



Board of Directors, Regular Meeting Minutes, Tuesday, August 24, 2021
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, August 24, 2021, at 6:00 P.M. via Zoom, West Richland, Washington. School Board President Rick Jansons presided. Board members present: Heather Cleary, Kari Williams, Jill Oldson and Ken Gosney.

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

EXECUTIVE SESSION (Personnel, Legal, Real Estate)

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), acquisition of real estate, if public knowledge might increase the price 42.30.110 (1) (b), and discussion 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 6:29 P.M.

The Board returned to the regular meeting at 6:31 P.M.

1.0 CALL TO ORDER

1.1 Pledge of Allegiance

1.2 Roll Call-All Here

2.0 COMMUNICATIONS

2.1 GOOD NEWS-Introduction of New Staff

2.2 Requests and Comments by Visitors (20-minute time limit)

New administrative staff members were introduced:

Hanford High School-Gary Winston, Athletic Director; Tiffany Spencer, Assistant Principal

Chief Joseph Middle School-Jeff Ellersick, Assistant Principal

Jason Lee Elementary-Fletcher Pierce, Assistant Principal

White Bluffs Elementary-Brian Ploghoft, Principal

Wiley Elementary-Rachel Clayton, Assistant Principal

Patricia Thomas, Transportation Supervisor

2.2 Requests and Comments by Visitors (20-minute time limit)

Mr. Jansons advised this Board does not have the power to change the State's requirements on the use of masks or vaccines. He stated if you still want to share your concerns on this topic to use the contact the Board email, contact individual Board members, or direct your comments to Legislators or the Governor.

Mr. Jansons reported this is the time for the Board to listen to comments on educational issues. The Board will not respond to comments or engage in dialogue unless clarifications are needed. Comments will be limited to two minutes, with one person speaking at a time.

Ty Beaver, Communication Director, shared the procedure for making comments via zoom.

Mary Hergstad is watching the COVID rates go up in the area and would like to have students attend in-person but asked about contingency plans.

Wei-Hsung Lin stated he is a practicing internist and opposed to the mandate. His son attended Hanford High School and had COVID last year. He believes his son has naturally acquired immunity. He feels getting the vaccine does not add to that protection, nor does it add to the public's protections and only exposes him to unnecessary risks. He feels it has been very clear, based on data, that COVID transmission or infection is not prevented by the vaccine, and taking the vaccine is not for protection of others and exposes him to risks. 2) He stated the vaccine may reduce the risk for older populations, but it is very rare that students get the severe disease. The side effects may be devastating, so he feels students should not be exposed to those. Parents who want their children to receive vaccinations should be able to do so, but those who don't should not have to.

Mr. Jansons again stated the Board does not have control over masks or vaccines, and to the best of his knowledge, there are no mandates for vaccines for students at this time.

Julie thanked Board members and realizes they are doing the best they can during this difficult time.

Mat Sagendorf stated his student attended virtual school last year but is not having the option to continue with zoom for his child in special education. He would like to allow flexibility for in person or online learning for his student. He is uncomfortable with the new Delta variant and would rather not put his son in harm's way. He would like to continue learning in a program similar to last year. Mr. Jansons asked him to reach out to the Superintendent's office since this is an individual student issue or call Mr. Jansons on his cell with his concern.

Debbie Savino is a teacher and stated she could not be happier having a School Board that is so responsive. She was pleased with the pre-service training but feels there was some Critical Race Theory (CTR) undercurrents. Past trainings seemed to focus on students of poverty. She mentioned the statements the Board put out earlier and feels that some clarification to staff is needed.

Michael Townsend asked when outside groups would be allowed to use the Richland High School Performing Arts Auditorium.

D. Hansen is a teacher in the District and thanked the Board for their service during this time. She stated the Board has no say over State mandates. She reminded the Board that in the future, if the Delta variant continues and decisions need to be made, that the loudest voices don't always represent the majority.

Nicole M has a daughter in special education classes and has overall concerns with the lack of or mixed communications from schools and the department. She feels the Superintendent and Board need to address this issue with clear communication and inclusion.

Andrew is a student and thinks that things are awesome with safety. He hopes that COVID cases go down so students can stay in school since online learning is hard. He asked about the three-foot distancing. Mr. Jansons stated a “Back to School Update” is on the agenda and will be addressing that later in the meeting.

Sia Gyaathri asked if besides masking, are there other safety measures like social distancing with the Delta variant being more contagious than the previous strain. This will also be addressed later in the meeting.

Wei Lin stated he lost his mic earlier but thinks some teachers have already been infected and have natural immunity so they should not be mandated to receive the vaccine. Subjecting them to the risks of the vaccine is not ethical. Safety minded doesn’t mean not considering life threatening side effects. The FDA is not an approval for mandates, only for medical intervention after informed consent. He feels that if people don’t want to be vaccinated, it should not be forced on them. Mr. Jansons stated the Board is not requiring vaccines, that is a State requirement.

Eleanor Lake thanked the Board for their work to help the District. She shared her interest in contingency plans since the trajectory of the pandemic is increasing. She also wants to second the opinion stated earlier regarding wearing masks and that the loudest voices may not represent the majority.

Elizabeth Vann Clark thanked the Board for their hard work over the last year and feels Board members are being held accountable for decisions that aren’t theirs to make. She continued to thank the Board for keeping children safe and welcomed the new staff members.

Dr. Redinger shared the District’s goal is to keep students in person this year. Hybrid was difficult, but she feels we can pivot if the Department of Health (DOH) or the Office of Superintendent of Public Instruction (OSPI) changes requirements since the District did that last year. She also stated Dr. Tracy Blankenship, Special Education Director, takes concerns very seriously and will have her reach out to help with Special Education issues. Dr. Redinger asked Richard Krasner, Executive Director of Operations, to reach out to Mr. Townsend regarding facility rentals.

3.0 BUSINESS

3.1 Back to School Update-Overview

Mike Hansen, Deputy Superintendent, shared the update from the Governor after the last Board meeting on August 10, 2021 with the addition of recent athletics and activity requirements. Masks will be required for all staff and students (unless staff are working alone in their rooms or in areas not accessible to the public). Mr. Hansen advised physical distancing will again be three feet with face masks in classrooms and six feet during lunch without masks while eating. Students will not be required to wear masks while at recess. All cleaning and sanitizing protocols will continue similar to last year. Teachers will complete a one-time attestation. On August 18, 2021, the Governor expanded its vaccination requirement to all employees and on-site volunteers at all public and private K-12 schools. Staff must be fully vaccinated by October 18, 2021.

Mr. Hansen explained quarantine gets more complicated. Quarantine is:
Not Required when:

- Staff and/or students are fully vaccinated
- Students are three feet apart and both are masked

Required when:

- Unvaccinated students are less than three feet apart
- Unvaccinated students are three feet apart but are unmasked
- Unvaccinated staff in close contact with a positive case
 - close contact for adults remains at six feet (staff-to-staff or staff-to-student)

Mr. Hansen reported there will be a need to move some teachers to accommodate class sizes. This is typical for the start of each year.

3.2 Back to School Update-Athletics/Activities

Todd Baddley, Assistant Superintendent of Secondary Education, shared the good news that both middle school and high school sports will have full schedules this year. Highlights included:

- Physical Education classes: students and staff must wear masks if indoors
- Weight rooms: universal masking is required by all regardless of vaccination status
- High contact indoor sports (basketball/wrestling/cheer): masks not required for fully vaccinated athletes or if unvaccinated athletes participate in screening tests twice per week
 - must wear masks while not playing or on the bench.
- Low-contact or moderate-contact indoor sports: masks are not required, regardless of vaccination status
- Universal masking is required for all spectators attending indoor K-12 sporting activities, regardless of vaccination status

Performing Arts/Music:

- Masks are not required when outdoors
- Universal masking is required indoors while participating in clubs/activities, also in general music and elementary classes when singing.
- Universal masking is required by all students and staff in performing arts classes and while participating in performing arts activities
- Bell covers are required for some instruments when indoors, also recommended but not required when outdoors.
- All audience members must wear masks, regardless of vaccination status
- Any participant with a positive test must be excluded from the event

Superintendent Redinger received forms from the state for medical and religious exemptions to the mandatory vaccination mandate. She is working with staff to review and will send to staff as soon as possible, along with process instructions.

Ms. Williams asked about testing unvaccinated students in sports (done for wrestling last year). Mr. Baddley shared the use of fast tests that are not invasive. Students wait fifteen minutes, then are cleared to participate if negative. He explained these rules are made by the Washington State Department of Health and the District is required to comply.

Student lockers were discussed. Mr. Baddley stated lockers will not be assigned to each student but will be available to students if requested.

Lunchroom protocols were discussed. Mr. Hansen reported six-foot distancing is still required in lunchrooms and staff members are working on the best process to avoid students having to quarantine. The overarching goal is to keep kids in school.

Mr. Gosney shared his concern regarding confidentiality with student testing. Mr. Baddley advised testing will be handled with confidentiality in mind. Unvaccinated participants in cheer, basketball, and wrestling (high contact sports) must test within 24 hours of the contest. Certain staff members have been trained to administer the test.

Ms. Oldson stated adults still need to stay six feet apart and student to student distance is three feet. All will be wearing masks.

Ms. Williams asked if parental permission was required for testing. Mr. Baddley stated parents either will sign a consent for their student or staff will make contact before testing. This was done last year for wrestlers. Dr. Redinger stated parent consent is a very important part of the testing process. There needs to be clear communication on the testing protocol. Board discussion followed.

3.3 School District Policy Update Project

Galt Pettett, General Counsel, stated in December 2020, the District entered into a two-year contract with the Washington State School Directors' Association (WSSDA). The purpose is for WSSDA to update the District's policy manual based on the current WSSDA model policy manual. He advised many of the District policies are out of date and need to be reviewed or may no longer be relevant. The District will align its policies with WSSDA's. This includes renumbering District policies to correlate with WSSDA's numbering system. WSSDA categorizes its policies into three designations: essential, encouraged, and discretionary. The Board will decide if it wants to adopt only those policies that are essential or include encouraged and discretionary.

Mr. Pettett explained this will be a lengthy process requiring a large amount of time from Board members. He will be bringing policies to each meeting and asked that Board members give feedback prior to the meeting to keep the meeting running efficiently. Mr. Jansons stated Board members will only approve the policies, not the procedures (Rules and Regulations-RRs). Dr. Redinger shared this project will take several years.

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

It was moved by Heather Cleary and seconded by Ken Gosney –

THAT THE BOARD OF DIRECTORS APPROVE CONSENT AGENDA ITEMS (4.1) THROUGH (4.7) INCLUDING AN UPDATED PERSONNEL ACTION.

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

4.1 Personnel Actions **CERTIFICATED PERSONNEL**

NEW HIRES FOR THE 2021-22 SCHOOL YEAR

Bugg, Rebecca, 1 FTE, 4th Grade, Tapteal Elementary
Crutchfield, Angela, 1 FTE, Counselor, White Bluffs Elementary
Clawson, Kurtis, 1 FTE, Math, Leona Libby Middle School
Gibson, Caitlyn, 1 FTE, 4th Grade, Marcus Whitman Elementary
Hernandez, Dora Luz, 1 FTE, Spanish, Hanford High School
Madrigal, Edith, 1 FTE, Spanish K-12, Pacific Crest Online Academy, non-continuing
Nelson, Joanna, 1 FTE, Resource Room, Chief Joseph Middle School
Owens, Scott, 1 FTE, BESST, Lewis & Clark Elementary
Rickards, Ashlie, 1 FTE, Math, Hanford High School
Shadwick, Shannon, 1 FTE, Art K-12, Pacific Crest Online Academy
Shaffer, Christine, .60 FTE, Speech Language Pathologist, Special Education, FTE correction
White, Lonnie, 1 FTE, BESST, Chief Joseph Middle School, non-continuing
Williamson, Sharon, 1 FTE, Social Worker, SPED (moved from Para unit-Classified MSW)
Ziabletsev, Julie, 1 FTE, Social Worker, SPED (moved from Para unit-Classified MSW)

INCREASE IN FTE FOR THE 2021-22 SCHOOL YEAR

Baldwin, Rebecca, .50 FTE (Now 1 FTE), Nurse, Special Education
Guymon, Natalie, .40 FTE (Now 1 FTE), Language Arts, Hanford High School
Reddick, Melinda, .40 FTE (Now 1 FTE), Classroom Support Teacher, Enterprise Middle School

REASSIGNMENTS FOR THE 2021-22 SCHOOL YEAR

Baker, Nicholas, Math, Pacific Crest Online Academy, to Math, Hanford High School
Burt, Andrew, 3rd Grade, Tapteal Elementary, to LA/Social Studies, Chief Joseph Middle School
Coates, Jennifer, Self-Contained, Lewis & Clark Ele., to Resource Rm., Jefferson Elementary
Distifeno, Audra, Language Arts, Hanford High School, to Librarian, Orchard Elementary
Franklin, Heather, Resource Room, River's Edge HS, to SPED, Pacific Crest Online Academy
Frost, Makynzie, Language Arts, Carmichael Middle School, to Language Arts, Richland HS
Gillespie, Megan 2nd Year Leave of Absence, to Kindergarten, William Wiley Elementary
Heintz, Stefanie, 3rd Grade, Sacajawea Elementary, to Instructional Specialist, Richland HS
Ives, Jill, Resource Room to Social Studies, Hanford High School
Nelson, Colleen, 4th Grade, Badger Mt. Elementary, to Instructional Specialist, Hanford HS

CERTIFICATED PERSONNEL (CONTINUED)

REASSIGNMENTS FOR THE 2021-22 SCHOOL YEAR (CONTINUED)

Scott, Tasha, 4th Grade, Sacajawea Elementary, to 2nd Grade, Badger Mountain, Non-Continuing
Simmons, Nathan, Counselor, White Bluffs Elementary, to Counselor, Leona Libby Middle School

RESIGNATIONS FOR THE 2021-22 SCHOOL YEAR

Berry, Hilari, .60 FTE, Speech Language Pathologist, Special Education, effective 10/15/2021
Twing, Brooke, 1 FTE, Language Arts/Social Studies, Leona Libby Middle School

CLASSIFIED PERSONNEL

NEW HIRES FOR THE 2021-22 SCHOOL YEAR

Anderson, Kimberly, Paraeducator, Chief Joseph Middle School, effective 8/30/2021
Baldwin, Michael, Paraeducator, Marcus Whitman Elementary, effective 8/30/2021
Berger, Nikita, Paraeducator, Leona Libby Middle School, effective 8/30/2021
Biglin, Christopher, Paraeducator, Enterprise Middle School, effective 8/30/2021
Bock, Jamie, Paraeducator, Tapteal Elementary, effective 8/30/2021
DeLaPaz, Jonah, Paraeducator, Hanford High School, effective 8/30/2021
Erichsen, Julie, Paraeducator, Hanford High School, effective 8/30/2021
Feaster, Lauralee, Paraeducator, White Bluffs Elementary, effective 8/30/2021

Gallup, Emily, Paraeducator, Replacement Employee, Jefferson Elementary, 8/30/2021-6/14/2022
Garrett, Kaitlyn, Paraeducator, Leona Libby Middle School, effective 8/30/2021
Gibbs, Shelly, Paraeducator, White Bluffs Elementary, effective 8/30/2021
Gibson, Matthew, Paraeducator, Hanford High School (Rehire), effective 8/30/2021
Grabner, Traci, Paraeducator, Tapteal Elementary, effective 8/30/2021
Hudson, Madison, Paraeducator, Chief Joseph Middle School, effective 8/30/2021
Humphrey, Brandon, Paraeducator, Chief Joseph Middle School, effective 8/30/2021
Jensen, Natasha, Paraeducator, Chief Joseph Middle School, effective 8/30/2021
Johnson, Xavier, Paraeducator, Richland High School, effective 8/30/2021
Machado, Kiley, Paraeducator, Marcus Whitman Elementary, effective 8/30/2021
Mata, Irma, Paraeducator, Special Education, effective 8/30/2021
Medina, Maisha, Paraeducator, River's Edge High School, effective 8/30/2021
Muller, April, Paraeducator, Jason Lee Elementary, effective 8/30/2021
Ottley, Stacy, Paraeducator, Richland High School, effective 8/30/2021
Ramirez, America, Secretary, Special Education, effective 8/24/2021
Rice, William, Paraeducator, Badger Mountain Elementary, effective 8/30/2021
Rickard, Van, Paraeducator, Chief Joseph Middle, effective 8/30/2021
Robillard-Galvan, Janae, Paraeducator, Jefferson Elementary, effective 8/30/2021
Shiley, Belen, Paraeducator, Early Learning Center, effective 8/30/2021
Signorelli, Damian, Paraeducator, Early Learning Center, effective 8/30/2021
Tahiraj, Edita, Paraeducator, Lewis & Clark Elementary, effective 8/30/2021
Tessier, Claire, Paraeducator, Sacajawea Elementary, effective 8/30/2021
Thompson, Amy, Paraeducator, Enterprise Middle School, effective 8/30/2021
Thorne, Joel, Paraeducator, Tapteal Elementary, effective 8/30/2021
Tooley, Mary, Paraeducator, Replacement Employee, White Bluffs, 8/30/2021- est. 11/24/2021
Trunkey, Christen, Paraeducator, Sacajawea Elementary, effective 8/30/2021
Waters, Amanda, Paraeducator, Marcus Whitman Elementary, effective 8/30/2021
Whipple, Riley, Paraeducator, Sacajawea Elementary, effective 8/30/2021
Whittier, Adam, Paraeducator, White Bluffs Elementary, effective 8/30/2021
Williams, Jayden, Paraeducator, Chief Joseph Middle School, effective 8/30/2021
Winborg, Alexis, Paraeducator, Sacajawea Elementary, effective 8/30/2021
Young, Lori, Paraeducator, William Wiley Elementary, effective 8/30/2021

CHANGE OF ASSIGNMENT FOR THE 2021-22 SCHOOL YEAR

Patterson, Jennifer, from Paraeducator to Secretary, Orchard Elementary, effective 8/25/2021

RESIGNATIONS FOR THE END OF THE 2020-21 SCHOOL YEAR

Becker, Garrison, Paraeducator, Richland High School
Elliott, Laureli, Paraeducator, Lewis & Clark Elementary (will Cert Sub)
Forrester, Angela, Paraeducator, Marcus Whitman Elementary (will Cert Sub)
Garcia, Arminda, Paraeducator, Hanford High School
Harrah, Britt, Paraeducator, Richland High School
Jensen, Beau, Electrician, Support Services, effective 8/31/2021
Valdovinos, Diana, Bus Driver, Transportation, effective 8/24/2021

RETIREMENTS FOR THE END OF THE 2020-21 SCHOOL YEAR

Keenan, Kathy, Secretary, Human Resources (corrected from Resignation)
Russie, Daniel, Paraeducator, Hanford High School
Yardley, Michelle, Secretary, Human Resources

DECEASED

Hudson, Gail, Paraeducator, Orchard Elementary, 8/21/2021

LEAVE OF ABSENCE FOR THE 2021-22 SCHOOL YEAR

Deffinbaugh, Katrina, Paraeducator, Jefferson Elementary

Gatherum, Angela, Paraeducator, William Wiley Elementary, 2nd yr. Leave of Absence

Inslee, Stephanie, Paraeducator, Jason Lee Elementary

Lake, Nancy, Paraeducator, Lewis & Clark Elementary

Powers, Amy, Secretary, Jason Lee Elementary, effective 9/3/2021

4.2 Approval of Minutes (August 10, 2021)

4.3 Cash Grant – WA State STEM ED Foundation-Libby Middle School

4.4 Superintendent Contract

4.5 Resolution No. 933-Interlocal Agreements

4.6 Budget Monthly

4.3 Warrant Information

ASB Fund Warrant Nos. 40006788 through 4006790 for \$4,705.00

Capital Projects Fund Warrant No. 20001703 for \$807,630.18

Nos. 52000227 through 52000229 for \$660,941.75

Nos. 20001704 through 20001705 for \$24,349.88

Debt Services Fund Warrant No.

General Fund Warrant Nos. 10078129 through 10078167 \$325,574.26

Nos. 51001207 through 51001214 for \$52,992.17

Nos. 71002195 through 71002207 for \$23,743.54

Nos. 10078168 through 10078194 for \$69,583.77

Nos. 51001215 through 51001221 for \$87,104.21

Nos. 71002208 through 71002215 for \$34,505.67

Self-Insurance Fund Warrant No. 57000041 for \$9,000.29

5.0 BOARD AND SUPERINTENDENT REPORTS

Shelley Redinger advised staff trainings are taking place via zoom. Presenters are doing a great job, and all are excited to have students back in school.

Rick Jansons reminded Board members that WSSDA officer ballots will be due in the next several weeks. He explained he preferred Board meetings to be held in person rather than virtual. Several factors were taken into account for tonight's meeting including Benton Franklin Health District advice to avoid large gatherings, a Board member with COVID, and competing demonstrations planned.

Mr. Jansons continued stating there is a lot of conflict in the community. He has always been impressed with the civility of this community but recently there are many very personal messages being sent to Board members. He shared that members of this Board don't agree but agree to work together. All base their decisions on what they feel is best for students. No one always gets what they want, but together usually make better decisions for students. People may have different ideas, but most have good hearts and want what they feel is best for the community. Through social media, people try to dehumanize our neighbors with personal attacks. He encouraged all to assume good intentions, even if we don't get what we want, to start to come together as a community.

ADJOURNMENT

The meeting adjourned at 8:01 P.M.

RICHLAND SCHOOL DISTRICT NO. 400

SECRETARY, BOARD OF DIRECTORS