



Board of Directors, Regular Meeting Minutes, Tuesday, October 12, 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, October 12, 2021, at 6:00 P.M. via Zoom, West Richland, Washington. School Board President Rick Jansons presided. Board members present: Heather Cleary, Kari Williams, and Ken Gosney.

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

**EXECUTIVE SESSION (Personnel, 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), and acquisition of real estate, if public knowledge might increase the price 42.30.110 (1) (b). The executive session was projected to last thirty minutes, with no action expected. Executive session ended at 6:28 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**-Jill Oldson was excused.

**2.0 COMMUNICATIONS**

**2.1 GOOD NEWS-Hanford High School National Film Festival Participants**

Ty Beaver, Communications Director, stated five students from Hanford High School attended the All-American High School Film Festival in New York. Augustin Dulauroy, Student, shared this was an awesome experience and students were able to collaborate with film makers. Cheyenne LaViolette is the Video Production Teacher at Hanford High School. Alexander Leavy's film was nominated in the top eight internationally.

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

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.

Annie Carlson read a letter signed by many classified staff members. She stated classified employees have worked tirelessly to support all district staff and listed many concerns. Classified employees are feeling unappreciated and asked the District to take these issues into consideration throughout the year.

Cody Freeze shared his concern with his daughter having to take a rapid test to participate on the team. This is stated by Washington Interscholastic Activities Association (WIAA), but he feels it

is very clear that people can refuse testing. Mr. Freeze hopes that the District will honor the right of refusal.

Katie works at Hanford High School and has noticed extensive absences (7-10+ days). She asked that teachers allow webcams in classrooms so students could keep up with work missed.

Shelly Burt asked if the Richland Education Bargaining Agreement had been posted to the District website. She questioned why Board meetings are taking place online instead of in person. She asked what the plan will be if many staff members do not follow the vaccine mandate by next week.

Kristen asked why the District isn't purchasing more tables for lunchrooms so students can be separated but face one another. She questioned why meetings were still online and shared her concern with the dismal iReady test results.

John Distifeno also questioned why Board meetings are online instead of in person. He feels his voice is not being heard by some Board members. He also feels the seating situation in lunchrooms doesn't allow students to socialize and wants a plan to make this better.

Cassidy asked if the District was allowing emergency credentials for substitute teachers. With the chronic shortage of substitutes, both teachers and paras, as staff quarantine, this would be helpful.

Lindsey stated, after reviewing math scores, she suggested dividing students so teachers can address the specific level students need. She suggested different lunchroom table layouts and feels paras are being assigned to other areas instead of helping more in classrooms.

D. Hansen stated the last two weeks have been the two worst weeks for COVID counts. She thanked the District for their caution and using science to guide decisions. She feels it is easy to criticize and asked for patience.

Superintendent Redinger stated the District is working on the substitute shortage and is allowing Emergency Substitutes. She shared that lunchroom seating is difficult, but if the six-foot distancing is not adhered to, many more students will need to quarantine. All requirements are to help keep students in school.

### **3.0 BUSINESS**

#### **3.1 Assessments Update**

Mike Hansen, Deputy Superintendent, stated schools within the District established goals in five areas that focus each School Improvement Plan (SIP) on improving student learning while also closing the income-based achievement gap. The five goal areas are:

- English Language Arts (ELA) as measured by the SBA
- Math as measured by the Smarter Balanced Assessment (SBA)
- Attendance
- Discipline
- Graduation Rates

Target dates for each goal were set in 2017 and covered the five-year range ending in the spring

of 2022. Mr. Hansen stated Smarter Balanced Assessment (SBA) data is available for 2017, 2018 and 2019 but the test was not administered in the spring of 2020 or 2021, so data for these periods is not available. The SBA will be administered this fall and the data will be used as the 2021 point on the path to the 2022 goal. It should also be noted that the fall SBA is not the same assessment used in 2017-2019 assessments as it is only the multiple-choice version and doesn't include the written response portion of the test. The District is required to take this to qualify for funding. He explained the 2021 assessment will:

- not be an exact match to previous data,
- not be used for federal proficiency accountability requirements (waived),
- is to meet the requirements for participation only,
- should not be used to shape instruction at the start of the school year (i.e., writing
- should not be removed from the curriculum simply because it is not included in the fall
- ELA test).

Erika Doyle, Director of Teaching and Learning, stated the iReady assessment is a formative test that was given to second through eighth graders in the fall of 2018. The test is a diagnostic test designed to provide teachers with insight into student needs and provide targeted interventions. Ms. Doyle reviewed a summary of reading data, excluding the fall of 2020 when the test was not administered. The data shows a 5% increase in students below grade level compared to the fall of 2019.

Ms. Doyle reviewed math data of all students second through eighth grades. Data shows an 11% increase in the number of students below grade level compared to the fall of 2019. Ms. Doyle explained this is only one assessment and iReady testing will be repeated this winter. Next steps include District staff meeting with building principals to provide needed resources and support. Principals are working with their staff to analyze data and match students' specific needs with the appropriate interventions.

Dr. Redinger shared this was a big picture view and more in-depth data will be shared in the future. This is a national assessment, and she would like to see other results around the nation.

Ms. Williams was alarmed at the data and would like to see a unified, systematic plan for the entire District. Ms. Doyle shared there is lots of data available immediately from these tests which will identify specific needs. Mr. Moore shared the importance of quality instruction. He explained we are trying to add tutoring to support students. Ms. Williams stated even pre-COVID numbers were not good and stated the District can't keep doing what they are doing and expect different results.

Ms. Cleary asked for comparisons with neighboring districts or across the country.

Mr. Jansons stated it was good that the District was one of the first in the state to open to in-person instruction and has controls in place to keep kids safely in school. Learning was lost over the last year and he is very interested in corrective actions being taken now. He is in favor of additional tutoring and extended days rather than pulling students out of classes. He stated if additional funds are needed for transportation, he would support that addition.

Ms. Williams again shared her concern with the number of students reading below grade level, with only 29% of students on or above grade level. She stated second grade is pivotal to get on grade

level and feels we seriously need to invest additional funds into this problem. She feels the District needs to provide teachers the tools needed to do their jobs.

Mr. Jansons stated he doesn't disagree with Ms. Williams. Dr. Redinger stated a deeper look will be provided at the next meeting. Teachers from across the District are meeting to share what is needed for this support.

Mr. Gosney stated, as a former principal in the District, he has seen first-hand the quality of teachers in the District. The demographics have changed over the last decade, and the District needs to research best practices for schools with similar demographics but with higher performing students. He does not question the quality of District personnel. Dr. Redinger advised the preschool programs needs to be enlarged with more students having the opportunity to attend. Many students are eligible that are not being served.

Mr. Jansons and others agreed to have a workshop where more time can be spent on this topic.

Ms. Williams stated we have an amazing staff, but as a District, we are responsible for getting teachers what they need.

### **3.2 COVID Update**

Mr. Hansen reported having 23 new confirmed positives cases last week. The District is seeing a significant reduction in cases which means what we are doing in schools is working. Lunch protocols are keeping kids safe. If students are less than six feet apart while eating, students would need to quarantine. The goal is to keep kids in school.

Mr. Howard, Assistant Superintendent of Human Resources, reported working with staff since the end of August. He stated the District is at 86% compliance now with either vaccinations confirmed, or medical or religious exceptions posted. Numbers are trending in the right direction with many additions in the last few days. Mr. Howard advised conversations have been very professional and collaborative. He is not anticipating a mass exit. Mr. Jansons thanked the Human Resources staff for their additional work on this.

### **3.3 Policy Updates**

Galt Pettett, District Counsel, reported the District has identified several policies that need to be updated. The Administration is taking this opportunity to renumber these policies to align with the Washington State School Directors Association's (WSSDA) numbering system as follows:

Deleting Current Policy and Procedure 3222 – Distribution of Materials  
Adopting Policy and Procedure 4060 – Distribution of Materials  
Deleting Current Policy and Procedure 2500 - Drones  
Adopting Policy and Procedure 4500 - Drones  
Updating Policy 2255 – Alternative Learning Experience Programs

Policy and Procedure 4060 – Distribution of Materials is being updated due to the District moving to have a third-party host an electronic platform whereby all the various materials that students would bring home are provided directly to parents electronically.

Policy and Procedure 4500 – Drones is being updated due to regulatory changes. The changes to the policy allow for mini drones to be used by students in educational settings.

Policy 2255 – Alternative Learning Experience Programs is being updated to include Pacific Crest Online Academy (PCOA) in the list of ALE programs.

It was moved by Ken Gosney and seconded by Kari Williams –

THAT THE BOARD OF DIRECTORS APPROVE:  
POLICY No. 4060-DISTRIBUTION OF MATERIALS  
POLICY No. 4500-DRONES  
POLICY No. 2255-ALTERNATIVE LEARNING ENVIRONMENT PROGRAMS FOR FIRST  
READING.

Vote: Cleary, yes; Williams, yes; Gosney, 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 Ken Gosney –

THAT THE BOARD OF DIRECTORS APPROVE CONSENT AGENDA ITEMS (4.1)  
THROUGH (4.8) 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

RESIGNATIONS FOR THE 2021-22 SCHOOL YEAR

Letourneau, Nick, 1 FTE, BESST, Enterprise Middle School, Non-Continuing, eff. 10/08/2021

CLASSIFIED PERSONNEL

NEW HIRES FOR THE 2021-22 SCHOOL YEAR

Branson, Debra, Secretary (Rehire), Early Learning Center, effective 10/4/2021

DeLuna, Alice, Secretary (moving from Para), Transportation, effective 10/18/2021

Gaul, Cassidi, Paraeducator (Replacement Employee for 2021-22 only), Jefferson Elementary,  
\*effective dates 10/15/2021 – 6/14/2022

Hampton, Simon, Mechanic, Transportation, effective 10/11/2021

Jackson, Victoria, Paraeducator (Replacement Employee for 2021-22 only), Enterprise MS,  
\*effective dates 10/25/2021 – 6/14/2022

Jordan, Elaine, Secretary, Richland High School, effective 10/11/2021

McFall, Gillian, Paraeducator, Jason Lee Elementary School, effective 10/13/2021

Pina, Amanda, Paraeducator, Jefferson Elementary, effective 10/15/2021

Scheske, Lailani, Nutrition Services Worker, William Wiley Elementary, effective 10/4/2021

Scott, Madison, Paraeducator, Lewis & Clark Elementary, effective 10/11/2021

Smith, Miranda, Paraeducator, Sacajawea Elementary, effective 10/13/2021

Tahiraj, Sanela, Bus Attendant, Transportation, effective 9/27/2021

LEAVE OF ABSENCE FOR THE 2021-22 SCHOOL YEAR

-----  
Brown, Hans, Paraeducator, Sacajawea Elementary, effective dates 9/28/2021 – 12/22/2021  
Lanning, Laura, Paraeducator, Early Learning Center, effective dates 10/11/2021-1/28/2022  
Turner, Tracie, Paraeducator, Jason Lee Elementary, effective 8/30/2021-12/3/2021

**RESIGNATIONS FOR THE 2021-22 SCHOOL YEAR**

Benson, Tammy, Secretary, Leona Libby Middle School, effective 10/29/2021  
Garrett, Kaitlyn, Paraeducator, Leona Libbey MS, effective 10/20/2021 (updated date)  
McNiven, Karen, Building Foreman 1, Badger Mountain, effective 10/4/2021 (updated date)  
Osborn, Sue, Paraeducator, Orchard Elementary, effective 10/15/2021  
Rhynes, Heather, Bus Driver, Transportation, effective 10/22/2021

**4.2 Approval of Minutes (September 28, 2021)**

**4.3 Richland Education Association (REA) 2021-2022 Collective Bargaining Agreement**

**4.4 Policy No. 6000 - Program Planning, Budget Preparation, Adoption and Implementation**

**4.5 Policy No. 6020 - System of Funds and Accounts**

**4.6 Policy No. 6570 - Property and Data Management**

**4.7 Policy No. 6530 - Insurance**

**4.8 Payroll and Warrant Information**

ASB Fund Warrant Nos. 54000351 through 54000355 for \$5,546.29  
    No. 74000120 for \$1,000.00  
    Nos. 40006816 through 40006822 for \$32,013.48  
    Nos. 54000348 through 54000350 for \$1,228.32  
    Nos. 7400018 through 74000119 for \$12,260.81  
Capital Projects Fund Warrant Nos. 20001727 through 20001729 for \$2,065,125.64  
    No. 52000238 for \$1,466.30  
    Nos. 20001720 through 20001726 for \$526,464.03  
    No. 72000028 for \$5,105.10  
General Fund Warrant Nos. 10078701 through 10078760 for \$2,186,755.35  
    Nos. 51001284 through 51001298 for \$25,532.40  
    Nos. 71002302 through 71002314 for \$22,873.01  
    Nos. 10078632 through 10078694 for \$869,476.12  
    Nos. 510011271 through 51001283 for \$130,822.97  
    Nos. 71002285 through 71002301 for \$233,760.17  
Self-Insurance Fund Warrant No. 57000049 for \$5,979.49  
    Nos. 70000229 through 70000230 for \$83,958.00  
    Nos. 57000047 through 57000048 for \$11,980.94  
Payroll Warrant No. 10078359 for \$1,700.00  
    Nos. 10078517 through 10078591 for \$137,528.09  
    Nos. 10078592 through 10078631 for \$4,331,832.43  
Electronic Fund Transfer for \$9,070,925.61  
Total September Payroll approved in the amount of \$13,541,986.13

**5.0 BOARD AND SUPERINTENDENT REPORTS**

Shelley Redinger reported on the first Student Advisory Committee today. Also, the first Community Advisory meeting had a good turnout. The communications survey results will be shared at the next meeting.

Heather Cleary participated in the Elementary #11 webinar and felt it went well.

Rick Jansons shared the letter published by President Biden had language that the Board and the Washington State School Directors Association (WSSDA) did not agree with. He stated the District wants to continue hearing community input.

Kari Williams reported Mr. Moore has added a third webinar on October 21, 2021 to gather more information on boundaries and Elementary No. 11. This input will be compiled and brought to the Board.

### **ADJOURNMENT**

The meeting adjourned at 8:12 P.M.

---

RICHLAND SCHOOL DISTRICT NO. 400

---

SECRETARY, BOARD OF DIRECTORS