models, but the majority of staff liked the AB/AB model as it is more consistent for students. Delta High School and Tri Tech students may have some scheduling issues, but Mr. Baddley feels the schedule is doable. The AA/BB model was discussed to give more time for cleaning protocols, but Mr. Krasner, Executive Director of Operations, has assured him that all cleaning procedures can be accomplished in either model.

Ms. Cleary likes the AB/AB model with Friday off. Ms. Williams and Ms. Oldson agreed. Mr. Jansons also preferred the AB/AB model. He would prefer Wednesday to be the off day but will agree with the others for consensus.

Dr. Redinger advised Mr. Baddley can begin reaching out to families to find out which families will continue online learning, and which will return to in person classes when a date is approved.

Mr. Jansons then returned to the elementary discussion to set a date for reopening at the elementary level. He explained parents will get the opportunity to continue online learning or return to in person instruction. The independent consultant will review each site to be sure all safety protocols are in place. Dr. Redinger feels October 26, 2020 is the earliest date to consider a return to school.

It was moved by Jill Oldson and seconded by Rick Jansons (for discussion) that –

THE BOARD APPROVE REOPENING SCHOOLS FOR PRESCHOOL, KINDERGARTEN, AND FIRST GRADE STUDENTS ON OCTOBER 26, 2020; SECOND AND THIRD GRADE STUDENTS ON NOVEMBER 2, 2020; AND FOURTH AND FIFTH GRADE STUDENTS ON NOVEMBER 9, 2020.

MS. OLDSON ADDED “AS LONG AS BUILDING SAFETY CHECKLISTS ARE COMPLETE AND WITH THIRD-PARTY CONSULTANT APPROVAL”. MR. JANSONS SECONDED THAT ADDITION.

Board discussion followed.

Vote: Cleary, no; Oldson, yes; Williams, yes; and Jansons, no.  
Motion does not carry.

It was then moved by Rick Jansons and seconded by Heather Cleary that -

THE BOARD APPROVE REOPENING SCHOOLS FOR PRESCHOOL, KINDERGARTEN AND FRIST GRADE STUDENTS ON OCTOBER 26, 2020; SECOND AND THIRD GRADE STUDENTS ON NOVEMBER 2, 2020; THEN WAIT A WEEK AND HAVE FOURTH AND FIFTH GRADE STUDENTS START ON NOVEMBER 16, 2020 AS LONG AS BUILDING SAFETY CHECKLISTS ARE COMPLETE AND WITH THIRD-PARTY CONSULTANT APPROVAL.

Board discussion followed.

Ms. Oldson is concerned that timeline will delay the start for secondary students. Mr. Jansons would not support bringing secondary students back until the numbers decrease to the moderate range. Benton County is nearly double that number currently. He is concerned with the BFHD changing their recommendations. Dr. Redinger advised a decision on secondary students can be made at a later date.

Vote: Cleary, yes; Oldson, no; Williams, no; and Jansons, yes.  
Motion does not carry.

More discussion followed.

It was then moved by Rick Jansons and seconded by Jill Oldson that -

THE BOARD APPROVE REOPENING SCHOOLS FOR PRESCHOOL AND KINDERGARTEN STUDENTS ON OCTOBER 26, 2020; FIRST AND SECOND GRADE STUDENTS ON NOVEMBER 2, 2020; THEN THIRD, FOURTH AND FIFTH GRADE STUDENTS ON NOVMEBER 9, 2020, AS LONG AS BUILDING SAFETY CHECKLISTS ARE COMPLETE AND WITH THIRD-PARTY CONSULTANT APPROVAL

Vote: Cleary, no; Williams, yes, Oldson, yes; Jansons, yes.

Motion was approved.

Mr. Jansons, Ms. Oldson, and Ms. Cleary are more cautious concerning secondary students until there is a way to cohort students. Ms. Williams suggested bringing in middle school students on November 16, 2020 before high school students. Dr. Redinger stated she will work with Mr. Baddley to look at other models around the state for more information on secondary reopening.

Mr. Baddley asked about TriTech and Delta High School students if the other districts open. Mr. Jansons advised if in person classes are available, parents should make that decision. All other Board members agreed.

#### **2.1 4 Washington Interscholastic Athletic Association (WIAA) Update**

Mr. Baddley reported new information was received from WIAA stating high school sports could meet for conditioning (similar to summer conditioning) with safety requirements including students in pods of 5-6, 30 feet between pods, equipment sanitized between uses-requirements differ per sport. Not every sport will participate as this is voluntary with some funding available. Athletic Directors will have to make decisions since the District has not required coaches to participate in these summer activities.

Mr. Jansons feels this should be allowed. Ms. Cleary feels we should go slow and bring students back before allowing sports activities.

It was moved by Kari Williams and seconded by Heather Cleary that –

THE BOARD APPROVE THE START OF HIGH SCHOOL OFF SEASON (SUMMER SPORTS CONDITIONING) IN SMALL POD WORKSOUTS (6 STUDENTS) FOLLOWING WIAA REQUIREMENTS AND SUPPORTED BY THE GOVERNOR’S GUIDELINES.

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

Motion was approved.

#### **2.2 Policy/RR No. 3413-Student Immunization and Life-Threatening Health Conditions**

Galt Pettett, General Counsel, stated The Washington State Board of Health made significant changes to the rules governing immunization requirements. The changes have three major focuses. First, the revised rules require medically verified immunization records for school and child care entry. Next, they clarify the meaning of “conditional status” and how to implement it. Lastly, the changes affect the Tetanus, Diphtheria, and Pertussis (Tdap) immunization requirement for 7<sup>th</sup> through 12<sup>th</sup> grades. These changes became effective August 1, 2020. Mr. Pettett has updated the District policy to coincided with the new requirements.

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

THE BOARD APPROVE POLICY/RR No. 3413-STUDENT IMMUNIZATION AND LIFE-THREATENING HEALTH CONDITIONS FOR FIRST READING.

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

Motion was approved.

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

It was moved by Heather Cleary and seconded by Kari Williams –

THAT THE BOARD OF DIRECTORS APPROVE CONSENT AGENDA ITEMS (4.1) THROUGH (4.2).

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

**4.1 Personnel Actions**

ADMINISTRATIVE PERSONNEL

CHANGE OF ASSIGNMENT FOR 2020-21 SCHOOL YEAR

Hargunani, Andre, Principal, Richland Virtual School, effective 10/1/2020 (from Principal LLMS)

CERTIFICATED PERSONNEL

INCREASE IN FTE FOR 2020-21 SCHOOL YEAR

Wietsma, Margaret, .20FTE, Math, Richland High School (now .60 continuing/.20 non-continuing)

NEW HIRES FOR THE 2020-21 SCHOOL YEAR

Filkowski, Jon, 1FTE, Physical Therapist, Special Programs, effective 10/28/2020

CLASSIFIED PERSONNEL

NEW HIRES FOR THE 2020-21 SCHOOL YEAR

Barongan, Jessica, Paraeducator, Sacajawea Elementary, effective 10/7/2020

Brady, Stacy, Secretary, Transportation (move from Paraeducator), eff. 10/22/2020

Brightman, Robert, Paraeducator, Richland High School, effective 9/28/2020

Cuceu, Stephanie, Paraeducator, Leona Libby Middle School, effective 10/5/2020

Davin, Emily, Paraeducator, (Leave Replacement-2020-21 only), ELC, effective 10/5/2020

Hancock, Windy, Paraeducator, Richland High School, effective 10/8/2020

McDonough, Christin, Paraeducator, Chief Joseph Middle School, effective 9/30/2020

Mitchell, Melissa, Paraeducator (Rehire), Tapteal Elementary, effective 9/28/2020

Thramer, Melanie, Paraeducator, White Bluffs Elementary, effective 10/5/2020

Tinker, Mandi, Paraeducator, Early Learning Center, effective 10/5/2020

Wilz, Sara, Paraeducator, Marcus Whitman Elementary, effective 10/5/2020

LEAVE OF ABSENCE FOR THE 2020-21 SCHOOL YEAR

Farris, Patricia, Paraeducator, Jason Lee Elementary, effective 9/28/2020

Green, Amy, Paraeducator, William Wiley Elementary, effective 10/13/2020

CLASSIFIED PERSONNEL, cont.

RESIGNATIONS FOR THE 2020-21 SCHOOL YEAR

Christman, Leah, Paraeducator, Enterprise Middle School, effective 10/15/2020

Crevier, Rebekah, Paraeducator, Transportation, effective 9/11/2020

Dixon, Wendy, Paraeducator, Enterprise Middle School, effective 10/14/2020

Jackson, Dawne, Paraeducator (had been on LOA for 2019-20), effective 8/30/2020

Mitchell, Melissa, Paraeducator, Tapteal Elementary, effective 10/8/2020

Sederburg, Carolyn, Paraeducator, Tapteal Elementary, effective 10/16/2020

**4.2 Payroll and Warrant Information**

ASB Fund Warrant Nos. 40006669 through 40006671 for \$4,386.05

Nos. 54000292 through 54000293 for \$11,531.35

No. 74000113 for \$52,183.41

Nos. 40006672 through 40006673 for \$2,817.77



Nos. 54000294 through 54000295 for \$7,320.23  
Nos. 40006674 through 40006676 for \$224.59  
Capital Projects Fund Warrant Nos. 20001533 through 20001536 for \$241,367.29  
    Nos. 52000181 through 52000182 for \$684,725.91  
    Nos. 52000183 through 52000184 for \$199,231.85  
    Nos. 20001537 through 20001543 for \$441,548.09  
    Nos. 52000185 through 52000186 for \$864,853.66  
General Fund Warrant Nos. 10074135 through 10074178 for \$367,743.43  
    Nos. 51000994 through 51000100 for \$35,033.82  
    Nos. 71001930 through 71001948 for \$18,674.23  
    Nos. 10074180 through 10074230 for \$1,062,492.68  
    Nos. 51001001 through 51001006 for \$428,848.41  
    Nos. 71001949 through 71001965 for \$117,827.75  
    Nos. 10074231 through 10074279 for \$249,872.46  
    Nos. 51001007 through 51001016 for \$78,872.53  
    Nos. 71001966 through 71001979 for \$19,465.92  
Self-Insurance Fund Warrant No. 57000016 for \$1,750.00  
    No. 57000017 for \$35,846.60  
    Nos. 70000171 through 70000172 for \$2,545.34  
Payroll Warrant Nos. 10073876 through 10073877 for \$550.01  
    Nos. 10074031 through 10074090 for \$131,521.01  
    Nos. 10074091 through 10074134 for \$4,337,602.64  
    Voided Checks for \$550.01  
Electronic Fund Transfer for \$8,634,620.16  
Total September Payroll approved in the amount of \$13,104,294.49

**5.0 FUTURE AGENDA ITEMS-None**

**6.0 BOARD AND SUPERINTENDENT REPORTS**

Shelley Redinger thanked the Board for direction. Jill Oldson thanked all for working towards a compromise and thanked staff for their work.

**ADJOURNMENT**

The meeting adjourned at 10:33 P.M.

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RICHLAND SCHOOL DISTRICT NO. 400

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SECRETARY, BOARD OF DIRECTORS