

**SCHOOL BOARD MEETING  
KENNEWICK SCHOOL DISTRICT NO. 17**

Meeting Date: Wednesday, April 13, 2022  
Time: 5:30 p.m.  
Location: District Administration Building  
Remote Viewing Access: <https://bit.ly/3iLBYYr>  
Remote Public Comment Sign Up Form: <https://bit.ly/3dn9dyk>  
Interpretación al español estará disponible.

**AGENDA**

1. **Call to Order – 5:30 PM** **MICHAEL CONNORS**
  
2. **Pledge of Allegiance**
  
3. **Communications from Parents, Staff, and District Residents**
  
4. **Consent Items**
  - A. Minutes of School Board Meeting March 23, 2022
  - B. Personnel Actions – Certificated, Classified, and Extracurricular
  - C. Out of Endorsement Teacher Plans 2021-22
  - D. Payroll and Vouchers Ending March 31, 2022
  - E. Resolution No. 12, 2021-2022: Declaring Surplus Real Property
  - F. Curriculum Adoption:
    - ***The Other Side of the Sky***, novel. Author, Farah Ahmedi with Tamim Ansary, published by Simon and Schuster. This material will be used in 7<sup>th</sup> grade General Education and Honors ELA Classes at Highlands Middle School.
  
5. **Superintendent/Board Member Report**
  
6. **Reports and Discussions**

*Goal Focus: The district is innovative, proactive, and accountable*  
*Goal Focus: All staff members are safe, respected, and valued professionals*

  - A. 2022–2023 Preliminary Budget **VIC ROBERTS**
  - B. Annual Staff / Human Resources Update **DR. DOUG CHRISTENSEN**
  
7. **Unfinished Business**
  - A. Policy No. 3143 STUDENTS: Notification and Dissemination of Information about Student Offenses and Notification of Threats of Violence or Harm, Second Reading **DR. TRACI PIERCE**

B. Policy/Procedure No. 1431 BOARD OF DIRECTORS:  
Public Participation, First Reading

**DR. TRACI PIERCE**

**8. New Business**

A. Anti-Vaping Lawsuit

**DR. TRACI PIERCE**

B. Policy No. 3550 STUDENTS: Interscholastic Athletics, First Reading

**JACK ANDERSON**

**9. Next Meeting Agenda**

A. 2022-23 Preliminary Budget

B. K-12 Attendance & Discipline Rates

C. K-12 Student Survey Data

D. World Language Adoption

**10. Executive Session**

A. Per RCW 42.30.110 (1) (i) Legal Issue

**11. Other Business as Authorized by Law**

**12. Adjourn**

**KENNEWICK SCHOOL DISTRICT NO. 17  
DR. TRACI PIERCE  
SECRETARY OF THE BOARD**

**April 13, 2022**

TO: BOARD OF DIRECTORS  
CC: CABINET  
FR: TRACI PIERCE  
RE: SUMMARY REGULAR BUSINESS MEETING – **April 13, 2022**

The regular business meeting of the Board is scheduled for April 13, 2022.

- a. **Call to Order: 5:30 PM.** Mike Connors will convene the meeting.
- b. **Pledge of Allegiance.** Mike Connors will lead the pledge.
- c. **Communications from Parents, Staff, and District Residents.** This is the opportunity for staff, parents, and community patrons to raise issues or to ask questions. If there are issues raised, please direct those items to appropriate members of the administration team. Other items that should be addressed at length by the Board can become agenda items at a future meeting.
- d. **Consent Items.** We recommend approval of these items. If you have questions or concerns about an item, please contact Mike Connors or Traci Pierce. The item will then be withdrawn and placed under Other Business for discussion.
  1. **Minutes of School Board Meeting March 23, 2022.** The minutes are attached. If you see anything that needs correcting, let Patty Lord or Traci Pierce know.
  2. **Personnel Actions – Certificated, Classified and Extracurricular.** Human Resources will have recommendations for Personnel Action. We will have an updated list of personnel action items for you the evening of the meeting. Contact Doug Christensen and Traci Pierce if you have questions.
  3. **Out of Endorsement Teacher Plans 2021-22.** The Board is required to approve District plans of support for teachers who are teaching one or more classes outside their endorsement area. See the attached memo for more information.
  4. **Payroll and Vouchers Ending March 31, 2022.** These are the regular reports of the District. Contact Vic Roberts and Traci Pierce if you have questions.
  5. **Resolution No. 12, 2021-2022: Declaring Surplus Real Property.** This resolution authorizes the District to declare surplus and sell 2,500 square feet of land adjacent to La Pierre Field. See attached resolution.
  6. **Curriculum Adoption.** The following materials are presented for Board approval:
    - i. ***The Other Side of the Sky***, novel. Author, Farah Ahmedi with Tamim Ansary, published by Simon and Schuster. This material will be used in 7<sup>th</sup> grade General Education and Honors ELA Classes at Highlands Middle School.
- e. **Superintendent/Board Member Report.**

**f. Reports and Discussion.**

*Goal Focus: The district is innovative, proactive, and accountable*

*Goal Focus: All staff members are safe, respected, and valued professionals*

1. **2022 – 2023 Preliminary Budget.** Vic Roberts will present preliminary 2022 -2023 budget information.
2. **Annual Staff/Human Resources Update.** Doug Christensen will present the annual staff report.

**g. Unfinished Business.**

1. **Policy No. 3143 STUDENTS: Notification and Dissemination of Information about Student Offenses and Notification of Threats of Violence or Harm.** Traci Pierce will present the policy for second reading.
2. **Policy/Procedure No.1431 BOARD OF DIRECTORS: Public Participation.** Traci Pierce will present potential updates for Board consideration and adoption.

**h. New Business.**

1. **Anti-Vaping Lawsuit.** Traci Pierce will present information on the opportunity to join the anti-vaping lawsuit.
2. **Policy No. 3550 STUDENTS: Interscholastic Athletics.** Jack Anderson will present the policy for first reading.

**i. Next Meeting Agenda.** The Board will review the items slated for the next agenda and discuss adding any additional items. These are the items slated for the next agenda:

1. 2022-23 Preliminary Budget
2. K-12 Attendance & Discipline Rates
3. K-12 Student Survey Data
4. World Language Adoption

**j. Executive Session**

1. Per RCW 42.30.110 (1) (i) Legal Issue

**k. Other Business as Authorized by Law.**

**l. Adjourn.**

KENNEWICK SCHOOL DISTRICT NO. 17  
SCHOOL BOARD MEETING  
ADMINISTRATION BUILDING / Remote Board Meeting  
March 23, 2022

M I N U T E S

MEMBERS PRESENT

Board Members: Michael Connors, President of the Board; Ron Mabry, (attended remotely) Vice President of the Board; Diane Sundvik, Legislative Representative of the Board; Micah Valentine, Board Member; Gabe Galbraith, Board Member; Zachary Glenn, Student Representative to the Board; and Dr. Traci Pierce, Superintendent and Secretary of the Board.

Cabinet Members: Dr. Doug Christensen, Associate Superintendent of Human Resources; Matt Scott, Assistant Superintendent of Curriculum, Assessment and Professional Development; Jack Anderson, Assistant Superintendent of Secondary Education; Rob Phillips, Assistant Superintendent of Elementary Education; Vic Roberts, Executive Director of Business Operations; Robyn Chastain, Executive Director of Communications and Public Relations; Ron Cone, Executive Director of Information Technology.

Other Guest(s): Sam Shick, Nutrition Services Director  
Ryan Jones, Capital Projects Manager  
April Heiser, Transportation Manager

CALL TO ORDER

President Michael Connors called the meeting to order at 5:30 p.m. and led the Pledge of Allegiance with approximately 110 online and in-person staff and guests in attendance.

RECOGNITION

Winter Sports Recognition

Assistant Superintendent of Secondary Education Jack Anderson recognized Athletic Directors, Coaches, and state participants from the following schools: Kamiakin High School state participants in bowling, basketball, and wrestling; Southridge High School state participants in boys and girls wrestling; Kennewick High School state participants in bowling; and Mid-Columbia Partnership state participants in archery.

COMMUNICATIONS FROM PARENTS, STAFF, AND RESIDENTS

Representative Brad Klippert read House Resolution No. 2022-4649, honoring the parents and families of Washington State's students. Superintendent Dr. Pierce accepted the resolution on behalf of the KSD parents and families.

Amanda Brown, 4503 Cactus Court, commented on the shortage of substitute teachers and the loss of "specials" classes at the elementary schools due to the shortage. Ms. Brown suggested paying substitute teachers more money instead of paying teachers to

cover classes during their prep time.

Tina Gregory shared concerns about questions she has asked in the past that have not been addressed. She shared Bible scriptures and asked the Board to support no more overreach of the governor's powers.

JoJo Davis, 4300 West 15<sup>th</sup> Ave., Kennewick, thanked the Board for taking the time to listen and for visiting Highland Middle School. She stated that KSD should fund and support all schools with what they need and provide some schools with more and some with less, as all schools don't have the same needs. Ms. Davis asked the Board to help provide all students the same opportunity.

Elida Alvarez, 209 S. Dawes Street, commented on the substitute teacher shortage and shared concerns that students have not had specials classes for an entire week in months. Ms. Alvarez asked what steps the District is taking to keep subs.

Robert Alvarez, 209 S. Dawes Street, shared that he is a parent of two students in KSD and is concerned about the loss of specials classes for students due to the shortage of substitutes.

#### CONSENT ITEMS

Motion by Diane Sundvik to approve the consent items as presented.

Seconded by Gabe Galbraith.

Roll call vote:	Mr. Connors	Yes
	Mr. Mabry	Yes
	Ms. Sundvik	Yes
	Mr. Valentine	Yes
	Mr. Galbraith	Yes

Motion carried 5-0.

The consent items were as follows:

- Minutes of Regular Board Meeting March 9, 2022
- Personnel Actions – Certificated, Classified, and Extracurricular
- Out of Endorsement Teacher Plans 2021-2022
- Payroll and Vouchers Ending February 28, 2022
- Budget Status Report Ending February 28, 2022

#### SUPERINTENDENT/BOARD MEMBER REPORT

Superintendent Dr. Traci Pierce updated the Board on the communication and information campaign for the upcoming levy. She highlighted that the District would be hosting three open-house levy information sessions in March and April. Dr. Pierce shared that the District used information from the community survey and the board study session

to help inform the updated levy plan. Dr. Pierce added that if the levy doesn't pass, the District will have to look at removing programs and reducing staff.

Diane Sundvik asked if the mailer could go out earlier as some residents received the previous mailer after sending their ballots in.

Gabe Galbraith asked Student Representative Zachary Glenn if there might be students interested in helping with daycare during the community open houses.

Student Representative to the Board, Zachary Glenn, reported that he was a judge in the Future Chefs event, and he shared updates from the WSSDA Student Representative Network.

Gabe Galbraith reported that he attended the Future Chefs, Highlands Spring Sports Day, Math is Cool, and visited Southridge High and Lincoln Elementary Schools.

Micah Valentine shared that he met with Brian Leavitt and was able to visit Southridge High and Lincoln Elementary Schools.

Diane Sundvik reported that she attended the following events: Washington State School Directors' Association Weekly Networking Webinar (2) (Zoom); Tri-Tech Future Chefs Competition judging (in person); Tri-Cities Coalition for Racial Equity and Social Justice monthly meeting (Zoom); KEY (Kennewick Empowering Youth) Connections monthly meeting (Zoom); watched segments of Richland School Board meeting (Zoom), and Math is Cool 5<sup>th</sup>-grade competition (Zoom). As the KSD board legislative representative, she shared that she watched Governor Inslee sign six education bills into law: HB 1833 online parent sign up for nutrition services, HB 1153 access to language interpreters for students, HB 1590 enrollment stabilization to 2019-20 enrollment, HB 1664 change in prototypical funding for SEL staff, SB 5497 allowing student representatives on the state Board of Education to have voting privileges, and HB 1699 allowing retired educators to return to work without losing their benefits.

Michael Connors shared that he attended the Highlands Spring Sports Day and thanked Sam Shick and his team for the meal they prepared for the Board members.

## REPORTS AND DISCUSSIONS

### Nutrition Services

Sam Shick, Sodexo Nutrition Services Director, presented a sample of the meal kits (Build your own Ramen Bowl) included in the 2020 – 2021 school year, along with revenues and expenses of the school lunch program for the 2020 – 2021 school year. He reported on grant funding, meal count comparisons, summer school, Community Eligibility Provision (CEP) program, and focus for the 2021 – 2022 school year. Mr. Shick shared a short video of David Herrera, last year's Kennewick Future Chef contest winner. The theme last year was "Fiesta Fit," and his recipe was Envoltorio de Pollo (Chicken Wrap).

Mr. Valentine shared that he would like to follow up with Mr. Shick regarding processed foods.

Mr. Mabry asked Mr. Shick if he could list all the participants in the Future Chef competition next year.

#### Preliminary Budget 2021-2022 General Fund & Capital Fund

Executive Director of Business Operations Vic Roberts presented the General Fund projected revenue changes for 2021-22. He reported Basic Ed revenue changes, preliminary staff cost changes, MSOC budget, and SEL Funding for 2022-23. Mr. Roberts shared state-funded wages and benefit-cost versus District costs and the General fund budget outlook for the 2022-23 school year through 2027-28.

#### Asset Preservation

Ryan Jones, Capital Projects Manager, presented the District's Asset Preservation Program required by OSPI to be completed by April 1<sup>st</sup> of each year. The Asset Preservation Program demonstrates the district's commitment to maintaining buildings through upgrades to building infrastructure. One of the state's requirements is to ensure a certified evaluator completes a building condition evaluation every six years. Mr. Jones reported that the evaluation was completed in March of 2020. He then reviewed the building condition scores explaining the evaluation process for scoring.

#### Bus Purchase Plan

April Heiser, Transportation Manager, presented an overview of staff, state funding, fleet summary, and depreciation. Ms. Heiser shared cost estimates to add air conditioning to new and existing buses.

Following the Board discussion, Dr. Pierce asked Ms. Heiser to research the cost to report on retrofit 35 buses with air conditioning

Motion by Ron Mabry to authorize Transportation Director to order seven buses with air conditioning for delivery in summer 2023.

Seconded by Gabe Galbraith.

Roll call vote:	Mr. Connors	Yes
	Mr. Mabry	Yes
	Ms. Sundvik	Yes
	Mr. Valentine	No
	Mr. Galbraith	Yes

Motion carried 4-1.

#### Comprehensive Sexual Health Education: Process Update



Matt Scott, Assistant Superintendent of Curriculum, Assessment, and Professional Development provided an update on SB 5395 and the process, to date, to develop a recommendation for the 6-12 Health curriculum and resources for School Board consideration on May 25, 2022.

#### UNFINISHED BUSINESS

##### Adoption of Action Plan: School Drinking Water (RCW 28A.201.410)

Ryan Jones, Capital Projects Manager, presented a final action plan for Board approval.

Motion by Diane Sundvik to adopt the Lead in Drinking Water Action Plan as presented.

Seconded by Micah Valentine.

Roll call vote:	Mr. Connors	Yes
	Mr. Mabry	Yes
	Ms. Sundvik	Yes
	Mr. Valentine	Yes
	Mr. Galbraith	Yes

Motion carried 5-0.

#### NEW BUSINESS

##### Policy No. 3143, STUDENTS: Notification and Dissemination of Information about Student Offenses and Notification of Threats of Violence or Harm, First Reading

Dr. Pierce presented the policy and explained that it specifies notifications required by law.

Motion by Diane Sundvik to approve Policy No. 3143, STUDENTS: Notification and Dissemination of Information about Student Offenses and Notification of Threats of Violence or Harm for first reading.

Seconded by Gabe Galbraith.

Roll call vote:	Mr. Connors	Yes
	Mr. Mabry	Yes
	Ms. Sundvik	Yes
	Mr. Valentine	Yes
	Mr. Galbraith	Yes

Motion carried 5-0.

##### Policy No. 1431, BOARD OF DIRECTORS: Public Participation, First Reading

Dr. Pierce presented updates to the policy. Following the Board discussion, Dr. Pierce stated that she would update the language regarding ceding time during public comment and will ask the legal counsel for information on political campaigning during public comment.

NEXT MEETING AGENDA

The Board reviewed items for the next meeting agenda:

- A. Annual Staff / Human Resources Update
- B. 2022-23 Preliminary Budget
- C. Executive Session: Quarterly Legal Update

Mr. Mabry asked that the Board discuss the facility status of Park and Highlands Middle School at a future meeting.

OTHER BUSINESS AS AUTHORIZED BY LAW.

There being no further business, the Board adjourned at 9:20 p.m.

\_\_\_\_\_  
RECORDING SECRETARY

\_\_\_\_\_  
PRESIDENT OF THE BOARD

\_\_\_\_\_  
SECRETARY OF THE BOARD

Approved: April 13, 2022

**CERTIFICATED PERSONNEL  
ELECTIONS, LEAVES OF ABSENCE, TRANSFERS AND TERMINATIONS**

**Exhibit A:** Lists new employment contracts, requests for leaves of absence, and terminations which have occurred for certificated employees since the last meeting of the Board of Directors.

**DATE: April 13, 2022**

**EXHIBIT A**

	<i>Name</i>	<i>School</i>	<i>Position</i>	<i>Justification</i>	<i>FTE</i>	<i>Date</i>
<b>NEW POSITIONS</b>						
<b>REHIRE</b>						
<b>REPLACEMENT</b>	Jeremy Bennett	KaHS	Teacher - HS	Russell's retirement	1.0	2022-23
<b>LEAVE OF ABSENCE</b>	Wendy Dammarell	Washington	Teacher - Elem	Correction - Requesting .50 LOA (2nd)	0.5	2022-23
	Hailey Morden	Hawthorne	Teacher - Elem	Requesting LOA for remainder of school year.	1.0	Eff. 3/31/22
	Amy Jenning-Birch	Vista	Teacher - Elem	Requesting LOA (1st)	1.0	2022-23
<b>LEAVE OF ABSENCE REPLACEMENT</b>						
<b>RETIREMENTS</b>	Sabiha Khan	KaHS	Teacher - HS		1.0	6/30/2022
<b>RESIGNATIONS</b>	Shai Kennell	Cottonwood	Teacher - Elem		1.0	6/15/2022
	Lauren Watson	Sunset View	Teacher - Elem		1.0	6/15/2022
	Nathan Cummings	Park MS	Assistant Principal		1.0	6/30/2022
	Katherine Hoover	KaHS	Teacher - HS		1.0	6/15/2022
<b>TERMINATIONS</b>						
<b>IN DISTRICT TRANSFERS</b>	Kathryn Cornell	Westgate to Haw	Teacher - Elem	Hayes' resignation	1.0	2022-23
	Hanna Fuhriman	HHHMS	MS Tchr to MS Librarian	Russo's retirement	1.0	2022-23
	Chad Littrell	KeHS to Spec Srvc	Asst. Princ. to Asst. Dir.	Allen's resignation	1.0	1-Jul-22
	Jennifer Hilbert	SrHS to KeHS	Teacher - HS	Ard's retirement	1.0	2022-23
	Teresa Reid	Cascade	Teacher - Elem	Lam's resignation	1.0	2022-23

**CERTIFICATED PERSONNEL  
ELECTIONS, LEAVES OF ABSENCE, TRANSFERS AND TERMINATIONS**

Holly Larson	Sage Crest	Teacher - Elem Spec. Svcs to Elem	Tobery's move	1.0	2022-23
Pamela Hamon	KDC	Teacher - PS Spec Svcs.	Wakeman's retirement	1.0	2022-23

**CLASSIFIED PERSONNEL  
ELECTIONS, LEAVES OF ABSENCE AND TERMINATIONS**

**EXHIBIT B:** Lists new employment personnel actions and terminations for classified employees that have occurred since the last meeting of the Board of Directors

**DATE: April 13, 2022**

**EXHIBIT B**

	<i>Name</i>	<i>School</i>	<i>Position</i>	<i>Justification</i>	<i>Hours</i>	<i>Date</i>
<b>NEW POSITONS</b>	Ella Thurber	Washington	Para/SS/Autism 1-1	Student Need	3.0	4/11/2022
	Jason Cortes	Amistad	Para/SS/LifeSkills	Program Need	6.5	4/11/2022
	Charlie Borrego	Amon Creek	Para/SS/Tier II Autism	Program Need	6.0	4/11/2022
	Maria Rodriguez	Chinook	Para/SS/Autism	Program Need	6.0	4/11/2022
<b>REPLACEMENT</b>	Jaron Sprong	Chinook	Para/SS/1-1 for Student with Disability	Replaces Diana Betancourt	6.0	3/30/2022
	Karla Wilson	Park	Middle School Secretary/Bilingual	Replaces Mariela Mercado	6.0	3/30/2022
	Elizabeth Sarabia	Highlands	Para/SS/LifeSkills	Replaces Sookhyun Bae	6.5	4/27/2022
	Lesley Arriaga	ECEAP	Para/ECEAP		7.5	4/25/2022
	Ashley Ballard	Hawthorne	Para/SS/Tier II Autism	Replaces Rochelle Brearty	6.0	4/11/2022
	Ana Robles	Park	Attendance Secretary/ Regist	Replaces Miriam Garcia	8.0	4/18/2022
<b>REHIRE</b>	Windy Phelps	Vista	Para/SS/Tier II Behavior	Replaces Hana Gharari	6.0	3/30/2022
	Madeline Crawford	Desert Hills	Para/SS/1-1/Physically Disabled	Student Need	6.0	4/18/2022
<b>RESIGNATION</b>	Anastasia Gutierrez	Legacy	Para/FP/LAP		7.0	4/1/2022
	Michael Finch	Highlands	Para/FP/LAP		6.0	4/1/2022
	Lindsay Skalski	District-Wide	Temporary COVID Support Personnel		6.0	3/30/2022
	Zahira Osorio	Kamiakin	Data Processor Secretary		8.0	4/1/2022
	Tyree Finney	Desert Hills	Security		8.0	4/15/2022
	Janel Hendricks	Lincoln	Para/SS/Autism		6.5	4/22/2022
	Brittany Hunting	Lincoln	Para/FP/ELL		6.0	4/22/2022
	Vidalia Trejo-Tapia	Westgate	Para/FP/Bilingual		6.25	4/20/2022
	Shelby Wright	Transportation	Bus Attendant	To Sub bus driver	3.42	4/1/2022
	Brian Dickinson	Transportation	Bus Driver	To Sub bus driver	5.58	4/14/2022
	Brooklyn Lewis	Kamiakin	Cook		6.0	4/15/2022
	Evelyn Flores	Desert Hills	Cook	To sub cook	6.0	3/29/2022

**CLASSIFIED PERSONNEL  
ELECTIONS, LEAVES OF ABSENCE AND TERMINATIONS**

<b>LEAVE OF ABSENCE</b>						
<b>RESIGNED FROM LOA</b>	Megan Schwartz	N/A	Para	To sub teach	N/A	3/31/2022
<b>LAYOFF</b>						
<b>RETIREMENT</b>	Tonia Duczek	Kennewick	Para/SS/Resource Room		7.0	6/30/2022
<b>RETURN FROM LOA</b>						
<b>TERMINATION</b>						





**DOUG CHRISTENSEN- ASSISTANT SUPERINTENDENT- HUMAN RESOURCES**  
1000 W. 4<sup>TH</sup> AVE. • KENNEWICK, WA 99336-5601  
P: (509) 222-5010 • F: (509) 222-5051  
[doug.christensen@ksd.org](mailto:doug.christensen@ksd.org)

To: School Board Members

From: Doug Christensen 

CC Traci Pierce, Superintendent

Date: April 13, 2022

Re: Out of Endorsement Teacher Plans (2021-22)

OSPI requires that school districts keep support plans on file for teachers who may be teaching one or more classes outside of their endorsement area(s). WAC 181-82-110 states that these plans must be approved by the school board.

This memo serves as the approval request to the School Board for the current Out of Endorsement plans of Support that have been developed between the teachers and their principals. The Human Resources Department has also signed off and approved all plans.

If you would like to see the support plans that are current for teachers in the District, they can be found on the School Board Page of the KSD Staff Intranet by clicking on the link below and searching under the title of "Out of Endorsement Plans":

<http://education.ksd.org/SchoolBoard/Pages/default.aspx>

**RECOMMENDATION:** Approve the Out of Endorsement Plans of Support developed by the KSD via principals and teachers.



2021-22 OTF Plans

Board Approved April 13, 2022

BUILDING	NAME	CERT#	Endorsement(s)	GR LEVEL	SUBJECT(S)
Park	Aerts, Travis	545464J	Elem Ed, ML Math (11/5/21)	8	Algebra I
MCP	Freeze, Cody	382538G	Elem Ed, Soc St, History, ML	8	Geometry
Park	Greer, Crystal	442206R	Elem Ed, Sped	6, 7, 8	Health & Fitness
KaHS	Kopriva, Joanne	393658J	Elem Ed, Chemistry	9, 10, 11, 12	Algebra II, Geometry
HMS	Majeed, Baan	566329R	ELL, Mathematics	8	Science
Park	Melchert, Amelia	412899G	English, History	6	Corrective Reading
Park	Razo, Diana	552033C	Spanish	7	State Spec. Studies, Lang. Arts
MCP	Schneider, Melissa	375269H	Elem Ed, Speech	3	Physical Education
MCP	Wilz, Sara	557059C	Elem Ed	2	Physical Education

KENNEWICK SCHOOL DISTRICT #17  
Regular Board Meeting  
4/13/2022

WARRANT REGISTEF      Dated:    3/01/22 - 3/31/22

Warrant Type	Date	Numbers	Amount	Totals
General	3/15/2022	390693-390816	1,082,333.55	
	3/22/2022	390817-390818	8,611.00	
	3/31/2022	390819-390998	1,125,192.67	
	3/31/2022	390999-391038	3,280,443.38	
	3/31/2022	391039	882.58	
Total Accounts Payable Warrants				5,497,463.18
	3/3/2022	Fed Tax Wire/B/C	697.16	
	3/8/2022	Fed Tax Wire/B/C	755.74	
	3/15/2022	A/P EFT	18,738.14	
	3/15/2022	Capital One	38,479.89	
	3/25/2022	Use Tax	2,285.80	
	3/25/2022	Wire BMO	553,294.29	
	3/31/2022	A/P EFT	25,316.79	
	3/31/2022	Capital One	82,102.34	
	3/31/2022	P/R Dir Dep Wire	9,509,874.61	
	3/31/2022	Fed Tax Wire/B/C	3,262,330.95	
	3/31/2022	Child Supp wire	6,471.83	
	3/31/2022	D Of R Wire	2,841,149.07	
Total Wire - Benton County				16,341,496.61
	3/1/2022	702233	837.76	
	3/3/2022	702234-702239	3,822.79	
	3/8/2022	702240	2,312.63	
	3/15/2022	702241	432.82	
	3/31/2022	702242-702260	36,551.53	
Total Payroll General Warrants				43,957.53
Capital Projects	Date			
	3/15/2022	12745-12746	17,315.18	
	3/25/2022	re BMO/DoR/Capital C	0.00	
	3/31/2022	12747-12754	783,922.74	
Total Capital Projects Warrants				801,237.92
ASB	Date			
	3/15/2022	65136-65163	22,401.84	
	3/25/2022	Wire BMO/DoR/EFT/K	71,749.04	
	3/31/2022	65164-65187	45,169.57	
Total ASB Warrants				139,320.45
Transportation/Vehicle	Date			
Total Transportation/Vehicle Warrants				0.00
Self Ins Wkrs Comp	Date			
	3/15/2022	1087-1089	34,377.39	
	3/25/2022	Wire BMO/DoR/EFT	17,193.07	
	3/31/2022	1090-1092	29,500.79	
Total Self Ins Wkrs Comp/Dental Fund				81,071.25
Total Warrants Issued			22,904,546.94	22,904,546.94

^ 4/12/2022

**KENNEWICK SCHOOL DISTRICT #17  
KENNEWICK, WASHINGTON**

**RESOLUTION NO. 12, 2021-2022**

A Resolution Declaring Surplus Real Property

WHEREAS, the Kennewick School District #17 has approximately 2,500 square feet of land located adjacent to property parcel #1312 located in Rancho Del Rey No. 2, Block 4, Lot 2 in Benton County, Washington, which is not suited for District purposes (site map attached); and

THEREFORE, IT IS HEREBY RESOLVED that the property is declared surplus; and

THEREFORE, IT IS FURTHER RESOLVED that the Director of Business Operations or designee is authorized to begin the process of selling the property in accordance with RCW 28A.335.

Dated this 13th day of April 13, 2022.

\_\_\_\_\_  
Secretary to the Board

\_\_\_\_\_  
Chairperson of the Board of Directors

\_\_\_\_\_  
Member of the Board of Directors

\_\_\_\_\_  
Member of the Board of Directors

\_\_\_\_\_  
Member of the Board of Directors

\_\_\_\_\_  
Member of the Board of Directors

**Site Map**

**La Pierre Field & Parcel #13212**

**Total District Owned: 20.27 acres**

**Propose To Surplus: 2,500 square feet/.0574 acres**



## Kennewick School District No. 17

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### Curriculum and Instruction Department

1000 W 4<sup>th</sup> Ave

Kennewick, WA 99336

Phone: (509) 222-6423

FAX: (509) 585-3046

TO: Dr. Traci Pierce, Superintendent  
Kennewick School District Board of Directions

FROM: Matt Scott  
Assistant Superintendent

SUBJECT: Curriculum Adoption

DATE: March 29, 2022

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In compliance with Kennewick School District Policy #2311, the following Curriculum material has gone through the approval process for the district and is now presented to the Kennewick School District Board of Directors for final approval and adoption. The materials have completed the review process involving faculty, parent/community members, and district level curriculum advisory committee. The material has been approved by the Assistant Superintendent of Secondary Education and the Assistant Superintendent of Curriculum.

- **Curriculum: The Other Side of the Sky, novel.** Author, Farah Ahmedi with Tamim Ansary, published by Simon and Schuster. This material will be used in 7<sup>th</sup> grade General Education and Honors ELA Classes at Highlands Middle School. This material was recommended without reservation by all staff members and parent/community members.

#### **Staff Comments:**

- This book will give students a good perception of what it's like to be an immigrant.
- This book will give students perspective on the immigrant experience and hopefully help them feel empathy towards others.

#### **Parent/Community Member Comments:**

- Great Memoir! All kids should read!
- Great Book!

MS;jw



## Trade Book Adoption Cover Page

This form is to be completed by the staff requesting the Trade Book (novel, non-fiction text, picture book) Adoption. Once done, please download, print or email a copy of the Background Information for Teacher and Parent Reviewers. This should be given to reviewers that will be completing the Novel Adoption Recommendation Form.

### Cover Page:

---

**Trade Book Title**  
(novel, non-fiction  
text, picture book): \*

The Other Side of the Sky

**Author: \***

Farah Ahmedi and Tamim Ansary

**Publisher: \***

Simon and Schuster

**Trade Book (novel,  
non-fiction text,  
picture book)**

2005

**Copyright Date: \***

**Genre: \***

Nonfiction Biography/Autobiography

**Is this available in an  
alternative  
language? \***

No

**Instruction: \***

Please list 3-5 activities/assessments that will be used when instructing this trade book (i.e. formative assessments, discussion groups, writing assignments).

Discussion questions, map activity tracing Farah's journeys, create a timeline of Farah's life events, research activities, write poetry about a mentor/important person in your life, compare life in Afghanistan to life in America.

## Background Information for Teacher and Parent Reviewers:

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This page is meant to help reviewers understand how the novel will be used.

**Teacher Name: \*** Robin Ellis

**Building: \*** Highlands Middle School

**Trade Book Title  
(novel, non-fiction  
text, picture book): \*** The Other Side of the Sky

**Department: \*** ELA

**Which grade levels  
will this trade book  
be used for? \***  K  1  2  3  4  5  6  7  8  9  10  11  12

**Which courses will  
this trade book be  
used for? \*** ELA Gen Ed and Honors

**How does the trade  
book meet the WSL  
(Washington State  
Learning Standards)?  
What standards will  
be covered? \*** Reading Informational Text 7.1, 7.2, 7.3, 7.4, 7.5, 7.6, 7.7, 7.8, 7.9, 7.10  
Writing 7.1, 7.2, 7.4, 7.5, 7.6, 7.7, 7.8, 7.9, 7.10  
Speaking and Listening 7.1, 7.4  
Language 7.1, 7.2, 7.3, 7.4, 7.5, 7.6

## Community Standards Information:

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Has this trade book (novel, non-fiction text, picture book) been screened in view of the age, grade, experience + maturity level of the students for who it is intended? \*

Yes

If the Book contains any of these themes, a detailed instructional justification must follow. \*

- Profane/Obscene Language
- Graphic Sexual Incidents
- Moral Issues
- Value Judgements
- Controversial Ideology or Philosophy
- Other
- None





**2022-23**  
**Preliminary Budget Update**  
**General Fund**  
**Self-Insured Fund**  
**Capital Fund**

April 13, 2022

# District Funds & Presentation Dates

- General Fund: March – May
- Associated Student Body Fund: May
- Capital Projects Fund: April
- Transportation Vehicle Fund: March
- Debt Service Fund: March
- Self-Insured Fund: April
  - Workers' Compensation
  - Unemployment

# General Fund Projected Revenue Changes School Year 2021-22

Revenue Source (Basic Ed/Local Funded) One-Time Adjustments	Projected Amount
Enrollment Stabilization (Difference between 21-22 enrollment and 19-20 enrollment)/ <b>Awaiting Final Amount From OSPI</b>	\$3,300,000
Transportation Funding \$7.8M to \$8.86M (Using 19-20 student ridership for funding allocation)	1,000,000
Levy Equalization (Allowing use of 19-20 enrollment in funding formula) \$14.57M to \$15.57M	<u>1,000,000</u>
<b>Total Basic Ed &amp; Local Funded</b>	<b>\$5,300,000</b>
<u>Revenue Less Than Budget</u>	
Enrollment for basic education projected at 200 student FTE less than 2021-22 Budgeted Amount	(\$1,700,000)

# General Fund 2021-22 Budget

General Fund Budget		
	21-22	21-22
Revenues	\$ 273,197,188	\$ 273,197,188
ESSER Revenue	-	12,212,512
Total Revenues	\$ 273,197,188	\$ 285,409,700
Expenditures	283,643,915	283,643,915
ESSER Expenditure	-	8,212,512
Total Expenditures	\$ 283,643,915	\$ 291,856,427
Change In Fund Balance Prior To Transfers	\$ (10,446,727)	\$ (6,446,727)

# Preliminary Basic Ed Revenue Changes School Year 2022-23

Revenue Source (Basic Ed/Local Funded) Increases	Projected Amount March 23	Projected Amount April 13
Inflationary Formula Allocation Adjustment \$87.4M to \$92.3M	\$4,900,000	\$4,900,000
Employer Benefit Allocation & Health Insurance Allocation (\$11,616 to \$12,312 per year health ins) \$34.75M to \$36.85M	2,100,000	2,100,000
Materials, Supplies & Operating Cost (MSOC) (Inflation Adjustment) \$22.65M to \$24.25M	1,600,000	1,600,000
Formula Adjustment For Social Emotional Learning (SEL) Staff (counselors/nurse/safety/psych) – <i>New Funding For 2022-23</i>	1,780,000	1,780,000
Special Educ Inflationary Adjustment/Employer Benefit Allocation \$21.05M to \$22.37M	<u>1,320,000</u>	<u>1,320,000</u>
<b>Total Basic Ed &amp; Local Funded At 21-22 Budgeted Enrollment</b>	<b>11,700,000</b>	<b>11,700,000</b>
22-23 Budgeted Enrollment To Be 200 less than 21-22 Budget	(1,700,000)	(1,700,000)
Levy Equalization \$14.57M 21-22 budget to \$15.54M 22-23 budget	(374,000)	970,000
Transportation Funding budgeted at \$7.8M for 21-22, projecting \$7.8M for 22-23	No Change	No Change
Property Tax Increase \$17.20M to \$19.27M	2,077,000	2,077,000
Other Revenue Changes	<u>200,000</u>	<u>200,000</u>
<b>Total Preliminary Revenue Change</b>	<b>\$11,903,000</b>	<b>\$13,247,000</b>

# 2022-23 Preliminary Staff Cost Changes

Staffing Costs	Projected Amount March 23	Projected Amount April 12
Elementary Cert Staff (Reduce up to 7.0 to 9.0 classroom teachers)	(\$700,000)	(\$560,000)
Middle School Teaching Staff (Reduce 6.0 to 10.0 classroom teachers)	(600,000)	(500,000)
High School Teaching Staff – (Under Review)	??	200,000
MCP Online & Endeavor Staffing (Under Review) 16.0 Teaching Staff FTE	??	??
Special Education Certificated & Para Staff (Under Review)	??	??
Other Staffing (Under Review)	??	??
Change from budgeted baseline staffing cost vs actual bargained changes.	??	350,000
Projected Increase In Staff Costs/Inflationary Adjustments/Employer Benefits	12,850,000	13,350,000
Teacher Retirements	(850,000)	(1,000,000)
Certificated/Classified Pools \$12.5M (Overload/Subs/Coaches/Extra Pay/Etc.)	??	\$250,000
Re-allocate Staff Costs to Other Program Funding Sources	??	??
<b>Preliminary Basic Ed/Local Funded Staff Cost Change</b>	<b>\$10,700,000</b>	<b>\$12,090,000</b>

Materials/Supplies/Operating Costs (MSOC) Select Categories	19/20 Budget	20/21 Budget	21/22 Budget	22/23 Budget In Progress	Budget Change 22/23 - 21/22
<b>Subtotal Basic Ed/Local Funded MSOC Budget Change</b>	\$ 26,174,214	\$ 25,840,817	\$ 26,248,493	\$ 26,940,993	\$ 692,500

# General Fund Projected Deficit & ESSER

- 2021-22 Budget Deficit Prior to ESSER = (\$10,446,727)
  - Applying ESSER & State Enrollment Stabilization will result in no deficit for 2021-22. Fund balance will not be reduced.
- 2022-23 Projecting a Budget Deficit of ~(\$10,000,000)
  - After application of ESSER \$'s 2022-23 should end with no deficit.
  - ESSER funding is received through reimbursement of district costs.
  - Adding staff and/or retaining staff is the most significant cost reimbursement for using ESSER funding.
  - District projected to have \$25M of remaining ESSER to spend for 2022-23 thru 2023-24 in addition to \$7.5M earmarked for learning loss.
- 2023-24: District will still have enough remaining ESSER funding to fund another deficit of (\$10.0M)/would be last year to maintain staff.
- How many more staff could be reduced for 2023-24 if enrollment does not increase
  - Elementary 20 = \$1,700,000
  - Middle school 5 = \$425,000
- If enrollment increases for 2023-24 would new staff need to be added at elementary and middle school.
  - Elementary: Probably Not
  - Middle School: Maybe
- 2024-25: No more ESSER funding.
  - Target budget deficit should be (\$5.0M) or less.
  - How to get from (\$10.0M) deficit to (\$5.0M).
    - Reduce staffing (evaluate certificated & classified)
    - Eliminate positions that have been held but not filled.
    - Right size school staffing (elementary schools with 700 students vs those with 350 students)
    - Enrollment Increases
    - Reduce non-staff budgets

## General Fund Budget Outlook

	Projected 22/23	Projected 23/24	Projected 24/25	Projected 25/26	Projected 26/27	Projected 27/28
<b>Budget Surplus/(Deficit) Prior Year</b>	\$ (10,446,727)	(9,982,227)	\$ (10,320,879)	\$ (10,126,041)	\$ (9,644,227)	\$ (9,316,819)
<b>Preliminary Budgeted Revenue Increase</b>						
Enrollment Changes/Enrollment Future Years 100 FTE x \$8,500	(1,700,000)	930,000	950,000	970,000	990,000	1,010,000
Special Education Enrollment At 2,400 For 22-23 +50 FTE Future Years	1,320,000	500,000	510,000	520,000	530,000	540,000
Transportation Funding Formula Expect Full Funding in 22/23?	-	-	-	-	-	-
Other State Leg Revenue Increase/(Decrease)/ SEL Staffing	1,780,000	??	??	-	-	-
State Funding Materials, Supplies & Operating Cost (MSOC) Increase	1,600,000	350,000	350,000	350,000	350,000	350,000
Other Revenue Increases	200,000	-	-	-	-	-
Levy Rate	\$ 1.75	\$ 1.85	TBD ?\$2.00?	TBD ?2.10?	TBD ?2.20?	TBD ?\$2.30?
Property Tax Revenue Increase	2,077,000	2,595,230	3,164,453	3,250,020	3,177,135	3,392,580
Levy Equalization Funding Change	970,000	(600,000)	(560,000)	(330,000)	(330,000)	(330,000)
22/23 +5.50% State Inflation Adjustment/Health Ins/Benefits	7,000,000	2,417,368	2,459,916	2,503,314	2,547,580	2,592,732
<b>Preliminary Increased Revenue Basic Ed/Local Funded</b>	\$ 13,247,000	6,192,598	\$ 6,874,369	\$ 7,263,334	\$ 7,264,715	\$ 7,555,312
<b>Preliminary Budgeted Expenditure Increase</b>						
Staff Costs Increases During 2021-22 > Budget	350,000	-	-	-	-	-
Retired Teachers	(1,000,000)	(900,000)	(900,000)	(950,000)	(950,000)	(950,000)
Annual Cost Increase To Wage/Benefits For BEA/SPED/Local Funded	13,600,000	6,931,250	7,079,531	7,231,520	7,387,308	7,546,990
Staffing Reductions & Additions	(860,000)	??	??	??	??	??
Evaluate Charging Staff to Other Programs (CTE/LAP) to Reduce Deficit	-	-	-	-	-	-
Utilities/Liability Insurance/Fuel	483,500	250,000	250,000	250,000	250,000	250,000
Other MSOC	209,000	250,000	250,000	250,000	250,000	250,000
Indirect Charges To Other Program Funding	-	-	-	-	-	-
<b>Preliminary Increased Cost Basic Ed/Local Funded</b>	\$ 12,782,500	6,531,250	\$ 6,679,531	\$ 6,781,520	\$ 6,937,308	\$ 7,096,990
<b>(Deficit)/Surplus</b>	\$ (9,982,227)	(10,320,879)	\$ (10,126,041)	\$ (9,644,227)	\$ (9,316,819)	\$ (8,858,497)
<b>Manage Budget &amp; Spending</b>	\$ -	\$ -	-	-	-	-
<b>Apply ESSER Funding/Enrollment Stabilization Funding</b>	\$ 9,982,227	\$ 10,320,879	-	-	-	-
<b>Change In Fund Balance</b>	\$ -	\$ 0	\$ (10,126,041)	\$ (9,644,227)	\$ (9,316,819)	\$ (8,858,497)
Transfer Out - Tri Tech	\$ (1,000,000)	\$ -	\$ -	\$ -	\$ -	\$ -
Beginning Fund Balance	\$ 50,000,000	\$ 49,000,000	\$ 49,000,000	\$ 38,873,959	\$ 29,229,732	\$ 19,912,913
<b>Projected Ending Fund Balance</b>	\$ 49,000,000	\$ 49,000,000	\$ 38,873,959	\$ 29,229,732	\$ 19,912,913	\$ 11,054,416



# 2022-23 Preliminary Budget Self-Insured Fund

## Self-Insured Fund Preliminary Budget 22/23

	<u>Worker's Compensation</u>			<u>Unemployment</u>			<u>Self-Insured</u>
	Adopted Budget 21/22	Projected 21/22	Proposed Budget 22/23	Adopted Budget 21/22	Projected 21/22	Proposed Budget 22/23	Total Proposed <u>Budget</u>
<b>Beginning Fund Balance</b>	3,615,541	4,033,728	4,034,397	\$ 686,885	662,436	\$ 732,436	4,766,833
<b>Revenue</b>							
Revenue From Rates/Premiums	\$ 1,250,000	\$ 1,350,000	\$ 1,350,000	\$ 100,000	\$ 100,000	\$ 100,000	\$ 1,450,000
<b>Total Budgeted Revenues</b>	<b>\$ 1,250,000</b>	<b>\$ 1,350,000</b>	<b>\$ 1,350,000</b>	<b>\$ 100,000</b>	<b>\$ 100,000</b>	<b>\$ 100,000</b>	<b>\$ 1,450,000</b>
<b>Expenditure</b>							
Classified Wages & Benefits	116,500	116,000	123,000	-	-	-	123,000
Supplies/Training/Travel	12,000	12,000	12,000	-	-	-	12,000
<b>Purchased Services</b>							
Claims	600,000	500,000	600,000	150,000	30,000	150,000	750,000
Contingency	500,000	-	500,000	-	-	50,000	550,000
Third Party Administrator Fees	66,500	67,500	70,000	-	-	-	70,000
Labor & Industry Quarterly Assessment	520,000	560,000	560,000	-	-	-	560,000
Excess Insurance	82,000	80,081	85,000	-	-	-	85,000
Safe Schools	21,500	13,750	25,000	-	-	-	25,000
<b>Total Expenditures</b>	<b>\$ 1,918,500</b>	<b>\$ 1,349,331</b>	<b>\$ 1,975,000</b>	<b>\$ 150,000</b>	<b>\$ 30,000</b>	<b>\$ 200,000</b>	<b>\$ 2,175,000</b>
<b>Change In Fund Balance</b>	<b>\$ (668,500)</b>	<b>\$ 669</b>	<b>\$ (625,000)</b>	<b>\$ (50,000)</b>	<b>\$ 70,000</b>	<b>\$ (100,000)</b>	<b>\$ (725,000)</b>
<b>Projected Ending Fund Balance</b>	<b>\$ 2,947,041</b>	<b>\$ 4,034,397</b>	<b>\$ 3,409,397</b>	<b>\$ 636,885</b>	<b>\$ 732,436</b>	<b>\$ 632,436</b>	<b>\$ 4,041,833</b>

Effective date of district moving to self-insured workers' compensation program October 2005

Self Insured Fund established September 1, 2007.

Self Insured for unemployment effective November 2017.

Self Insured Dental Program Transitioned to SEBB Effective January 1, 2020. Outstanding claims are paid. Projected funds held at August 31, 2022: \$32,700.

# Kennewick School District

## Capital Project Fund

### 2020-21 to 2025-26 Projected

	Budget 21/22	Projected 21/22	Prelim Budget 22/23	Projected 23/24	Projected 24/25	Projected 25/26
<b>Beginning Fund Balance</b>	\$ 47,333,675	\$ 42,788,640	\$ 49,056,154	\$ 33,206,154	\$ 26,156,154	\$ 25,006,154
<b>Revenue</b>						
Investment Earnings	700,000	500,000	500,000	300,000	200,000	200,000
State Match KeHS/Amistad/SHS/KaHS/R-View/#18	9,000,000	23,000,000	7,000,000	2,500,000	-	-
Bond Sale	-	-	-	-	<i>Feb 2025/2026?</i>	
IT Network E-Rate Reimbursement/Other	-	570,000	-	-	-	-
Technology Levy	3,953,600	4,000,000	4,100,000	4,340,000	4,600,000	4,850,000
Tri Tech Other & Small Capital Project Grant \$1.5M	-	150,000	150,000	150,000	150,000	150,000
Tri Tech Core Project	-	-	-	-	-	-
<b>Total Revenues</b>	<b>\$ 13,653,600</b>	<b>\$ 28,220,000</b>	<b>\$ 11,750,000</b>	<b>\$ 7,290,000</b>	<b>\$ 4,950,000</b>	<b>\$ 5,200,000</b>
<b>Expenditure</b>						
Bond Sale Issue Costs	-	-	-	-	-	-
Land/Property Acquisition/Site Work	1,500,000	500,000	2,000,000	-	-	-
Kennewick High Project \$110M	5,000,000	5,250,000	-	-	-	-
Kamiakin/Southridge Bond Projects \$17.0M & \$25.0M	5,200,000	3,000,000	1,000,000	-	-	-
Ridgeview Renovation Est \$30.0M	750,000	1,500,000	20,000,000	8,500,000	-	-
Tracks: Park \$2.06M/HHH \$1.54M/ Highlands \$2.4M	150,000	150,000	-	-	-	-
Asset Preservation/Upgrades (Flooring/Roofing/Etc.)	1,500,000	500,000	1,500,000	1,500,000	1,500,000	1,500,000
Portable Costs/Moving/Etc	-	-	-	-	-	-
Other - Contingency	5,000,000	500,000	-	-	-	-
Information Tech Upgrades/Tech Levy	3,953,600	5,890,000	4,100,000	4,340,000	4,600,000	4,850,000
Tri Tech Building Phase 1.5 9,520 sq ft program space	1,000,000	-	-	-	-	-
Tri Tech Other/Small Project Grant	-	150,000	-	-	-	-
Tri Tech Core Growth	-	-	-	-	-	-
<b>Total Expenditures</b>	<b>\$ 24,053,600</b>	<b>\$ 17,440,000</b>	<b>\$ 28,600,000</b>	<b>\$ 14,340,000</b>	<b>\$ 6,100,000</b>	<b>\$ 6,350,000</b>
<b>Change In Fund Balance Prior To Transfers</b>	<b>\$ (10,400,000)</b>	<b>\$ 10,780,000</b>	<b>\$ (16,850,000)</b>	<b>\$ (7,050,000)</b>	<b>\$ (1,150,000)</b>	<b>\$ (1,150,000)</b>
Transfer In From General Fund (Tri Tech)	\$ 1,000,000	\$ 1,000,000	\$ 1,000,000	\$ -	\$ -	\$ -
Funds Held For Tri Tech & Tech Levy		(5,512,486)				
<b>Ending Fund Balance</b>	<b>\$ 37,933,675</b>	<b>\$ 49,056,154</b>	<b>\$ 33,206,154</b>	<b>\$ 26,156,154</b>	<b>\$ 25,006,154</b>	<b>\$ 23,856,154</b>

District to pay for share of Reata infrastructure, roads, water/sewer for adjacent school sites estimated at \$2.0M

Projects	Cost
Kamiakin 500 Bldg Roof	375,000
Lampson Lighting Change Out	215,000
Kamiakin 200 Wing Flooring	250,000
Parking Lot Overlay/Sealcoat	400,000
Evaluating SHS Field Lighting	550,000
	\$ 1,790,000

Normally budget \$5.0M contingency amount for emergency/budget capacity.

Need to budget \$5.0M for Tri Tech Added Program Space

# Next Steps & Budget Timeline

- April - May: OSPI To Update Allocation Models
  - Projected changes to district funding confirmed.
- April: District Staffing Reviewed
- April – May: Budget Presentations – General Fund/Other Funds
- June 17: Public Hearing & Adoption of District Budget

# Annual Staff/Human Resources Report

April 13, 2022



## Our Vision

All KSD Students are Known Well, Safe and Destined to Reach their Highest Potential



# STRATEGIC GOALS



## Our Mission

To provide a safe environment in which all students reach their highest potential and graduate well prepared for success in post-secondary education, work and life.

# Staff

## Our Goals are for All Kennewick School District Staff Members

All staff members, including certificated, classified and administrative staff, are important and contribute to the overall success of our district and our students. As one of the largest employers in Kennewick, we want to attract, hire, and retain the highest quality people to serve our students and our community.

## All staff members are safe, respected and valued professionals



- Working in safe and positive environments.
- Valued for their diversity and recognized for their unique contributions as educators, support staff and administrators.
- Members of high-functioning collaborative teams who use data to plan, improve, and innovate.
- Provided opportunities to learn and grow and held to high standards for professionalism and performance.

## 2021-22 Annual Objectives

1. Ensure all staff complete required annual safe schools training.
2. Hold annual flu clinics for staff and the community.
3. Continue to implement the Recruiting Washington Teachers' program, designed to recruit diverse high school students into the education profession.
4. Establish district Staff Wellness committee.
5. Implement new staff years of service recognition program and school recognition program.
6. Continue to implement strategies for recruiting, hiring and supporting diverse educators, in alignment the district's Affirmative Action Plan.
7. Continue to implement PAR mentoring program to support first and second year teachers.
8. Continue to expand professional learning opportunities and supports for principals aligned to the state's Leadership Framework.
9. Continue to implement Washington State Teacher and Principal Evaluation Program.
10. Continue to implement fundamental course of study training for paraeducators.
11. Continue ongoing training, including Positive Behavioral Interventions and Support (PBIS), for bus drivers.

## Performance Indicators & Targets

- **≥95%** of staff complete safety training by December 31 2020.
- The three-year rolling average for OSHA recordable injuries is **<40**.
- The three-year rolling average for OSHA accepted claims is **<60**.
- Ten flu clinics are held each year.
- **≥95%** of staff indicate they work in safe and positive environments, collaborate with colleagues, and feel valued on the annual all staff survey.
- Overall district staff diversity is increasing by **≥2%** annually.
- Overall district staff retention rate is **≥90+%** over a five-year average.

# Presentation Outline

- Annual staff survey data
- Current staff statistics and data
- Recruiting and hiring efforts
- Substitute Teacher data
- Staff Support and Recognition
- Professional growth, support and evaluation efforts

# **Annual Staff Survey**

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# Annual Staff Survey

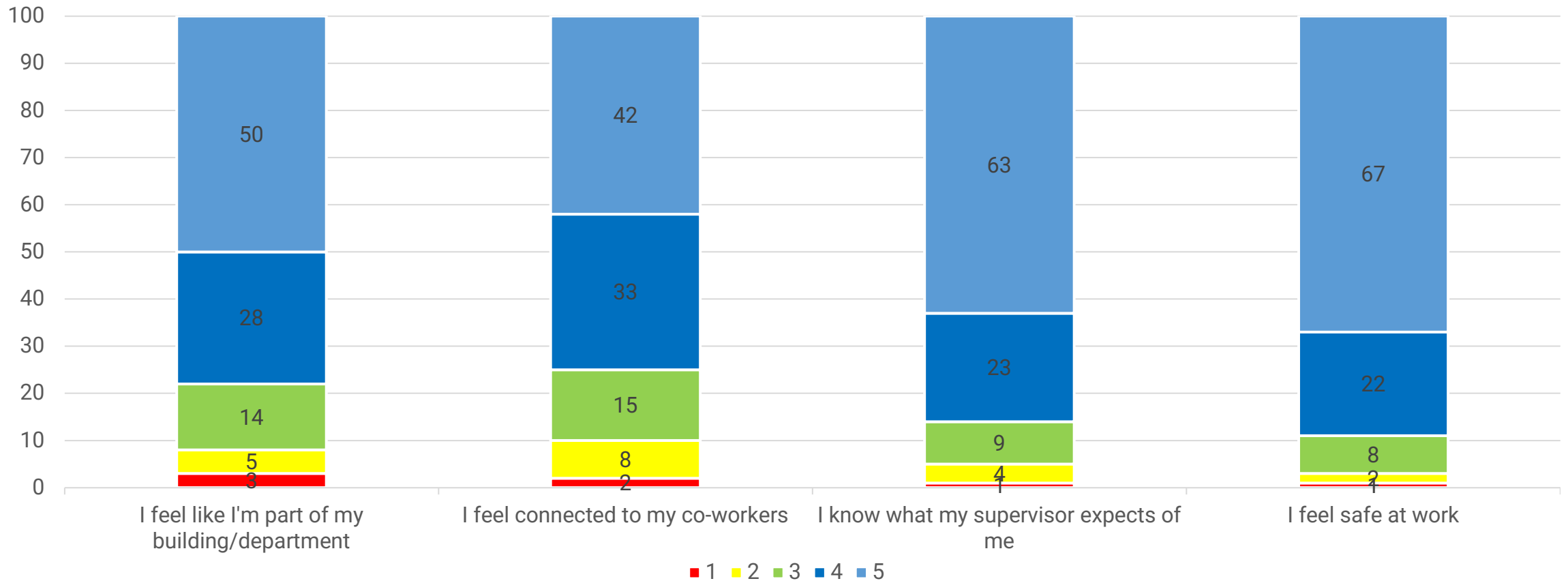
- Initial survey administered in spring 2021
- Designed to help assess areas of strength and areas for improvement, aligned with our strategic goal
- 1,163 total responses



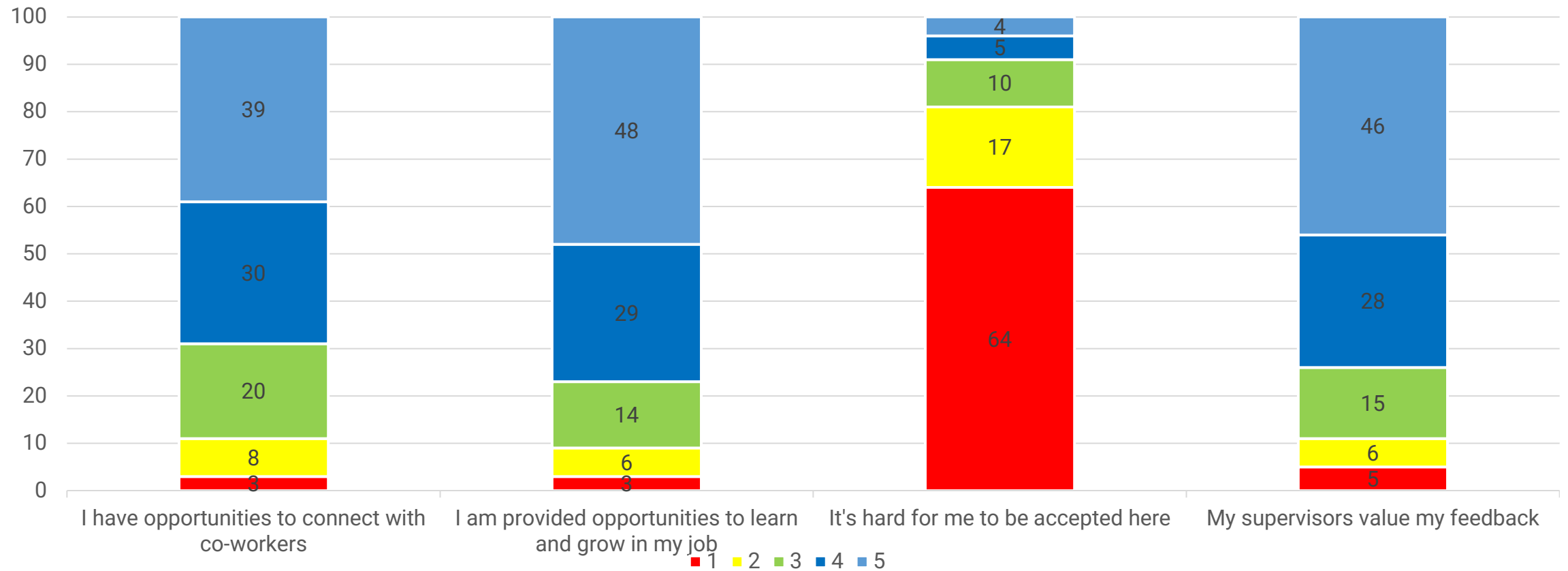
# All Staff Survey Questions

1. I feel like I'm a part of my building/department
2. I feel connected to my co-workers
3. I know what my supervisor expects of me
4. I feel safe at work
5. I have opportunities to connect with colleagues
6. I am provided opportunities to learn and grow in my job
7. It's hard for me to be accepted here
8. My supervisors value my feedback
9. Sometimes I feel I don't belong
10. My supervisors seem invested in the success of our team
11. My co-workers and I are held to high standards of professionalism and performance
12. I am happy at work
13. I am included in the activities of my building/department
14. I find my work meaningful
15. I am treated with respect in my job
16. My job utilizes my skills and abilities
17. I feel like we have a positive culture in my building/department

# Spring 2021 Staff Survey Results



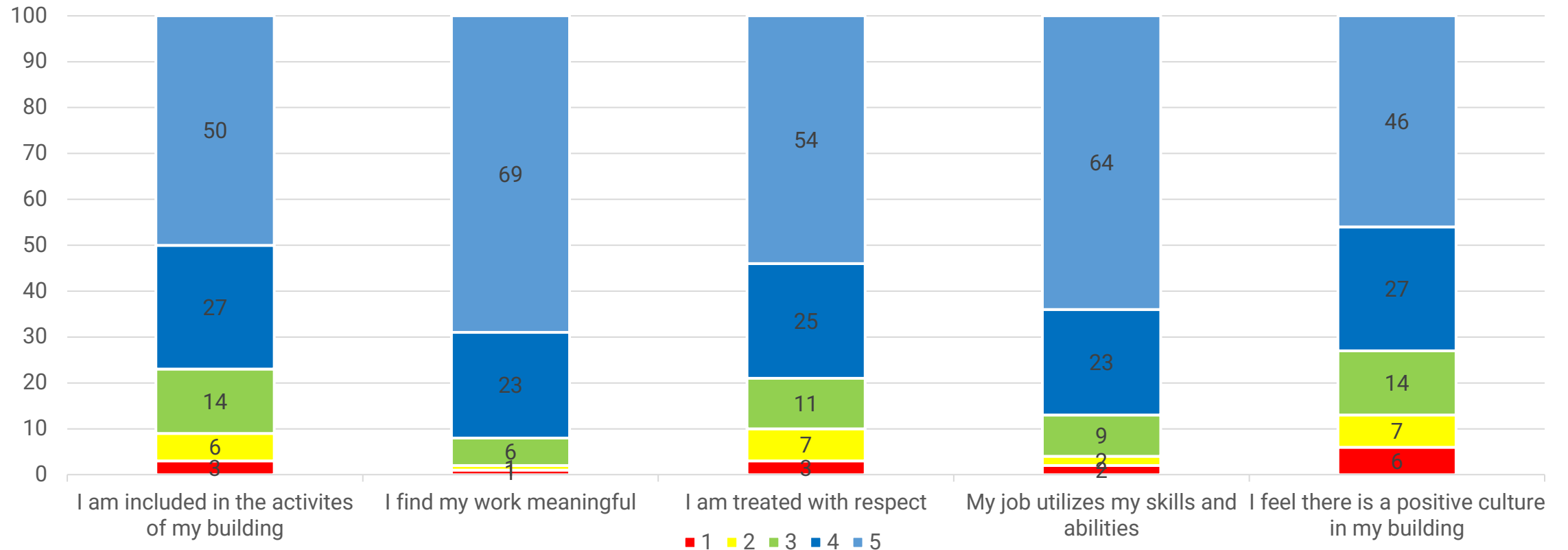
# Spring 2021 Staff Survey Results



# Spring 2021 Staff Survey Results



# Spring 2021 Staff Survey Results



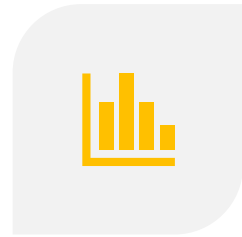
# 2021 Staff Survey: Data Analysis

Strengths	Opportunities to Improve
<ul style="list-style-type: none"><li>• Staff feel safe at work (95.9%)</li><li>• Staff are happy at work (93.2%)</li><li>• Staff find their work meaningful (98.1%)</li><li>• Staff feel their skills and abilities are utilized (95.4%)</li></ul>	<ul style="list-style-type: none"><li>• Overall staff survey participation rate (1,163)</li><li>• Classified staff participation rate (33% compared to 66% certificated)</li><li>• Positive culture in building/department (86.3%)</li><li>• Supervisors value feedback (86.5%)</li><li>• Opportunities to connect with colleagues (88.6%)</li><li>• Feeling of not belonging (14.8%)</li><li>• Feeling of not being accepted (8.9%)</li></ul>

# 2022 Staff Survey: Timeline & Plan



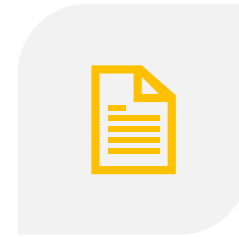
LAUNCH SURVEY IN APRIL:  
KEEP WINDOW OPEN FOR  
AT LEAST TWO WEEKS



USE DIFFERENT SURVEY  
TOOL TO ENHANCE ABILITY  
TO ANALYZE RESULTS



ENHANCE  
COMMUNICATION OF  
SURVEY OPPORTUNITY –  
DISTRICT LEVEL &  
SUPERVISOR LEVEL



REVIEW AND ADD/EDIT  
QUESTIONS AND MODIFY  
LIKERT SCALE



USE DISTRICT SURVEY  
RESULTS AND BUILDING  
LEVEL RESULTS TO INFORM  
STRATEGIC PLAN AND  
SCHOOL/DEPARTMENT  
IMPROVEMENT PLANS

# **Current staff statistics and data**

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# Staff Numbers and Change Over Time

- Increase in total staff over time reflects increase in district/growth student enrollment over time

	2015	2022	% change
Certificated (including certificated administrative staff)	960	1,333	+28%
Classified	702	967	+27.5%
Substitute	382	424	+10%
Total	<b>2,044</b>	<b>2,724</b>	<b>+25%</b>

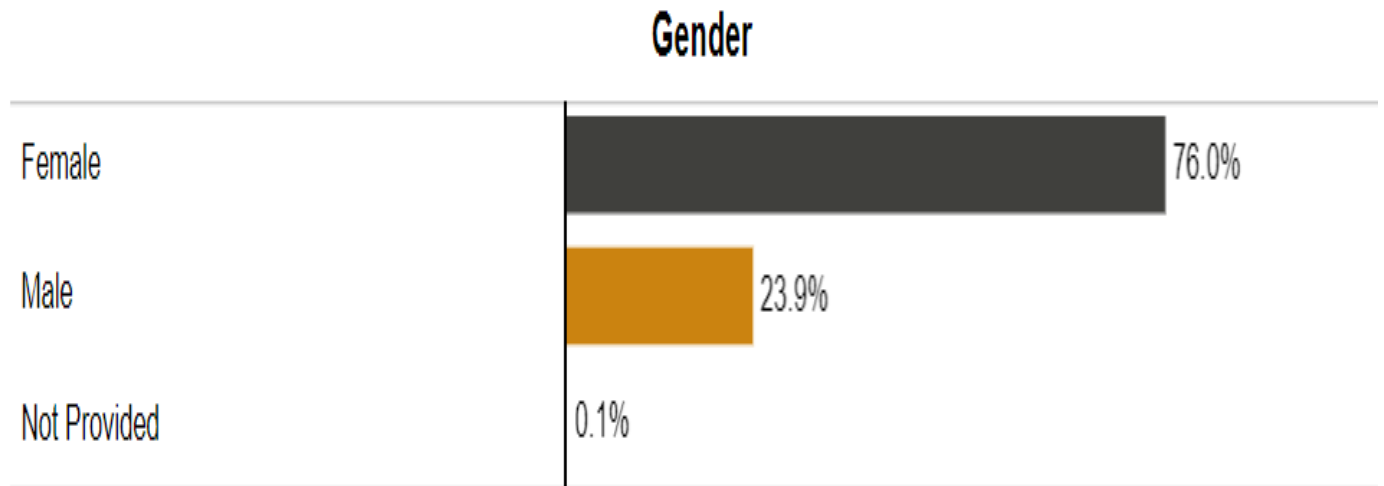
# All Staff Diversity and Change Over Time

- Increase in total staff over time reflects increase in district/growth student enrollment over time

	2015	2021	% change
Male	22%	34%	+12%
Female	78%	66%	-12%
African American/Black	.58%	1.44%	+.86%
Asian	.97%	1.9%	+.93%
Hispanic	8.26%	17%	+8.74%
Two or More Races	1.26%	2.8%	+1.54%
White	88.22%	78%	-10.22%

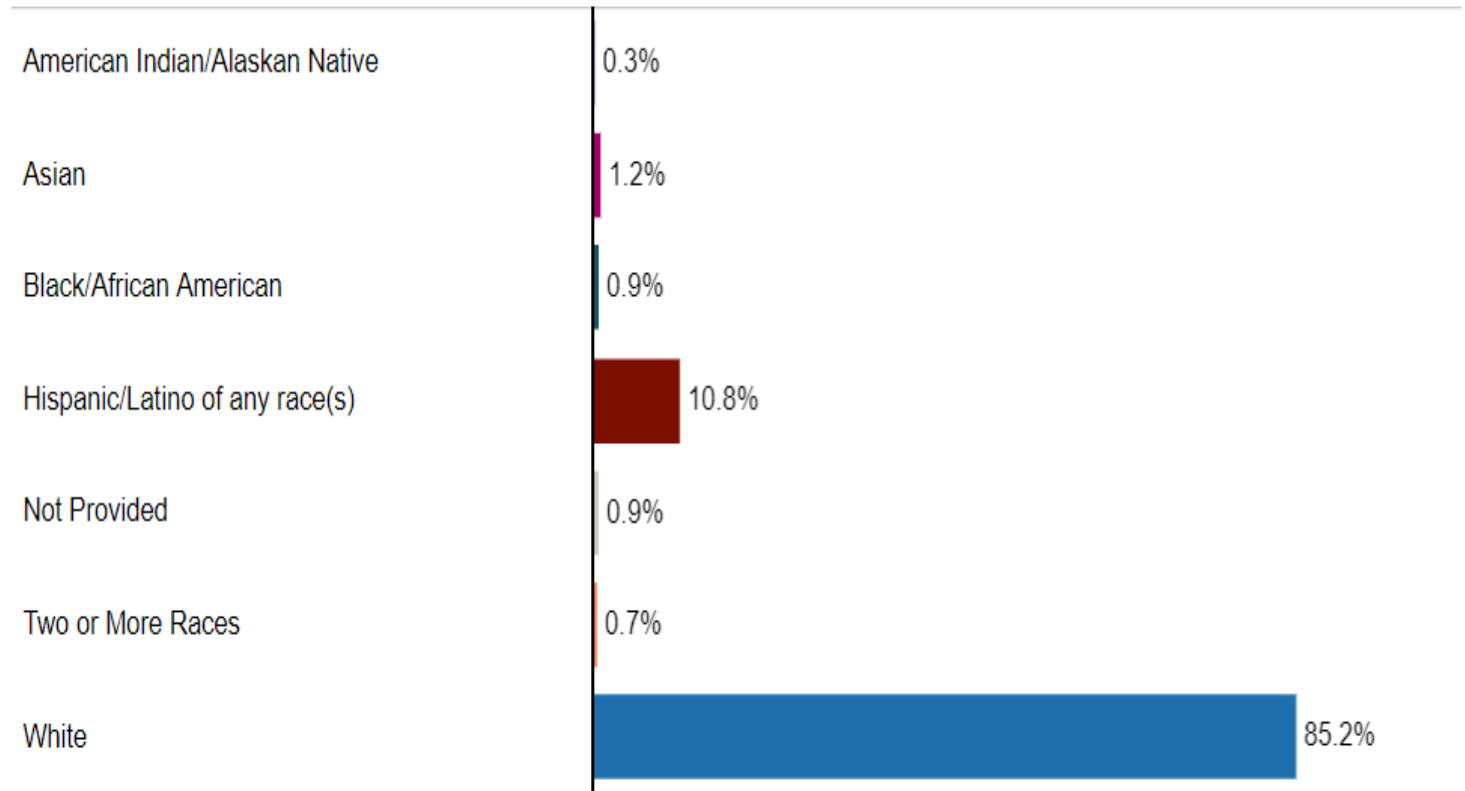


# Teacher Diversity Data



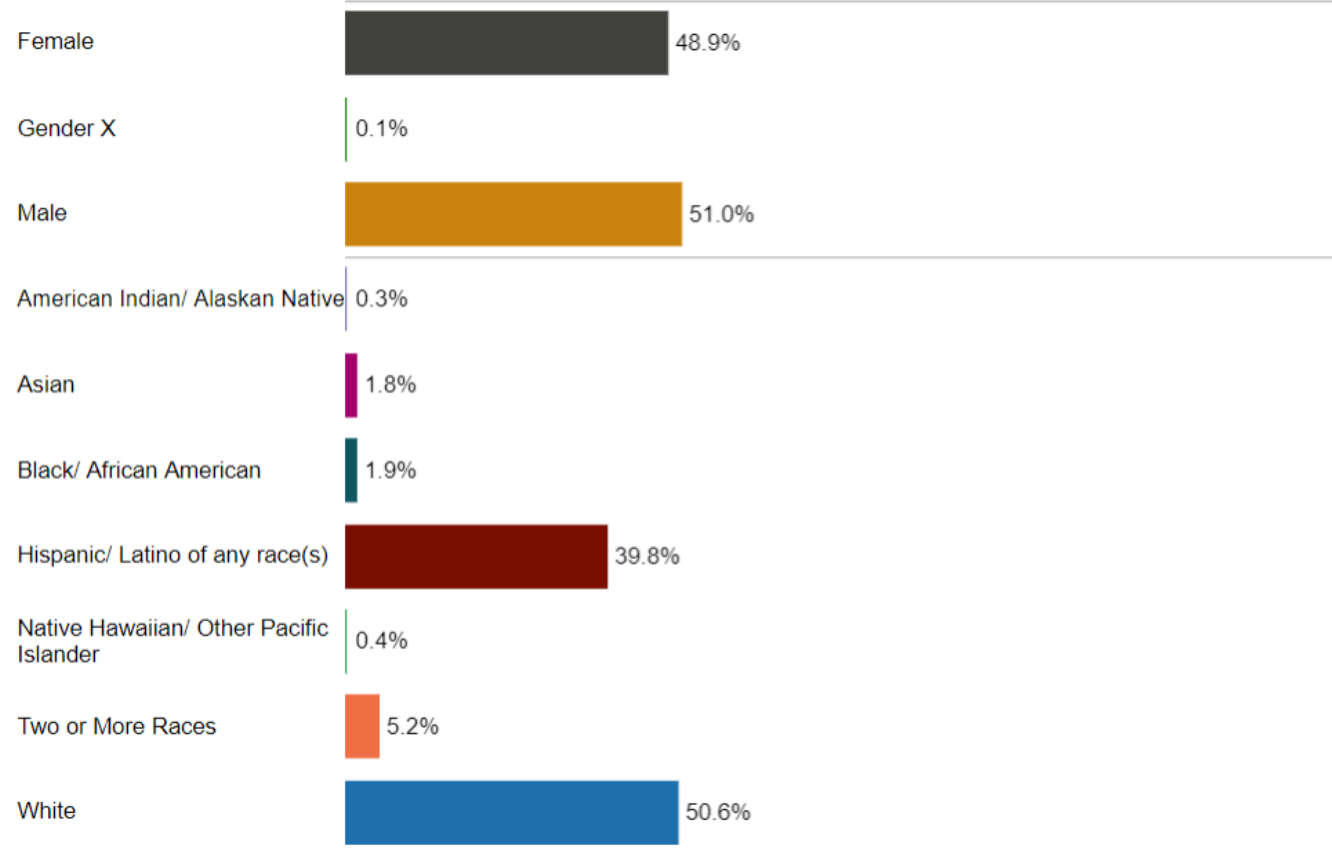
# Teacher Diversity Data

Federal Race/Ethnicity



# Student Diversity Data

## Kennewick School District 2021-22



# Teacher/Student/Community Diversity

## 2021 Comparison

	Student	Teacher	Community
African American/Black	1.9 %	0.9%	2.2%
Asian	1.8%	1.2%	2.4%
Hispanic	39.8%	10.8%	27.5%
Two or More Races	5.2%	0.7%	4.0%
White	50.6%	85.2%	63.9%

*Data shown for groups >0.5%*

# Teacher Retention Rate

- Since 2015, 335 teachers have been hired
  - Of the 335 new hires, KSD has retained 310
  - This is a 92.5% retention rate for KSD teachers compared to the state average of 85%

# **Recruiting and Hiring Efforts**

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# Annual Efforts

- Annual regional and state-wide job fairs
- Annual KSD job fair in April/May
  - All buildings are represented
  - Average attendance is over 150 candidates from universities and other districts
- Direct contact with universities for “hard to fill” positions (special education, bilingual education, etc.)
- Dedicated webpages for recruiting/hiring-including testimonials from minority teaching and administrative staff.
- Posting of jobs on state/regional websites including:
  - Administrative jobs
  - Teacher positions on Latino job website

# Long-Term Efforts

- Expanding Recruiting Washington Teachers/Bilingual Educators Initiative
  - District team of CTE, HR, Federal Programs, K-12 working together to create opportunities for our high school students interested in teaching careers, including a focus on bilingual education positions.
  - Partnership with WSU Tri-Cities for our high school students.
    - Automatic acceptance
    - Scholarship opportunities
    - Can work part time as para-educators while earning teaching degree

# **Substitute Data**

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# Substitute Data

## Certificated

- This year, we have hired 110 teacher substitutes.
- Currently, we have about 210 active teacher substitutes; some also work in nearby districts.
- We have raised the rate of pay for substitute teachers.

## Classified

- This year, we have hired 182 classified substitutes.
- We have raised the rate of pay for classified substitutes.
- Many classified substitutes are hired into regular positions.

# Teacher Absence Data

- Pre-COVID, the daily teacher absence rate was typically 6%-9%.
- Currently, the daily teacher absence rate is 12%-14%, with some time periods (i.e., January-February) being as high as 17%-19%.
- This means, on average, anywhere from 100-130 teachers are absent each day.
  - The low end is 70-80 teachers out
  - The high end is over 220 teachers out

# Elementary Absence Data: March 2022

School	Number of Teachers	10%-15% absences	16%+ absences	Total Days
Amistad	43	8	12	20
Amon Creek	46	7	1	8
Canyon View	27	2	4	6
Cascade	29	4	5	9
Cottonwood	31	1	0	1
Eastgate	32	5	7	12
Edison	30	0	0	0
Fuerza	37	3	8	11
Hawthorne	29	2	6	8
Lincoln	32	4	2	6
Ridgeview	30	1	1	2
Sage Crest	36	5	1	6
Southgate	33	2	0	2
Sunset View	29	2	3	5
Vista	30	1	2	3
Washington	32	5	4	9
Westgate	32	3	1	4

# Middle School Absence Data: March 2022

School	Number of Teachers	10%-15% absences	16%+ absences	Total Days
Highlands	50	7	11	18
Chinook	48	7	4	11
Desert Hills	42	3	5	8
Park	39	5	3	8
Horse Heaven Hills	44	1	0	1

# High School Absence Data: March 2022

School	Number of Teachers	10%-15% absences	16%+ absences	Total
Kamiakin	78	11	5	16
Kennewick	77	6	6	12
Southridge	78	7	2	9



# Teacher Staff Coverage

- While we have hired enough teacher substitutes to cover most of our absences, on very high absence dates we still fall short at times.
- Building staff typically cover for their peers when there are not enough substitutes to cover all the absences.
- We have contract language on how we pay building staff to cover these absences.
- Some buildings have a higher teacher absence rate than others.

# Next Steps

- Review substitute retention rates, both certificated and classified.
- Review current substitute pay structure.
- Review absence rates in each setting and analyze reasons for higher absences.
- Review numbers of staff taking long-term leaves of absence.

# **Staff Support and Recognition**

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# Staff Wellness Committee: Policy 5515

The Board hereby establishes a district-wide workforce mental health committee with the following functions:

- Share secondary traumatic stress, stress management, and other mental health resources and supports available through the Office of the Superintendent of Public Instruction, the Educational Service District, and the School Employees' Benefits Board;
- Share links to a secondary traumatic stress self-assessment tool and any associated resources provided by the aforementioned organizations; and,
- Report to the Board at least once per year with a summary of committee activities.

# Staff Wellness Committee: Policy 5515

The duties of the committee will include:

1. Sharing supports available through the Office of the Superintendent of Public Instruction, the Educational Service District, and the School Employees' Benefits Board;
2. Sharing links to a secondary traumatic stress self-assessment tool and any associated resources;
3. Reviewing district level annual staff survey data; and,
4. Utilizing the data collected, report to the Board at least once per year with a summary of committee activities, the status of staff well-being, and an assessment and recommendations for the implementation of this policy and procedure.

# Staff Recognition

- Building level/supervisor level activities
- District level awards, recognition and Kudos
- **New**: Years of Service Employee Recognition Program

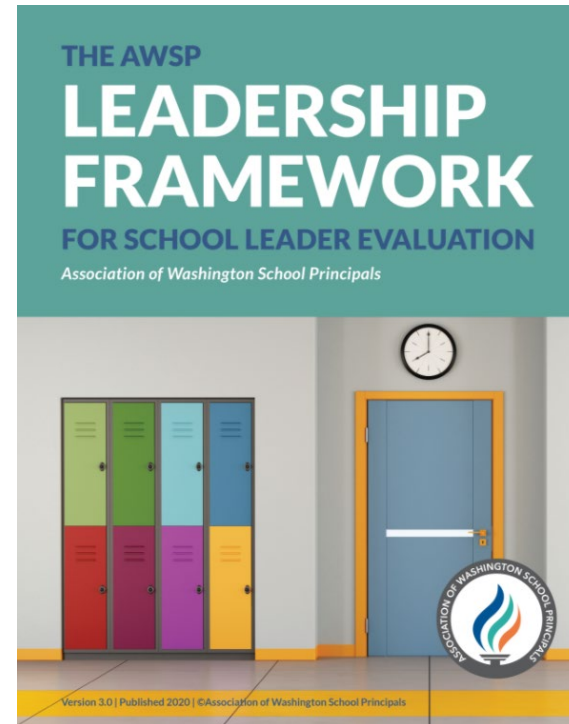
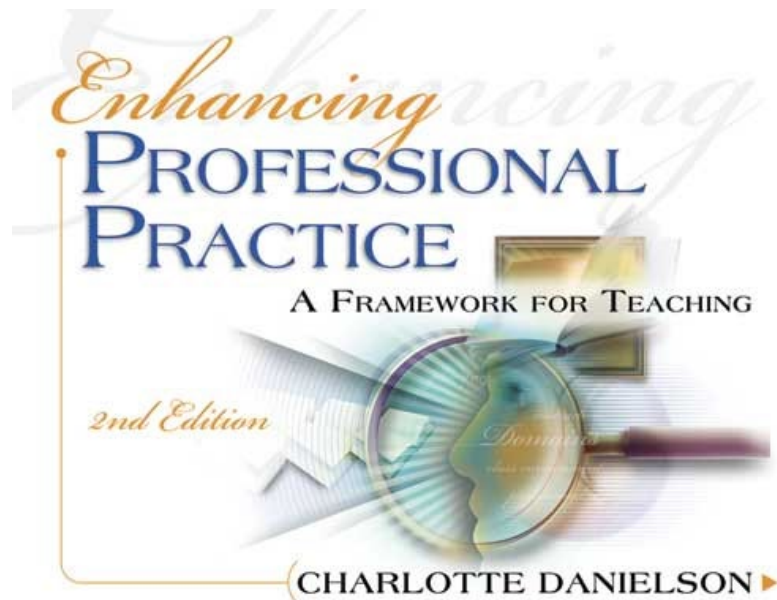


# **Professional Growth & Evaluation**

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# State Frameworks for Certificated and Administrative Staff

- Define performance standards and expectations for performance and growth





# State Frameworks for Certificated and Administrative Staff

Teachers/Certificated Staff	Principals/Administrative Staff
<i>Danielson's Instructional Framework/State 8 Criteria</i>	<i>Association of Washington School Principals (AWSP) Leadership Framework and Criteria</i>
<ol style="list-style-type: none"> <li>1. Centering instruction on high expectations for student achievement</li> <li>2. Demonstrating effective teaching practices</li> <li>3. Recognizing individual student learning needs and developing strategies to address those needs</li> <li>4. Providing clear and intentional focus on subject matter content and curriculum</li> <li>5. Fostering and managing a safe, positive learning environment</li> <li>6. Using multiple student data elements to modify instruction and improve student learning.</li> <li>7. Communicating and collaborating with families and school community</li> <li>8. Exhibiting collaborative and collegial practices focused on improving instructional practice and student learning</li> </ol>	<ol style="list-style-type: none"> <li>1. Creating a school culture that promotes the ongoing improvement of learning and teaching for students and staff</li> <li>2. Providing for school safety</li> <li>3. Leading the development, implementation and evaluation of a data-driven plan for increasing student achievement, including the use of multiple data elements</li> <li>4. Assisting instructional staff with alignment of curriculum, instruction, and assessment with state and local school district learning goals</li> <li>5. Monitoring, assisting, and evaluating effective instruction and assessment practices</li> <li>6. Managing both staff and fiscal resources to support student achievement and legal responsibilities</li> <li>7. Partnering with the school community to promote student learning</li> <li>8. Demonstrating a commitment to closing the achievement gap</li> </ol>

# Professional Growth and Evaluation Process: Certificated and Administrative Staff

- Reflection and self-assessment against criteria
- Goal setting with supervisor
  - Activities
  - Data collection
- Observation and formative feedback
- Data analysis and review with supervisor
- Summative evaluation

# **Board Comments, Questions, and Discussion**



## STUDENTS

### Notification and Dissemination of Information about Student Offenses and Notification of Threats of Violence or Harm

Kennewick School District is committed to providing a safe and secure environment for all students and staff. All students, including those who have committed or been adjudicated for offenses, have constitutional rights to public education.

The District receives notices and information about student offenders from several statutorily authorized sources, including the county sheriff's office, the courts, the department of social and health services, the department of corrections, and other school districts where the student previously enrolled. The District will take appropriate precautionary measures when it receives notices and information of student offenses from any of these sources. Student discipline, if any, will be consistent with 3330 – Student Discipline.

The superintendent or designee and school principals play an important role in determining and implementing appropriate precautionary measures relating to notices and information about student offenses. If the superintendent, a designee of the superintendent, or a principal of a school receives student offense information under RCW 28A.225.330 (notifications from other school districts), 9A.44.138 (sheriff notifications to school districts), 13.04.155 (court notifications to school districts), 13.40.215 (department of children, youth, and families notifications to school districts), or 72.09.730 (department of corrections notifications to school districts), the following notification provisions will be followed.

1. Sex Offenses and Registered Sex or Kidnapping Offenders.
  - a. Superintendent or Designee. Upon receipt of information about sex offenses as defined in RCW 9.94A.030 or upon receipt of information about registered sex or kidnapping offenders pursuant to RCW 9A.44.138, the superintendent or his or her designee will provide the information to the principal of the school where the student is enrolled or will enroll—or, if not known, where the student was most recently enrolled.
  - b. Principals. When the principal receives the information described above, he or she must then disclose the information as follows:

If the student is classified as a risk level II or III, the principal shall provide the information received to every teacher of the student and to any other personnel who, in the judgment of the principal, supervises the student or for security purposes should be aware of the student's record.

If the student is classified as a risk level I, the principal shall provide the information received only to personnel who, in the judgment of the principal, for security purposes should be aware of the student's record.

- c. Convicted Juvenile Sex Offenders Attendance at Victims School. Convicted juvenile sex offenders are prohibited from attending the elementary, middle, or high school attended by their victims or their victims' siblings. The parents or legal guardians of the convicted juvenile sex offender shall be responsible for providing transportation or covering other costs associated with or required by the sex offender's change in school.

The Department of Social and Health Services (DSHS) Sex Offender School Attendance Program assists with ensuring that juvenile sex offenders, committed to Juvenile Rehabilitation Administration (JRA), do not enroll in the same school as their victim or their victims' siblings. If there is a conflict in schools, DSHS program staff will work with JRA to have the offender moved to another school.

- d. Collaboration. The principal or designee will consult and collaborate with department of corrections, juvenile justice staff, treatment providers, victim support groups, and families, as applicable, when working with students required to register as a sex or kidnapping offender.
- e. Inquiries by the Public. Law enforcement agencies receive relevant information about the release of sex and kidnapping offenders into communities and decide when such information needs to be released to the public. Therefore, District and school staff will refer all inquiries by the public at large (including parents and students) regarding students required to register as a sex or kidnapping offender directly to law enforcement.

2. Violent Offenses, Firearms and Dangerous Weapons Crimes, Unlawful Possession or Delivery of Controlled Substances, or School Disciplinary Actions.

- a. Superintendent or Designee. Upon receipt of information about a violent offense as defined in RCW 9.94A.030, any crime under chapter 9.41 RCW, unlawful possession or delivery, or both, of a controlled substance in violation of chapter 69.50 RCW, or a school disciplinary action, the superintendent or designee will provide the information to the principal of the school where the student is enrolled or will enrolled—or, if not known, where the student was most recently enrolled.
  
- b. Principals. When the principal receives the information described above, he or she *has discretion* to share the information with a District staff member if, in the principal’s judgment, the information is necessary for:
  - The staff member to supervise the student;
  - The staff member to provide or refer the student to therapeutic or behavioral health services; or
  - Security purposes.

School principals and staff should use care not to allow a student’s demographic or personal characteristics to bias the decision of whether to share information received.

Upon receipt of information about an adjudication in juvenile court for an unlawful possession of a controlled substance in violation of chapter 69.50 RCW, the principal *must* notify the student and the parent or legal guardian at least five days before sharing the information with a District staff member.

If either the student or the student's parent or legal guardian objects to the proposed sharing of the information, the student, the student's parent or legal guardian, or both, may, within five business days of receiving notice from the principal, appeal the decision to share the information with staff to the superintendent of the District in accordance with procedures developed by the District.

The superintendent shall have five business days after receiving an appeal under the above to make a written determination on the matter. Determinations by the superintendent under this subsection are final and not subject to further appeal.

A principal may not share adjudication information under this subsection with a District staff member while an appeal is pending.

3. Public Records Act. Any information received by District staff under this section is exempt from disclosure under the public records act (chapter 42.56 RCW) and may not be further disseminated except as provided in RCW 28A.225.330, other statutes or case law, and the family and educational and privacy rights act of 1994 (20 U.S.C. Sec. 1232g et seq.).
4. Assignment of Student Offenders to Certain Classrooms. A student committing an offense under chapter 9A.36 (assault), 9A.40 (kidnapping, unlawful imprisonment, custodial interference, luring, trafficking, and coercion of involuntary servitude), 9A.46 (harassment), or 9A.48 RCW (arson, reckless burning, and malicious mischief) when the activity is directed toward the teacher, shall not be assigned to that teacher's classroom for the duration of the student's attendance at that school or any other school where the teacher is assigned.

A student who commits an offense under chapter 9A.36 (assault), 9A.40 (kidnapping, unlawful imprisonment, custodial interference, luring, trafficking, and coercion of involuntary servitude), 9A.46 (harassment), or 9A.48 RCW (arson, reckless burning, and malicious mischief), when directed toward another student, may be removed from the classroom of the victim for the duration of the student's attendance at that school or any other school where the victim is enrolled.

#### Notification of Threats of Violence or Harm.

Students and school employees who are subjects of threats of violence or harm will be notified of the threats in a timely manner. "Threats of violence or harm" means direct or indirect communications by any means of the intent to inflict physical harm upon a specific individual or individuals or that place a person in fear of the imminent likelihood of serious harm.

The District will assess and address potential threats of violence or harm in a manner consistent with Policy and Procedure 3225 – School-Based Threat Assessment, other safety policies, and comprehensive safe school plans. In instances where the threat is deemed moderate risk or high risk, or requires further intervention to prevent violence or serious harm, the school administrator shall notify the parent and/or guardian of any student who is the target/recipient of a threat as well as the parent and/or guardian of any student who made the threat. The District will ensure that the notice is in a language the parent and/or guardian understands, which may require language assistance for parents or guardians with limited-English proficiency under Title VI of the Civil Rights Act of 1964.

If there is a specific and significant threat to the health or safety of a student or other individuals, the District may disclose information from education records to appropriate parties whose knowledge of the information is necessary. Timing and details of the notice will be as extensive as permitted by the federal Family Educational Rights and Privacy Act, other legal limitations, and the circumstances.

The District may use information about a threat of harm or violence in connection with student discipline consistent with Policy and Procedure 3300 – Student Discipline.

The District, Board, school officials, and school employees providing notice in good faith as required and consistent with the Board’s policies are immune from any liability arising out of such notification. A person who intentionally and in bad faith or maliciously, knowingly makes a false notification of a threat under this section is guilty of a misdemeanor punishable under RCW 9A.20.021.

#### Immunity.

Any school district or employee of the District who releases the information in compliance with federal and state law is immune from civil liability for damages unless it is shown that the District or employee acted with gross negligence or in bad faith.

Adopted: March 2022

#### Legal References:

[RCW 13.04.155](#) Notification to designated recipient of adjudication or conviction – Information exempt from disclosure.

[RCW 13.40.215](#) Juveniles found to have committed violent or sex offense or stalking — Notification of discharge, parole, leave, release, transfer, or escape — To whom given — School attendance — Definitions

[RCW 28A.600.460](#) Classroom discipline — Policies - Classroom placement of student offenders — Data on disciplinary actions

[RCW 4.24.550](#) Sex offenders and kidnapping offenders — Release of information to public — Website

[RCW 9A.44.130](#) Registration of sex offenders and kidnapping offenders — Procedures — Definition —



## Penalties

[RCW 28A.225.330](#) Enrolling students from other districts  
— Requests for information and permanent records —  
Immunity from liability — Rules

[RCW 28A.320.128](#) Notice and disclosure policies —  
Threats of violence — Student conduct — Immunity for  
good faith notice — Penalty

[RCW 28A.320](#); 2020 c 167 § 1 – Notification provisions

[RCW 72.09.345](#) Sex offenders — Release of information  
to protect public — End-of-sentence review committee —  
Assessment — Records access — Review, classification,  
referral of offenders — Issuance of narrative notices

[WAC 392-400](#) Student Discipline

20 U.S.C. 1232g; 34 C.F.R. Part 99 Family Educational  
Rights and Privacy Act Article IX, Section 1, Washington  
State Constitution



## BOARD OF DIRECTORS

### Public Attendance and Comment Participation

#### Public Comment

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The board of directors encourages input and participation from the public at board meetings. The board recognizes the value of public comment on educational issues and the importance of involving members of the public in its meetings. In order to permit fair and orderly expression of public comment, the board will provide a thirty (30) minute period in the meeting during which visitors may address the board on any topic within the scope of the board's responsibility. The board is not obligated to provide additional public comment time to accommodate everyone in attendance who wishes to speak. Any structure the board imposes will be content neutral.

Those who wish to speak will be asked to sign in so that the board has a tally of individuals who wish to speak and can call them forward. When called forward, individuals will identify themselves and proceed to make comments within the two (2) minute time limit established by the board. Should a speaker exceed their time allotted, one other individual signed up to speak may choose to cede their entire allotted time to that speaker; time may be ceded to a speaker by only one person.

The board is not obligated to respond to questions or challenges made during the public comment period and the board's silence will not signal agreement or endorsement of the speaker's remarks. The chair/president may terminate an individual's statement when the allotted time has passed and may interrupt a speaker to require the same standard of civility that the board imposes on itself. Examples of uncivil comments include comments that:

- Are libelous or slanderous;
- Are an unwarranted invasion of privacy;
- Are obscene or indecent pursuant to the Federal Communications Act or any rule or regulation of the Federal Communications Commission;
- Violate school district policy or procedure related to harassment, intimidation, bullying, or discrimination;
- Incite an unlawful act on school premises or violate a lawful school regulation; or
- Create a material and substantial disruption of the orderly operation of the board meeting; or
- Involve political campaigning.

The board as a whole has the final decision in determining the appropriateness of all such rulings and can maintain order by removing those who are disruptive. However, the board recognizes the distinction between uncivil discourse, which it will not tolerate, and comments about the board, district, and / or staff that are negative yet still civil in nature, and will exercise its authority to maintain order in a content neutral manner.

Agenda Items

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The following guidelines shall be observed by persons wishing to bring items to the board's attention.

1. Persons wishing to have items placed on the board agenda shall submit these items to the superintendent nine (9) days in advance of the board meeting. The appropriateness of an item to be placed on the agenda will be determined by the president of the board and the superintendent.
2. Persons submitting items to be considered by the board should be present to take part in the discussion or answer questions regarding that particular item, and have prepared in advance any materials they wish to have distributed to the board.

**Items Not on the Agenda**

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~~The board of directors recognizes that the urgency of some items dictates that they be discussed prior to the next board meeting. The board will allow an opportunity at the beginning of each board meeting for the public to bring to the board's attention items not related to the agenda.~~

~~1. An individual wishing to comment shall identify himself by name and address.~~

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~~2. Each individual will be allowed a maximum of three minutes to present his/her concern to the board. The president at his/her discretion may extend this time period if the presentation is deemed relevant and necessary.~~

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~~3. The maximum number of individuals allowed to present comment under items not related to the agenda at any one board meeting shall be limited to five (5) persons. The president, at his/her discretion, may extend this to include more individuals if deemed necessary.~~

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Revised: March 23, 2022

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# Anti-Vaping Lawsuit

April 13, 2022



# Background/Overview



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- Over 600 school districts in 30 states have joined a lawsuit against the e-cigarette/vaping company Juul (and its major investor, Altria)
- School districts seek to hold Juul accountable for costs school districts have incurred, or will incur, to prevent, intervene, and educate about nicotine use and addiction due to vaping.
- The first trial is set for late 2022.

# Background/Overview



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- According to the Healthy Youth Survey done by the State of Washington, approximately 30% of 12th graders in Washington self-reported vaping in the last 30 days in 2018, which was a 50% increase from a 20% vaping rate in 2016.
- In contrast, cigarette use is much lower, and declining. A 12<sup>th</sup> grader in Washington is approximately four times more likely to have vaped than smoked in the last 30 days.
- One way to interpret this data is that the efforts to educate students about cigarettes have been successful. An equal effort is needed to educate students and their guardians about vaping.



# Background/Overview



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- School districts who participate will seek monetary damages to offset costs related to teen vaping.
- These damage awards could be used to purchase vape detectors, fund education about nicotine abuse, support intervention by districts, help pay for SROs, or any other creative solution that districts develop to keep kids healthy.
- There is no cost to join this lawsuit.



# Background/Overview



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- Stevens Clay law firm, which represents numerous Washington school districts, has agreed to represent districts that want to join on a pro bono basis (i.e., free).
- To join the suit, the Board needs to take action to provide authorization.
- Once authorized, the district will complete a questionnaire, requiring approximately two hours of staff time.
- There is no additional work required by staff after sign-up.

# Recommendation

- The Board authorizes the superintendent to work with the Stevens Clay law firm to have the district join the pending vaping lawsuit against Juul and Altria, the successor to Philip Morris.

## STUDENTS

### Interscholastic Athletics

The Board of Directors recognizes the value of a program of interscholastic athletics as an integral part of the total school experience to all students of the District and to the community.

The program of interscholastic athletics shall include all activities relating to competitive sport contests, games or events, or sports exhibitions involving individual students or teams of students of this District when such events occur between separate schools within ~~this the~~ District or with any schools outside ~~the this~~ District.

All facilities and equipment utilized in the interscholastic athletic program, ~~whether or not the property of the school district,~~ shall properly safeguard both players and spectators and keep them free from hazardous conditions.

All interscholastic activities and events shall ~~be in compliance with~~ follow the rules and regulations of the ~~Kennewick School~~ District and the Washington Interscholastic Activities Association (WIAA). Prior to participation, all students must comply with all school, ~~Kennewick School~~ District, and WIAA requirements.

E-Sports may operate independent of WIAA requirements. E-Sports activities and events shall follow the rules and regulations of the District. Games used in E-Sports must receive approval from the Executive Director of Information Technology and the superintendent/designee.

The Superintendent or his/her designee shall annually prepare a program of interscholastic athletics for the school year. Rules shall be prepared for the conduct of student athletes including academic achievement and citizenship. Rules and disciplinary measures shall be distributed to each participant and his/her parents prior to the beginning of an athletic season. The district shall evaluate its athletic programs periodically to ensure that equal opportunities are available to members of both sexes.

Legal Reference:	<a href="#">RCW 28A.600.200</a> Interschool Athletic and Other Extracurricular Activities for Students, Regulations of-- Delegation, Conditions
	<a href="#">WAC 392-190-030</a> General--Recreational and Athletic Activities--Equal Opportunity Factors Considered
	<a href="#">392-190-040</a> Recreational and Athletic Activities-- Student Interest--Required Survey Instrument

Adopted: September 8, 1993

~~Amended~~Revised: August 28, 2002

Revised: April 13, 2022