



Board of Directors, Regular Meeting Minutes, Tuesday, October 25, 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, October 25, 2022, at 6:30 P.M. via Zoom and in person, 6972 Keene Road, West Richland, Washington. School Board President Jill Oldson presided. Board members participating: Kari Williams, Semi Bird, Audra Byrd, and Rick Jansons. Administrators present: Superintendent Dr. Shelley Redinger, Assistant Superintendent of Elementary Education Brian Moore, Executive Director of Finance Clinton Sherman, Executive Director of Information Technology Mike Leseberg, Executive Director of Human Resources Tim Praino, and Director of Communications Ty Beaver.

The Special Meeting/Workshop was called to order at 4:31 P.M.

**1. Workshop Topic: *Bond Package Discussion***

Discussion included:

- Concern regarding the passage of bond in current economy.
- Instead of Bond, run a Capital Projects Levy February 2023 to include:
  - updated Safety and Security improvements (\$15M)
  - pre-design of proposed projects (\$8M)
    - this would allow more accurate cost estimates
    - similar timeline for projects as current bond proposal with pre-design completed
  - Delaying Bond until 2024

Melissa McFadgen, NAC Architects, estimated the pre-design costs at approximately \$8M. The levy would be paid off in six years with a 50% passage threshold. Clinton Sherman, Executive Director of Finance, stated the cost would be 31 cents per \$1,000 of assessed valuation. For a house valued at \$500,000, the cost would be \$155/year. Mr. Sherman stated a first reading at the November 8, 2022 meeting, with a second reading on November 22, 2022, would be needed to meet the timeline for placement on the February 2023 ballot. Dr. Redinger feels this is a prudent approach considering concerns regarding the economy.

Further discussion will take place at the Regular Board meeting later this evening. Ms. Oldson adjourned the Special Meeting/Workshop at 5:12 P.M.

The Regular Board meeting was called to order at 6:31 P.M.

**2.0 CALL TO ORDER**

**2.1 Pledge of Allegiance**

**2.2 Roll Call-All Here**

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**3.0 COMMUNICATIONS**

**3.2 Student Advisory Report**

Cruz Hernandez Vasquez reported on topics from the recent Student Advisory Meeting including future plans for a new high school, mental health, communication, and the need for more translations.

Brianna Watson, Co-chair of the Parent/Guardian Advisory Committee, reported on the topics discussed at the recent meeting including mission statement and goals.

*Mission Statement:* To improve the learning environment for all students by encouraging parent/guardian engagement and by offering insight and recommendations to the school board.

*Goal:* To report as well as collaboratively problem solve specific needs in the district and create action plans or strategies to recommend to the school board.

\*Advisory group representatives are encouraged to act as a liaison with our schools by sharing information and fostering relationships between parent/guardians, district personnel and the school board.

There was consensus to accept the mission statement and goal as presented. Brianna Watson and Sarah Egbert will be facilitating this committee in the future.

**3.3 Requests and Comments by Visitors (2 minutes per individual/30 minute limit)**

Izaiah Evangelista stated banning pride flags would have a negative effect on students and feels they provide a safe place for some students.

Shelley Burt shared concern regarding Policy No. 4130, is in favor of the race and curriculum policy being discussed, and encouraged more direction for parent involvement in the Strategic Plan.

Francine Warner shared her concerns regarding sexual orientation, religious freedoms, and flags in classrooms.

Connie Morelock shared in the past there was no support for parents of gay students and is excited that parents are now talking about these issues.

Ron Higgins shared his concern regarding Critical Race Theory (CRT).

Sara Flores Anderson shared her concern with time spent on CRT instead of celebrating students.

George Penn shared concern regarding pride flags in schools.

Dusty Howard shared information on Principal Appreciation Month, the high school band competitions in Pullman, and concern regard Policy 2360 being discussed tonight.

Staci West stated the race curriculum and political flag discussions will only divide people and does not want to marginalize LBGTQ+ students and faculty.

Allison Scrabeck shared concern regarding a Board member's view on CRT and shared information on Native Americans.

Kat Espinda shared concerns regarding flags in classrooms, giving shots to students, and mask mandates.

Tina Gregory shared concerns regarding grooming, pronouns, and flags in schools.

Irvine Stone agrees with Policy 2360 and believes the history of all races should be taught free from political bias.

Krista Calvin suggested some edits for Policy 2360 and feels the policy presented may villainize teachers rather than lift them up.

#### **4.0 UNFINISHED BUSINESS**

##### **4.1 Strategic Plan-First Reading**

Brian Moore, Assistant Superintendent of Secondary Education, reviewed the latest draft of the Strategic Plan including input from a second community survey. *Richland Ready* is a comprehensive document that outlines the District's shared vision & mission, core values, a portrait of a ready graduate, and defines five common shared priority areas for our District. Each of the five priorities connect progress benchmarks that will be used to develop specific metrics for measuring success and growth across the District. Board discussion followed and several edits were suggested.

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

THAT THE BOARD OF DIRECTORS APPROVE THE RICHLAND SCHOOL DISTRICT STRATEGIC PLAN “*RICHLAND READY*” FOR FIRST READING.

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

##### **4.2 Bond Package Update**

Ms. Oldson reported during the Board Workshop earlier today there was discussion around delaying a Bond until 2024. Instead, run a Capital Projects Levy in February of 2023 to include the full amount for Safety and Security addressed by the recent vulnerability assessment (\$15M) and \$8M for pre-design of proposed projects. Board members felt this would help address the current uncertainty of the economic climate. This will also allow more accurate cost estimates while still allowing projects to stay within a similar timeline if a bond was passed in February 2024. Costs for this levy would be .31/1,000 of assessed valuation, or a home valued at \$500,000 would pay \$155 per year for six years. There was consensus from the Board to move forward with a resolution on the November 8, 2022 agenda.

#### **5.0 NEW BUSINESS**

##### **5.1 Policy No. 2360-Race, Culture, and the Curriculum**

Galt Pettett, General Counsel, stated the Board asked to bring this policy forward for discussion. The policy is almost identical to the policy that the Kennewick School District's Board of Directors recently adopted.

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It was moved by Audra Byrd and seconded by Semi Bird –

THAT THE BOARD APPROVE POLICY NO. 2360-RACE, CULTURE, AND THE CURRICULUM FOR FIRST READING.

*Discussion:*

Mr. Jansons advised this policy is not about Critical Race Theory (CRT), but about supporting District students. He feels some of the words need to be massaged and likes the suggestions from Ms. Calvin earlier. Mr. Jansons feels the policy does not go far enough and asked to add the following amendment after paragraph one:

*The Board believes in universal respect for all people. Further, this Board affirms that diversity is valuable in our schools. This Board commits to providing and ensuring a safe, equitable, and inclusive school system that values and supports each and every student, regardless of sex, race or color, religion or creed, national origin, sexual orientation, gender identity or gender expression, disability or socio-economic status. Also change “should” to “continue to” in paragraph three.*

It was moved by Mr. Jansons and seconded by Ms. Oldson that –

THE AMENDMENT PRESENTED BY MR. JANSONS BE ADDED TO THE ORIGINAL MOTION.

*Discussion:*

Ms. Williams agreed with the amendment this but feels it doesn't fit in this policy. This policy is what the District stands for and students need to be taught free from political and personal bias. Several members felt Mr. Jansons' amendment was already covered in Policy No. 8900-Nondiscrimination and codified by State and Federal Law.

Ms. Oldson would like to include the amendment if the Board believes in representing every student. Dr. Redinger stated, after hearing Ms. Calvin's comments, she does not want the Board to alienate a large percentage of teachers by feeling like the Board doesn't trust them.

Mr. Bird supports Ms. Byrd's motion and feels what Mr. Jansons is proposing may have a place in an anti-discrimination policy. He does not believe our schools or staff are systemically racist. This policy is specific to race and curriculum and he supports this policy as written. Board discussion followed.

Leif Carman, Student Representative, stated everyone should be welcomed in school and discussed the value of opinion papers in higher level classes. He feels this policy is a positive but expressed caution with the wording of the policy.

Ms. Byrd read a portion of Policy No. 8900-Nondiscrimination and feels this is a better location for Mr. Jansons amendment. Ms. Byrd asked to add Policy No. 8900 to a future agenda and to add Mr. Jansons' wording, but prefers to leave this policy as presented. She approves of using “continue to” instead of “should”.

A vote on the amendment was called for.

*Discussion:*

Mr. Jansons continues to feel the amendment belongs in Policy 2360 and added this affirms support for more than just race.

A vote was taken to add Mr. Jansons' amendment.

Vote: Bird, no; Jansons, yes; Williams, no; Byrd, no: and Oldson, yes.  
Motion for the amendment failed.

Ms. Williams proposed an amendment to the original motion.

It was moved by Kari Williams and seconded by Rick Jansons that -

AMENDMENT: THE WORD "*SHOULD*" BE REPLACED BY "*CONTINUE TO*" IN PARAGRAPH THREE AND REMOVING "*CULTURE*" FROM THE TITLE.

Vote: Bird, yes; Jansons, yes; Williams, yes; Byrd, yes: and Oldson, no.  
Motion for the amendment was approved.

A vote on the original motion as amended was called for.

*Discussion:*

Mr. Jansons advised this has nothing to do with CRT nor anything teachers are doing now. Mr. Jansons feels outliers are dealt with. The District values all kids and believes the history of all races should be valued. The District will teach facts and that racism does exist.

Ms. Williams agreed and stated this does not preclude students from expressing their beliefs. It also states students will not be indoctrinated with the belief that the United States is fundamentally or systemically racist.

Ms. Oldson does not feel this policy includes every aspect of our students and thinks this policy should not be just about race. She wants students to learn factual history and be able to think critically.

Mr. Bird stated this helps deal with the fundamentals of educating kids and wants to ensure that incidents of racism are addressed.

A vote on the original policy with the approved amendment from Ms. Williams was called for.

THAT THE BOARD OF DIRECTORS APPROVE POLICY NO. 2360-RACE AND THE CURRICULUM FOR FIRST READING.

Vote: Bird, yes; Jansons, yes; Williams, yes; Byrd, yes: and Oldson, no.  
Motion was approved.

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**5.2 Policy No. 4130-Title 1 Parent Involvement**

Mr. Pettett stated this policy is designed to improve the quality of family and community involvement in schools that serve families in diverse communities. The Office of Superintendent of Public Instruction’s Consolidated Review must ensure each district has updated this policy. The administration is also proposing to delete the associated procedure as it is redundant. Discussion followed and Board members were encouraged to submit any additions to Mr. Pettett to be added for second reading.

It was moved by Kari Williams and seconded by Rick Jansons –

THAT THE BOARD OF DIRECTORS APPROVE CONSENT AGENDA ITEMS (6.1) THROUGH (6.8) INCLUDING AN UPDATED PERSONNEL ACTION.

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

**5.3 Performance Audit Update**

Dr. Redinger stated the Safeguard3 training begins next week. The District is also preparing for the annual financial audit. Board members are welcome to sit in on the Entrance and Exit conferences (only two per meeting can participate without a special meeting to be announced).

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

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

THAT THE BOARD OF DIRECTORS APPROVE CONSENT AGENDA ITEMS (6.1) THROUGH (6.8) INCLUDING AN UPDATED PERSONNEL ACTION.

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

**6.1 Personnel Actions**

ADMINISTRATIVE PERSONNEL

CHANGE OF ASSIGNMENT FOR THE 2022-23 SCHOOL YEAR

Pipkins, Gregory, Network Engineer to Director, Information Technology, effective 10/17/2022

CERTIFICATED PERSONNEL

NEW HIRES FOR THE 2022-23 SCHOOL YEAR

Arthur, Anna, 1.0 FTE, 2<sup>nd</sup> Grade, White Bluffs (effective 10/21/2022-coming from sub)

Rutledge, Keri, 1.0 FTE, Resource Room, Jason Lee (effective 10/14/2022-coming from sub)

DECREASE IN FTE FOR THE 2022-23 SCHOOL YEAR

McDowell, Jodi, .04 FTE (Now 0.56 FTE, Spanish, Three Rivers Homelink (effective 1/17/2023)

CLASSIFIED PERSONNEL

CHANGE OF ASSIGNMENT FOR THE 2022-23 SCHOOL YEAR

Barrera, Maria, Nutrition Services to Para, Lewis & Clark, eff. 10/13/22 (corr. from 10/12/22)

Conley, Jacob, IT Technician 1, Information Technology, from temporary to permanent, eff. 10/17/2022

Kane, Ameer, Bus Driver to Router, Transportation, effective 10/17/2022

Mann, Toni, Router, Transportation to Warehouse, Support Services, effective 10/17/2022

Warren, Jennifer, Nutrition Services to Paraeducator, Carmichael MS, effective 11/3/2022

**NEW HIRES FOR THE 2022-23 SCHOOL YEAR**

Bailey, Skye, Paraeducator (Temporary), Lewis & Clark Elementary, eff. 10/21/2022- 6/14/2023

Bennett, Amanda, Paraeducator, Chief Joseph Middle School, effective 10/19/2022

Carver, Stephanie, Paraeducator, William Wiley Elementary School, effective 10/19/2022

Cziglenyi, Kimberly, Paraeducator, Sacajawea Elementary, effective 10/26/2022

Fleiger, Christina, Secretary, Badger Mountain Elementary, effective 10/21/2022

Garza, Mary, Paraeducator, Jason Lee Elementary, effective 11/01/2022

Martin, Kendall, Paraeducator, Marcus Whitman Elementary, effective 10/26/2022

Mercado, Isabel, Paraeducator, Orchard Elementary, effective 10/21/2022

Muhlestein, Adam, Paraeducator, Hanford High School, effective 10/26/2022

Nienaber, Hannah, Paraeducator, Jason Lee Elementary, effective 10/19/2022

Pavlicek Vermeire, Mercedes Paraeducator, Lewis & Clark, eff. 10/14/22 (corrected from 10/15/22)

**NEW HIRES FOR THE 2022-23 SCHOOL YEAR**

Payne, Shauna, Paraeducator (Temporary), Badger Mountain, eff. 10/28/2022-6/14/2023

Rhynes, Kristina, Secretary, Enterprise Middle School, effective 10/28/2022

Rodriguez, Angel, Temporary Grounds, Support Services, effective 10/10/2022

Stillman, Aleece, Paraeducator, Sacajawea Elementary, effective 10/26/2022

Swinburnson, Casey, Paraeducator, Sacajawea Elementary, effective 10/26/2022

**LEAVE OF ABSENCE FOR THE 2022-23 SCHOOL YEAR**

Tolbert, Michelle, Paraeducator, Enterprise Middle School, effective 1/9/2023 – 4/30/2023

**RESIGNATIONS FOR THE 2022-23 SCHOOL YEAR**

Baker, Trudy, Paraeducator, Chief Joseph Middle School, effective 10/31/2022

Johnson, Susan, Secretary, Teaching & Learning, effective 11/23/2022

Wilson, Sicily, Paraeducator, Jefferson Elementary School, effective 10/28/2022

**TERMINATION FOR THE 2022-23 SCHOOL YEAR**

Winslow, DeWayne, HVAC/Electrician, Maintenance & Operations, effective 10/25/2022

**RETIREMENTS FOR THE 2022-23 SCHOOL YEAR**

Garcia, Robin, Paraeducator, Richland High School, effective 1/06/2023

**6.2 Approval of Minutes (October 4, 2022; October 11, 2022)**

**6.3 Policy/RR No. 5265-Staff Recognition**

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

**6.5 Cash Grant-Orchard PTO-Instructional Supplies**

**6.6 Enrollment Monthly**

**6.7 Budget Monthly**

**6.8 Warrant Information**

ASB Fund Warrant Nos. 40007117 through 40007124 for \$33,922.21

Nos. 54000485 through 54000488 for \$8,807.57

No. 74000155 for \$10,255.66

Nos. 40007125 through 40007131 for \$25,126.01

Nos. 54000489 through 54000490 for \$2,471.06

No. 74000156 for \$1,000.00

Capital Projects Fund Warrant Nos. 20001878 through 20001883 for \$242,122.05

Nos. 52000304 through 52000305 for \$102,258.99

No. 72000039 for \$11,236.31

Nos. 20001884 through 20001889 for \$770,868.00

General Fund Warrant Nos. 10083216 through 10083275 for \$330,486.00

Nos. 51001861 through 51001875 for \$418,924.37  
Nos. 71003027 through 71003043 for \$24,979.80  
Nos. 10083276 through 10083356 for \$746,879.55  
Nos. 51001876 through 51001890 for \$97,475.71  
Nos. 71003044 through 71003059 for \$46,215.74  
Self-Insurance Fund Warrant No. 57000105 for \$12,301.50  
No. 70000251 for \$796.31  
No. 57000106 for \$3,101.81

## **7.0 AGENDAS**

### **7.1 Future Agenda Items**

- Policy No. 8900-Nondiscrimination-Add Mr. Jansons' amendment-Mr. Jansons will review
- Parent Involvement Policy-adapt for general population-Mr. Bird/Ms. Byrd will review
- Literacy Curriculum
- Assessment Report-iReady results

### **7.2 Approval of November 8, 2022 Agenda**

Item 3.3-Parent/Guardian Advisory will be removed since it was discussed earlier.

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

THAT THE BOARD OF DIRECTORS APPROVE THE NOVEMBER 8, 2022 AGENDA, REMOVING ITEM 3.3-PARENT/GUARDIAN ADVISORY UPDATE.

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

## **8.0 BOARD AND SUPERINTENDENT REPORTS**

Shelley Redinger congratulated the Richland High School swim team and Hanford High School for successfully completing its Accreditation Report. Superintendent Redinger is enjoying her Superintendent Chats with staff members in each building.

Semi Bird submitted the District Legislative Priorities to WSSDA.

Audra Byrd visited with principals from Three Rivers HomeLink and Rivers' Edge High School. Ms. Byrd asked members to agree as a Board to begin a five-year plan. Other Board members were not in favor of a five-year plan, rather stating that planning will be included in the pre-design portion of the Capital Projects Levy. Ms. Byrd attended the Parent Guardian committee meeting. Dr. Redinger will ask Principals to find parents who want to be involved in this committee.

Rick Jansons attended a band competition in Pullman and a drama production at Richland High School.

Kari Williams attended a Hanford High School drama production and thanked Dr. Redinger for moving up the English Language Arts Curriculum Adoption.



Jill Oldson congratulated the Richland High School Girls Soccer team and visited Tapteal, White Bluffs, and Lewis and Clark Elementaries. She also participated in the WSSDA Legislative Conference, with the top priority being to fully fund Special Education.

**ADJOURNMENT**

The meeting adjourned at 9:04 P.M.

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RICHLAND SCHOOL DISTRICT NO. 400

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SECRETARY, BOARD OF DIRECTORS