



Board of Directors, Regular Meeting Minutes, Tuesday, December 14, 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, December 14, 2021, at 5:30 P.M. via Zoom and in person, 6972 Keene Road, West Richland, Washington. School Board President Jill Oldson presided. Board members present: Kari Williams, Audra Byrd, Semi Bird, and Rick Jansons. Administrators present: Superintendent Dr. Shelley Redinger, Deputy Superintendent Mike Hansen, Assistant Superintendent of Instruction and Secondary Education Todd Baddley, Assistant Superintendent of Elementary Education Brian Moore, Assistant Superintendent of Human Resources Tony Howard, Executive Director of Financial Services Clinton Sherman, Executive Director of Information Technology Mike Leseberg, Executive Director of Operations Richard Krasner, Executive Director of Teaching, Learning and Curriculum Nicki Blake, Executive Director of Special Education Dr. Tracy Blankenship, Director of Communications Ty Beaver, and District Counsel Galt Pettett.

The Board meeting was called to order at 5:30 P.M.

**EXECUTIVE SESSION (Personnel)**

The Board adjourned to executive session at 5:30 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 sixty minutes, with no action expected. Executive session ended at 6:30 P.M.

The Board returned to the regular meeting at 6:32 P.M.

**1.0 CALL TO ORDER**

**1.1 Pledge of Allegiance**

**1.2 Roll Call-All Here**

**2.0 COMMUNICATIONS**

**2.1 Student Representative Report**

Ms. Oldson introduced Shreya Mehta, Hanford High School, who reported on topics from the recent Student Advisory Committee including: mental health, teacher training needed for diversity issues, the addition of homerooms, and school response after suicides. Board discussion followed.

**2.3 Requests and Comments by Visitors (time limit)**

Katie Geldmacher shared the interest of a group of citizens that a pool be included in the new high school in the 2023 bond request. Dr. Redinger stated it would be good for the group to meet with NAC Architects to share their ideas.

Gene Nemeth shared his concern with the Curriculum and Special Education Audits and information regarding the 2022 Levy proposal.

Kavita Patel-Stenoien spoke regarding gun laws and shared a resolution for stronger gun control.

Danika Garcia shared concern that equity be addressed when choosing the Student Representative to the Board and asked that the District allow high school student government credit for this position.

Kim Hart shared concern regarding seating arrangements in lunchrooms and classes. Dr. Redinger stated several changes will be made after winter break including lockers for students.

Luz Medrano shared concern regarding bullying at Chief Joseph Middle School and feels this is not being addressed.

Shelly Burt feels there is a District culture of no accountability and shared her concern with State mandates and lack of interaction for students.

Deannie Sullivan feels Early Literacy needs to be a top priority. She advocated for LETRS training for teachers and stated this is too important to make this a volunteer training.

Brianna Watson appreciated the Board's effort to have Board meetings recorded in the future. Ms. Watson also asked that Board members tie all work back to providing a better education for students.

Darcy Brightman shared concern addressing LGBTQ student issues. This is an uncomfortable subject, but staff members need to support training all on these issues. Board leadership is needed.

### **3.0 UNFINISHED BUSINESS**

#### **3.1 Student Representative Model**

Board members requested a Board Workshop to discuss the process to be used to choose student representatives to the Board. Best practices used by the Washington State School Directors' Association (WSSDA), other districts, as well as Richland students will be reviewed. February was set as a target date for this workshop with a tentative date in July for onboarding.

### **4.0 NEW BUSINESS**

#### **4.1 Meeting Norms Discussion**

Board Meeting Norms and Board Policy RR 1710-Code of Ethics were shared. Ms. Oldson stated the purpose is to assure Board meetings run smoothly and all voices be heard and respected. A Board workshop with Tricia Lubach, WSSDA, is scheduled for mid-January to review Board Operating Principles. Board discussion followed. Ms. Oldson will advise Ms. Lubach to include this topic on the agenda for the workshop. The Board will also receive a Board self-assessment survey to complete prior to the workshop.

#### **4.2 Legislative Priorities Discussion**

Dr. Redinger introduced Melissa Gombosky, Legislative Consultant, who shares information and advocates for District priorities. Ms. Gombosky shared this is a supplemental budget year with the session beginning January 10, 2022. Board members shared priorities including:

- Limiting financial impacts from enrollment declines
- Improving the prototypical funding model for schools to reflect student needs-(mental health)
- Support for learning loss as a result of COVID-19
- Explore options for districts to opt-out of state required standardized testing
- Advocate for local control in education

Ms. Gombosky shared the WSSDA K-12 Priorities including:

- Health and safety for students and staff

- Support for Special Education programs
- Funding that reflects current reality
- Equitable and ample resources to implement basic education
- Enhance infrastructure to bolster student learning

Board discussion followed including:

- Need for a Tri City area voice to represent the community we live in
- Prototypical model-need help with nurses/mental health issues
- State assessments-make non-mandatory
- Local control of health and safety measures

Ms. Gombosky will meet with Ms. Oldson, Superintendent Redinger, and Mr. Bird, Legislative Representative, to further develop priorities and report back at the next meeting.

#### **4.3 Smarter Balanced Assessments (SBA) Data**

Mike Hansen, Deputy Superintendent, presented results from the fall SBA testing for math and language arts. This was administered to students currently in grade 4-9 and 11, but students took the test aligned to their grade level in the spring of 2021, thus not fully comparable to the tests administered in the past. Mr. Hansen advised the COVID pandemic certainly did not help to close the achievement gap, earlier set as a District goal. He reported the percentage of students “proficient” declined in both math and language arts. Data from other districts around the state indicate similar results.

The return to in-person learning has been and will be most critical for addressing learning loss. Mr. Hansen shared the five topics in each building’s School Improvement Plan (SIPs): English Language Arts (ELA), Math, Absenteeism, Discipline, and Graduation. These planning tools will be shared in January. Discussion included:

- Look to schools with significant growth-share strategies with lower performing schools- collaborate district-wide
- Early Literacy training-systematic approach-need significant changes
- Assistant Superintendents present SIPs-Board is required to approve the District Improvement Plan (DIP)

#### **4.4 Special Education Task Force (SETF) Update/Parent Survey**

Dr. Tracy Blankenship, Executive Director of Special Education, provided an update on the Special Education Strategic Plan and the results from the survey of parents of students receiving special education services. The plan is based on the recommendations from the District’s Special Education Task Force which was used to identify areas of need. Dr. Blankenship shared the Special Education Mission and Vision statements. She advised the core belief that students should remain in the general education environment with only a decision by the Individual Education Plan (IEP) Team to determine if additional services are needed. The department is still in the “Awareness Phase” of the five-year plan to ensure staff members are fully trained on inclusionary practices, universal design for learning, co-teaching, and multi-tiered system of supports (MTSS).

Information was shared by department leaders Zach Carpenter-Special Education Director (Instructional Practices), Shyla DeJong-Special Education Coordinator (System and Organizational Improvements), Kiley Hodges-Special Education Coordinator (Professional Development), and Robert Sorensen-Special Education Director (Data and Accountability).

Dr. Blankenship advised the next steps include:

- Improving parent connections
- Awareness and implementation of inclusionary practices
- Continuing Professional Development
- Assistive technology to eligible students
- Provide and discuss student performance data

Board discussion followed including:

- Professional development planned for next summer
- Support for co-teaching-encourage and build relationships
- Student led IEPs

#### **4.5 Policy/RR No. 4040-Public Records Requests-Resolution No. 940**

Galt Pettett, General Counsel, reported the Administration is proposing the adoption of Policy and Procedure 4040-Public Records Requests. The current policy and rules and regulations number is 4340 but is being renumbered to align with WSSDA's numbering system. Further, the Administration is proposing the deletion of Policy 8410-Records Management and Retention, as it is not required by state or federal law and is not included in WSSDA's policy manual.

Mr. Pettett advised the District, like most other public agencies, has seen a dramatic rise in the number of requests received. In 2018, the District received twenty requests, while so far this year the District has received over seventy. Mr. Pettett also asked the Board to pass Resolution No. 940-Regarding Indexing of the District Public Records. Each state and local agency in Washington State must either establish an index as an aid to locating public records or pass a resolution declaring it would be impractical and unduly burdensome to maintain such an index. As a result of the high volume and diversity of records, maintaining a current index of all the District's records would be impracticable, burdensome, and ultimately interfere with the operational work of District. Therefore, non-compliance with RCW 42.56.070, a current index of records will not be included in District revision and not be published online.

It was moved by Rick Jansons and seconded by Semi Bird –

THAT THE BOARD OF DIRECTORS APPROVE POLICY/RR NO. 4040-PUBLIC RECORDS REQUESTS AND THE DELETION OF POLICY NO. 8410-RECORDS MANAGEMENT AND RETENTION FOR FIRST READING.

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

It was moved by Audra Byrd and seconded by Kari Williams –

THAT THE BOARD OF DIRECTORS APPROVE RESOLUTION 940-REGARDING INDEXING OF THE DISTRICT PUBLIC RECORDS.

Vote: Byrd, yes; Jansons, yes; Williams, yes; Bird, yes: and Oldson, yes.  
Motion was approve.

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

Mr. Bird asked to pull Item No. 5.3 since there was no reference to active shooter incidents. This will be updated and added to the next meeting Consent Agenda.

It was moved by Semi Bird and seconded by Kari Williams –

THAT THE BOARD OF DIRECTORS APPROVE CONSENT AGENDA ITEMS (5.1; 5.2; 5.4; AND 5.5) INCLUDING AN UPDATED PERSONNEL ACTION.

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

**5.1 Personnel Actions**

ADMINISTRATOR PERSONNEL

RESIGNATIONS FOR THE 2021-22 SCHOOL YEAR

O’Konek, Derek, Principal, Jefferson Elementary, effective 12/24/2021

RETIREMENTS AT THE END OF THE 2021-22 SCHOOL YEAR

Gribskov, Joan, Assistant Director, Human Resources, effective 6/30/2022

CERTIFICATED PERSONNEL

NEW HIRES FOR THE 2021-22 SCHOOL YEAR

Blake, Spencer, 1 FTE, Music, Jefferson Elementary, effective 1/3/22, non-continuing

Caslin, Lauren, .20 FTE, Science, Richland High School, effective 1/25/22, non-continuing

Wright, Caitlin, 1 FTE, Nurse, Teaching & Learning, effective 12/13/2021

RESIGNATIONS FOR THE 2021-22 SCHOOL YEAR

Root, Courtney, .60 FTE, Physical Education, Hanford High School, effective 1/21/2022

CLASSIFIED PERSONNEL

NEW HIRES FOR THE 2021-22 SCHOOL YEAR

Chmura, Svitlana, Paraeducator, Tapteal Elementary, effective 11/29/2021

Donofrio, Katie, Paraeducator (Replacement Employee), Tapteal, eff. 11/29/2021-2/22/2022

Dotson, Abigail, Paraeducator (Temporary), effective 11/30/2021-6/14/2022

Goble, Theresa, Paraeducator, Marcus Whitman Elementary, effective 12/1/2021

Hernandez, Teresa, Custodian, Richland High, effective 12/6/2021

Martinez, Vanessa, Secretary, Early Learning Center, effective 12/15/2021

Sanchez, Pearl, Secretary, Leona Libby Middle School, effective 1/3/2022

Sant, Katie, Paraeducator (Replacement Employee), Hanford, eff. 1/3/2022– 3/8/2022

Schumacher, Toni, Paraeducator, William Wiley Elementary, effective 1/3/2022

Zambrano, Joaquin, Assistant Custodial Manager, Support Services, effective 12/8/2021

CHANGE OF ASSIGNMENT FOR THE 2021-22 SCHOOL YEAR

Bucklin, Andre, Custodian, Richland High to Night Lead Custodian, Richland High, effective 12/1/2021

Hall, Christopher, Grounds Utility to Grounds Manager, Support Services, effective 12/1/2021

Melton, Clark, Computer Network Specialist, Information Technology, from temporary to permanent, effective 11/01/20/21 (was temporary 6 months)

LEAVE OF ABSENCE FOR THE 2021-22 SCHOOL YEAR

Diaz, Jose, Paraeducator, Enterprise Elementary, effective thru 6/14/2022

Gatherum, Angela, Paraeducator, William Wiley Elem. (2<sup>nd</sup> yr. LOA), effective thru 6/14/2022

RESIGNATIONS FOR THE 2021-22 SCHOOL YEAR

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Glenn, Megan, Secretary (Repl. Employee), Jason Lee Elem., eff. 12/17/2021 (will Sub)  
Harder, Madison, Paraeducator, Chief Joseph Middle School, eff. 12/17/2021 (will Cert Sub)  
Kearney, Matthew, Custodian, Early Learning Center, effective 12/10/2021  
Meyer, Delton, Paraeducator, Carmichael Middle School, effective 1/7/2022  
Payne, Susan, Paraeducator, Sacajawea Elementary, eff. 12/17/2021 (will Cert Sub)  
Saldana, Ariana, Paraeducator, Enterprise Elementary (from LOA), effective 12/6/2021  
Sweeney, Melissa, Paraeducator, William Wiley Elementary, eff. 12/17/2021 (will Cert Sub)

**5.2 Approval of Minutes (November 23, 2021; December 6, 2021)**

**5.3 Policy/RR No. 3432-Emergencies**

**5.4 Resolution No. 939-Cancellation of Warrants**

**5.5 Payroll and Warrant Information**

ASB Fund Warrant Nos. 40006876 through 40006877 for \$2,256.70  
Nos. 54000374 through 54000375 for \$140.53  
Nos. 40006878 through 40006887 for \$10,983.03  
Nos. 54000376 through 54000378 for \$111,213.99  
Capital Projects Fund Warrant Nos. 20001746 through 20001748 for \$40,385.09  
Nos. 52000254 through 52000255 for \$110,048.13  
Nos. 20001749 through 20001751 for \$2,058,277.34  
Nos. 52000256 through 52000258 for \$2,265.95  
Nos. 72000029 through 72000030 for \$12,210.00  
General Fund Warrant Nos. 10079491 through 10079538 for \$333,254.03  
Nos. 51001378 through 51001388 for \$21,036.84  
Nos. 71002407 through 71002414 \$9,888.30  
Nos. 10079541 through 10079622 for \$232,517.97  
Nos. 51001389 through 51001400 for \$454,100.04  
Nos. 71002415 through 71002426 for \$23,809.67  
Self-Insurance Fund Warrant Nos. 57000057 through 57000059 for \$23,983.53  
Nos. 70000235 through 70000236 for \$848.57  
Payroll Warrant Nos. 10079085 through 10079088 for \$2,862.40  
Nos. 10079346 through 10079447 for \$195,754.95  
Nos. 10079448 through 10079489 for \$4,589,204.10  
No. 10079490 for \$2,731.53  
Electronic Fund Transfer for \$10, 159,700.62  
Total November Payroll approved in the amount of \$14,950,253.60

**6.0 FUTURE AGENDA ITEMS**

- Workshop Topics: Mental Health; Student Representative, Budget Process - will discuss at Board Workshop on January 13-14, 2022
- Information on recording Board meetings-put in Friday packet

Mr. Bird asked for information on racial discrimination as well as other protected classes. After discussion, there was consensus for Mr. Bird and Mr. Jansons to meet with the Superintendent for further information, then report back to the rest of the Board.

Ms. Oldson requested an end of the year report on the extended resources the District is providing the Community-Based Classroom.

**7.0 BOARD AND SUPERINTENDENT REPORTS**

Shelley Redinger reported on the Teaching, Learning and Administration Building (TLAC) generous donations to the Early Learning Center and Communities in Schools.

Mr. Bird shared his concerns regarding bullying and more information on mental health issues to see how the District is handling these issues. Ms. Oldson stated how we gather information will also be addressed at the January Workshop.

Ms. Byrd stated several parents have reported teachers advocating personal agendas in the classroom and asked for the policy regarding this.

Kari Williams asked to balance equity for Arts and Athletics. Ms. Williams and Ms. Oldson will also gather more information on recording meetings and report back to all Board members.

Ms. Oldson shared her involvement on the Federal Relations Network (FRN) and the importance of getting our voice heard by legislators.

Rick Jansons attended the Diversity Poetry Slam at Hanford High School and recommended it to others.

Ms. Olson recessed the meeting at 10:58 P.M. and announced an Executive Session to last fifteen minutes with no action expected.

**EXECUTIVE SESSION CON'T (Personnel)**

The Board adjourned to executive session at 11:10 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 fifteen minutes, with no action expected. Executive session ended at 11:25 P.M.

The Board returned to the regular meeting at 11:25 P.M.

**ADJOURNMENT**

The meeting adjourned at 11:25 P.M.

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RICHLAND SCHOOL DISTRICT NO. 400

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SECRETARY, BOARD OF DIRECTORS