



Board of Directors, Regular Meeting Minutes, Tuesday, April 12, 2022
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, April 12, 2022, at 4:00 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, 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 4:03 P.M.

EXECUTIVE SESSION (Personnel, Legal, Real Estate)

The Board adjourned to executive session at 4:03 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); discussion with legal counsel, of enforcement actions, litigation or potential litigation, if public discussion might result in an adverse legal or financial consequence. (Does not permit an executive session solely because attorney is present.) 42.30.110 (1) (i); and acquisition of real estate, if public knowledge might increase the price 42.30.110 (1) (b). The executive session was projected to last two and one-half hours, with no action expected. Executive session ended at 6:26 P.M.

The Board returned to the regular meeting at 6:33 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-Student was ill so not in attendance.

2.2 GOOD NEWS-Grounds Crew

Richard Krasner, Executive Director of Operations, reported eight staff members were recently certified through the Professional Grounds Management Society (PGMS). He introduced Chris Hall, newly hired Grounds Manager, and Brevin Wickson, Work-Based Learning Student from Richland High School. The Grounds Crew was recently recognized for earning the Green Star award for the Fran Rish Stadium project.

2.3 Requests and Comments by Visitors (3 minutes per individual-30-minute limit)

Deannie Sullivan shared information on the Science of Reading/Structured Literacy and scores with/without professional development.

Cory Gibson shared his concern regarding the battle with school districts and parents' rights.

Derek Iverson feels districts across the state are failing to teach science, math and reading yet most students continue to graduate. He feels Mr. Bird is standing up for parents.

Christa Calvin thanked all substitutes who have covered for teachers and classified staff members and asked the Board to continue to support having substitutes designated to each building.

Brian Brendel shared details of a petition filed with Benton County to recall three Board members.

Carolyn Sturges is thankful for the Three Rivers HomeLink option for families and is pleased with the plan moving forward. She also invited all Board members to visit HomeLink.

David Hedengren shared his concern with the sharing of public records to the media.

Darcie Brightman stated the inclusion of all students and families when developing the vision/mission statements needs to be addressed.

Dawn Hansen shared concern that the Board members should be examples for students and get back to excellence.

Connie Morelock has felt a great amount of support from the district in the past and is saddened by all the negativity currently.

Janice Haney was saddened by the recall petition and feels the petition should be dropped. Board members should learn from their mistakes and move on.

Tina Gregory shared concern regarding government mandates and feels changes are needed.

3.0 UNFINISHED BUSINESS

3.1 Performance Audit Update

Dr. Redinger announced this item will be on the agenda each meeting to share information on current audits. She is working with Hanover Research, a firm that specializes in K-12 education, to begin a curriculum audit as a new baseline for the District. This will benchmark peers throughout the country to identify best practices. Next meeting Superintendent Redinger will review the financial audit currently taking place.

3.2 Strategic Plan – Vision/Mission/Objectives

Board members were provided several examples of Vision, Mission, and Objectives. After sharing ideas and changes, the following Vision and Mission statements were developed for approval.

Board of Directors Vision/Mission:

VISION STATEMENT:

“To become a regional center of academic excellence, where the unique characteristics and needs of all students are met and exceeded, to ensure their success.”

MISSION STATEMENT:

“To provide effective governance of the Richland School District through leadership, accountability, and transparency, while valuing the importance of student, family, and staff advocacy and engagement.”

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

THAT THE BOARD OF DIRECTORS APPROVE THE ABOVE BOARD OF DIRECTORS VISION AND MISSION STATEMENTS.

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

Strategic Objectives:

Board members again shared ideas and requested changes to the Objectives provided. After much discussion the following was agreed on:

EDUCATIONAL PROGRAMS

Develop best practices of program effectiveness and accountability through inclusionary practices, staff development, early detection, and evidence-based curriculum methodology, such as structured literacy, and the implementation of the Universal Design for Learning (UDL) framework.

STUDENT OUTCOMES

Maximize student success through evidence-based practices, curriculum development, student and family engagement, programmatic development, accountability, strategy, and strategic oversight.

LEADERSHIP PERFORMANCE

Maximize Richland School District (RSD) leadership effectiveness through professional development, accountability, and performance management.

ORGANIZATIONAL PERFORMANCE

Maximize RSD performance through continuous improvement practices, strategy, structure, accountability, and performance oversight.

EMPLOYEE PERFORMANCE

We commit to value every staff member in their role and to provide them with opportunities for growth in supporting the needs of every student. Maximize employee effectiveness through professional development, accountability, and performance management.

QUALITY ASSURANCE & CONTINUOUS IMPROVEMENT

Establish, institutionalize, and implement a program that will improve organizational and programmatic performance in support of student success.

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

THAT THE BOARD OF DIRECTORS APPROVE THE ABOVE OBJECTIVES FOR FIRST READING.

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

This item will be placed on the Consent Agenda for Second Reading on April 26, 2022.

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

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

THAT THE BOARD OF DIRECTORS APPROVE CONSENT AGENDA ITEMS (4.1)
THROUGH (4.3) INCLUDING AN UPDATED PERSONNEL ACTION.

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

4.1 Personnel Actions

ADMINISTRATIVE PERSONNEL

NEW HIRES FOR THE 2022-23 SCHOOL YEAR

Fisk, Stephen, Principal, Richland High School

Cummings, Nathan, Assistant Principal, Enterprise Middle School

CERTIFICATED PERSONNEL

NEW HIRES FOR THE 2021-22 SCHOOL YEAR

Atiroko, Adedamola, 1 FTE, Speech Language Pathologist, Special Education, eff. 4/13/2022

NEW HIRES FOR THE UPCOMING 2022-23 SCHOOL YEAR

Sahrblom, Hannah, 1 FTE, Psychologist, Special Education

White, Jennifer, 1 FTE, Special Education BESST, Enterprise Middle School, non-continuing

DECREASE IN FTE FOR THE UPCOMING 2022-23 SCHOOL YEAR

Richter, Audra, .20 FTE (now .80 FTE), Science, Richland High School

LEAVE OF ABSENCE FOR THE 2021-22 SCHOOL YEAR

Campbell, Luisa, 1 FTE, Music, Three Rivers Homelink, effective 1/24/2022

Cook, Shari, 1 FTE, Language Arts, River's Edge High School, effective 1/03/2022

Hampton, Nicole, 1 FTE, Music, Marcus Whitman Elementary, effective 5/9/2022

Mangerson, Megan, 1 FTE, Lifeskills, Jefferson Elementary, effective 3/14/2022

McDowell, Jodi, .60 FTE, Spanish, Three Rivers Homelink, effective 5/2/2022

McMaster, Stephanie, 1 FTE, 5th Grade, Orchard Elementary, effective 4/11/2022

Noren, Megan, 1 FTE, BESST, Special Education, effective 10/27/2021

Schlahta, Glenda, .40 FTE, Consultant, Three Rivers Homelink, effective 1/12/2022

Sierra, Kirsten, 1 FTE, Librarian, Jason Lee Elementary, effective 4/21/2022

Stone, Kylie, 1 FTE, Resource Room, Tapteal Elementary, effective 8/31/2021

Volk, Liesel, 1 FTE, 5th Grade, Pacific Crest Online Academy, effective 1/10/2022

REASSIGNMENTS FOR THE 2021-22 SCHOOL YEAR

Bennett, Erin, Language Arts, Carmichael Middle School, to TOSA, PCOA, effective 03/28/2022

Deschane, Amy, Lifeskills, Richland High School, to Transition Teacher, TLAC, eff. 8/31/2021

REASSIGNMENTS FOR THE UPCOMING 2022-23 SCHOOL YEAR

Rodgers, Rosalinda, Resource Room to Extended Resource Room, Enterprise Middle School

RESIGNATIONS FOR THE END OF THE 2021-22 SCHOOL YEAR

Stevens, Jana, 1 FTE, 2nd Year Leave of Absence

Tansy, Dayenne, 1 FTE, 4th Grade, Marcus Whitman Elementary

RETIREMENTS FOR THE END OF THE 2021-22 SCHOOL YEAR

Macias, Lynne, 1 FTE, 2nd Year Leave of Absence

CLASSIFIED PERSONNEL

NEW HIRES FOR THE 2021-22 SCHOOL YEAR

Costanza, Sara, Paraeducator, Leona Libby Middle School, effective 3/28/2022
Foster, Madasyn, Paraeducator (from Replacement Employee), Sacajawea Elem., eff. 4/20/2022
Grace, Christopher, Grounds Applicator, Support Services, effective 4/4/2022
Klose, Brilyn, Paraeducator, Jefferson Elementary, effective 4/1/2022
McConnell, Tyler, Custodian, Support Services, effective 3/30/2022
Mendoza, Joanna, Paraeducator, Carmichael Middle School, effective 4/19/2022
Parsons, Nicholas, Paraeducator, Sacajawea Elementary, effective 4/1/2022
Pierson, Bethany, Secretary, Hanford High School, effective 3/30/2022
Sanders, Ashley, Nutrition Services, Hanford High, effective 4/11/2022

LEAVE OF ABSENCE FOR THE 2021-22 SCHOOL YEAR

Lathim, Leta, Paraeducator, Carmichael MS, extended leave through 8/31/2022
Smith, Kalyn, Paraeducator, Carmichael MS, extended leave through 8/31/2022

ADMINISTRATIVE REASSIGNMENTS FOR THE 2021-22 SCHOOL YEAR

Callahan, Tricia, Asst. Manager, Driver Trainer to Safety Manager, Transportation, effect. 3/1/2022

REASSIGNMENTS FOR THE 2021-22 SCHOOL YEAR

McMurphy-Miller, Jennifer, HR Secretary to HR Contract Specialist, TLAC, effective 4/11/2022

RESIGNATIONS FOR THE 2021-22 SCHOOL YEAR

Heldebrant, Elizabeth, Paraeducator, White Bluffs, effective 11/24/2021 (will Cert Sub)
Krisher, Amanda, Human Resource Contract Specialist, TLAC, effective 4/29/2022
Lanning, Laura, Paraeducator, Early Learning Center, effective 4/22/2022 (will Cert Sub)
Lloyd, Mary, Bus Driver, Transportation, effective 3/27/2022
Miner, Debbie, Nutrition Services, Early Learning Center, effective 4/29/2022
Moon, Krystal, Nutrition Services, White Bluffs Elementary, effective 3/24/2022
Orton, Sandy, Paraeducator, Early Learning Center, effective 3/31/2022
Price, Robin, Building Foreman 1, Orchard Elementary, effective 4/8/2022

RETIREMENTS FOR THE END OF THE 2021-22 SCHOOL YEAR

Richard, Holly, Paraeducator, White Bluffs Elementary

TERMINATION

Tamburello, Kristen, Paraeducator, Jefferson Elementary, effective 4/4/2022

4.2 Approval of Minutes (January 11, 2022; January 13, 2022)

4.3 Payroll and Warrant Information

ASB Fund Warrant Nos. 40006968 through 40006975 got \$16,954.03
 Nos. 54000414 through 54000415
 No. 74000134 for \$1,265.80
 Nos. 40006976 through 40006980 for \$2,085.97
 Nos. 54000416 through 54000419 for \$2,871.51
Capital Projects Fund Warrant No. 20001786 for \$7,830.06
 Nos. 20001787 through 20001790 for \$255,578.94
 No. 52000272 for \$460,785.36
General Fund Warrant Nos. 10080781 through 10080834 for \$319,627.13
 Nos. 51001546 through 51001556 for \$38,275.52
 Nos. 71002605 through 71002624 for \$74,166.12
 Nos. 10080974 through 10081022 for \$150,668.32
 Nos. 51001558 through 51001569 for \$76,107.91

Nos. 71002625 through 71002645 for \$41,519.53
Self-Insurance Fund Warrant Nos. No. 57000074 for \$19,241.41
Nos. 57000075 through 57000077 for \$20,500.47
Payroll Warrant Nos. 10080636 through 10080642 for \$7,417.43
No. 10080643 for \$730.57
No. 10080723 for \$415.00
Nos. 10080835 through 10080929 for \$169,602.91
Nos. 10080930 through 10080973 for \$4,616,073.00
Total March Payroll in the amount of \$14,303,376.34

5.0 FUTURE AGENDA ITEMS

5.1 Prioritize Agenda Topics

Ms. Williams shared a list of agenda topics Board members had mentioned at previous meetings to prioritize for completion this spring (1), fall (2), or direct information to Board members. Each member shared their priorities and there was consensus as listed below:

- (1) Continuous Improvement Initiative/Policy/Evaluation of Programs/Third Party Audit (updates from Superintendent or weekly packet-begin third party audit)
- (1) Sensory Rooms (presentation)
- (1) Policy Updates 1,000 series-(April 26, 2022-investigation of complaints verbiage change) (work to update others as quickly as possible)
- (1) Superintendent Evaluation (in progress)
- (1) Audit updates (in progress)
- (1) 2022/2023 Budget Workshop (scheduled for April 26, 2022, additional dates TBD)
- (2) Block Schedule/Balanced Calendar

Other topics included:

- Update on Parent Advisory Committee (Board reports)
- HomeLink/River's Edge High School/Pacific Crest Online Academy- (rebranding/marketing-weekly packet)
- Onboarding of new Board members (training)
- Community Partnership Updates (Boys/Girls Club, YMCA-Superintendent report)

Discussion followed regarding the need for a Resolution to the Governor should student COVID vaccinations be mandated by the State. Since this decision will be announced tomorrow, there was consensus to wait until the April 26, 2022 meeting to share a draft resolution if needed.

5.2 Approval of April 26, 2022 Agenda

The Board also delayed several items to have time for the Bond project report. A simple verbiage change in a discipline policy will also be added to the agenda.

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

THAT THE BOARD OF DIRECTORS APPROVE THE BOARD MEETING AGENDA FOR APRIL 26, 2022 WITH CHANGES AS MENTIONED ABOVE.

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

7.0 BOARD AND SUPERINTENDENT REPORTS

Shelley Redinger has started spring building visits and will visit all schools in April and May. Dr. Redinger also met with a representative from the Wishing Star Foundation.

Semi Bird stated all voices matter and is working to stay positive and lead by example.

Audra Byrd stated she will trust the legal process and will not resign.

Rick Jansons was invited to River's Edge High School where students shared ideas for bond projects.

Kari Williams met with the PTA Council and encouraged parents to get involved with PTA/PTO/PTSA groups.

Jill Oldson also asked parents who feel they don't have a voice to call or send emails to help her understand.

Ms. Oldson reported all Board members have new phone numbers listed on the website.

ADJOURNMENT

The meeting adjourned at 9:08 P.M.

RICHLAND SCHOOL DISTRICT NO. 400

SECRETARY, BOARD OF DIRECTORS