



Board of Directors, Regular Meeting Minutes, Tuesday, April 25, 2023  
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 25, 2023, at 6:30 P.M. via Zoom and in person, 6972 Keene Road, West Richland, Washington. School Board President Kari Williams presided. Board members participating: Jill Oldson, Semi Bird, Audra Byrd, and Rick Jansons. Administrators present: Superintendent Dr. Shelley Redinger, Executive Director of Information Technology Mike Leseberg, Executive Director of Human Resources Tim Praino, Executive Director of Finance Clinton Sherman, and Executive Director of Operations Richard Krasner.

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

**EXECUTIVE SESSION** (Personnel-RCW 42.30.110 (1) (g)-Quarterly Superintendent Check-in)  
The Board adjourned to executive session at 5:30 P.M to discuss qualifications of an applicant for employment or review of performance of an employee (final actions must be taken in public and discussion affecting employees generally must be held in public) 42.30.110 (1) (g). The executive session was projected to last sixty minutes, with no action expected. Executive session ended at 6:28 P.M.

The Board returned to the regular meeting at 6:34 P.M.

## **1.0 CALL TO ORDER**

### **1.1 Pledge of Allegiance**

**1.2 Roll Call**-All were in attendance. Ms. Oldson participated via zoom.

Ms. Oldson motioned to add “Superintendent Evaluation Tool” as agenda topic 3.2 under *Unfinished Business* for tonight’s meeting. Mr. Jansons seconded the motion.

Mr. Bird shared the protocol for new items established earlier by Board members including bringing the item up during a previous Board meeting. There was consensus to make an exception to the process tonight for clarification purposes.

Ms. Williams asked to move Item 5.6 - “Student Representative to the Board Appointment” forward in the agenda.

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

THAT THE BOARD OF DIRECTORS APPROVE SHEILA DEHKORDI AS JUNIOR STUDENT REPRESENTATIVE TO THE BOARD OF DIRECTORS FOR THE 2023/2024 SCHOOL YEAR.

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

Student Representatives: Carman, yes, Wierzchowski, Yes  
Motion was approved.

## **2.0 COMMUNICATIONS**

### **2.1 GOOD NEWS-New Student Representative Recognition**

Karrin Wierzchowski introduced Shelia Dehkordi, who is currently a sophomore at Richland High School. Shelia completed the Board interview process and was recommended by Ms. Williams, Ms. Byrd, and Dr. Redinger to be the new Junior Student Representative for the upcoming school year.

### **2.2 Student Advisory Report**

Leif Carman, Student Representative, reported on topics discussed at the recent Student Advisory meeting including a mental health training session planned for later this week. Students also shared planning ideas/recommendations with NAC Architects for a third high school to be included in a future bond. Board discussion followed including adding information to Friday packets and student reports.

### **2.3 Parent Guardian Advisory Report**

Brianna Watson, Advisory Co-President, announced meeting topics have been scheduled for most of the year. Topics include 24 credit and graduation issues, block scheduling, enrollment, mental health/bullying, conflict resolution, inclusionary practices, and others. Board members were asked to reach out to the committee with any additional topics. Board discussion followed with more information to come in a Friday packet.

### **2.4 Requests and Comments by Visitors (2 minutes per individual)**

Jenna Coddington, Parent/Guardian, shared a transportation issue. Zoom link was poor and she was asked to contact Richard Krasner, Executive Director of Operations.

Dusty Howard, Parent/Guardian, shared information on a student music trip to Florida where students and parent chaperones worked together for a successful experience. Ms. Howard felt the Hanford Dance Team brought awareness with a recent performance.

Shelley Burt, Parent/Guardian, felt the music for the dance performance was not a good choice and feels Police should be supported. She also shared concern regarding the Special Education Task Force.

Nino Kapitula, Parent/Guardian, stated parents are in need of preserving rights and feels Washington is doing overreach. She asked to stop playing political games and go back to basics of reading and writing.

Ron Higgins, Resident, shared effects of chronic carbon dioxide exposure due to face masks and feels this has not been evaluated as of yet.

Jamie Heijmans, Resident, shared negative effects of masks on students and feels the three Board members under recall took action and no laws were broken.

Tina Gregory, Non-Resident, feels children are being brainwashed and need protection from union lies. Ms. Gregory asked to purge evil from schools and will offer American flags to all schools.

Scott Butner, Resident and past Board member, shared concern regarding Ms. Byrd's response to the Hanford Dance Team routine and shared decisions should be made by the entire Board.

Byron Burrup, Resident, shared his appreciation to the Board for trying to make the best decisions.

## **2.5 Board/Student Representatives/Superintendent Reports**

Karrin Wierzchowski, Student Representative, will be sending out a student survey on suicide for Board review, met with Teaching and Learning staff to discuss summer school, was on the interview team to select the newest Student Representative, and stated some students recommended doing a teacher survey. Several Board members requested a survey put together by students, then a discussion on a future agenda. Karrin stated the mental health survey results may be ready for the next meeting.

Leif Carman, Student Representative, also was on the interview team for the new Student Representative and likes the idea of teacher accountability with an anonymous survey.

Shelley Redinger advised the District is making progress on structured literacy and thanked those leading the Hanford High School Music Fundraiser for their work to raise over \$30,000.

Semi Bird shared information on the comprehensive tutoring program. Feedback is being gathered from staff, parents, and students for further planning. Mr. Bird also shared recent legislative action with information on recess time requirements, principal contract options, Board meeting recordings, additional funding for Special Education, learning recovery and transportation.

Rick Jansons reported the Weighted Vote Resolution passed at the last meeting will be included in the Washington State Directors Association (WSSDA) General Assembly this fall.

Jill Oldson shared information regarding the Washington STEM Coalition cohort involving seven different states. This is a two-year process involving Career and Technical Education (CTE) pathways for students. Ms. Oldson thanked administrators for their work on structured literacy and work with the University of Washington Smart Center.

Audra Byrd explained work is continuing on comprehensive tutoring and will be on an upcoming agenda when finalized. Ms. Byrd stated she gave her personal opinion on the Hanford Dance Team after parent complaints. She attended Board Leadership, a modified calendar meeting, reported on the recess bill passed by the legislature and advised the District already is in basic compliance.

Kari Williams shared her excitement for the work of the English Language Arts Adoption Committee. The committee has narrowed the curriculum choices to two that will be piloted next year in twelve-week sessions. Mr. Bird asked to see feedback from students and parents after each session.

### **3.0 UNFINISHED BUSINESS**

#### **3.1 Capital Projects Levy Update**

Richard Krasner, Executive Director of Operations, shared details of safety and security updates planned for William Wiley, Jason Lee, White Bluffs Elementaries as well as Three Rivers HomeLink and all four middle schools. Core teams are also working with the City of Richland on restrictions for HomeLink and River's Edge High School. Richland and Hanford High School campuses will require more extensive work to add secure entrances and pathways to classrooms.

Mr. Krasner explained many participants are working with architects during the Education Specification process with two parent and community forums planned for the future. Other projects planned include a HomeLink expansion, a new River's Edge High School, and work on the Hanford High School Stadium and a storage area for the Scene Shop. Student Representatives shared the architects are working hard to balance security for students with comfort.

Ms. Byrd requested enrollment numbers for high schools and middle schools, waitlist information, out of district enrollment, other properties available, and needs analysis for both HomeLink and River's Edge High Schools. Discussion followed.

Ms. Williams feels the most pressing issue is overcrowding at the high schools and would like to stick to the original timeline.

#### **3.2 Superintendent Evaluation (Added)**

Ms. Oldson stated the superintendent evaluation form approved last September has additional guidance with standards included. Board members discussed possible changes to the form. This discussion included how to best combine scores from the rubric and if the evaluation should be customized to include District goals.

Mr. Bird is comfortable with the current form. Ms. Oldson shared concern regarding the number rating system. Mr. Jansons stated all agreed to use this form and feels the form is more objective than subjective. He stated he would complete his form and share it with Dr. Redinger and asked others to do the same. The document with combined results from all members will be completed for the final evaluation. Board members were divided on sharing individual evaluation forms with Dr. Redinger.

Dr. Redinger stated it is important for her to have this data for her personal growth. Some mentioned meeting individually with Dr. Redinger to review individual documents. There was consensus to use the approved form for this year. The rubric will be shared with all to assist with the evaluation. The evaluation process and document will be re-evaluated in the future at a Board Workshop, along with a policy review and update in the future.

### **4.0 NEW BUSINESS**

#### **4.1 Policy/RR No. 3210-Nondiscrimination;**

**\*Add Policy/RR and Exhibit 5010-Nondiscrimination and Affirmative Action;**

**\*Delete Policy No. 5011-Affirmative Action;**

**\*Delete Policy/RR No. 8900-Nondiscrimination**

Galt Pettett, District Counsel, stated changes to these policies are fairly significant. The updating of Policy and Procedure 3210-Nondiscrimination relates to students. Some of the updates to this Policy include language around auxiliary aids provided to students with disabilities upon request. Other revisions provide for more efficient and equitable resolution of discrimination complaints.

Second, the administration is recommending that the Board adopt Policy and Procedure 5010-Nondiscrimination and Affirmative Action. The addition of Policy and Procedure 5010 allows the District to combine and update Policy 5011-Affirmative Action and Policy and Procedure 8900-Nondiscrimination. Further, the Washington's Equal Pay Act was recently revised to clarify some of the definitions and adding some more prohibitions. Mr. Pettett stated the District Affirmative Action Policy is very rich and is proposing the plan be reviewed yearly. The District will provide a report annually the second meeting in October. All staff members are required to complete a module on nondiscrimination yearly.

Mr. Bird asked to be provided with a template on tracking information regarding discrimination issues. Mr. Pettett assured all cases are tracked. Board members asked to hear when there are consistent complaints or trends. Board discussion continued.

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

THAT THE BOARD OF DIRECTORS APPROVE POLICY/RR  
NO. 3210-NONDISCRIMINATION; \*ADD POLICY/RR AND EXHIBIT 5010-NONDISCRIMINATION  
AND AFFIRMATIVE ACTION; \*DELETE POLICY NO. 5011-AFFIRMATIVE ACTION;  
\*DELETE POLICY/RR NO. 8900-NONDISCRIMINATION

Vote: Bird, yes; Jansons, yes; Williams, yes; Byrd, yes: and Oldson, yes.  
Student Representatives: Carman, yes, Wierzchowski, Yes  
Motion was approved.

#### **4.2 Policy No. 5001-Hiring of Retired School Employees**

Mr. Pettett advised this policy was adopted in 2007. Since that time, the state legislature has made significant changes to the laws regarding hiring retired school employees. Now, all retired school district employees who are rehired may work a total of 867 hours before pension payments are reduced. The amended law applies to retirees from plans 1, 2 and 3. The District is also renumbering this policy to align with WSSDA's numbering system.

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

THAT THE BOARD OF DIRECTORS APPROVE POLICY NO. 5001-HIRING OF RETIRED  
SCHOOL EMPLOYEES FOR FIRST READING.

Vote: Bird, yes; Jansons, yes; Williams, yes; Byrd, yes: and Oldson, yes.  
Student Representatives: Carman, yes, Wierzchowski, yes  
Motion was approved.

#### **4.3 Performance Audit Update**

Superintendent Redinger advised both Nutritional Services and Finance Department audits are

going well. Dr. Redinger will share more information when completed.

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

Ms. Williams asked to pull Item No. 5.4-Policy/RR No. 2020-Course Design, Selection and Adoption of Instructional Materials.

It was moved by Audra Byrd and seconded by Rick Jansons –

THAT THE BOARD OF DIRECTORS APPROVE CONSENT AGENDA ITEMS (5.1; 5.2; 5.3; 5.5; 5.6; 5.7; 5.8; AND 5.9) INCLUDING AN UPDATED PERSONNEL ACTION.

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

Motion was approved.

**5.1 Personnel Actions**

ADMINISTRATIVE PERSONNEL

NEW HIRES FOR THE 2023-24 SCHOOL YEAR

Foltz, Chad, Principal, Jason Lee Elementary School

CHANGE OF ASSIGNMENT FOR THE 2023-24 SCHOOL YEAR

Anderson, Nicole, Principal, Richland High School

CERTIFICATED PERSONNEL

DECREASE IN FTE FOR THE 2023-24 SCHOOL YEAR

Morgan, Molly, .20 FTE (Now .80 FTE), Speech and Language Pathologist, Special Programs

INCREASE IN FTE FOR THE 2023-24 SCHOOL YEAR

Richter, Audra, .20 FTE (Now 1.0 FTE), Science, Richland High School

RESIGNATIONS FOR THE 2022-23 SCHOOL YEAR

Hocker, Melissa, 2<sup>nd</sup> Year Leave of Absence

OUT OF ENDORSEMENTS FOR THE 2022-23 SCHOOL YEAR

Cothorn, Kimberly, Elementary Curriculum, White Bluffs Elementary School

Griffin, Adam, English Language Arts, Hanford High School

Holt, Kayzin, English Language Arts, Hanford High School

Horn, Sabrina, English Language Arts, Hanford High School

Larson, Matt, Language Arts, Carmichael Middle School

Mangerson, Megan, Elementary Curriculum, Jefferson Elementary School

Manka, Richard, Math, Hanford High School

Panikkar, Kirstin, Elementary Curriculum, Orchard Elementary School

Savino, Debbie, Banking and Finance, Pacific Crest Online Academy

Sparks, Rebecca, Math, Hanford High School

Sprueill, Stephanie, Elementary Curriculum, Sacajawea Elementary School (Limited Certificate)

CLASSIFIED PERSONNEL

NEW HIRES FOR THE 2022-23 SCHOOL YEAR

Cederbloom, Jacob, Bus Driver, Transportation, effective 4/24/2023

DeWolf, Taylor, Paraeducator, Chief Joseph Middle School, effective 4/20/2023

Martin, Sally, Paraeducator, Special Education, effective 4/20/2023

Prescott, William, Bus Driver, Transportation, effective 4/25/2023

RESIGNATIONS FOR THE 2022-23 SCHOOL YEAR

Church, Wendy, Paraeducator, Richland High, resigning from Leave of Absence, eff. 4/12/23 (corrected date)

Koegler, Sheyanne, Nutrition Services Team Member, Enterprise MS, effective 5/5/2023

Smith, Kalyn, Paraeducator, Carmichael MS, resigning from Leave of Absence, eff. 4/16/23. (will Cert Sub)

Thompson, Rita, Paraeducator, Lewis & Clark Elementary, effective 4/28/2023

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

Whitt, Kathy, Student Information Services Coordinator, Information Technology, effective 6/30/2023

### **5.2 Approval of Minutes (April 11, 2023)**

### **5.3 Policy/RR No. 3510-Associated Student Bodies**

### **5.4 Policy/RR No. 2020-Course Design, Selection and Adoption of Instructional Materials**

### **5.5 Asset Preservation Program**

### **5.6 Student representative to the Board-Appointment-Shelia**

### **5.7 Enrollment Monthly**

### **5.8 Budget Monthly**

### **5.9 Warrant Information**

ASB Fund Warrant Nos. 40007328 through 40007337 for \$19,097.10  
Nos. 54000554 through 54000559 for \$136,476.68  
Nos. 40007338 through 40007341 for \$2,422.37  
Nos. 54000560 for \$5,108.94

Capital Projects Fund Warrant Nos. 20001957 through 20001958 for \$63,771.38  
Nos. 52000327 through 52000328 for \$5,467.44  
Nos. 20001959 through 20001961 for \$57,265.79

General Fund Warrant Nos. 10085716 through 10085858 for \$596,479.13  
Nos. 51002150 through 51002164 for \$885,617.45  
Nos. 10085859 through 10085934 for \$256,021.57  
Nos. 51002165 through 51002174 for \$520,551.22

Discussion on Item 5.4-Policy/RR 2020- Course Design, Selection and Adoption of Instructional Materials. Ms. Williams reported speaking with Mr. Pettett regarding some language changes.

Changes to include:

Pg. 3 of 7-Remove: ~~Board of Directors shall select and appoint community members and approve district selected staff members.~~ Add: *Board Leadership along with the Superintendent will consider all applicants. The Superintendent will appoint the necessary number of committee members with final approval by the Board of Directors.*

Page 4 of 7-Remove: ~~All staff member temporary appointees are to be approved by the Board of Directors. All community member temporary appointees are to be selected and approved by the Board of Directors.~~ Add: *All temporary appointees are to be approved by the Board of Directors.*

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

THAT THE BOARD OF DIRECTORS APPROVE POLICY NO. 2020 - COURSE DESIGN, SELECTION AND ADOPTION OF INSTRUCTIONAL MATERIALS FOR FIRST READING WITH THE ABOVE ADDITIONS.

Discussion followed including:

- Board leadership to review (or two Board members)

- not necessary to build this into policy
- questions as to whether this will streamline or complicate

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

## **6.0 AGENDAS**

### **6.1 Future Agenda Items- Planning/Prioritize**

- Student mental health survey-be sure to notify parent/guardian in advance-give parents the opportunity to opt out-possible results at a future meeting
- Teacher evaluation-will check into collective bargaining agreements/legality-voluntary?
  - 0-3 months-will discuss in Board leadership
- Special Education Task Force Report-add to calendar/need regular updates-second meeting in May
- Superintendent Evaluation-need to discuss process/timeline/rubric
  - Mr. Bird to bring draft policy/timeline to May 23, 2023 meeting

Ms. Williams stated there was consensus to plan two workshops, one for District Objectives near the beginning of June, and discussion on the Superintendent Evaluation process and Superintendent Goals at the beginning of August.

Ms. Byrd asked to discuss hiring a new Board Attorney since the previous outside attorney used has retired. Board interest ranged from 0-3 months to 3-6 months. Board leadership will discuss a target date.

### **6.2 Approval of May 9, 2023 Agenda**

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

THAT THE BOARD OF DIRECTORS APPROVE THE MAY 9, 2023 BOARD MEETING AGENDA WITH THE ADDITION OF STUDENT REPRESENTATIVE SURVEY RESULTS IF AVAILABLE.

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

## **ADJOURNMENT**

The meeting adjourned at 9:53 P.M.

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RICHLAND SCHOOL DISTRICT NO. 400

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SECRETARY, BOARD OF DIRECTORS