

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

Meeting Date: Wednesday, May 10, 2023  
Time: 5:30 p.m.  
Location: District Administration Building  
Remote Viewing Access: <https://bit.ly/3oO2TJk>  
Remote Public Comment Sign-Up Form: <https://bit.ly/3dn9dyk>  
Interpretación al español estará disponible.

**AGENDA**

1. **Call to Order** – 5:30 p.m. **MICHAEL CONNORS**
  
2. **Pledge of Allegiance**
  
3. **Special Recognition**  
A. Certificated Employees **DR. TRACI PIERCE**
  
4. **Communications from Parents, Staff, and District Residents**
  
5. **Consent Items**  
**Approval of Board Minutes**  
A. Minutes of School Board Meeting April 12, 2023  
B. Minutes of Special School Board Meeting April 19, 2023  
C. Minutes of School Board Study Session April 26, 2023  
  
**Human Resources Reports**  
A. Personnel Actions – Certificated, Classified, and Extracurricular  
B. Out of Endorsement Teacher Plans 2022-2023  
C. 2022-2023 Certificated Contract Holders Returning for 2023-2024  
  
**Business Office Reports**  
A. Budget Status Report Ending March 31, 2023  
B. Payroll and Vouchers Ending March 31, 2023  
C. Ridge View Furniture Bid  
  
**K-12 Education Items**  
A. Resolution No. 7, 2022-2023: Delegating Authority to WIAA 2023-2024  
B. Candidates for Early Graduation
  
6. **Superintendent/Board Member Report**

7. **Reports and Discussions**  
A. K-12 Student Goal Report  
B. 2023-2024 Preliminary Budget  
C. Initial Boundary Recommendation
8. **Unfinished Business**  
None
9. **New Business**  
A. Dual Language Adoption Recommendation  
B. Policy No. 2321 INSTRUCTION: Guest Speakers and Assemblies  
C. Policy No. 3560 STUDENTS: Student Clubs  
D. August Board Meeting Date Change
10. **Next Meeting Agenda**  
A. Preliminary Budget 2023-2024  
B. K-12 Student Growth and Proficiency Targets  
C. Elementary Boundary Recommendation  
D. Southridge High School Gym Naming Recommendation
11. **Other Business as Authorized by Law**
12. **Adjourn**

**MATT SCOTT  
VIC ROBERTS  
ROB PHILLIPS**

**ALYSSA ST. HILAIRE**

**DR. TRACI PIERCE**

**DR. TRACI PIERCE**

**DR. TRACI PIERCE**

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

KENNEWICK SCHOOL DISTRICT NO. 17  
SCHOOL BOARD MEETING  
ADMINISTRATION BUILDING  
April 12, 2023

M I N U T E S

MEMBERS PRESENT

Board Members: Michael Connors, President of the Board; Ron Mabry, Vice President of the Board; Diane Sundvik, Legislative Representative of the Board; Micah Valentine, Board Member; Gabe Galbraith, Board Member; London Moody, 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 K-12 Education; Rob Phillips, Assistant Superintendent of Elementary Education; Alyssa St. Hilaire, Assistant Superintendent of Teaching & Learning; Vic Roberts, Executive Director of Business Operations; Robyn Chastain, Executive Director of Communications and Public Relations; Ron Cone, Executive Director of Information Technology.

CALL TO ORDER

President Michael Connors called the meeting to order at 5:30 p.m. with approximately 179 online and in-person staff and guests in attendance.

The Pledge of Allegiance was led/recited in both English and Spanish by 4th-grade students from Ms. Amanda Brown's class at Fuerza Elementary School.

RECOGNITION

School Bus Driver Appreciation Day – April 25

Superintendent Dr. Traci Pierce shared statistics from the transportation department and recognized them for School Bus Driver Appreciation Week.

COMMUNICATIONS FROM PARENTS, STAFF, AND RESIDENTS

Tina Gregory commented on freedom of speech and individual rights and asked the Board to stand up for our children.

CONSENT ITEMS

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

Seconded by Ron Mabry.

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 22, 2023
- Personnel Actions – Certificated, Classified, and Extracurricular
- Out of Endorsement Teacher Plans 2022-2023
- Highly Capable Program Plan

#### SUPERINTENDENT/BOARD MEMBER REPORT

Student Representative to the Board, London Moody, reported she attended the Superintendent Student Advisory Council meeting where feedback was provided for communicating and publicizing the opportunity for students to apply for the two Student School Board Representative positions.

Superintendent Dr. Traci Pierce added to London’s report by sharing that communication would begin next week for the position of Student Representative and Representative-Elect with an application deadline of May 15. Dr. Pierce reminded the Board that April 19 is a “Get To Know KSD” session, with the topic “What it Means to be a Board Member.” The Board will host a panel discussion for the session. She also reminded the Board that April 26 is a Board Study Session focused on the boundary process.

Board Member Gabe Galbraith reported he visited Vista Elementary School.

Board Member Micah Valentine shared that he had conversations with parents and staff members.

Board Member Diane Sundvik reported that she was a judge for the LULAC Cesar Chavez-Delores Huerta poster contest at Amistad Elementary. Ms. Sundvik also reported that she visited LULAC/2nd Harvest Food Distribution at Amistad Elementary, attended the LULAC Chavez-Huerta poster award ceremony at Columbia Basin College, and attended the Racial Equity & Social Justice monthly meeting. She attended KEY Connections, KSD Elementary Choir Festival at KaHS, the WSSDA Large Schools Caucus meeting regarding WA State Legislature Special Education funding, and the WSSDA Legislative Representative Networking Hour.

Board President Mike Connors reported attending the boundary presentation last night at Sage Crest Elementary.

#### REPORTS AND DISCUSSIONS

##### Community Education and Engagement

Superintendent Dr. Traci Pierce reviewed the January Retreat discussion about Community Education. She shared program statistics and growth and reported on the Community

Education status and budget. Dr. Pierce presented the current and updated Family and Community Engagement structures and new plans for the Community Education Coordinator position.

Annual Staff / Human Resources Update

Dr. Doug Christensen, Associate Superintendent of Human Resources, presented the Annual Staff and Human Resources report. He shared current staff statistics; recruiting, hiring, and retention efforts; annual staff survey data; staff recognition; and professional growth and evaluation efforts.

2023 – 2024 Preliminary Budget

Executive Director of Business Operations Vic Roberts presented updates to General Fund Materials/Supply/Operating Costs (MSOC) budget and presented Capital Project Fund budget projections for 2022-23 to 2026-27. He updated the Board on the 2019 Bond final project, Ridge View Elementary School, with a target completion date of December 2023. Mr. Roberts reviewed the process and potential projects for the next bond and presented a timeline for Board consideration. He shared that final budget approval would be sought at the June 21 Board meeting.

Legislative Page Program

Superintendent Dr. Traci Pierce reported on the Legislative Page Program. She shared about current requirements, program benefits, and the scholarship program available to students.

UNFINISHED BUSINESS

None

NEW BUSINESS

WSSDA Policy Changes and Proposed Resolution

Motion by Gabe Galbraith to accept Resolution No. 6, 2022-2023: WSSDA Weighted Vote Removal Resolution.

Seconded by Micah Valentine.

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

Motion carried 3-1.

WSSDA Annual Conference – Proposed Break Out Session

Ron Mabry shared that he would send Board members a proposal to review and then have a vote on April 19 at a Special School Board Meeting at 6:00 p.m.

NEXT MEETING AGENDA

The Board reviewed items for the next meeting agenda:

- A. April 19, Special School Board Meeting and Get to Know KSD session
- B. April 26, 2023, Board Study Session: Boundary Process

OTHER BUSINESS AS AUTHORIZED BY LAW.

There being no further business, the Board adjourned at 7:38 p.m.

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

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

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

Approved: May 10, 2023

KENNEWICK SCHOOL DISTRICT NO. 17  
SPECIAL SCHOOL BOARD MEETING  
ADMINISTRATION BUILDING  
April 19, 2023

MINUTES

MEMBERS PRESENT

Board Members: Michael Connors, President of the Board; Ron Mabry, Vice President of the Board; Diane Sundvik, Legislative Representative of the Board; Micah Valentine, Board Member; and Gabe Galbraith, Board Member.

Excused: Dr. Traci Pierce, Superintendent and Secretary of the Board.

Cabinet Members: Dr. Doug Christensen, Associate Superintendent of Human Resources; Matt Scott, Assistant Superintendent of K-12 Education; Rob Phillips, Assistant Superintendent of Elementary Education; Alyssa St. Hilaire, Assistant Superintendent of Teaching & Learning; Vic Roberts, Executive Director of Business Operations; and Robyn Chastain, Executive Director of Communications and Public Relations.

CABINET MEMBERS ABSENT

Excused: Ron Cone, Executive Director of Information Technology

CALL TO ORDER

President Michael Connors called the meeting to order at 6:00 p.m. and led the Pledge of Allegiance with approximately 37 online and in-person staff and guests in attendance.

Motion by Diane Sundvik to excuse Secretary of the Board Superintendent Dr. Traci Pierce due to a family emergency. Dr. Doug Christianson, Associate Superintendent of Human Resources, filled in as Secretary of the Board.

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.

UNFINISHED BUSINESS

WSSDA Annual Conference – Proposed to Break Out Session

Board Member Ron Mabry asked the Board to consider proposing to Washington State School Directors Association (WSSDA) to have a break-out session during the WSSDA Annual Conference that would allow local representatives to explain what they can and

cannot do with school issues. Ron Mabry stated that he would sponsor the write-up.

Motion by Diane Sundvik to submit to WSSDA that we have a break-out session which will include our local state representatives and senators to discuss their responsibilities in what they can and cannot do for school issues.

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.

NEXT MEETING AGENDA – April 26, 2023, Board Study Session

The Board reviewed items for the next meeting agenda:

A. Boundary Process

There being no further business, the Board adjourned at 6:05 p.m.

---

RECORDING SECRETARY

---

PRESIDENT OF THE BOARD

---

SECRETARY OF THE BOARD

Approved: May 10, 2023



KENNEWICK SCHOOL DISTRICT NO. 17  
SPECIAL SCHOOL BOARD MEETING/STUDY SESSION  
DISTRICT ADMINISTRATION CENTER  
04-26-2023

M I N U T E S

MEMBERS PRESENT

Board Members: Michael Connors, President of the Board; Ron Mabry, Vice President of the Board; Diane Sundvik, Legislative Representative of the Board; Micah Valentine, Board Member; Gabe Galbraith, Board Member; 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 K-12 Education; Rob Phillips, Assistant Superintendent of Elementary Education; Alyssa St. Hilaire, Assistant Superintendent of Teaching & Learning; Vic Roberts, Executive Director of Business Operations; Robyn Chastain, Executive Director of Communications and Public Relations.

Other Guest(s): Bronson Brown, District Legal Counsel

CABINET MEMBERS ABSENT

Excused, Ron Cone, Executive Director of Information Technology.

CALL TO ORDER

President Michael Connors called the meeting to order at 5:30 p.m. and led the Pledge of Allegiance with approximately 23 online and in-person staff and guests.

STUDY SESSION:

- Boundary Process

No final decisions were made in discussions.

NEXT MEETING AGENDA

- A. Preliminary Budget 2023-2024
- B. Dual Language Adoption Recommendation
- C. K-12 Student Goal Report
- D. Initial Boundary Recommendation

EXECUTIVE SESSION

President Michael Connors announced at 7:05 p.m. that discussion topics open to the public were concluded and moved the Board into executive session for approximately 30 minutes

Page 2  
Minutes  
April 26, 2023

per RCW 42.30.110 (1) (f) to discuss a personnel issue. Mr. Connors noted that no formal action of the Board would be taken. At 7:35 p.m. Mr. Connors extended the executive session for an additional 15 minutes.

OTHER BUSINESS AS AUTHORIZED BY LAW

There being no further business, Michael Connors adjourned the meeting at 7:50 p.m.

---

PRESIDENT OF THE BOARD

---

SECRETARY OF THE BOARD

Approved: May 10, 2023

**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: Wednesday, May 10, 2023**

**EXHIBIT A**

	<i>Name</i>	<i>School</i>	<i>Position</i>	<i>Justification</i>	<i>FTE</i>	<i>Date</i>
<b>NEW POSITIONS</b>	Nicole Ingersoll	Cascade	Teacher - Elem Spec Srvc	Program Need	.5 NON	5/5/2023
	Chantal Mejia	TBD	Teacher - Dual	Program Need	1.0	2023-24
	Britney Gough	Special Services	TBD	Program Need	1.0	2023-24
	America Fonesca	TBD	Teacher - Dual	Program Need	1.0	2023-24
<b>REHIRE</b>						
<b>REPLACEMENT</b>	Kayla Monroe	KeHS	Assistant Principal	Martinez move	1.0	1-Jul-23
<b>LEAVE OF ABSENCE</b>	Natalie Abersfeller	KaHS	Teacher - HS	Requesting LOA (1st)	1.0	2023-24
	Kristi Jansons	Chinook	Teacher - MS	Requesting LOA (1st)	1.0	2023-24
<b>LEAVE OF ABSENCE REPLACEMENT</b>	Ashley Stratton	Southgate	Teacher - Elem	Rieck LOA	1.0 NON	2023-24
<b>RETIREMENTS</b>	Kevin Pierce	Federal Programs	Administrator		1.0	6/30/2023
<b>RESIGNATIONS</b>	Kelly Hopkins	DHMS	Teacher - MS	Separation of Service	1.0	8/15/2023
	Jacob Slife	KaHS	Teacher - HS		1.0	8/31/2023
	Chad Foltz	Amon Creek	Principal		1.0	6/30/2023
	Myreta Fuquay	KeHS	Teacher - HS Spec Srvc		1.0	8/31/2023
	Brittney Fogus	Southgate	Teacher - Elem		1.0	8/31/2023
	Adrian Drozd	Park MS	Teacher - MS Spec Srvc		1.0	6/14/2023
	Janelle Rehberg	Cottonwood	Teacher - Elem		1.0	8/31/2023
	Brian Leavitt	Secondary Ed.	Director		1.0	6/30/2023
	Ashley Christenson	HHHMS	Teacher - MS		1.0	8/31/2023
	Emylee Hirsch	Highlands MS	Teacher - MS		1.0	8/31/2023
<b>IN DISTRICT TRANSFERS</b>	Dave Elkins	HMS to Tchg & Lrng	K-5 Math Adoption TOSA	Program Need	1.0	2023-24
	Jordann Linares	Amon Creek	Teacher - Elem	Holte retirement	1.0	2023-24

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

Mary Perea	SSV	Teacher - Elem	Armstrong retirement	1.0	2023-24
Adriana Chavez	Fuerza to SrHS	Teacher - Elem to HS Spec Srvcs	Blanc retirement	1.0	2023-24
Lindsey Davis	Southgate	Teacher - Elem	Morris resignation	1.0	2023-24
Lisa Smith	Washington	Teacher - Elem	Reavis move	1.0	2023-24
Brandee Veitenheimer	Sgate to Tchg & Lrng	Asst. Principal to STEM Specialist	Brewer's move	1.0	2023-24
Jeff Melchert	Amistad to Cascade	Teacher - Elem	Program Need	1.0	2023-24
John Heitz	DHMS	Teacher - MS	Baker retirement	1.0	2023-24
Brienne Leach	Amistad to A Creek	Teacher - Elem	Linares move	1.0	2023-24

**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: May 10, 2023**

**EXHIBIT B**

	<i>Name</i>	<i>School</i>	<i>Position</i>	<i>Justification</i>	<i>Hours</i>	<i>Date</i>
<b>NEW POSITONS</b>	Deborah Buchanan	Sage Crest	Para/SS/LifeSkills	Program Need	6.5	4/12/2023
	Jayda Denson	Cascade	Para/SS/Tier II Autism	Program Need	6.0	5/8/2023
	Seth Michael	Kennewick	Para/SS/Tier III Autism	Program Need	6.5	5/1/2023
<b>REPLACEMENT</b>	Deysi Contreras Chavez	ECEAP	Para/ECEAP	Replaces Cassandra Rickords	8.0	4/17/2023
	Eric Jones	Facilities Services	Grounds Worker	Replaces Lorenzo Sanchez	8.0	5/1/2023
	Erica Belcher	Kamiakin	Para/SS/1-1 for Student with Disability	Replaces Kristen Gourley	6.3	4/18/2023
	Melissa Gardner	Kennewick	Para/SS/LifeSkills	Replaces Grace Crary	6.5	4/21/2023
	Ashley Gardner	ECEAP	Para/ECEAP	Replaces Lisette Gonzalez	8.0	8/24/2023
	Laura Satter	Amistad	Cook	Replaces Becky Schouviller	6.0	4/18/2023
	Crystal Curtis	Transportation	Bus Driver		4.5	5/2/2023
	Jaymi Prieto	Transportation	Bus Attendant		3.42	5/9/2023
	Aric McCranie	Eastgate	Custodian/Swing	Replaces Rachael Bealer	8.0	5/2/2023
	Andrew Muniz	Highlands	Para/SS/LifeSkills	Replaces Chris Williams	6.5	5/1/2023
	Angelica Mendez	Washington	Para/FP/BE/Bilingual	Replaces Juana Perez	6.0	5/1/2023
	Jesika Morillo Noguera	Highlands	Para/FP/ELL/ESL	Replaces Pablo Gil	6.0	5/1/2023
	Mason Del Mar	Edison	Para/SS/Tier II Behavior	Replaces Jessa Thiel	6.0	5/2/2023
	Judith Kirk	Transportation	Bus Attendant		3.42	4/20/2023
	Fernando Negrete Torres	Amistad	Para/BE	Replaces Jessika Calderon	6.0	5/1/2023
	Siobhan Willock	Edison	Para/BE	Replaces Erin McMullen	6.0	5/1/2023
	Jazmyne Mendoza	KDC	Para/SS/PreSchool	Replaces Kara Baber	5.0	5/1/2023
Michelle Murphy	Horse Heaven Hills	Para/SS/LifeSkills	Replaces Kathy Lommers	6.5	5/1/2023	

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

<b>REHIRE</b>	Trudy O'Quinn	Amistad	Cook	Replaces Stephanie Wright	6.0	4/18/2023
	Leonela Arceo	Fuerza	Para/SS/Resource Room/Bilingual	Program Need	6.0	4/28/2023
<b>RESIGNATION</b>	Corrin Garello	Horse Heaven Hills	Cook		6.0	4/12/2023
	Joceline Gallardo	ECEAP	Para/ECEAP		8.0	4/21/2023
	Chloe Rainsberry	Southgate	Para/SS/Autism		6.5	6/14/2023
	Lauralai Pellman	Kennewick	Para/SS/Autism		6.5	8/31/2023
	Fatima Al Rubai	Horse Heaven Hills	Cook	To sub cook	6.0	4/19/2023
	Jessica Andrews	Westgate	Para/FP/LAP		6.0	6/14/2023
	Salma Aguilar-Alvarez	Legacy	Para/Day Reporting/GED		5.0	5/12/2023
	Khalid Al Mtoori	Transportation	Bus Driver		5.5	4/28/2023
	Heather Baltazar	Edison	Para/SS/Resource Room		6.0	6/14/2023
	Grace Friedrich	Cascade	Para/FP/BE/Bilingual		6.25	6/30/2023
	Arlin Leyva	Vista	Para/FP/LAP/BE		5.0	7/13/2023
	Dakota Wharton	Fuerza	Para/SS/1-1		6.0	8/18/2023
	Stacey Ostler	Vista	Para/FP/LAP		5.0	8/29/2023
	Burgandy Langston	Amistad	Para/SS/Tier II Behavior		6.0	5/19/2023
	Cierra Martinez	Sage Crest	Cook	To sub cook	3.0	4/19/2023
	Jennifer Adams	Washington	Para/SS/Resource Room		6.0	6/14/2023
	Brenda Mariscal	Kamiakin	Para/SS/LifeSkills		6.5	4/28/2023
	Minerva Martinez	Highlands	Cook		6.0	4/7/2023
Hayden Wonders	Highlands	Cook	To sub cook	6.0	5/5/2023	
<b>LEAVE OF ABSENCE</b>	Tabitha Zinsli	Westgate	Para/FP/BE	For 2023-24 school year	6.0	8/30/2023
<b>RESIGNED FROM LOA</b>						
<b>LAYOFF</b>						
<b>RETIREMENT</b>	Carla Miller	Washington	Para/FP/BE		6.75	8/31/2023
	George Lilly	Transportation	Bus Driver		5.08	8/31/2023
	Jodi Schupp	Washington	Para/FP/LAP/BE		6.0	8/31/2023
	Jaime Nealey	ECEAP	Para/ECEAP		8.0	8/31/2023
<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: May 10, 2023

Re: Out of Endorsement Teacher Plans (2022-23)

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.



<b>NAME</b>	<b>CERT #</b>	<b>ENDORSEMENTS</b>	<b>BUILDING</b>	<b>GRADES</b>	<b>SUBJECT</b>
Carrillo-Gonzalez, Marcelina	592101J	Emergency Sub	Eastgate	Kinder	Rdg, Wrtg, Sci, S St, Math
Rheinschmidt, Julie	354444B	Reading, Elem Ed	MCP	5, 6, 7, 8	Computer Programming
Sanchez, Erika	576724R	Emergency Sub	Park	8	ELA (Dual)
Schuldheisz, Daniel	583462G	Conditional - Chemistry	Kamiakin	9, 10, 11, 12	Chemistry
Yazwinski, Sydney	537540G	Permit - Elem Ed	A Creek	4	Elem Ed.

2022-23  
CERTIFICATED STAFF

Last Name	First Name	Location	Position
AMES	SHAKIRA	AMISTAD ELEMENTARY	4TH GRADE TEACHER
BADGLEY	EVA	AMISTAD ELEMENTARY	3RD GRADE TEACHER
CLARO RINCON	ROXANA	AMISTAD ELEMENTARY	ELEMENTARY COUNSELOR
CONE	AMANDA	AMISTAD ELEMENTARY	ELEMENTARY LIBRARIAN
CORTEZ	CHRISTINA	AMISTAD ELEMENTARY	ELEMENTARY SPED TEACHER
COXEN	KRISTOPHER	AMISTAD ELEMENTARY	TECHNOLOGY TEACHER
DELGADO	SARA	AMISTAD ELEMENTARY	5TH GRADE TEACHER
ENGBRETSON	EMILY	AMISTAD ELEMENTARY	ELEMENTARY SPED TEACHER
FURNISS	ANDREA	AMISTAD ELEMENTARY	3RD GRADE TEACHER
GARCILAZO	EVELIA	AMISTAD ELEMENTARY	KINDERGARTEN TEACHER
HAMILTON	LAURA	AMISTAD ELEMENTARY	ELEMENTARY SPED TEACHER
HARRIS	MARY	AMISTAD ELEMENTARY	3RD GRADE TEACHER
HEIMAN	KAYLYNN	AMISTAD ELEMENTARY	1ST GRADE TEACHER
HERRERA TREJO	BERTA	AMISTAD ELEMENTARY	1ST GRADE TEACHER
HOLTON	L	AMISTAD ELEMENTARY	5TH GRADE TEACHER
INMAN	MICHELLE	AMISTAD ELEMENTARY	SPECIALIST TEACHER
KEENE	REBECCA	AMISTAD ELEMENTARY	KINDERGARTEN TEACHER
LEACH	BRIENNE	AMISTAD ELEMENTARY	SPECIALIST TEACHER
LEPKA	LANI	AMISTAD ELEMENTARY	KINDERGARTEN TEACHER
LORA	ARELI	AMISTAD ELEMENTARY	2ND GRADE TEACHER
LUNA	YVONNE	AMISTAD ELEMENTARY	3RD GRADE TEACHER
MACLELLAN	RHONDA	AMISTAD ELEMENTARY	SPECIALIST TEACHER
MAGALLON	NADIA	AMISTAD ELEMENTARY	5TH GRADE TEACHER
MARPLE	KAITLYN	AMISTAD ELEMENTARY	TRANSITIONAL KINDER TEACHER
MARQUEZ	SUSANA	AMISTAD ELEMENTARY	SPECIALIST TEACHER
MARQUEZ PEREIRA	MOISES	AMISTAD ELEMENTARY	SPECIALIST TEACHER
MARTINEZ	FREDDY	AMISTAD ELEMENTARY	2ND GRADE TEACHER
MELCHERT	JEFFREY	AMISTAD ELEMENTARY	2ND GRADE TEACHER
MORALES	NOEMI	AMISTAD ELEMENTARY	ELEMENTARY COUNSELOR
MURBACH	JONATHAN	AMISTAD ELEMENTARY	ELEMENTARY PE TEACHER
OCHOA RIVAS	ANA	AMISTAD ELEMENTARY	4TH GRADE TEACHER
OCHOA-RIVAS	ALEJANDRA	AMISTAD ELEMENTARY	2ND GRADE TEACHER
OLSEN	DAVA	AMISTAD ELEMENTARY	KINDERGARTEN TEACHER
OSTLER	RACHEL	AMISTAD ELEMENTARY	3RD GRADE TEACHER
PAESCHKE	MEGHAN	AMISTAD ELEMENTARY	1ST GRADE TEACHER
PEARSON	STEPHANIE	AMISTAD ELEMENTARY	4TH GRADE TEACHER
PENTECOST	ASHLEY	AMISTAD ELEMENTARY	ELEMENTARY SPED TEACHER
PEREZ	JOHN	AMISTAD ELEMENTARY	4TH GRADE TEACHER
PERKINS	VERANDA	AMISTAD ELEMENTARY	2ND GRADE TEACHER
RAMOS	MAYRA	AMISTAD ELEMENTARY	4TH GRADE TEACHER
REED	BRENDA	AMISTAD ELEMENTARY	1ST GRADE TEACHER
RINK	TAIRA	AMISTAD ELEMENTARY	5TH GRADE TEACHER
ROYER	CYNTHIA	AMISTAD ELEMENTARY	3RD GRADE TEACHER
SERRATO	JORGE	AMISTAD ELEMENTARY	5TH GRADE TEACHER
SIEKAWITCH	SUZANNE	AMISTAD ELEMENTARY	SPECIALIST TEACHER
STOUT	CHRISTINA	AMISTAD ELEMENTARY	1ST GRADE TEACHER
TREVINO	MARINA	AMISTAD ELEMENTARY	KINDERGARTEN TEACHER

2022-23  
CERTIFICATED STAFF

Last Name	First Name	Location	Position
WELLENBROCK	KELLY	AMISTAD ELEMENTARY	SPECIALIST TEACHER
BARNEY	JULIE	AMON CREEK ELEMENTARY	3RD GRADE TEACHER
BOHLKE	ASHLEY	AMON CREEK ELEMENTARY	TECHNOLOGY TEACHER
BRUCE	JULIE	AMON CREEK ELEMENTARY	KINDERGARTEN TEACHER
BRUCE	MEGAN	AMON CREEK ELEMENTARY	KINDERGARTEN TEACHER
CASEY	TRACEY	AMON CREEK ELEMENTARY	SPECIALIST TEACHER
CHAN	STACY	AMON CREEK ELEMENTARY	2ND GRADE TEACHER
COLLIER	DEANNE	AMON CREEK ELEMENTARY	5TH GRADE TEACHER
CROWDER	BETH	AMON CREEK ELEMENTARY	KINDERGARTEN TEACHER
EARLEY	MICHELE	AMON CREEK ELEMENTARY	5TH GRADE TEACHER
FANGMAN	CHRISTINA	AMON CREEK ELEMENTARY	ELEMENTARY MUSIC TEACHER
GANT	REBECCA	AMON CREEK ELEMENTARY	SPECIALIST TEACHER
GARCIA	ERIN	AMON CREEK ELEMENTARY	ELEMENTARY SPED TEACHER
GONZALEZ	JENNIFER	AMON CREEK ELEMENTARY	4TH GRADE TEACHER
HAGIHARA	MEGAN	AMON CREEK ELEMENTARY	1ST GRADE TEACHER
HAGNER	NICOLE	AMON CREEK ELEMENTARY	KINDERGARTEN TEACHER
HENDRICKSON	AMY	AMON CREEK ELEMENTARY	2ND GRADE TEACHER
HILL	LISA	AMON CREEK ELEMENTARY	ELEMENTARY LIBRARIAN
JACKSON	KRISTI	AMON CREEK ELEMENTARY	4TH GRADE TEACHER
JONES	JEFFREY	AMON CREEK ELEMENTARY	ELEMENTARY PE TEACHER
JUNDT	RYLIE	AMON CREEK ELEMENTARY	ELEMENTARY SPED TEACHER
KELLY	RACHEL	AMON CREEK ELEMENTARY	4TH GRADE TEACHER
KNODEL	MELISSA	AMON CREEK ELEMENTARY	ELEMENTARY SPED TEACHER
LINARES	JORDANN	AMON CREEK ELEMENTARY	5TH GRADE TEACHER
MARBLE	JOAN	AMON CREEK ELEMENTARY	4TH GRADE TEACHER
MARS	KRIS	AMON CREEK ELEMENTARY	3RD GRADE TEACHER
MARTY	MICHAELA	AMON CREEK ELEMENTARY	3RD GRADE TEACHER
MASTALER	LEANNA	AMON CREEK ELEMENTARY	3RD GRADE TEACHER
MCINTYRE	KIMBERLY	AMON CREEK ELEMENTARY	KINDERGARTEN TEACHER
MELONE	REBECCA	AMON CREEK ELEMENTARY	5TH GRADE TEACHER
MOORE	KIMBERLEY	AMON CREEK ELEMENTARY	1ST GRADE TEACHER
NORTON	JENNIFER	AMON CREEK ELEMENTARY	2ND GRADE TEACHER
OLAUGHLIN	SHANNON	AMON CREEK ELEMENTARY	ELEMENTARY MUSIC TEACHER
OSTROM	STACY	AMON CREEK ELEMENTARY	1ST GRADE TEACHER
PHILLIPS	JANELLE	AMON CREEK ELEMENTARY	1ST GRADE TEACHER
PIEPENBRING	JULIETTE	AMON CREEK ELEMENTARY	3RD GRADE TEACHER
RIOJAS	BETHANY	AMON CREEK ELEMENTARY	ELEMENTARY SPED TEACHER
SHELL	CRYSTAL	AMON CREEK ELEMENTARY	2ND GRADE TEACHER
SHREWSBERRY	KERI	AMON CREEK ELEMENTARY	ELEMENTARY COUNSELOR
SMITH-HICKEY	REBECCA	AMON CREEK ELEMENTARY	5TH GRADE TEACHER
SPRINGEN	AMY	AMON CREEK ELEMENTARY	HIGHLY CAPABLE TEACHER
STROPE	GENA	AMON CREEK ELEMENTARY	2ND GRADE TEACHER
WHITMIRE	JAMIE	AMON CREEK ELEMENTARY	3RD GRADE TEACHER
WILEY	DEANNE	AMON CREEK ELEMENTARY	1ST GRADE TEACHER
WINIARSKI	ANNE	AMON CREEK ELEMENTARY	2ND GRADE TEACHER
WOODS	ANNA	AMON CREEK ELEMENTARY	KINDERGARTEN TEACHER

2022-23  
CERTIFICATED STAFF

Last Name	First Name	Location	Position
YAZWINSKI	SYDNEY	AMON CREEK ELEMENTARY	4TH GRADE TEACHER
BALDWIN	LYNN	CANYON VIEW ELEMENTARY	2ND GRADE TEACHER
BENNETT	ABIGAIL	CANYON VIEW ELEMENTARY	ELEMENTARY SPED TEACHER
BUTTERFIELD	LEANNE	CANYON VIEW ELEMENTARY	KINDERGARTEN TEACHER
COLLINS	AMANDA	CANYON VIEW ELEMENTARY	3RD GRADE TEACHER
COOK	AMY	CANYON VIEW ELEMENTARY	ELEMENTARY LIBRARIAN
COVINGTON	JARED	CANYON VIEW ELEMENTARY	TECHNOLOGY TEACHER
DELARM	MAYGAN	CANYON VIEW ELEMENTARY	4TH GRADE TEACHER
FLEMING	ANDREW	CANYON VIEW ELEMENTARY	5TH GRADE TEACHER
FORD	JESSICA	CANYON VIEW ELEMENTARY	SPECIALIST TEACHER
GARNER	ALIZABETH	CANYON VIEW ELEMENTARY	3RD GRADE TEACHER
GRAY	CAMDYN	CANYON VIEW ELEMENTARY	1ST GRADE TEACHER
HARRIS	JAID	CANYON VIEW ELEMENTARY	ELEMENTARY PE TEACHER
JARAMILLO	YVETTE	CANYON VIEW ELEMENTARY	SPECIALIST TEACHER
KNIGHT	JONATHAN	CANYON VIEW ELEMENTARY	ELEMENTARY COUNSELOR
KROHN	CHELSEA	CANYON VIEW ELEMENTARY	2ND GRADE TEACHER
KURKJIAN	ANDREA	CANYON VIEW ELEMENTARY	SPECIALIST TEACHER
MAGLEBY	SARA	CANYON VIEW ELEMENTARY	ELEMENTARY MUSIC TEACHER
MARTIN	JASON	CANYON VIEW ELEMENTARY	ELEMENTARY SPED TEACHER
MAYO SHJERVEN	CONCEPCION	CANYON VIEW ELEMENTARY	SPECIALIST TEACHER
MENDOZA	KAELYN	CANYON VIEW ELEMENTARY	3RD GRADE TEACHER
MOSES	STEPHEN	CANYON VIEW ELEMENTARY	5TH GRADE TEACHER
MOUNT	DYLAN	CANYON VIEW ELEMENTARY	5TH GRADE TEACHER
NYCE	KURT	CANYON VIEW ELEMENTARY	4TH GRADE TEACHER
PEREZ	VERONICA	CANYON VIEW ELEMENTARY	KINDERGARTEN TEACHER
POZNANSKI	HALEY	CANYON VIEW ELEMENTARY	2ND GRADE TEACHER
RILEY	COURTNEY	CANYON VIEW ELEMENTARY	SPECIALIST TEACHER
SMITH	ANNA	CANYON VIEW ELEMENTARY	ELEMENTARY SPED TEACHER
WALKER	KATELYN	CANYON VIEW ELEMENTARY	KINDERGARTEN TEACHER
ZAHLER	JESSICA	CANYON VIEW ELEMENTARY	1ST GRADE TEACHER
ANDREWJESKI	MELISSA	CASCADE ELEMENTARY	5TH GRADE TEACHER
BARR	ANGELA	CASCADE ELEMENTARY	2ND GRADE TEACHER
CALDERON ANAYA	ALEJANDRA	CASCADE ELEMENTARY	KINDERGARTEN TEACHER
CROWTHER	KORIN	CASCADE ELEMENTARY	2ND GRADE TEACHER
FULTON	SHELBY	CASCADE ELEMENTARY	1ST GRADE TEACHER
GARBERG	JULIE	CASCADE ELEMENTARY	KINDERGARTEN TEACHER
GIRARD	DANIELLE	CASCADE ELEMENTARY	TECHNOLOGY TEACHER
GONZALEZ	JEANETTE	CASCADE ELEMENTARY	KINDERGARTEN TEACHER
HAMBY	MCKALA	CASCADE ELEMENTARY	4TH GRADE TEACHER
HEATH	STACI	CASCADE ELEMENTARY	5TH GRADE TEACHER
HENDRICKS	KALEY	CASCADE ELEMENTARY	1ST GRADE TEACHER
HERNANDEZ	JENNIFER	CASCADE ELEMENTARY	2ND GRADE TEACHER
HOWARD	STEPHANIE	CASCADE ELEMENTARY	ELEMENTARY SPED TEACHER
ICKES	KATIE	CASCADE ELEMENTARY	SPECIALIST TEACHER
KIRK	KRISTIN	CASCADE ELEMENTARY	3RD GRADE TEACHER

2022-23  
CERTIFICATED STAFF

Last Name	First Name	Location	Position
LINDBERG	LISA	CASCADE ELEMENTARY	SPECIALIST TEACHER
LYDEEN	LORELEI	CASCADE ELEMENTARY	ELEMENTARY MUSIC TEACHER
MARINES	ALMA	CASCADE ELEMENTARY	1ST GRADE TEACHER
MCFARLANE	NICHOLE	CASCADE ELEMENTARY	4TH GRADE TEACHER
METZ	TARA	CASCADE ELEMENTARY	5TH GRADE TEACHER
MICHEL	KATY	CASCADE ELEMENTARY	ELEMENTARY COUNSELOR
PADBERG	HEATHER	CASCADE ELEMENTARY	1ST GRADE TEACHER
PASSEY	KRISTIN	CASCADE ELEMENTARY	ELEMENTARY SPED TEACHER
PEDERSEN	HANNAH	CASCADE ELEMENTARY	2ND GRADE TEACHER
REID	TERESA	CASCADE ELEMENTARY	3RD GRADE TEACHER
RICHARDSON	KATRINA	CASCADE ELEMENTARY	3RD GRADE TEACHER
RICKENBACH	KIMBERLY	CASCADE ELEMENTARY	4TH GRADE TEACHER
ROMERO	CASANDRA	CASCADE ELEMENTARY	3RD GRADE TEACHER
STEINMAN	LISA	CASCADE ELEMENTARY	KINDERGARTEN TEACHER
SWOBODA	SUSAN	CASCADE ELEMENTARY	ELEMENTARY PE TEACHER
TALBOT	BRIAN	CASCADE ELEMENTARY	4TH GRADE TEACHER
TATON	KELLY	CASCADE ELEMENTARY	ELEMENTARY LIBRARIAN
BARR	RENEE	CHINOOK MS	MIDDLE SCHOOL TEACHER
BARRETT	SARA	CHINOOK MS	MIDDLE SCHOOL TEACHER
BEACH	KRYSTA	CHINOOK MS	MIDDLE SCHOOL TEACHER
BENNETT	ALEXANDRA	CHINOOK MS	MIDDLE SCHOOL SPED TEACHER
BISHOP	RAEGAN	CHINOOK MS	MIDDLE SCHOOL SPED TEACHER
BOND	PATRICK	CHINOOK MS	MIDDLE SCHOOL MUSIC TEACHER
BONHAM	ERIC	CHINOOK MS	MIDDLE SCHOOL TEACHER
BRAGER	KEN	CHINOOK MS	MIDDLE SCHOOL TEACHER
BROOKS	GREGORY	CHINOOK MS	MIDDLE SCHOOL TEACHER
CAPETILLO	ELIZABETH	CHINOOK MS	MIDDLE SCHOOL TEACHER
CHILDS	BRADEN	CHINOOK MS	MIDDLE SCHOOL TEACHER
CROWELL	KARA	CHINOOK MS	MIDDLE SCHOOL TEACHER
DOHERTY	STEPHANIE	CHINOOK MS	MIDDLE SCHOOL TEACHER
EVANS	AMY	CHINOOK MS	MIDDLE SCHOOL TEACHER
FARTHING	MICHELE	CHINOOK MS	MIDDLE SCHOOL TEACHER
FERGUSON	KAYCEE	CHINOOK MS	MIDDLE SCHOOL TEACHER
FORNEY-CLAYTON	CAROL	CHINOOK MS	MIDDLE SCHOOL TEACHER
FRANCIS	AMY	CHINOOK MS	MIDDLE SCHOOL TEACHER
FREITAG	SHERRI	CHINOOK MS	MIDDLE SCHOOL TEACHER
GALLAHER	MARYANN	CHINOOK MS	MIDDLE SCHOOL SPED TEACHER
GERMAN	MARK	CHINOOK MS	MIDDLE SCHOOL COUNSELOR
GERRY	JOHANNA	CHINOOK MS	MIDDLE SCHOOL TEACHER
GLASFORD	TERI	CHINOOK MS	MIDDLE SCHOOL MUSIC TEACHER
GREGORY	KYRIN	CHINOOK MS	MIDDLE SCHOOL SPED TEACHER
HARRIS	DARLENE	CHINOOK MS	MIDDLE SCHOOL PE TEACHER
JANSONS	ASHLEY	CHINOOK MS	MIDDLE SCHOOL TEACHER
JANSONS	KRISTIN	CHINOOK MS	MIDDLE SCHOOL TEACHER
JOHNSON	DIANN	CHINOOK MS	MIDDLE SCHOOL TEACHER
LITZENBERGER	TIMOTHY	CHINOOK MS	MIDDLE SCHOOL TEACHER

2022-23  
CERTIFICATED STAFF

Last Name	First Name	Location	Position
MCFADDEN	GRETCHEN	CHINOOK MS	MIDDLE SCHOOL TEACHER
MCMULLIN	SARA	CHINOOK MS	MIDDLE SCHOOL COUNSELOR
MOBLEY	STUART	CHINOOK MS	MIDDLE SCHOOL MUSIC TEACHER
MOODY	STACEY	CHINOOK MS	MIDDLE SCHOOL TEACHER
OORD	SUSAN	CHINOOK MS	INSTRUCTIONAL COACH
OSTROM	THOR	CHINOOK MS	MIDDLE SCHOOL PE/SPED TEACHER
OTTO	EMILY	CHINOOK MS	MIDDLE SCHOOL TEACHER
REIBOLDT	SPENCER	CHINOOK MS	MIDDLE SCHOOL PE TEACHER
REIBOLDT	ANTHONY	CHINOOK MS	MIDDLE SCHOOL PE TEACHER
SANDIFER	CONNOR	CHINOOK MS	MIDDLE SCHOOL TEACHER
SCHAUBLE	MORGAN	CHINOOK MS	MIDDLE SCHOOL TEACHER
SEFFENS	KRISTIN	CHINOOK MS	MIDDLE SCHOOL TEACHER
SULLIVAN	KAY	CHINOOK MS	MIDDLE SCHOOL TEACHER
TURNER	RONALD	CHINOOK MS	MIDDLE SCHOOL TEACHER
WANDLING	MELISSA	CHINOOK MS	MIDDLE SCHOOL TEACHER
WILLS	TERYL	CHINOOK MS	MIDDLE SCHOOL TEACHER
WINDISCH	MARY	CHINOOK MS	MIDDLE SCHOOL PE TEACHER
ZOERB	CARLA	CHINOOK MS	MIDDLE SCHOOL LIBRARIAN
ZOLADZ	MARY	CHINOOK MS	MIDDLE SCHOOL SPED TEACHER
AHO	STEPHANIE	COTTONWOOD ELEMENTARY	1ST GRADE TEACHER
ALLEN	NICHOLE	COTTONWOOD ELEMENTARY	4TH GRADE TEACHER
BECKER	BRITTANY	COTTONWOOD ELEMENTARY	ELEMENTARY COUNSELOR
BRITTAIN	LISA	COTTONWOOD ELEMENTARY	ELEMENTARY SPED TEACHER
CANNARD	JESSICA	COTTONWOOD ELEMENTARY	KINDERGARTEN TEACHER
CLARK	HOLLY	COTTONWOOD ELEMENTARY	SPECIALIST TEACHER
CRANDALL	KELSEA	COTTONWOOD ELEMENTARY	3RD GRADE TEACHER
DAHL	KELLY	COTTONWOOD ELEMENTARY	4TH GRADE TEACHER
EARLEY	KAREEN	COTTONWOOD ELEMENTARY	5TH GRADE TEACHER
EDWARDS	DOUGLAS	COTTONWOOD ELEMENTARY	ELEMENTARY MUSIC TEACHER
FOTHERINGHAM	ROBERT	COTTONWOOD ELEMENTARY	TECHNOLOGY TEACHER
GALLAGHER	RHONDA	COTTONWOOD ELEMENTARY	1ST GRADE TEACHER
GRAY	LESLI	COTTONWOOD ELEMENTARY	3RD GRADE TEACHER
GRAY	AMY	COTTONWOOD ELEMENTARY	5TH GRADE TEACHER
HAMEL	BECKI	COTTONWOOD ELEMENTARY	2ND GRADE TEACHER
HILLER	LISA	COTTONWOOD ELEMENTARY	2ND GRADE TEACHER
HULSTROM	MARINA	COTTONWOOD ELEMENTARY	3RD GRADE TEACHER
JACOBS	MICHELLE	COTTONWOOD ELEMENTARY	KINDERGARTEN TEACHER
JOSEPH	LESLIE	COTTONWOOD ELEMENTARY	KINDERGARTEN TEACHER
KERR	MATHEW	COTTONWOOD ELEMENTARY	3RD GRADE TEACHER
KUKLINSKI-DEMPSEY	MICHELE	COTTONWOOD ELEMENTARY	KINDERGARTEN TEACHER
LEE	ANGELA	COTTONWOOD ELEMENTARY	ELEMENTARY SPED TEACHER
MARTIN	ANGELENE	COTTONWOOD ELEMENTARY	2ND GRADE TEACHER
MCCLEAN	KRISTIN	COTTONWOOD ELEMENTARY	5TH GRADE TEACHER
PHILLIPS	SUZETTE	COTTONWOOD ELEMENTARY	2ND GRADE TEACHER
REHBERG	JANELLE	COTTONWOOD ELEMENTARY	1ST GRADE TEACHER
SPRINGEN	AMY	COTTONWOOD ELEMENTARY	HIGHLY CAPABLE TEACHER

2022-23  
CERTIFICATED STAFF

Last Name	First Name	Location	Position
THOMAS	BETHANY	COTTONWOOD ELEMENTARY	ELEMENTARY LIBRARIAN
WOODALL	DUSTIN	COTTONWOOD ELEMENTARY	ELEMENTARY SPED TEACHER
WOODS	JASON	COTTONWOOD ELEMENTARY	ELEMENTARY PE TEACHER
BLACKETER	DAVID	DELTA HIGH SCHOOL	HIGH SCHOOL TEACHER
HOGG	JOSHUA	DELTA HIGH SCHOOL	HIGH SCHOOL TEACHER
LOZANO	ORISSA	DELTA HIGH SCHOOL	HIGH SCHOOL TEACHER
MILLER	CLARE	DELTA HIGH SCHOOL	HIGH SCHOOL TEACHER
ROMERO OLIVERA	ANGEL	DELTA HIGH SCHOOL	HIGH SCHOOL TEACHER
TROXEL	JULI	DELTA HIGH SCHOOL	HIGH SCHOOL TEACHER
ALLEN	MIKAYLA	DESERT HILLS MS	MIDDLE SCHOOL TEACHER
BEHRENS	LYDIA	DESERT HILLS MS	MIDDLE SCHOOL TEACHER
BIGLIN	AMY	DESERT HILLS MS	MIDDLE SCHOOL PE TEACHER
BREWSTER	ALYSSA	DESERT HILLS MS	MIDDLE SCHOOL SPED TEACHER
CHELIN	NICOLE	DESERT HILLS MS	MIDDLE SCHOOL TEACHER
CLAWSON	KURTIS	DESERT HILLS MS	MIDDLE SCHOOL TEACHER
COLEMAN	KIMBERLY	DESERT HILLS MS	MIDDLE SCHOOL TEACHER
COUCH	ANDREA	DESERT HILLS MS	MIDDLE SCHOOL TEACHER
CRAWFORD	SUSAN	DESERT HILLS MS	MIDDLE SCHOOL PE TEACHER
D AQUILA	JESSICA	DESERT HILLS MS	MIDDLE SCHOOL SPED TEACHER
DEINES	MEGAN	DESERT HILLS MS	MIDDLE SCHOOL TEACHER
DONAIS	HEATHER	DESERT HILLS MS	MIDDLE SCHOOL TEACHER
ECCLESTON	VICTORIA	DESERT HILLS MS	MIDDLE SCHOOL MUSIC TEACHER
FISCHER	CHRISTOPHER	DESERT HILLS MS	MIDDLE SCHOOL TEACHER/SPED TEACHER
GRILLO	JEREMY	DESERT HILLS MS	MIDDLE SCHOOL TEACHER
HAGGARD	BRITTANY	DESERT HILLS MS	MIDDLE SCHOOL TEACHER
HEITZ	JOHN	DESERT HILLS MS	MIDDLE SCHOOL TEACHER
JAMISON	KARYN	DESERT HILLS MS	MIDDLE SCHOOL TEACHER
KADINGER	LACEE	DESERT HILLS MS	MIDDLE SCHOOL TEACHER
KING	AMY	DESERT HILLS MS	MIDDLE SCHOOL TEACHER
LEGARD	CRYSTAL	DESERT HILLS MS	MIDDLE SCHOOL TEACHER
MCPEAK	REGINA	DESERT HILLS MS	MIDDLE SCHOOL SPED TEACHER
MEMMOTT	JOCELYN	DESERT HILLS MS	MIDDLE SCHOOL TEACHER
MITSON	DAVID	DESERT HILLS MS	MIDDLE SCHOOL TEACHER
MURPHY	KIM	DESERT HILLS MS	MIDDLE SCHOOL TEACHER
NELSON	NATALIE	DESERT HILLS MS	MIDDLE SCHOOL LIBRARIAN
PATTERSON	KATHERINE	DESERT HILLS MS	MIDDLE SCHOOL COUNSELOR
PATTERSON	ERIN	DESERT HILLS MS	MIDDLE SCHOOL TEACHER
PATTERSON	MATTHEW	DESERT HILLS MS	MIDDLE SCHOOL TEACHER
PHILLIPS	DAVID	DESERT HILLS MS	MIDDLE SCHOOL TEACHER
PRATT	KRISTI	DESERT HILLS MS	MIDDLE SCHOOL TEACHER
PRICE	SARAH	DESERT HILLS MS	MIDDLE SCHOOL TEACHER
REPPE	DARONNA	DESERT HILLS MS	MIDDLE SCHOOL TEACHER
REXUS	MATTHEW	DESERT HILLS MS	MIDDLE SCHOOL PE TEACHER
SCHAUBLE	MORGAN	DESERT HILLS MS	MIDDLE SCHOOL TEACHER
SCHULDHEISZ	BENJAMIN	DESERT HILLS MS	MIDDLE SCHOOL COUNSELOR

2022-23  
CERTIFICATED STAFF

Last Name	First Name	Location	Position
SUMSION	JULIE	DESERT HILLS MS	MIDDLE SCHOOL TEACHER
SUSS	SHAUN	DESERT HILLS MS	MIDDLE SCHOOL PE TEACHER
THOELKE	THOMAS	DESERT HILLS MS	MIDDLE SCHOOL TEACHER
VANEATON	JEFFRY	DESERT HILLS MS	MIDDLE SCHOOL TEACHER
VIPOND	ERIKA	DESERT HILLS MS	MIDDLE SCHOOL MUSIC TEACHER
WAKELEY	MARC	DESERT HILLS MS	MIDDLE SCHOOL TEACHER
WILLIAMS	MONICA	DESERT HILLS MS	MIDDLE SCHOOL SPED TEACHER
WREN	DENISE	DESERT HILLS MS	MIDDLE SCHOOL TEACHER
BARNETT	ADRIANNA	EASTGATE ELEMENTARY	5TH GRADE TEACHER
BERNA	KIMBERLY	EASTGATE ELEMENTARY	SPECIALIST TEACHER
BUCKINGHAM	IMELDA	EASTGATE ELEMENTARY	KINDERGARTEN TEACHER
BURLING	KOREN	EASTGATE ELEMENTARY	4TH GRADE TEACHER
CAMARGO JIMENEZ	GERARDO	EASTGATE ELEMENTARY	4TH GRADE TEACHER
CARRILLO-GONZALEZ	MARCELINA	EASTGATE ELEMENTARY	KINDERGARTEN TEACHER
CASTELLANO	ARANZAZU	EASTGATE ELEMENTARY	1ST GRADE TEACHER
CHUMNEY	KATHERINE	EASTGATE ELEMENTARY	SPECIALIST TEACHER
COLLINS	STEPHANIE	EASTGATE ELEMENTARY	SPECIALIST TEACHER
CONE	JACQUELINE	EASTGATE ELEMENTARY	5TH GRADE TEACHER
CORDES	NATHAN	EASTGATE ELEMENTARY	5TH GRADE TEACHER
CRIDER	HAYLEY	EASTGATE ELEMENTARY	1ST GRADE TEACHER
CUEVAS	ELIZETTE	EASTGATE ELEMENTARY	ELEMENTARY SPED TEACHER
DAVEY	KELCI	EASTGATE ELEMENTARY	1ST GRADE TEACHER
ESCOBEDO	JENNIFER	EASTGATE ELEMENTARY	3RD GRADE TEACHER
GAMBOA	MORGAN	EASTGATE ELEMENTARY	2ND GRADE TEACHER
GARCIA RODRIGUEZ	ROSALINDA	EASTGATE ELEMENTARY	KINDERGARTEN TEACHER
HAMRICK	LISA	EASTGATE ELEMENTARY	3RD GRADE TEACHER
HERNANDEZ	MELISA	EASTGATE ELEMENTARY	4TH GRADE TEACHER
HUDON	JEFFREY	EASTGATE ELEMENTARY	TECHNOLOGY TEACHER
MARISCAL	DAISSIE	EASTGATE ELEMENTARY	5TH GRADE TEACHER
MERRIMAN	DANIELLE	EASTGATE ELEMENTARY	4TH GRADE TEACHER
MILLER	MEGAN	EASTGATE ELEMENTARY	ELEMENTARY MUSIC TEACHER
REYES-GARCIA	OLGA	EASTGATE ELEMENTARY	3RD GRADE TEACHER
ROBLED0	NORMA	EASTGATE ELEMENTARY	SPECIALIST TEACHER
SPRADLING	CHERYL	EASTGATE ELEMENTARY	2ND GRADE TEACHER
STEIGER	STEPHANIE	EASTGATE ELEMENTARY	KINDERGARTEN TEACHER
THOELKE	MATTHEW	EASTGATE ELEMENTARY	ELEMENTARY PE TEACHER
URIBE	YESICA	EASTGATE ELEMENTARY	2ND GRADE TEACHER
URREGO	ASHLEE	EASTGATE ELEMENTARY	ELEMENTARY LIBRARIAN
VALDOVINOS	DIANA	EASTGATE ELEMENTARY	1ST GRADE TEACHER
WEYH	STEPHANIE	EASTGATE ELEMENTARY	SPECIALIST TEACHER
WOLFE	MELISSA	EASTGATE ELEMENTARY	2ND GRADE TEACHER
WOOD	NICHOLE	EASTGATE ELEMENTARY	ELEMENTARY COUNSELOR
BISSON	RAINI	EDISON ELEMENTARY	2ND GRADE TEACHER
BROWN	RACHELLE	EDISON ELEMENTARY	SPECIALIST TEACHER
CHANDLER	MARK	EDISON ELEMENTARY	ELEMENTARY LIBRARIAN



2022-23  
CERTIFICATED STAFF

Last Name	First Name	Location	Position
CHUTE	DAISY	EDISON ELEMENTARY	ELEMENTARY SPED TEACHER
COLLINS	CAITLIN	EDISON ELEMENTARY	KINDERGARTEN TEACHER
CONTRERAS	PAIGE	EDISON ELEMENTARY	5TH GRADE TEACHER
DEVERE	JASON	EDISON ELEMENTARY	ELEMENTARY PE TEACHER
ESTRELLADO	FIONA	EDISON ELEMENTARY	ELEMENTARY MUSIC TEACHER
FRENCH	KRYSTAL	EDISON ELEMENTARY	3RD GRADE TEACHER
GALLOWAY	SARA	EDISON ELEMENTARY	ELEMENTARY SPED TEACHER
GIYDAN	ALEYA	EDISON ELEMENTARY	2ND GRADE TEACHER
HICKMAN	KARA	EDISON ELEMENTARY	4TH GRADE TEACHER
HURST	CATHARINE	EDISON ELEMENTARY	1ST GRADE TEACHER
JOHNSON	JENNIFER	EDISON ELEMENTARY	SPECIALIST TEACHER
KLAGES	JANELLE	EDISON ELEMENTARY	KINDERGARTEN TEACHER
KOPF	JENNIFER	EDISON ELEMENTARY	ELEMENTARY SPED TEACHER
LAMBDIN	HEIDI	EDISON ELEMENTARY	SPECIALIST TEACHER
LEDGERWOOD	LORRI	EDISON ELEMENTARY	ELEMENTARY COUNSELOR
LOOMIS	BAILEY	EDISON ELEMENTARY	ELEMENTARY SPED TEACHER
MARSHALL	NICOLE	EDISON ELEMENTARY	KINDERGARTEN TEACHER
MAUS	ELIZABETH	EDISON ELEMENTARY	TECHNOLOGY TEACHER
MCKAY	MICHELLE	EDISON ELEMENTARY	3RD GRADE TEACHER
MILLER	RONDA	EDISON ELEMENTARY	SPECIALIST TEACHER
PLOURD	BRENDEN	EDISON ELEMENTARY	5TH GRADE TEACHER
ROHDENBURG	TIFFANY	EDISON ELEMENTARY	1ST GRADE TEACHER
SELLAND	JULIE	EDISON ELEMENTARY	5TH GRADE TEACHER
SENKET	HILLARY	EDISON ELEMENTARY	1ST GRADE TEACHER
STALEY	LAURA	EDISON ELEMENTARY	4TH GRADE TEACHER
STARKS	RHINA	EDISON ELEMENTARY	4TH GRADE TEACHER
ZIELKE	SHELLEY	EDISON ELEMENTARY	3RD GRADE TEACHER
DAVIS	TANYA	ENDEAVOR HIGH SCHOOL	COUNSELOR
DOWNING	JAMIE	ENDEAVOR HIGH SCHOOL	ONLINE TEACHER
GREGG	BETTI	ENDEAVOR HIGH SCHOOL	ONLINE TEACHER
MCINTURFF	JULIE	ENDEAVOR HIGH SCHOOL	ONLINE TEACHER
MEZGER	VERNICA	ENDEAVOR HIGH SCHOOL	ONLINE TEACHER
PARTLOW	KRYSTAL	ENDEAVOR HIGH SCHOOL	ONLINE TEACHER
CHAVEZ GUARDADO	RAUL	FEDERAL PROGRAMS	MENTAL HEALTH THERAPIST
GONZALEZ TORRES	LOURDES	FEDERAL PROGRAMS	HIGH SCHOOL COUNSELOR
HARVEY	BLANCA	FEDERAL PROGRAMS	INSTRUCTIONAL COACH
LANDON	STACIE	FEDERAL PROGRAMS	INSTRUCTIONAL COACH
RAMOS	CRYSTAL	FEDERAL PROGRAMS	INSTRUCTIONAL COACH
SARVER	LAURIE	FEDERAL PROGRAMS	INSTRUCTIONAL COACH
SCHORER	CORIENE	FEDERAL PROGRAMS	INSTRUCTIONAL COACH
SEYMOUR DE CORTES	ELIZABETH	FEDERAL PROGRAMS	NURSE
ALVAREZ	ELIDA	FUERZA ELEMENTARY	4TH GRADE TEACHER
APARICIO	JOSE	FUERZA ELEMENTARY	5TH GRADE TEACHER
ARROYO	ALFREDO	FUERZA ELEMENTARY	4TH GRADE TEACHER

2022-23  
CERTIFICATED STAFF

Last Name	First Name	Location	Position
BROSS	ESTELLA	FUERZA ELEMENTARY	SPECIALIST TEACHER
BROWN	AMANDA	FUERZA ELEMENTARY	4TH GRADE TEACHER
CANCINO VALDOVINO YESSICA		FUERZA ELEMENTARY	1ST GRADE TEACHER
CANCINO VALDOVINO ALEJANDRA		FUERZA ELEMENTARY	1ST GRADE TEACHER
CHAVEZ	MARISELA	FUERZA ELEMENTARY	5TH GRADE TEACHER
CHAVEZ	ADRIANA	FUERZA ELEMENTARY	TECHNOLOGY TEACHER
ENRIQUEZ	CARRIE	FUERZA ELEMENTARY	KINDERGARTEN TEACHER
FOX	YESSENIA	FUERZA ELEMENTARY	5TH GRADE TEACHER
GARCIA	MARIA	FUERZA ELEMENTARY	2ND GRADE TEACHER
GARCIA	NANCY	FUERZA ELEMENTARY	KINDERGARTEN TEACHER
GOMEZ VAZQUEZ	KIMBERLY	FUERZA ELEMENTARY	ELEMENTARY PE TEACHER
GREENE	VANESSA	FUERZA ELEMENTARY	3RD GRADE TEACHER
GUIZAR MENDOZA	FABIOLA	FUERZA ELEMENTARY	3RD GRADE TEACHER
HENRIKSON	HEATHER	FUERZA ELEMENTARY	4TH GRADE TEACHER
HERRERA	LUZ	FUERZA ELEMENTARY	ELEMENTARY COUNSELOR
HERRING	SHARRON	FUERZA ELEMENTARY	ELEMENTARY LIBRARIAN
JIMENEZ	NANCY	FUERZA ELEMENTARY	3RD GRADE TEACHER
KRUGER	MARIA DEL CARM	FUERZA ELEMENTARY	2ND GRADE TEACHER
LOPEZ CORIA	GIOVANNA	FUERZA ELEMENTARY	2ND GRADE TEACHER
LOPEZ-ROMERO	TATIANA	FUERZA ELEMENTARY	KINDERGARTEN TEACHER
MCEACHEN	XIOMARA	FUERZA ELEMENTARY	1ST GRADE TEACHER
MEDINA CHAVEZ	DANIELA	FUERZA ELEMENTARY	1ST GRADE TEACHER
MENDOZA	YUREMA	FUERZA ELEMENTARY	5TH GRADE TEACHER
MENDOZA CHAVEZ	LIZBETH	FUERZA ELEMENTARY	2ND GRADE TEACHER
NUNEZ	SUHAILL	FUERZA ELEMENTARY	SPECIALIST TEACHER
OLA	JASMIN	FUERZA ELEMENTARY	KINDERGARTEN TEACHER
ONEILL	GABRIELA	FUERZA ELEMENTARY	SPECIALIST TEACHER
PEREZ	RUBY	FUERZA ELEMENTARY	ELEMENTARY MUSIC TEACHER
REYES	ELENA	FUERZA ELEMENTARY	SPECIALIST TEACHER
ROBLEDO	LINDA	FUERZA ELEMENTARY	ELEMENTARY SPED TEACHER
RODRIGUEZ	SILVIA	FUERZA ELEMENTARY	3RD GRADE TEACHER
SANCHEZ VARGAS	JAZMIRI	FUERZA ELEMENTARY	KINDERGARTEN TEACHER
TORRES	DIANA	FUERZA ELEMENTARY	1ST GRADE TEACHER
VILLEGAS	ANGELICA	FUERZA ELEMENTARY	ELEMENTARY COUNSELOR
YEAGER	MATTHEW	FUERZA ELEMENTARY	3RD GRADE TEACHER
AGUILAR	NORMA	HAWTHORNE ELEMENTARY	KINDERGARTEN TEACHER
BOSLEY	GARY	HAWTHORNE ELEMENTARY	ELEMENTARY LIBRARIAN
BOWERS	CHELSEY	HAWTHORNE ELEMENTARY	KINDERGARTEN TEACHER
BROADBENT	REBECCA	HAWTHORNE ELEMENTARY	4TH GRADE TEACHER
BYDALEK	JESSICA	HAWTHORNE ELEMENTARY	2ND GRADE TEACHER
CAPRON	MELISSA	HAWTHORNE ELEMENTARY	KINDERGARTEN TEACHER
CARPER	MARY	HAWTHORNE ELEMENTARY	5TH GRADE TEACHER
CORNELL	KATHRYN	HAWTHORNE ELEMENTARY	5TH GRADE TEACHER
DAY	LINDSEY	HAWTHORNE ELEMENTARY	2ND GRADE TEACHER
DELGADO	YANEIRA	HAWTHORNE ELEMENTARY	ELEMENTARY COUNSELOR
FAGER	JON	HAWTHORNE ELEMENTARY	3RD GRADE TEACHER

2022-23  
CERTIFICATED STAFF

Last Name	First Name	Location	Position
GONZALEZ	MAKENZIE	HAWTHORNE ELEMENTARY	ELEMENTARY SPED TEACHER
GRADWOHL	JASON	HAWTHORNE ELEMENTARY	5TH GRADE TEACHER
GUTIERREZ	BAYLEE	HAWTHORNE ELEMENTARY	4TH GRADE TEACHER
GUTIERREZ MONZON	KEVIN	HAWTHORNE ELEMENTARY	TECHNOLOGY TEACHER
HOFFMAN	MINDY	HAWTHORNE ELEMENTARY	ELEMENTARY SPED TEACHER
JOHNSON	HAILEY	HAWTHORNE ELEMENTARY	KINDERGARTEN TEACHER
JOHNSTON	KELLY	HAWTHORNE ELEMENTARY	3RD GRADE TEACHER
KAY	AMYE	HAWTHORNE ELEMENTARY	1ST GRADE TEACHER
KELLEY	CARINA	HAWTHORNE ELEMENTARY	1ST GRADE TEACHER
KRIEWALL	CHRISTINE	HAWTHORNE ELEMENTARY	SPECIALIST TEACHER
LABARRE	BECKY	HAWTHORNE ELEMENTARY	SPECIALIST TEACHER
LINDBLOOM	NICOLE	HAWTHORNE ELEMENTARY	ELEMENTARY SPED TEACHER
LLOYD	MELISSA	HAWTHORNE ELEMENTARY	3RD GRADE TEACHER
MENDOZA GUIZAR	JOSE	HAWTHORNE ELEMENTARY	SPECIALIST TEACHER
MIDILI	SARAH	HAWTHORNE ELEMENTARY	2ND GRADE TEACHER
PIATT	MICHELLE	HAWTHORNE ELEMENTARY	ELEMENTARY MUSIC TEACHER
PIEROS	JEFFERY	HAWTHORNE ELEMENTARY	SPECIALIST TEACHER
ROMERO	ISAAC	HAWTHORNE ELEMENTARY	ELEMENTARY PE TEACHER
THIEL	SELENA	HAWTHORNE ELEMENTARY	2ND GRADE TEACHER
THOMPSON	CAITLIN	HAWTHORNE ELEMENTARY	1ST GRADE TEACHER
WEISERT-PEATOW	HEIDI	HAWTHORNE ELEMENTARY	SPECIALIST TEACHER
WHITTAKER	SARAH	HAWTHORNE ELEMENTARY	3RD GRADE TEACHER
WIRTZBERGER	REBECCA	HAWTHORNE ELEMENTARY	1ST GRADE TEACHER
ABARCA PEREZ	MARIYA	HIGHLANDS MS	MIDDLE SCHOOL TEACHER
AKINS	STEPHANIE	HIGHLANDS MS	MIDDLE SCHOOL SPED TEACHER
BARRERA	KYMBERLEE	HIGHLANDS MS	MIDDLE SCHOOL TEACHER
BEARDSLEY	REBECCA	HIGHLANDS MS	MIDDLE SCHOOL TEACHER
BEAUCHAMP	KARA	HIGHLANDS MS	MIDDLE SCHOOL PE TEACHER
BOOTH	KIRSTEN	HIGHLANDS MS	MIDDLE SCHOOL SPED TEACHER
CLAWSON	TERRI	HIGHLANDS MS	MIDDLE SCHOOL TEACHER
CLAYTON	KELSIE	HIGHLANDS MS	MIDDLE SCHOOL TEACHER
COOPER	ANDREW	HIGHLANDS MS	MIDDLE SCHOOL TEACHER
CRANDALL	MADISON	HIGHLANDS MS	MIDDLE SCHOOL TEACHER
DAVIS	JOHANNA	HIGHLANDS MS	MIDDLE SCHOOL COUNSELOR
DAY	STEPHANIE	HIGHLANDS MS	INSTRUCTIONAL COACH
DUBINETS	VASILYI	HIGHLANDS MS	MIDDLE SCHOOL TEACHER
ELKINS	DAVID	HIGHLANDS MS	INSTRUCTIONAL COACH
ELLIS	ROBIN	HIGHLANDS MS	MIDDLE SCHOOL TEACHER
ESCAMILLA	PATRICIA	HIGHLANDS MS	MIDDLE SCHOOL TEACHER
ESQUIVEL	CHARLES	HIGHLANDS MS	MIDDLE SCHOOL SPED TEACHER
FOUTS	NEENA	HIGHLANDS MS	MIDDLE SCHOOL TEACHER
FOW	CONNIE	HIGHLANDS MS	MIDDLE SCHOOL TEACHER
FRENTZEN	PETER	HIGHLANDS MS	INSTRUCTIONAL COACH
GILMAN	KRISTINE	HIGHLANDS MS	MIDDLE SCHOOL TEACHER
GROSSMAN	JARED	HIGHLANDS MS	MIDDLE SCHOOL TEACHER
HARPER	ANNA	HIGHLANDS MS	MIDDLE SCHOOL TEACHER

2022-23  
CERTIFICATED STAFF

Last Name	First Name	Location	Position
HIRSCH	EMYLEE	HIGHLANDS MS	MIDDLE SCHOOL TEACHER
JALALYAR	SUMIYYAH	HIGHLANDS MS	MIDDLE SCHOOL TEACHER
JOHANSEN	SUZANNE	HIGHLANDS MS	MIDDLE SCHOOL TEACHER
KIRK	TODD	HIGHLANDS MS	MIDDLE SCHOOL PE TEACHER
LARSEN	PHILLIP	HIGHLANDS MS	MIDDLE SCHOOL TEACHER
LE	NGAN	HIGHLANDS MS	MIDDLE SCHOOL TEACHER
LUSK	LAURA	HIGHLANDS MS	MIDDLE SCHOOL SPED TEACHER
MALONE	BRIAN	HIGHLANDS MS	MIDDLE SCHOOL MUSIC TEACHER
NELSON	COREY	HIGHLANDS MS	MIDDLE SCHOOL LIBRARIAN
NICHOLAS	PEGGY	HIGHLANDS MS	MIDDLE SCHOOL TEACHER
PAUL	HEATHER	HIGHLANDS MS	MIDDLE SCHOOL TEACHER
PERRY	DONALD	HIGHLANDS MS	MIDDLE SCHOOL TEACHER
PICENO	KARINA	HIGHLANDS MS	MIDDLE SCHOOL COUNSELOR
POWERS	SETH	HIGHLANDS MS	MIDDLE SCHOOL PE TEACHER
REIMAN	MEGHAN	HIGHLANDS MS	MIDDLE SCHOOL TEACHER
SANDOVAL	GERARDO	HIGHLANDS MS	MIDDLE SCHOOL COUNSELOR
SCHERBARTH	COREY	HIGHLANDS MS	MIDDLE SCHOOL TEACHER
SCHRADER	ZACHARY	HIGHLANDS MS	MIDDLE SCHOOL SPED TEACHER
SMITH	DUSTIN	HIGHLANDS MS	MIDDLE SCHOOL TEACHER
SMITH	MATTHEW	HIGHLANDS MS	MIDDLE SCHOOL TEACHER
STADELMAN	STEPHANIE	HIGHLANDS MS	MIDDLE SCHOOL TEACHER
STAHL	MARIA	HIGHLANDS MS	MIDDLE SCHOOL TEACHER
STEVENS	NEFERTITI	HIGHLANDS MS	MIDDLE SCHOOL TEACHER
STEWART	TRACY	HIGHLANDS MS	MIDDLE SCHOOL TEACHER/PE TEACHER
SWEENEY	MICHELLE	HIGHLANDS MS	MIDDLE SCHOOL TEACHER
WENSVEEN	WILLEM	HIGHLANDS MS	MIDDLE SCHOOL PE TEACHER
WIENS	JEFF	HIGHLANDS MS	MIDDLE SCHOOL TEACHER
WILKINSON	MEGAN	HIGHLANDS MS	MIDDLE SCHOOL TEACHER
WILLOCK	STEVEN	HIGHLANDS MS	MIDDLE SCHOOL TEACHER
WILM	MAREN	HIGHLANDS MS	MIDDLE SCHOOL TEACHER
BROOKS	ROCHELLE	HORSE HEAVEN HILLS MS	MIDDLE SCHOOL TEACHER
BROTKA	JOSHUA	HORSE HEAVEN HILLS MS	MIDDLE SCHOOL TEACHER
CARLSON	JENNIFER	HORSE HEAVEN HILLS MS	MIDDLE SCHOOL TEACHER
CHRISTENSON	ASHLEY	HORSE HEAVEN HILLS MS	MIDDLE SCHOOL TEACHER
COPE	RIES	HORSE HEAVEN HILLS MS	MIDDLE SCHOOL TEACHER
DOUMIT CARPINO	REBECCA	HORSE HEAVEN HILLS MS	MIDDLE SCHOOL TEACHER
FRAGA	TAMMY	HORSE HEAVEN HILLS MS	MIDDLE SCHOOL TEACHER
FUHRIMAN	HANNA	HORSE HEAVEN HILLS MS	MIDDLE SCHOOL LIBRARIAN
GAUMER	RYAN	HORSE HEAVEN HILLS MS	MIDDLE SCHOOL PE TEACHER
GEBERS	BOYD	HORSE HEAVEN HILLS MS	MIDDLE SCHOOL PE TEACHER
GOODNIGHT	EMILY	HORSE HEAVEN HILLS MS	MIDDLE SCHOOL TEACHER
HAWKINS	KELLEY	HORSE HEAVEN HILLS MS	MIDDLE SCHOOL COUNSELOR
IRBY	JENNIFER	HORSE HEAVEN HILLS MS	MIDDLE SCHOOL TEACHER
ISLEY	DAVID	HORSE HEAVEN HILLS MS	MIDDLE SCHOOL TEACHER
LAWSON	BRYAN	HORSE HEAVEN HILLS MS	MIDDLE SCHOOL TEACHER
LITKA	MARK	HORSE HEAVEN HILLS MS	MIDDLE SCHOOL TEACHER

2022-23  
CERTIFICATED STAFF

Last Name	First Name	Location	Position
MAIOCCO	MADISON	HORSE HEAVEN HILLS MS	MIDDLE SCHOOL SPED TEACHER
MARQUEZ	GILBERT	HORSE HEAVEN HILLS MS	MIDDLE SCHOOL TEACHER
MARTIN	LISA	HORSE HEAVEN HILLS MS	MIDDLE SCHOOL TEACHER
MATHER	MARTHA	HORSE HEAVEN HILLS MS	MIDDLE SCHOOL TEACHER
MATTSON	BRENT	HORSE HEAVEN HILLS MS	MIDDLE SCHOOL PE TEACHER
MCCOWEN	KARA	HORSE HEAVEN HILLS MS	MIDDLE SCHOOL TEACHER
MCPEAK	RACHAEL	HORSE HEAVEN HILLS MS	MIDDLE SCHOOL TEACHER
MIDDLETON	SHAWN	HORSE HEAVEN HILLS MS	MIDDLE SCHOOL TEACHER
MOBLEY	STUART	HORSE HEAVEN HILLS MS	MIDDLE SCHOOL MUSIC TEACHER
MOORE	DEANNA	HORSE HEAVEN HILLS MS	MIDDLE SCHOOL TEACHER
MORRIS CHEEK HALE	LEZLEE	HORSE HEAVEN HILLS MS	MIDDLE SCHOOL TEACHER
MURILLO	EMMA	HORSE HEAVEN HILLS MS	MIDDLE SCHOOL TEACHER
NEWMAN	ERIN	HORSE HEAVEN HILLS MS	MIDDLE SCHOOL TEACHER
PREIN	ANDREW	HORSE HEAVEN HILLS MS	MIDDLE SCHOOL TEACHER
PUTNAM	JENNIFER	HORSE HEAVEN HILLS MS	MIDDLE SCHOOL TEACHER
RIVERA	SAMANTHA	HORSE HEAVEN HILLS MS	MIDDLE SCHOOL SPED TEACHER
ROUECHE	DEBORAH	HORSE HEAVEN HILLS MS	MIDDLE SCHOOL PE TEACHER
RUSH	KERRI	HORSE HEAVEN HILLS MS	MIDDLE SCHOOL COUNSELOR
SHELL	RHONDA	HORSE HEAVEN HILLS MS	MIDDLE SCHOOL SPED TEACHER
SCHNEIDER	CINTHIA	HORSE HEAVEN HILLS MS	MIDDLE SCHOOL COUNSELOR
SHIMSKEY	LORI	HORSE HEAVEN HILLS MS	MIDDLE SCHOOL TEACHER
STEINBORN	CYNTHIA	HORSE HEAVEN HILLS MS	MIDDLE SCHOOL TEACHER
TABER	SUSAN	HORSE HEAVEN HILLS MS	INSTRUCTIONAL COACH
THOMPSON	MICHELLE	HORSE HEAVEN HILLS MS	MIDDLE SCHOOL TEACHER
TIPPETT	ROBERT	HORSE HEAVEN HILLS MS	MIDDLE SCHOOL TEACHER
TIPPETT	TRINE	HORSE HEAVEN HILLS MS	MIDDLE SCHOOL TEACHER
WALSH	THOMAS	HORSE HEAVEN HILLS MS	MIDDLE SCHOOL TEACHER
WILLIAMSON	RYAN	HORSE HEAVEN HILLS MS	MIDDLE SCHOOL MUSIC TEACHER
WILSON	BRIAN	HORSE HEAVEN HILLS MS	MIDDLE SCHOOL SPED TEACHER
WILSON	TABITHA	HORSE HEAVEN HILLS MS	MIDDLE SCHOOL SPED TEACHER
YOKE	CHERYL	HORSE HEAVEN HILLS MS	MIDDLE SCHOOL PE TEACHER
JORDAN	JENNIFER	HUMAN RESOURCES	CONSULTING PEER EDUCATOR
LEONARD	KAREN	HUMAN RESOURCES	CONSULTING PEER EDUCATOR
WOODFORD	ROBERT	HUMAN RESOURCES	UNION REPRESENTATIVE
MARTIN	CHAD	JUVENILE JUSTICE CENTER	SECONDARY TEACHER/PE TEACHER
POTTER	DANIELLE	JUVENILE JUSTICE CENTER	SECONDARY TEACHER
STEARNS	KAT	JUVENILE JUSTICE CENTER	SECONDARY TEACHER
VEGAS	LUIS	JUVENILE JUSTICE CENTER	SECONDARY TEACHER
ALLEMAN	ASHLEY	K-12 STUDENT SERVICES	NURSE
ANDERSON	REBECCA	K-12 STUDENT SERVICES	NURSE
BAKKER	JEANNE	K-12 STUDENT SERVICES	NURSE
BRUN	TAMARA	K-12 STUDENT SERVICES	NURSE
DONLEY	CYNTHIA	K-12 STUDENT SERVICES	NURSE
EDLER	LISA	K-12 STUDENT SERVICES	NURSE

2022-23  
CERTIFICATED STAFF

Last Name	First Name	Location	Position
FOLK	AMANDA	K-12 STUDENT SERVICES	NURSE
GOERING	KIMBERLY	K-12 STUDENT SERVICES	NURSE
ISLEY	KATHERINE	K-12 STUDENT SERVICES	NURSE
KELLY	KARI	K-12 STUDENT SERVICES	NURSE
KEOMANY	PHONEMALY	K-12 STUDENT SERVICES	NURSE
LOWE	CANDACE	K-12 STUDENT SERVICES	NURSE
MCCOMBS	MIRANDA	K-12 STUDENT SERVICES	NURSE
MCDERMOTT	KIMBERLY	K-12 STUDENT SERVICES	NURSE
MCKEEVER	DIANA	K-12 STUDENT SERVICES	NURSE
NIEFFENEGGER	ALEXIS	K-12 STUDENT SERVICES	NURSE
OSBORNE	DONNA	K-12 STUDENT SERVICES	NURSE
SHULTZ	MANDI	K-12 STUDENT SERVICES	NURSE
THOMAS	HAROLD	K-12 STUDENT SERVICES	NURSE
WALKER	TERESA	K-12 STUDENT SERVICES	NURSE
ABERSFELLER	NATALIE	KAMIAKIN HIGH SCHOOL	HIGH SCHOOL TEACHER
ADLER	ALYSSA	KAMIAKIN HIGH SCHOOL	HIGH SCHOOL TEACHER
ANDERSON	JORDAN	KAMIAKIN HIGH SCHOOL	HIGH SCHOOL TEACHER
ASHWORTH	CIARA	KAMIAKIN HIGH SCHOOL	HIGH SCHOOL TEACHER
ATTERBERRY	HEATHER	KAMIAKIN HIGH SCHOOL	HIGH SCHOOL TEACHER
BAILEY	NICOLE	KAMIAKIN HIGH SCHOOL	HIGH SCHOOL COUNSELOR
BENDER	LAURIE	KAMIAKIN HIGH SCHOOL	HIGH SCHOOL TEACHER
BENNETT	JEREMY	KAMIAKIN HIGH SCHOOL	HIGH SCHOOL MUSIC TEACHER
BIGLIN	SCOTT	KAMIAKIN HIGH SCHOOL	HIGH SCHOOL PE TEACHER
BYRD	JENNY	KAMIAKIN HIGH SCHOOL	HIGH SCHOOL TEACHER
CARTER	RYAN	KAMIAKIN HIGH SCHOOL	HIGH SCHOOL PE TEACHER
CLARO RINCON	ANA	KAMIAKIN HIGH SCHOOL	HIGH SCHOOL COUNSELOR
CLIZBE	OLIVIA	KAMIAKIN HIGH SCHOOL	HIGH SCHOOL TEACHER
COX	JULIE	KAMIAKIN HIGH SCHOOL	HIGH SCHOOL TEACHER
DAVIS	TINA	KAMIAKIN HIGH SCHOOL	HIGH SCHOOL TEACHER
DENNISON	HOLLY	KAMIAKIN HIGH SCHOOL	HIGH SCHOOL TEACHER
DONAIS	JOYCE	KAMIAKIN HIGH SCHOOL	HIGH SCHOOL TEACHER
ESPINOZA ALMEJO	ALONDRA	KAMIAKIN HIGH SCHOOL	HIGH SCHOOL COUNSELOR
FARRIS	AMBER	KAMIAKIN HIGH SCHOOL	HIGH SCHOOL TEACHER
FREITAG	TODD	KAMIAKIN HIGH SCHOOL	HIGH SCHOOL TEACHER
GALLOWAY	JESSICA	KAMIAKIN HIGH SCHOOL	HIGH SCHOOL SPED TEACHER
GOUGH	ERIC	KAMIAKIN HIGH SCHOOL	HIGH SCHOOL PE TEACHER
GRAHAM	PATRICK	KAMIAKIN HIGH SCHOOL	HIGH SCHOOL TEACHER
HAMILTON	CHRISTOPHER	KAMIAKIN HIGH SCHOOL	HIGH SCHOOL TEACHER
INABNIT	JOANNA	KAMIAKIN HIGH SCHOOL	HIGH SCHOOL COUNSELOR
JORGENSEN	FIONA	KAMIAKIN HIGH SCHOOL	HIGH SCHOOL TEACHER
JUDY	BRADLEY	KAMIAKIN HIGH SCHOOL	HIGH SCHOOL TEACHER
KENNEDY	LEAH	KAMIAKIN HIGH SCHOOL	HIGH SCHOOL TEACHER
KLOS	BRIAN	KAMIAKIN HIGH SCHOOL	HIGH SCHOOL TEACHER
KOHAN	ALEXANDER	KAMIAKIN HIGH SCHOOL	HIGH SCHOOL SPED TEACHER
KOPRIVA	JOANNE	KAMIAKIN HIGH SCHOOL	HIGH SCHOOL TEACHER
KUTSCHKAU	KATRINA	KAMIAKIN HIGH SCHOOL	HIGH SCHOOL TEACHER

2022-23  
CERTIFICATED STAFF

Last Name	First Name	Location	Position
LANE	MIRANDA	KAMIAKIN HIGH SCHOOL	HIGH SCHOOL SPED TEACHER
LECHELT	CORRINE	KAMIAKIN HIGH SCHOOL	HIGH SCHOOL TEACHER
LEDGERWOOD	KELLY	KAMIAKIN HIGH SCHOOL	HIGH SCHOOL TEACHER
LEROUE	HEIDI	KAMIAKIN HIGH SCHOOL	HIGH SCHOOL SPED TEACHER
LITTRELL	JAIMIE	KAMIAKIN HIGH SCHOOL	HIGH SCHOOL TEACHER
LUTTRELL	MATTHEW	KAMIAKIN HIGH SCHOOL	HIGH SCHOOL TEACHER
MARSHALL	JENNIFER	KAMIAKIN HIGH SCHOOL	HIGH SCHOOL TEACHER
MATTHES	PAT	KAMIAKIN HIGH SCHOOL	HIGH SCHOOL TEACHER
MAUS	MARK	KAMIAKIN HIGH SCHOOL	HIGH SCHOOL TEACHER
MCCALLUM	TINA	KAMIAKIN HIGH SCHOOL	HIGH SCHOOL COUNSELOR
MCCALLUM	RYAN	KAMIAKIN HIGH SCHOOL	HIGH SCHOOL TEACHER
MCCORD	RYAN	KAMIAKIN HIGH SCHOOL	HIGH SCHOOL SPED TEACHER
MCLEOD	LAURA	KAMIAKIN HIGH SCHOOL	HIGH SCHOOL TEACHER
MCLEOD	SCOTT	KAMIAKIN HIGH SCHOOL	HIGH SCHOOL TEACHER
MELCHERT	AMELIA	KAMIAKIN HIGH SCHOOL	HIGH SCHOOL TEACHER
MELICK	MARGARET	KAMIAKIN HIGH SCHOOL	HIGH SCHOOL TEACHER
MENEELY	BRIAN	KAMIAKIN HIGH SCHOOL	HIGH SCHOOL TEACHER
OLAUGHLIN	AARON	KAMIAKIN HIGH SCHOOL	HIGH SCHOOL TEACHER
OSBORN	SHELBY	KAMIAKIN HIGH SCHOOL	HIGH SCHOOL TEACHER
PALOMAREZ	LINDA	KAMIAKIN HIGH SCHOOL	HIGH SCHOOL TEACHER
PARSONS	ANNE	KAMIAKIN HIGH SCHOOL	HIGH SCHOOL SPED TEACHER
POTTER	CHAD	KAMIAKIN HIGH SCHOOL	HIGH SCHOOL TEACHER
RAMSEY	MICHAEL	KAMIAKIN HIGH SCHOOL	HIGH SCHOOL TEACHER
RAZOR	LUCY	KAMIAKIN HIGH SCHOOL	HIGH SCHOOL LIBRARIAN
REPPE	DOUGLAS	KAMIAKIN HIGH SCHOOL	HIGH SCHOOL TEACHER
ROBINSON	SARAH	KAMIAKIN HIGH SCHOOL	HIGH SCHOOL TEACHER
ROBLEDO	JESSICA	KAMIAKIN HIGH SCHOOL	HIGH SCHOOL TEACHER
ROCKEFELLER	RICHARD	KAMIAKIN HIGH SCHOOL	HIGH SCHOOL TEACHER
SAARI	CHARLES	KAMIAKIN HIGH SCHOOL	HIGH SCHOOL TEACHER
SCHAUBLE	CHERYL	KAMIAKIN HIGH SCHOOL	HIGH SCHOOL PE TEACHER
SCHLEKEWEY	JEFF	KAMIAKIN HIGH SCHOOL	HIGH SCHOOL TEACHER
SCHONEWILL	RENAE	KAMIAKIN HIGH SCHOOL	HIGH SCHOOL TEACHER
SCHULDHEISZ	DANIEL	KAMIAKIN HIGH SCHOOL	HIGH SCHOOL TEACHER
SEARLS	ANDREA	KAMIAKIN HIGH SCHOOL	HIGH SCHOOL SPED TEACHER
SIEGFRIED	KELSIE	KAMIAKIN HIGH SCHOOL	HIGH SCHOOL TEACHER
SMITHA	BROOKE	KAMIAKIN HIGH SCHOOL	HIGH SCHOOL TEACHER
STEWART	CALVIN	KAMIAKIN HIGH SCHOOL	HIGH SCHOOL COUNSELOR
STOTT	JULIE	KAMIAKIN HIGH SCHOOL	HIGH SCHOOL TEACHER
THORNE	KARINA	KAMIAKIN HIGH SCHOOL	HIGH SCHOOL TEACHER
TILL	STEVEN	KAMIAKIN HIGH SCHOOL	HIGH SCHOOL TEACHER
WAGNON	SCOTT	KAMIAKIN HIGH SCHOOL	HIGH SCHOOL MUSIC TEACHER
WHITEMARSH-BASS	AMY	KAMIAKIN HIGH SCHOOL	HIGH SCHOOL PE TEACHER
WHITNEY	JAMIE	KAMIAKIN HIGH SCHOOL	HIGH SCHOOL TEACHER
WINWARD	ALLISON	KAMIAKIN HIGH SCHOOL	HIGH SCHOOL TEACHER
WOODHOUSE	JANEL	KAMIAKIN HIGH SCHOOL	HIGH SCHOOL TEACHER
WRIGHT	JENNIFER	KAMIAKIN HIGH SCHOOL	HIGH SCHOOL TEACHER

2022-23  
CERTIFICATED STAFF

Last Name	First Name	Location	Position
BURNHAM	APRIL	KEEWAYDIN DISCOVERY CENTER	PRESCHOOL SPED TEACHER
CHILDS	TYSON	KEEWAYDIN DISCOVERY CENTER	PRESCHOOL SPED TEACHER
ELSEA	JENNIFER	KEEWAYDIN DISCOVERY CENTER	PRESCHOOL SPED TEACHER
FOEPEL	MARIANNE	KEEWAYDIN DISCOVERY CENTER	PRESCHOOL SPED TEACHER
HAMON	PAMELA	KEEWAYDIN DISCOVERY CENTER	PRESCHOOL SPED TEACHER
KEDDISON	RACHEL	KEEWAYDIN DISCOVERY CENTER	SPEECH LANGUAGE PATHOLOGIST
KOCH	DENEEN	KEEWAYDIN DISCOVERY CENTER	SPEECH LANGUAGE PATHOLOGIST
PETERSON	ALYSSA	KEEWAYDIN DISCOVERY CENTER	PRESCHOOL SPED TEACHER
RAMOS	JAIMI	KEEWAYDIN DISCOVERY CENTER	PRESCHOOL SPED TEACHER
SAFFORD	DANIELLE	KEEWAYDIN DISCOVERY CENTER	PRESCHOOL SPED TEACHER
THOMASSON	BARBARA	KEEWAYDIN DISCOVERY CENTER	PRESCHOOL SPED TEACHER
VOSENKEMPER	BENJAMIN	KEEWAYDIN DISCOVERY CENTER	PRESCHOOL SPED TEACHER
AFFHOLTER	RANDY	KENNEWICK HIGH SCHOOL	HIGH SCHOOL TEACHER/PE TEACHER
ALMAGUER	CAITLIN	KENNEWICK HIGH SCHOOL	HIGH SCHOOL TEACHER
ANDERSON	CINDY	KENNEWICK HIGH SCHOOL	HIGH SCHOOL TEACHER
ARNOLD	ARIENNE	KENNEWICK HIGH SCHOOL	HIGH SCHOOL TEACHER
AYRES	CLAYTEN	KENNEWICK HIGH SCHOOL	HIGH SCHOOL TEACHER
BETZ	MICHAEL	KENNEWICK HIGH SCHOOL	HIGH SCHOOL TEACHER
BOOTH	CODY	KENNEWICK HIGH SCHOOL	HIGH SCHOOL TEACHER
BRINES	MERIDETH	KENNEWICK HIGH SCHOOL	HIGH SCHOOL TEACHER
BROWN	DARAIN	KENNEWICK HIGH SCHOOL	HIGH SCHOOL TEACHER
BROWNING	OLIVER	KENNEWICK HIGH SCHOOL	HIGH SCHOOL SPED TEACHER
BURLEYSON	SHANNON	KENNEWICK HIGH SCHOOL	HIGH SCHOOL TEACHER
BURRIS	STACY	KENNEWICK HIGH SCHOOL	HIGH SCHOOL TEACHER
CAMPBELL	DAVID	KENNEWICK HIGH SCHOOL	HIGH SCHOOL TEACHER
CLAWSON	KATHRYN	KENNEWICK HIGH SCHOOL	HIGH SCHOOL TEACHER
CLEMMENS	LUKAS	KENNEWICK HIGH SCHOOL	HIGH SCHOOL TEACHER
CLEMMENS	KURT	KENNEWICK HIGH SCHOOL	HIGH SCHOOL TEACHER
CRONENWETT	SAMUEL	KENNEWICK HIGH SCHOOL	HIGH SCHOOL TEACHER
CUSHING	MELANIE	KENNEWICK HIGH SCHOOL	HIGH SCHOOL COUNSELOR
DAVES	ANDREW	KENNEWICK HIGH SCHOOL	HIGH SCHOOL SPED TEACHER
DEVERS	NAOMI	KENNEWICK HIGH SCHOOL	HIGH SCHOOL TEACHER
EERKES	JOSHUA	KENNEWICK HIGH SCHOOL	HIGH SCHOOL TEACHER
ESTES	SCOTT	KENNEWICK HIGH SCHOOL	HIGH SCHOOL TEACHER
FANKHAUSER	DON	KENNEWICK HIGH SCHOOL	HIGH SCHOOL TEACHER
FISCHER	JASON	KENNEWICK HIGH SCHOOL	HIGH SCHOOL PE TEACHER
FISHER	DANAE	KENNEWICK HIGH SCHOOL	HIGH SCHOOL TEACHER
FRANCIS	DAVID	KENNEWICK HIGH SCHOOL	HIGH SCHOOL TEACHER
FUNK	CHELSEY	KENNEWICK HIGH SCHOOL	HIGH SCHOOL TEACHER
GILLIAM	ORBIE	KENNEWICK HIGH SCHOOL	HIGH SCHOOL TEACHER
GLENN	SARA	KENNEWICK HIGH SCHOOL	HIGH SCHOOL TEACHER
GOODALL	AMBER	KENNEWICK HIGH SCHOOL	HIGH SCHOOL TEACHER
GUNTER	JENNIFER	KENNEWICK HIGH SCHOOL	HIGH SCHOOL MUSIC TEACHER
HARLEY	TIARA	KENNEWICK HIGH SCHOOL	HIGH SCHOOL PE TEACHER
HARMON	MISTY	KENNEWICK HIGH SCHOOL	HIGH SCHOOL SPED TEACHER
HARRIS	RICHARD	KENNEWICK HIGH SCHOOL	HIGH SCHOOL TEACHER



2022-23  
CERTIFICATED STAFF

Last Name	First Name	Location	Position
HEDGES	JENNIFER	KENNEWICK HIGH SCHOOL	HIGH SCHOOL TEACHER
HENDRY	SYDNEY	KENNEWICK HIGH SCHOOL	HIGH SCHOOL TEACHER
HILBERT	JENNIFER	KENNEWICK HIGH SCHOOL	HIGH SCHOOL TEACHER
HOLBROOK	JEREMY	KENNEWICK HIGH SCHOOL	HIGH SCHOOL TEACHER
KALRA	NIDHI	KENNEWICK HIGH SCHOOL	HIGH SCHOOL TEACHER
KINION	KATHERINE	KENNEWICK HIGH SCHOOL	HIGH SCHOOL TEACHER
LARSON	SCOTT	KENNEWICK HIGH SCHOOL	HIGH SCHOOL TEACHER
LEYDE	BRADYN	KENNEWICK HIGH SCHOOL	HIGH SCHOOL TEACHER
LITTLE THUNDER	DAWN	KENNEWICK HIGH SCHOOL	HIGH SCHOOL PE TEACHER
LONG	LINDSAY	KENNEWICK HIGH SCHOOL	HIGH SCHOOL SPED TEACHER
LOPEZ	ESMERALDA	KENNEWICK HIGH SCHOOL	HIGH SCHOOL COUNSELOR
MACHART	AARON	KENNEWICK HIGH SCHOOL	HIGH SCHOOL COUNSELOR
MARQUARDT	ANDREW	KENNEWICK HIGH SCHOOL	HIGH SCHOOL PE TEACHER
MARQUARDT	GIANA	KENNEWICK HIGH SCHOOL	HIGH SCHOOL PE TEACHER
MCCARTNEY	DAVID	KENNEWICK HIGH SCHOOL	HIGH SCHOOL TEACHER
MEJIA	CORRINA	KENNEWICK HIGH SCHOOL	HIGH SCHOOL TEACHER
MENDOZA	ALEJANDRA	KENNEWICK HIGH SCHOOL	HIGH SCHOOL TEACHER
MEQUET	JONATHAN	KENNEWICK HIGH SCHOOL	HIGH SCHOOL TEACHER
MILLER	JONATHAN	KENNEWICK HIGH SCHOOL	HIGH SCHOOL MUSIC TEACHER
MUSCUTT	LANCE	KENNEWICK HIGH SCHOOL	HIGH SCHOOL TEACHER
NAVARRO	ANA	KENNEWICK HIGH SCHOOL	HIGH SCHOOL COUNSELOR
NETT	STACY	KENNEWICK HIGH SCHOOL	HIGH SCHOOL TEACHER
OBRIEN	KENDRA	KENNEWICK HIGH SCHOOL	HIGH SCHOOL TEACHER
OKERMAN	DIANE	KENNEWICK HIGH SCHOOL	HIGH SCHOOL TEACHER
PAYSON	AMY	KENNEWICK HIGH SCHOOL	HIGH SCHOOL COUNSELOR
PENNINGTON	GWEN	KENNEWICK HIGH SCHOOL	HIGH SCHOOL TEACHER
PETERSON	MADGE	KENNEWICK HIGH SCHOOL	INSTRUCTIONAL COACH/HS TEACHER
PIPER	DAVID	KENNEWICK HIGH SCHOOL	IB COORDINATOR/HS TEACHER
PIPER	DAVID	KENNEWICK HIGH SCHOOL	HIGH SCHOOL TEACHER
PUCKETT	TODD	KENNEWICK HIGH SCHOOL	HIGH SCHOOL TEACHER
RANNOW	JOHN	KENNEWICK HIGH SCHOOL	HIGH SCHOOL TEACHER
RIEL	THOMAS	KENNEWICK HIGH SCHOOL	HIGH SCHOOL TEACHER
SANCHEZ	SONIA	KENNEWICK HIGH SCHOOL	HIGH SCHOOL COUNSELOR
SANDBECK	MICHAEL	KENNEWICK HIGH SCHOOL	INSTRUCTIONAL COACH/HS TEACHER
SANDOVAL AGUILAR	ESTRELLA	KENNEWICK HIGH SCHOOL	HIGH SCHOOL COUNSELOR
SCRIMSHER	KATELYN	KENNEWICK HIGH SCHOOL	HIGH SCHOOL TEACHER
SHRACK	JUSTIN	KENNEWICK HIGH SCHOOL	HIGH SCHOOL TEACHER
SLAGLE	JASON	KENNEWICK HIGH SCHOOL	HIGH SCHOOL TEACHER
SMITH	KAMALA	KENNEWICK HIGH SCHOOL	HIGH SCHOOL LIBRARIAN
SONDERLAND	BRANDY	KENNEWICK HIGH SCHOOL	HIGH SCHOOL TEACHER
SPARHAWK	ALEXANDRIA	KENNEWICK HIGH SCHOOL	HIGH SCHOOL SPED TEACHER
STOKER	JESSICA	KENNEWICK HIGH SCHOOL	HIGH SCHOOL TEACHER
TEMPLETON	BILL	KENNEWICK HIGH SCHOOL	HIGH SCHOOL TEACHER
THOMPSON	LUKE	KENNEWICK HIGH SCHOOL	HIGH SCHOOL TEACHER
THOMPSON	PAUL	KENNEWICK HIGH SCHOOL	HIGH SCHOOL TEACHER
URREGO	TERESA	KENNEWICK HIGH SCHOOL	HIGH SCHOOL TEACHER
WHITE	DANIEL	KENNEWICK HIGH SCHOOL	HIGH SCHOOL TEACHER

2022-23  
CERTIFICATED STAFF

Last Name	First Name	Location	Position
WICHERS	CURTIS	KENNEWICK HIGH SCHOOL	HIGH SCHOOL TEACHER
WILLIAMS	ASHLEY	KENNEWICK HIGH SCHOOL	HIGH SCHOOL TEACHER
WILLIAMS	ERICA	KENNEWICK HIGH SCHOOL	HIGH SCHOOL SPED TEACHER
WILLIAMSON	REBECCA	KENNEWICK HIGH SCHOOL	HIGH SCHOOL SPED TEACHER
YOST	NICOLE	KENNEWICK HIGH SCHOOL	HIGH SCHOOL TEACHER
ZABRISKIE	COURTNEY	KENNEWICK HIGH SCHOOL	HIGH SCHOOL TEACHER
BEELER	JENNA	LEGACY HIGH SCHOOL	HIGH SCHOOL TEACHER
BIRRUETA	FRANCISCO	LEGACY HIGH SCHOOL	HIGH SCHOOL TEACHER
CADWALLADER	WANDA	LEGACY HIGH SCHOOL	SECONDARY TEACHER
COLEMAN	RONALD	LEGACY HIGH SCHOOL	HIGH SCHOOL TEACHER
DOWNING	RYAN	LEGACY HIGH SCHOOL	HIGH SCHOOL TEACHER
GOCHOEL	BRIAN	LEGACY HIGH SCHOOL	HIGH SCHOOL TEACHER
HOLMES	MICHELLE	LEGACY HIGH SCHOOL	COUNSELOR
JOHNSON	MICHELLE	LEGACY HIGH SCHOOL	HIGH SCHOOL TEACHER
NUXOLL-WILLARD	SANDY	LEGACY HIGH SCHOOL	HIGH SCHOOL TEACHER
PICKETT	MARNIE	LEGACY HIGH SCHOOL	SECONDARY TEACHER
VALDEZ	JANA	LEGACY HIGH SCHOOL	HIGH SCHOOL TEACHER
ALLWINE	MELISSA	LINCOLN ELEMENTARY	3RD GRADE TEACHER
AMACKER	AMITY	LINCOLN ELEMENTARY	3RD GRADE TEACHER
BOUSCHER	JESSICA	LINCOLN ELEMENTARY	ELEMENTARY SPED TEACHER
BROOKS	STEPHANIE	LINCOLN ELEMENTARY	3RD GRADE TEACHER
COFFEY	KYLA	LINCOLN ELEMENTARY	4TH GRADE TEACHER
COLEMAN	MICHAEL	LINCOLN ELEMENTARY	ELEMENTARY SPED TEACHER
FOX	RACHEL	LINCOLN ELEMENTARY	5TH GRADE TEACHER
GILBERT	HAVILAND	LINCOLN ELEMENTARY	ELEMENTARY MUSIC TEACHER
HAMNER	TARA	LINCOLN ELEMENTARY	SPECIALIST TEACHER
HILDMAN	JENNIFER	LINCOLN ELEMENTARY	ELEMENTARY LIBRARIAN
HINES	LARISSA	LINCOLN ELEMENTARY	TECHNOLOGY TEACHER
HOLWAY	KIMBERLY	LINCOLN ELEMENTARY	1ST GRADE TEACHER
JOHNSON	CASSANDRA	LINCOLN ELEMENTARY	KINDERGARTEN TEACHER
JONES	ERIC	LINCOLN ELEMENTARY	ELEMENTARY PE TEACHER
KARLBERG	CHANDA	LINCOLN ELEMENTARY	5TH GRADE TEACHER
KORSON	CINDY	LINCOLN ELEMENTARY	1ST GRADE TEACHER
LEVAN	LAURA	LINCOLN ELEMENTARY	3RD GRADE TEACHER
LORD	BIANCA	LINCOLN ELEMENTARY	SPECIALIST TEACHER
MARTINEZ	ANABEL	LINCOLN ELEMENTARY	4TH GRADE TEACHER
MCCALLUM	SHANNON	LINCOLN ELEMENTARY	1ST GRADE TEACHER
MILLER	SHANTIA	LINCOLN ELEMENTARY	KINDERGARTEN TEACHER
MORGAN	SARA	LINCOLN ELEMENTARY	KINDERGARTEN TEACHER
MORRIS	MICHELE	LINCOLN ELEMENTARY	KINDERGARTEN TEACHER
OLSON	DEBRA	LINCOLN ELEMENTARY	5TH GRADE TEACHER
PALOMAREZ	ANDRIA	LINCOLN ELEMENTARY	4TH GRADE TEACHER
REZA	LARISSA	LINCOLN ELEMENTARY	2ND GRADE TEACHER
ROGERS	NAOMI	LINCOLN ELEMENTARY	ELEMENTARY SPED TEACHER
ROSENAU	EMMA	LINCOLN ELEMENTARY	ELEMENTARY COUNSELOR

2022-23  
CERTIFICATED STAFF

Last Name	First Name	Location	Position
SALSBURY	ERIN	LINCOLN ELEMENTARY	2ND GRADE TEACHER
THOMPSON	TERI	LINCOLN ELEMENTARY	SPECIALIST TEACHER
THROOLIN	JENNIFER	LINCOLN ELEMENTARY	SPECIALIST TEACHER
WIDEEN	ADRIANA	LINCOLN ELEMENTARY	1ST GRADE TEACHER
WUTTIG	KRISTEN	LINCOLN ELEMENTARY	2ND GRADE TEACHER
BARNES	SARA	MCP	K-12 TEACHER
CANADA	BROOKE	MCP	K-12 TEACHER
CHILD	ISABEL	MCP	K-12 TEACHER
DARLING	TAMMY	MCP	K-12 TEACHER
DAVIS	TANYA	MCP	COUNSELOR
DEFORD	SUSAN	MCP	K-12 TEACHER
DURHAM	KYLEE	MCP	K-12 TEACHER
FREEZE	CODY	MCP	ONLINE TEACHER
HOWLAND	SANDRA	MCP	ONLINE TEACHER
HULVEY	JACQULYN	MCP	ONLINE TEACHER
LEE	HEATHER	MCP	PE TEACHER
LOWRANCE	CANDICE	MCP	ONLINE TEACHER
NELSON	JULIE	MCP	K-12 TEACHER
PERRY	KARLA	MCP	COUNSELOR
POWELL	KATHERINE	MCP	K-12 TEACHER
RHEINSCHMIDT	JULIE	MCP	K-12 TEACHER
SAGEN	MEGAN	MCP	K-12 TEACHER
SCHNEIDER	MELISSA	MCP	ONLINE TEACHER
SIMMELINK	HOLLI	MCP	K-12 TEACHER
WILLIAMS	MICHELLE	MCP	K-12 TEACHER
AERTS	TRAVIS	PARK MS	MIDDLE SCHOOL TEACHER
ARREGUIN	JENNIFER	PARK MS	MIDDLE SCHOOL TEACHER
AYRES	LEONARD	PARK MS	MIDDLE SCHOOL TEACHER
BAKER	KIMBERLY	PARK MS	MIDDLE SCHOOL TEACHER
BARRON	ISABEL	PARK MS	MIDDLE SCHOOL TEACHER
BROWN	JUDITH	PARK MS	MIDDLE SCHOOL TEACHER
CRAIGEN	DANIELLE	PARK MS	MIDDLE SCHOOL TEACHER
CUEVAS	NATALIJA	PARK MS	MIDDLE SCHOOL TEACHER
CULHANE	AMBER	PARK MS	MIDDLE SCHOOL TEACHER
DE LA BARRERA	ANGELA	PARK MS	MIDDLE SCHOOL COUNSELOR
DROZD	ADRIAN	PARK MS	MIDDLE SCHOOL SPED TEACHER
DURHAM	HUNTER	PARK MS	MIDDLE SCHOOL TEACHER
FARIAS ACEVEDO	DIANA	PARK MS	MIDDLE SCHOOL TEACHER
FERGUSON	GINA	PARK MS	INSTRUCTIONAL COACH
FOERSTE	CHERIE	PARK MS	MIDDLE SCHOOL TEACHER
GARZA	JANTZ	PARK MS	MIDDLE SCHOOL TEACHER
GLASFORD	TERI	PARK MS	MIDDLE SCHOOL MUSIC TEACHER
GREEN	CRYSTAL	PARK MS	MIDDLE SCHOOL SPED TEACHER
GREER	CRYSTAL	PARK MS	MIDDLE SCHOOL PE TEACHER
GUNTER	LYNNETTE	PARK MS	INSTRUCTIONAL COACH

2022-23  
CERTIFICATED STAFF

Last Name	First Name	Location	Position
HICKS	FRANCINE	PARK MS	MIDDLE SCHOOL TEACHER
HUDON	MICHELLE	PARK MS	MIDDLE SCHOOL COUNSELOR
HUMPHREY	DAICEE	PARK MS	MIDDLE SCHOOL TEACHER
LETE	KYLEE	PARK MS	MIDDLE SCHOOL TEACHER
LOW	ANDREW	PARK MS	MIDDLE SCHOOL TEACHER
LUCE	BRADLEY	PARK MS	MIDDLE SCHOOL TEACHER
MANN	ANDREA	PARK MS	MIDDLE SCHOOL TEACHER
MENDOZA-TOVAR	GERARDO	PARK MS	MIDDLE SCHOOL TEACHER
PACHECO	SULEMA	PARK MS	MIDDLE SCHOOL TEACHER
PIERCE	DAVID	PARK MS	MIDDLE SCHOOL PE TEACHER
RAZO	DIANA	PARK MS	MIDDLE SCHOOL TEACHER
RENERIA	CAMILLE	PARK MS	MIDDLE SCHOOL LIBRARIAN
REYES	JESSICA	PARK MS	MIDDLE SCHOOL COUNSELOR
ROBERTS	MORGAN	PARK MS	MIDDLE SCHOOL TEACHER
RODGERS	SARA	PARK MS	MIDDLE SCHOOL SPED TEACHER
SANDERS	JACOB	PARK MS	MIDDLE SCHOOL MUSIC TEACHER
SITLER	DWANE	PARK MS	MIDDLE SCHOOL PE TEACHER
STEWART	JARED	PARK MS	MIDDLE SCHOOL TEACHER
SUAREZ	CARA	PARK MS	MIDDLE SCHOOL TEACHER
WALTERS	JAN	PARK MS	MIDDLE SCHOOL TEACHER
WEST	ANICA	PARK MS	MIDDLE SCHOOL TEACHER
ZILAR	LINDA	PARK MS	MIDDLE SCHOOL TEACHER
ARD	SARAH	PHOENIX HIGH SCHOOL	HIGH SCHOOL TEACHER
MULHAUSEN	JILL	PHOENIX HIGH SCHOOL	HIGH SCHOOL TEACHER
SCHRADER	ZACHARY	PHOENIX HIGH SCHOOL	HIGH SCHOOL SPED TEACHER
YECHA	PATRICK	PHOENIX HIGH SCHOOL	HIGH SCHOOL TEACHER
ADAMS	ERIN	RIDGE VIEW ELEMENTARY	ELEMENTARY MUSIC TEACHER
ANDERSON	KAYLEE	RIDGE VIEW ELEMENTARY	1ST GRADE TEACHER
ANDERSON	MAYLEN	RIDGE VIEW ELEMENTARY	ELEMENTARY SPED TEACHER
BRIGGS	JESSICA	RIDGE VIEW ELEMENTARY	5TH GRADE TEACHER
COSSIO	ARACELI	RIDGE VIEW ELEMENTARY	SPECIALIST TEACHER
CRIGLER	VANESSA	RIDGE VIEW ELEMENTARY	4TH GRADE TEACHER
DOWNING	KIRA	RIDGE VIEW ELEMENTARY	1ST GRADE TEACHER
GALBRAITH	STEPHANIE	RIDGE VIEW ELEMENTARY	4TH GRADE TEACHER
GANN	DANIELLE	RIDGE VIEW ELEMENTARY	ELEMENTARY SPED TEACHER
GRIFFITH	STEPHANIE	RIDGE VIEW ELEMENTARY	5TH GRADE TEACHER
HAAK	APRIL	RIDGE VIEW ELEMENTARY	2ND GRADE TEACHER
HEITZ	LESLEE	RIDGE VIEW ELEMENTARY	3RD GRADE TEACHER
HICKMAN	AUDREY	RIDGE VIEW ELEMENTARY	KINDERGARTEN TEACHER
HOWARD	THERESA	RIDGE VIEW ELEMENTARY	2ND GRADE TEACHER
JANOSKY	IRMA	RIDGE VIEW ELEMENTARY	3RD GRADE TEACHER
KERN	KATHLEEN	RIDGE VIEW ELEMENTARY	HIGHLY CAPABLE TEACHER
LOCKARD	CHERYL	RIDGE VIEW ELEMENTARY	ELEMENTARY PE TEACHER
MCMULLEN	PATRICIA	RIDGE VIEW ELEMENTARY	3RD GRADE TEACHER
PANG	AMY	RIDGE VIEW ELEMENTARY	1ST GRADE TEACHER

2022-23  
CERTIFICATED STAFF

Last Name	First Name	Location	Position
PECHTEL	KATHERINE	RIDGE VIEW ELEMENTARY	KINDERGARTEN TEACHER
PFLIEGER	SCOTT	RIDGE VIEW ELEMENTARY	ELEMENTARY COUNSELOR
STILES SIELER	BAILEY	RIDGE VIEW ELEMENTARY	3RD GRADE TEACHER
THIEDE	KAITLYN	RIDGE VIEW ELEMENTARY	5TH GRADE TEACHER
VANMEIGHAM	LORI	RIDGE VIEW ELEMENTARY	2ND GRADE TEACHER
WEISGERBER	JENNIFER	RIDGE VIEW ELEMENTARY	KINDERGARTEN TEACHER
WRIGHT	TRAVIS	RIDGE VIEW ELEMENTARY	TECHNOLOGY TEACHER
ACHENBACH	CONNIE	SAGE CREST ELEMENTARY	1ST GRADE TEACHER
ALFARO	JILLIAN	SAGE CREST ELEMENTARY	4TH GRADE TEACHER
ALFARO	MARK	SAGE CREST ELEMENTARY	ELEMENTARY SPED TEACHER
ARSLANIAN	JAMES	SAGE CREST ELEMENTARY	TECHNOLOGY TEACHER
BETCHER	STEPHANIE	SAGE CREST ELEMENTARY	KINDERGARTEN TEACHER
BILOW	LESLIE	SAGE CREST ELEMENTARY	3RD GRADE TEACHER
CALDERON	JONATHAN	SAGE CREST ELEMENTARY	3RD GRADE TEACHER
CRAMER	KRISTIE	SAGE CREST ELEMENTARY	4TH GRADE TEACHER
CRISP	JEFFREY	SAGE CREST ELEMENTARY	3RD GRADE TEACHER
DUPUIS	LORA	SAGE CREST ELEMENTARY	5TH GRADE TEACHER
EVANS	NANCY	SAGE CREST ELEMENTARY	2ND GRADE TEACHER
FEHRENBACHER	NATALIE	SAGE CREST ELEMENTARY	4TH GRADE TEACHER
FOLTZ	NICOLE	SAGE CREST ELEMENTARY	2ND GRADE TEACHER
GAVIN	SARA	SAGE CREST ELEMENTARY	KINDERGARTEN TEACHER
HAMON	RALPH	SAGE CREST ELEMENTARY	1ST GRADE TEACHER
HINTZ	REBECCA	SAGE CREST ELEMENTARY	3RD GRADE TEACHER
HOHENBERG	MICHELLE	SAGE CREST ELEMENTARY	2ND GRADE TEACHER
HOLLE	KATHERINE	SAGE CREST ELEMENTARY	ELEMENTARY SPED TEACHER
KERN	KATHLEEN	SAGE CREST ELEMENTARY	HIGHLY CAPABLE TEACHER
LARSEN	DEENA	SAGE CREST ELEMENTARY	1ST GRADE TEACHER
MALISANI	PAUL	SAGE CREST ELEMENTARY	ELEMENTARY PE TEACHER
MEAGHER	CHENOA	SAGE CREST ELEMENTARY	KINDERGARTEN TEACHER
PALMER	MEGAN	SAGE CREST ELEMENTARY	5TH GRADE TEACHER
PARHAM	THOMAS	SAGE CREST ELEMENTARY	1ST GRADE TEACHER
POWELL	ELISA	SAGE CREST ELEMENTARY	ELEMENTARY COUNSELOR
ROBY	KATIE	SAGE CREST ELEMENTARY	5TH GRADE TEACHER
ROGERS	DENIELLE	SAGE CREST ELEMENTARY	1ST GRADE TEACHER
RUTZ	MEGAN	SAGE CREST ELEMENTARY	2ND GRADE TEACHER
SHAY	DEBORAH	SAGE CREST ELEMENTARY	KINDERGARTEN TEACHER
SIMPSON	PHILLIP	SAGE CREST ELEMENTARY	ELEMENTARY MUSIC TEACHER
SLADE	SHAWNA	SAGE CREST ELEMENTARY	KINDERGARTEN TEACHER
SMITH	JENNIFER	SAGE CREST ELEMENTARY	5TH GRADE TEACHER
THOMPSON	ALISA	SAGE CREST ELEMENTARY	2ND GRADE TEACHER
TOBERY	VICTORIA	SAGE CREST ELEMENTARY	ELEMENTARY LIBRARIAN
VICKERY	MICHAEL	SAGE CREST ELEMENTARY	3RD GRADE TEACHER
WIENS	JOHANNA	SAGE CREST ELEMENTARY	4TH GRADE TEACHER
WOOD	SOMER	SAGE CREST ELEMENTARY	ELEMENTARY SPED TEACHER
ZUNIGA	ALLISON	SAGE CREST ELEMENTARY	SPECIALIST TEACHER

2022-23  
CERTIFICATED STAFF

Last Name	First Name	Location	Position
ALLISON	IAN	SOUTHGATE ELEMENTARY	5TH GRADE TEACHER
ANDERSON	ELAINE	SOUTHGATE ELEMENTARY	SPECIALIST TEACHER
BERTELSON	SUSAN	SOUTHGATE ELEMENTARY	ELEMENTARY LIBRARIAN
BONECK	JACOB	SOUTHGATE ELEMENTARY	ELEMENTARY SPED TEACHER
BRISBOIS	JULIE	SOUTHGATE ELEMENTARY	1ST GRADE TEACHER
CANTER	CHRISTINE	SOUTHGATE ELEMENTARY	2ND GRADE TEACHER
COLGAN	THOMAS	SOUTHGATE ELEMENTARY	2ND GRADE TEACHER
CRAVENS	KAYLA	SOUTHGATE ELEMENTARY	ELEMENTARY COUNSELOR
CUELLO	DIANA	SOUTHGATE ELEMENTARY	1ST GRADE TEACHER
DAVIS	LINDSEY	SOUTHGATE ELEMENTARY	5TH GRADE TEACHER
DAVIS	LORI	SOUTHGATE ELEMENTARY	KINDERGARTEN TEACHER
DELANCY	KRISTI	SOUTHGATE ELEMENTARY	1ST GRADE TEACHER
DINNING HERRES	MELISSA	SOUTHGATE ELEMENTARY	KINDERGARTEN TEACHER
EWEN	KATIE	SOUTHGATE ELEMENTARY	2ND GRADE TEACHER
FLORES	KARLA	SOUTHGATE ELEMENTARY	ELEMENTARY SPED TEACHER
GARRETT	LAUREN	SOUTHGATE ELEMENTARY	1ST GRADE TEACHER
GEDDES	JAVONNA	SOUTHGATE ELEMENTARY	ELEMENTARY SPED TEACHER
HAMAMURA	TRICIA	SOUTHGATE ELEMENTARY	KINDERGARTEN TEACHER
HENDREN	JACQUELYNN	SOUTHGATE ELEMENTARY	4TH GRADE TEACHER
HEWITT	RACHEL	SOUTHGATE ELEMENTARY	4TH GRADE TEACHER
MAROZZO	NEILI	SOUTHGATE ELEMENTARY	2ND GRADE TEACHER
MCNEILL	EVAN	SOUTHGATE ELEMENTARY	3RD GRADE TEACHER
MINTON	MICHELLE	SOUTHGATE ELEMENTARY	1ST GRADE TEACHER
MOHEEB	KIMBERLY	SOUTHGATE ELEMENTARY	4TH GRADE TEACHER
NEVILLS	KELLY	SOUTHGATE ELEMENTARY	TECHNOLOGY TEACHER
REHMKE	MATTHEW	SOUTHGATE ELEMENTARY	ELEMENTARY MUSIC TEACHER
RIECK	CAROLYN	SOUTHGATE ELEMENTARY	3RD GRADE TEACHER
RODRIGUEZ	SHEILA	SOUTHGATE ELEMENTARY	3RD GRADE TEACHER
ST HILAIRE	JAMES	SOUTHGATE ELEMENTARY	SPECIALIST TEACHER
TRUE	KIMBERLY	SOUTHGATE ELEMENTARY	KINDERGARTEN TEACHER
WOODS	LORI	SOUTHGATE ELEMENTARY	ELEMENTARY PE TEACHER
ANSINGH	JOSEPH	SOUTHRIDGE HIGH SCHOOL	HIGH SCHOOL TEACHER
BANDA	DEBORAH	SOUTHRIDGE HIGH SCHOOL	HIGH SCHOOL TEACHER
BARNES	ANNETTE	SOUTHRIDGE HIGH SCHOOL	HIGH SCHOOL TEACHER
BEATTE	KRISTIN	SOUTHRIDGE HIGH SCHOOL	HIGH SCHOOL TEACHER
BISSON	TIM	SOUTHRIDGE HIGH SCHOOL	HIGH SCHOOL TEACHER
BJORGE	HEATHER	SOUTHRIDGE HIGH SCHOOL	HIGH SCHOOL TEACHER
CARNEVALE	KATHRYN	SOUTHRIDGE HIGH SCHOOL	HIGH SCHOOL TEACHER
COWGILL	LAURIE	SOUTHRIDGE HIGH SCHOOL	HIGH SCHOOL COUNSELOR
DABLING	JESSICA	SOUTHRIDGE HIGH SCHOOL	HIGH SCHOOL TEACHER
DAVID	KYM	SOUTHRIDGE HIGH SCHOOL	HIGH SCHOOL PE TEACHER
DAVIS	STEPHEN	SOUTHRIDGE HIGH SCHOOL	HIGH SCHOOL TEACHER
DENNISON	SARA	SOUTHRIDGE HIGH SCHOOL	HIGH SCHOOL TEACHER
DEVAGUPTA	RAMA	SOUTHRIDGE HIGH SCHOOL	HIGH SCHOOL TEACHER
DRON	PHILL	SOUTHRIDGE HIGH SCHOOL	HIGH SCHOOL TEACHER
EDRINGTON	MELISSA	SOUTHRIDGE HIGH SCHOOL	HIGH SCHOOL TEACHER

2022-23  
CERTIFICATED STAFF

Last Name	First Name	Location	Position
EDRINGTON	ROBERT	SOUTHRIDGE HIGH SCHOOL	HIGH SCHOOL TEACHER
ESCOBAR	ANGELA	SOUTHRIDGE HIGH SCHOOL	HIGH SCHOOL SPED TEACHER
ESPINOZA ALMEJO	ALONDRA	SOUTHRIDGE HIGH SCHOOL	HIGH SCHOOL COUNSELOR
EVANS	LAURIE	SOUTHRIDGE HIGH SCHOOL	HIGH SCHOOL MUSIC TEACHER
GIANCOLA	JASON	SOUTHRIDGE HIGH SCHOOL	HIGH SCHOOL TEACHER
GOETZ	LINDA	SOUTHRIDGE HIGH SCHOOL	HIGH SCHOOL COUNSELOR
GONZALEZ	RAMIRO	SOUTHRIDGE HIGH SCHOOL	HIGH SCHOOL TEACHER
HAGGARD	PATRICIA	SOUTHRIDGE HIGH SCHOOL	HIGH SCHOOL TEACHER
HAMAKER-TEALS	CHARLES	SOUTHRIDGE HIGH SCHOOL	HIGH SCHOOL TEACHER
HATCHER	MARIN	SOUTHRIDGE HIGH SCHOOL	HIGH SCHOOL TEACHER
HATTEMER	LANCE	SOUTHRIDGE HIGH SCHOOL	HIGH SCHOOL TEACHER
HESTER	LAURA	SOUTHRIDGE HIGH SCHOOL	HIGH SCHOOL TEACHER
HOCKING	KRISTINA	SOUTHRIDGE HIGH SCHOOL	HIGH SCHOOL TEACHER
HOGG	TYLER	SOUTHRIDGE HIGH SCHOOL	HIGH SCHOOL TEACHER
HOOVER	RANDY	SOUTHRIDGE HIGH SCHOOL	HIGH SCHOOL TEACHER
HURST	DAVID	SOUTHRIDGE HIGH SCHOOL	HIGH SCHOOL PE TEACHER
ISLEY	STEVEN	SOUTHRIDGE HIGH SCHOOL	HIGH SCHOOL TEACHER
JOHNSON	MATTHEW	SOUTHRIDGE HIGH SCHOOL	HIGH SCHOOL PE TEACHER
JULSON	MARK	SOUTHRIDGE HIGH SCHOOL	HIGH SCHOOL TEACHER
KENOYER	CHRISTINE	SOUTHRIDGE HIGH SCHOOL	HIGH SCHOOL TEACHER
KOCI	KELLY	SOUTHRIDGE HIGH SCHOOL	HIGH SCHOOL TEACHER
LEDFORD	KENDRA	SOUTHRIDGE HIGH SCHOOL	HIGH SCHOOL TEACHER
LETE	DERREK	SOUTHRIDGE HIGH SCHOOL	HIGH SCHOOL SPED TEACHER
LINDBERG	JOSHUA	SOUTHRIDGE HIGH SCHOOL	HIGH SCHOOL MUSIC TEACHER
LOFFLER	CASSANDRA	SOUTHRIDGE HIGH SCHOOL	HIGH SCHOOL TEACHER
LONGAKER	CAMBRI	SOUTHRIDGE HIGH SCHOOL	HIGH SCHOOL TEACHER
MAAG	REBECCA	SOUTHRIDGE HIGH SCHOOL	HIGH SCHOOL TEACHER
MATTHES	PAT	SOUTHRIDGE HIGH SCHOOL	HIGH SCHOOL TEACHER
MCBRIDE	MICHELLE	SOUTHRIDGE HIGH SCHOOL	HIGH SCHOOL TEACHER
MCCUE	SHARON	SOUTHRIDGE HIGH SCHOOL	HIGH SCHOOL TEACHER
MCMURRAY	JENNIFER	SOUTHRIDGE HIGH SCHOOL	HIGH SCHOOL TEACHER
MILLER	ETHAN	SOUTHRIDGE HIGH SCHOOL	HIGH SCHOOL TEACHER
NEESE BLACKMAN	CHRIS	SOUTHRIDGE HIGH SCHOOL	HIGH SCHOOL SPED TEACHER
NELSON	SHAYLA	SOUTHRIDGE HIGH SCHOOL	HIGH SCHOOL PE TEACHER
NESLIN	TAMMY	SOUTHRIDGE HIGH SCHOOL	HIGH SCHOOL TEACHER
NETT	MARY	SOUTHRIDGE HIGH SCHOOL	HIGH SCHOOL SPED TEACHER
OSBORNE	PAUL	SOUTHRIDGE HIGH SCHOOL	HIGH SCHOOL TEACHER
PAGE	LISA	SOUTHRIDGE HIGH SCHOOL	INSTRUCTIONAL COACH/HS TEACHER
PETERSEN	NICOLE	SOUTHRIDGE HIGH SCHOOL	HIGH SCHOOL TEACHER
PETERSEN	SARAH	SOUTHRIDGE HIGH SCHOOL	HIGH SCHOOL SPED TEACHER
PFEIFFER	JILL	SOUTHRIDGE HIGH SCHOOL	HIGH SCHOOL TEACHER
PRIETO	MARIA	SOUTHRIDGE HIGH SCHOOL	HIGH SCHOOL SPED TEACHER
RAZO	JOSE	SOUTHRIDGE HIGH SCHOOL	HIGH SCHOOL TEACHER
RODRIGUEZ	ELIDA	SOUTHRIDGE HIGH SCHOOL	HIGH SCHOOL COUNSELOR
ROGERS	KAREN	SOUTHRIDGE HIGH SCHOOL	HIGH SCHOOL TEACHER
ROYCE	BRITNI	SOUTHRIDGE HIGH SCHOOL	HIGH SCHOOL TEACHER
SALISBURY	JANNETTE	SOUTHRIDGE HIGH SCHOOL	INSTRUCTIONAL COACH/HS TEACHER

2022-23  
CERTIFICATED STAFF

Last Name	First Name	Location	Position
SANDERS	TIMOTHY	SOUTHRIDGE HIGH SCHOOL	HIGH SCHOOL PE TEACHER
SCHNEIDER	CINTHIA	SOUTHRIDGE HIGH SCHOOL	HIGH SCHOOL COUNSELOR
SCHROEDER	JILL	SOUTHRIDGE HIGH SCHOOL	HIGH SCHOOL COUNSELOR
SEAVER	KELLY	SOUTHRIDGE HIGH SCHOOL	HIGH SCHOOL COUNSELOR
SIMM	GEOFFREY	SOUTHRIDGE HIGH SCHOOL	HIGH SCHOOL TEACHER
SITES	MICHELLE	SOUTHRIDGE HIGH SCHOOL	HIGH SCHOOL TEACHER
SMITH	SHEILA	SOUTHRIDGE HIGH SCHOOL	HIGH SCHOOL TEACHER
SOMMERS	DELANIE	SOUTHRIDGE HIGH SCHOOL	HIGH SCHOOL TEACHER
SONNICHSEN	AARON	SOUTHRIDGE HIGH SCHOOL	HIGH SCHOOL TEACHER
STILES	J	SOUTHRIDGE HIGH SCHOOL	HIGH SCHOOL LIBRARIAN/TEACHER
TRAVER	DAVID	SOUTHRIDGE HIGH SCHOOL	HIGH SCHOOL TEACHER
TROXEL	ANDREW	SOUTHRIDGE HIGH SCHOOL	HIGH SCHOOL PE TEACHER
VAN DEN DIKKENBERG	ANALIESE	SOUTHRIDGE HIGH SCHOOL	HIGH SCHOOL TEACHER
VIDAURRI	LACEY	SOUTHRIDGE HIGH SCHOOL	HIGH SCHOOL TEACHER
WARNOCK	JACQUELYN	SOUTHRIDGE HIGH SCHOOL	HIGH SCHOOL TEACHER
WEBER	THEODORE	SOUTHRIDGE HIGH SCHOOL	HIGH SCHOOL TEACHER
WORTLEY	KYLE	SOUTHRIDGE HIGH SCHOOL	HIGH SCHOOL TEACHER
ZERBA	STEPHANIE	SOUTHRIDGE HIGH SCHOOL	HIGH SCHOOL TEACHER
BAALMAN	BRENDA	SPECIAL SERVICES	OCCUPATIONAL THERAPIST
BAUER	MARY	SPECIAL SERVICES	PSYCHOLOGIST
BEATTIE	DEANNE	SPECIAL SERVICES	SPEECH LANGUAGE PATHOLOGIST
BRAKEBILL	AMANDA	SPECIAL SERVICES	PSYCHOLOGIST
BROWN	WENDY	SPECIAL SERVICES	PHYSICAL THERAPIST
CHILDS	CHANDLER	SPECIAL SERVICES	OCCUPATIONAL THERAPIST
COX	AMANDA	SPECIAL SERVICES	OCCUPATIONAL THERAPIST
COX	TIARA	SPECIAL SERVICES	SPEECH LANGUAGE PATHOLOGIST
CRISP	KAREN	SPECIAL SERVICES	SPEECH LANGUAGE PATHOLOGIST
DAUNCEY	GRACE	SPECIAL SERVICES	SPEECH LANGUAGE PATHOLOGIST
DAVIS	DAWNELLE	SPECIAL SERVICES	SPEECH LANGUAGE PATHOLOGIST
FLEMING	GUY	SPECIAL SERVICES	PSYCHOLOGIST
HALL	COURTNEY	SPECIAL SERVICES	SPEECH LANGUAGE PATHOLOGIST
HAMILTON-CARRASCO	JENNIFER	SPECIAL SERVICES	SPEECH LANGUAGE PATHOLOGIST
HARDY	TODD	SPECIAL SERVICES	PSYCHOLOGIST
HARTOONIAN	ERIKA	SPECIAL SERVICES	SPEECH LANGUAGE PATHOLOGIST
HITTINGER	RACHEL	SPECIAL SERVICES	SPEECH LANGUAGE PATHOLOGIST
HOLCOMB	AMANDA	SPECIAL SERVICES	PSYCHOLOGIST
JACKSON	BRYANT	SPECIAL SERVICES	TEACHER SPECIAL EDUCATION
JOHNSON	MARILEE	SPECIAL SERVICES	PSYCHOLOGIST
JONES	SHANNON	SPECIAL SERVICES	PSYCHOLOGIST
JONES	RHONDA	SPECIAL SERVICES	PSYCHOLOGIST
KELLY	JUSTIN	SPECIAL SERVICES	PSYCHOLOGIST
KIRBY	ROBIN	SPECIAL SERVICES	SPED EDUCATIONAL SPECIALIST
KNUDSON	DANIELLE	SPECIAL SERVICES	PSYCHOLOGIST
MACKAY	VICTORIA	SPECIAL SERVICES	SPEECH LANGUAGE PATHOLOGIST
MAIDEN	SAMANTHA	SPECIAL SERVICES	SPEECH LANGUAGE PATHOLOGIST
METHER	LAEL	SPECIAL SERVICES	SPEECH LANGUAGE PATHOLOGIST



2022-23  
CERTIFICATED STAFF

Last Name	First Name	Location	Position
MUCHLINSKI	LISA	SPECIAL SERVICES	SPED EDUCATIONAL SPECIALIST
NELSON	JUDITH	SPECIAL SERVICES	PHYSICAL THERAPIST
OLSON	KIMBERLY	SPECIAL SERVICES	SPEECH LANGUAGE PATHOLOGIST
OVERBY	JODY	SPECIAL SERVICES	TEACHER SPECIAL EDUCATION
ROSS	SAWYER	SPECIAL SERVICES	SPEECH LANGUAGE PATHOLOGIST
SHOEMAKER	CLAIRE	SPECIAL SERVICES	SPEECH LANGUAGE PATHOLOGIST
SMIGELSKI	CARRIE	SPECIAL SERVICES	SPEECH LANGUAGE PATHOLOGIST
STEPHENSON	CLIFF	SPECIAL SERVICES	PSYCHOLOGIST
SULLIVAN	HAILEY	SPECIAL SERVICES	SPEECH LANGUAGE PATHOLOGIST
TANO	CHRISTINE	SPECIAL SERVICES	SPEECH LANGUAGE PATHOLOGIST
WEAVER	ROBIN	SPECIAL SERVICES	SPEECH LANGUAGE PATHOLOGIST
WHETTON	CHRISTOPHER	SPECIAL SERVICES	PHYSICAL THERAPIST
YATES	BECKY	SPECIAL SERVICES	SPEECH LANGUAGE PATHOLOGIST
YECHA	CODY	SPECIAL SERVICES	SPEECH LANGUAGE PATHOLOGIST
ZOERB	KEVIN	SPECIAL SERVICES	TEACHER SPECIAL EDUCATION
ARMSTRONG	SUZANNE	SUNSET VIEW ELEMENTARY	4TH GRADE TEACHER
BAILEY	JARED	SUNSET VIEW ELEMENTARY	ELEMENTARY MUSIC TEACHER
CLARKE	SHANNON	SUNSET VIEW ELEMENTARY	2ND GRADE TEACHER
COE	JENNIFER	SUNSET VIEW ELEMENTARY	TECHNOLOGY TEACHER
DAVIS	KRISTEN	SUNSET VIEW ELEMENTARY	ELEMENTARY PE TEACHER
ESCALERA	ANDREA	SUNSET VIEW ELEMENTARY	2ND GRADE TEACHER
GREGERSON	KATHLEEN	SUNSET VIEW ELEMENTARY	SPECIALIST TEACHER
HAMAR	TRACY	SUNSET VIEW ELEMENTARY	1ST GRADE TEACHER
HARMSEN	STEVEN	SUNSET VIEW ELEMENTARY	5TH GRADE TEACHER
KARNESKY	MARIANA	SUNSET VIEW ELEMENTARY	4TH GRADE TEACHER
KENNEDY	JILENE	SUNSET VIEW ELEMENTARY	KINDERGARTEN TEACHER
LEDFORD	MICHAELA	SUNSET VIEW ELEMENTARY	ELEMENTARY SPED TEACHER
LEE	SANDRA	SUNSET VIEW ELEMENTARY	ELEMENTARY LIBRARIAN
MANIS	MARY	SUNSET VIEW ELEMENTARY	4TH GRADE TEACHER
MCCABE	MAYRENE	SUNSET VIEW ELEMENTARY	3RD GRADE TEACHER
MCCOLLUM	R	SUNSET VIEW ELEMENTARY	5TH GRADE TEACHER
MEDRANO	STEPHANIE	SUNSET VIEW ELEMENTARY	ELEMENTARY SPED TEACHER
MORGAN	PATSYANNA	SUNSET VIEW ELEMENTARY	3RD GRADE TEACHER
PAULAKIS	NICHOLAS	SUNSET VIEW ELEMENTARY	ELEMENTARY COUNSELOR
PEREA	MARY	SUNSET VIEW ELEMENTARY	3RD GRADE TEACHER
RIVERA	SHANTEL	SUNSET VIEW ELEMENTARY	5TH GRADE TEACHER
SKINNER	JESSICA	SUNSET VIEW ELEMENTARY	KINDERGARTEN TEACHER
TREVINO	MELISSA	SUNSET VIEW ELEMENTARY	2ND GRADE TEACHER
VALERIO	MORGAN	SUNSET VIEW ELEMENTARY	2ND GRADE TEACHER
WATERS	KRYSTAL	SUNSET VIEW ELEMENTARY	1ST GRADE TEACHER
WHITLOW	NICOLE	SUNSET VIEW ELEMENTARY	1ST GRADE TEACHER
WOOD	PAMELA	SUNSET VIEW ELEMENTARY	KINDERGARTEN TEACHER
ADELMUND	MATHEW	TRI-TECH SKILLS CENTER	HIGH SCHOOL TEACHER
ANDERSON	KIMBERLY	TRI-TECH SKILLS CENTER	HIGH SCHOOL TEACHER
BAKER	MICHAEL	TRI-TECH SKILLS CENTER	HIGH SCHOOL TEACHER

2022-23  
CERTIFICATED STAFF

Last Name	First Name	Location	Position
BLASDEL	SARAH	TRI-TECH SKILLS CENTER	HIGH SCHOOL TEACHER
BRACKETT	JAYME	TRI-TECH SKILLS CENTER	HIGH SCHOOL TEACHER
BRACKETT	ROBERT	TRI-TECH SKILLS CENTER	HIGH SCHOOL TEACHER
BUROKER	BRENDA	TRI-TECH SKILLS CENTER	HIGH SCHOOL TEACHER
COE	RYAN	TRI-TECH SKILLS CENTER	HIGH SCHOOL TEACHER
COOK	MEGAN	TRI-TECH SKILLS CENTER	HIGH SCHOOL TEACHER
CROSHAW	SHERRIE	TRI-TECH SKILLS CENTER	INSTRUCTIONAL COACH
CUTTS	GINA	TRI-TECH SKILLS CENTER	HIGH SCHOOL TEACHER
GREENHALGH	KELLEY	TRI-TECH SKILLS CENTER	HIGH SCHOOL TEACHER
LOZANO	ROBERTO	TRI-TECH SKILLS CENTER	HIGH SCHOOL TEACHER
MARTIN	FAITH	TRI-TECH SKILLS CENTER	HIGH SCHOOL TEACHER
MILEWSKI	ANTHONY	TRI-TECH SKILLS CENTER	HIGH SCHOOL TEACHER
NEMETH	ANGELA	TRI-TECH SKILLS CENTER	HIGH SCHOOL TEACHER
PORTER	JOSEPH	TRI-TECH SKILLS CENTER	HIGH SCHOOL TEACHER
POTTS	ROGER	TRI-TECH SKILLS CENTER	HIGH SCHOOL TEACHER
TIPPS	SARAH	TRI-TECH SKILLS CENTER	HIGH SCHOOL TEACHER
BERRY	HEIDI	VISTA ELEMENTARY	3RD GRADE TEACHER
BRUTZMAN	KAREN	VISTA ELEMENTARY	TECHNOLOGY TEACHER
CARLSON	YVONNE	VISTA ELEMENTARY	SPECIALIST TEACHER
CLEMENCE	NATALIE	VISTA ELEMENTARY	5TH GRADE TEACHER
CROWE	JESSICA	VISTA ELEMENTARY	2ND GRADE TEACHER
DEVINE	DEBORAH	VISTA ELEMENTARY	5TH GRADE TEACHER
DIDIER	AUSTIN	VISTA ELEMENTARY	ELEMENTARY SPED TEACHER
DIRK	TRACEY	VISTA ELEMENTARY	2ND GRADE TEACHER
ESTES	KIMBERLY	VISTA ELEMENTARY	3RD GRADE TEACHER
FANN	LISA	VISTA ELEMENTARY	KINDERGARTEN TEACHER
FULLERTON	KATHERINE	VISTA ELEMENTARY	3RD GRADE TEACHER
HAISCH	ALLISON	VISTA ELEMENTARY	1ST GRADE TEACHER
JENNINGS-BIRCH	AMY	VISTA ELEMENTARY	3RD GRADE TEACHER
LINDGREN	HOLLIE	VISTA ELEMENTARY	5TH GRADE TEACHER
MAGANA	CRYSTAL	VISTA ELEMENTARY	4TH GRADE TEACHER
MCFADDEN	KELLY	VISTA ELEMENTARY	ELEMENTARY MUSIC TEACHER
MCKINNON	KRISTY	VISTA ELEMENTARY	SPECIALIST TEACHER
MELVILLE	MICHELLE	VISTA ELEMENTARY	ELEMENTARY LIBRARIAN
MILLER	BART	VISTA ELEMENTARY	ELEMENTARY PE TEACHER
MORGAN	EMILY	VISTA ELEMENTARY	1ST GRADE TEACHER
OATIS	ESTER	VISTA ELEMENTARY	SPECIALIST TEACHER
PARKER	EMILY	VISTA ELEMENTARY	1ST GRADE TEACHER
SAMPLES	APRIL	VISTA ELEMENTARY	4TH GRADE TEACHER
SMITH	JEFFREY	VISTA ELEMENTARY	SPECIALIST TEACHER
STEWART	CARRIE	VISTA ELEMENTARY	KINDERGARTEN TEACHER
VIETZ	PAMELA	VISTA ELEMENTARY	2ND GRADE TEACHER
WARNACA	BRENDA	VISTA ELEMENTARY	4TH GRADE TEACHER
WHITMORE	MELISSA	VISTA ELEMENTARY	ELEMENTARY COUNSELOR
ZEHNDER	BRENDA	VISTA ELEMENTARY	KINDERGARTEN TEACHER

2022-23  
CERTIFICATED STAFF

Last Name	First Name	Location	Position
BOWLING	BETHANY	WASHINGTON ELEMENTARY	1ST GRADE TEACHER
CARRASCO	SHAWNA	WASHINGTON ELEMENTARY	ELEMENTARY LIBRARIAN
CLARK	ERIN	WASHINGTON ELEMENTARY	3RD GRADE TEACHER
EHR	COURTNEY	WASHINGTON ELEMENTARY	4TH GRADE TEACHER
FARIAS	JESSICA	WASHINGTON ELEMENTARY	1ST GRADE TEACHER
FLEMING	KELLY	WASHINGTON ELEMENTARY	ELEMENTARY SPED TEACHER
FLORES	JANET	WASHINGTON ELEMENTARY	SPECIALIST TEACHER
HEVLAND	SARA	WASHINGTON ELEMENTARY	ELEMENTARY SPED TEACHER
HOGG	CRYSTAL	WASHINGTON ELEMENTARY	KINDERGARTEN TEACHER
HOGG	SIERRA	WASHINGTON ELEMENTARY	TRANSITIONAL KINDER TEACHER
IBARRA	MALISA	WASHINGTON ELEMENTARY	ELEMENTARY SPED TEACHER
JARAMILLO	YVETTE	WASHINGTON ELEMENTARY	SPECIALIST TEACHER
KOHAN	LISA	WASHINGTON ELEMENTARY	3RD GRADE TEACHER
KRAMER	JESSICA	WASHINGTON ELEMENTARY	3RD GRADE TEACHER
LAMPREY	LAURIE	WASHINGTON ELEMENTARY	2ND GRADE TEACHER
MACLELLAN	SEAN	WASHINGTON ELEMENTARY	TECHNOLOGY TEACHER
MARQUARDT	KIMBERLY	WASHINGTON ELEMENTARY	SPECIALIST TEACHER
MILLBAUER	JACOB	WASHINGTON ELEMENTARY	ELEMENTARY PE TEACHER
PERRY	JAMIE	WASHINGTON ELEMENTARY	4TH GRADE TEACHER
PRATT	KATHARINE	WASHINGTON ELEMENTARY	2ND GRADE TEACHER
PRICE	COURTNEY	WASHINGTON ELEMENTARY	5TH GRADE TEACHER
REAVIS	JOHNNA	WASHINGTON ELEMENTARY	KINDERGARTEN TEACHER
SIMPSON	CARISA	WASHINGTON ELEMENTARY	ELEMENTARY MUSIC TEACHER
SMITH	LISA	WASHINGTON ELEMENTARY	2ND GRADE TEACHER
SNYDER	JORDAN	WASHINGTON ELEMENTARY	5TH GRADE TEACHER
STAPLETON	KATELYNN	WASHINGTON ELEMENTARY	ELEMENTARY SPED TEACHER
UYTIOCO	GODOFREDO	WASHINGTON ELEMENTARY	ELEMENTARY SPED TEACHER
VANMEIGHAM	TAYLOR	WASHINGTON ELEMENTARY	KINDERGARTEN TEACHER
VANPELT	YVONNE	WASHINGTON ELEMENTARY	5TH GRADE TEACHER
WILLIAMS	SHARON	WASHINGTON ELEMENTARY	ELEMENTARY COUNSELOR
BAILEY	BRIENNA	WESTGATE ELEMENTARY	1ST GRADE TEACHER
BARWELL	BRADLEY	WESTGATE ELEMENTARY	ELEMENTARY MUSIC TEACHER
BECKER	CHRISTOPHER	WESTGATE ELEMENTARY	5TH GRADE TEACHER
BERRY	KATELYN	WESTGATE ELEMENTARY	KINDERGARTEN TEACHER
BRAVO-BENITEZ	LESLIE	WESTGATE ELEMENTARY	3RD GRADE TEACHER
CARTER	KORY	WESTGATE ELEMENTARY	KINDERGARTEN TEACHER
COOK	DOMINIQUE	WESTGATE ELEMENTARY	4TH GRADE TEACHER
DE WOLF	STEFANIE	WESTGATE ELEMENTARY	ELEMENTARY SPED TEACHER
DUNN	NICOLE	WESTGATE ELEMENTARY	ELEMENTARY COUNSELOR
HAAN	AMANDA	WESTGATE ELEMENTARY	KINDERGARTEN TEACHER
HILLMAN	DAYNA	WESTGATE ELEMENTARY	ELEMENTARY LIBRARIAN
HOUGH SALES	JODY	WESTGATE ELEMENTARY	SPECIALIST TEACHER
JONES	JENNIFER	WESTGATE ELEMENTARY	2ND GRADE TEACHER
KINNER	SHELBY	WESTGATE ELEMENTARY	3RD GRADE TEACHER
KRUZIC	LESLIE	WESTGATE ELEMENTARY	2ND GRADE TEACHER
LAFFERTY	MIQUELLA	WESTGATE ELEMENTARY	ELEMENTARY SPED TEACHER

2022-23  
CERTIFICATED STAFF

Last Name	First Name	Location	Position
LAMBERSON	KADI	WESTGATE ELEMENTARY	4TH GRADE TEACHER
LAMBERSON	JAMEY	WESTGATE ELEMENTARY	5TH GRADE TEACHER
MAKELA-SCOMA	KENDALL	WESTGATE ELEMENTARY	SPECIALIST TEACHER
MEARNS	TAYLOR	WESTGATE ELEMENTARY	KINDERGARTEN TEACHER
MERK	PEGGY	WESTGATE ELEMENTARY	SPECIALIST TEACHER
MOMOTOK	VITALIY	WESTGATE ELEMENTARY	ELEMENTARY PE TEACHER
MURBACH	MALLORY	WESTGATE ELEMENTARY	SPECIALIST TEACHER
ODONNELL	DEBORAH	WESTGATE ELEMENTARY	1ST GRADE TEACHER
RODRIGUEZ	KRISTIN	WESTGATE ELEMENTARY	SPECIALIST TEACHER
ROMM	SHELBY	WESTGATE ELEMENTARY	3RD GRADE TEACHER
RUSSELL	MARK	WESTGATE ELEMENTARY	TECHNOLOGY TEACHER
RYON	ANGELA	WESTGATE ELEMENTARY	4TH GRADE TEACHER
SAKIC	ALDIJANA	WESTGATE ELEMENTARY	2ND GRADE TEACHER
SCHERMERHORN	NICHOLE	WESTGATE ELEMENTARY	2ND GRADE TEACHER
SKEELS	JARAD	WESTGATE ELEMENTARY	5TH GRADE TEACHER
TABOR	SAMANTHA	WESTGATE ELEMENTARY	1ST GRADE TEACHER
VARGAS	ALEXANDRIA	WESTGATE ELEMENTARY	3RD GRADE TEACHER
YANEZ	KYREY	WESTGATE ELEMENTARY	1ST GRADE TEACHER



To: Kennewick School Board Members

From: Brandon Lord, Fiscal Officer

Re: Budget Status Report

Attached are the Budget Status Reports through, March 31, 2023

	BUDGET		PERCENTAGE TO BUDGET
<b>GENERAL FUND</b>			
Revenues	285,269,534.00	161,201,379.00	0.57
Expenditures	300,358,646.00	170,125,232.18	0.57
<b>CAPITAL PROJECTS FUND</b>			
Revenues	11,738,750.00	5,365,795.46	0.46
Expenditures	44,250,000.00	14,423,099.71	0.33
<b>DEBT SERVICE FUND</b>			
Revenues	17,310,000.00	9,026,117.50	0.52
Expenditures	16,360,000.00	12,932,937.51	0.79
<b>ASSOCIATED STUDENT BODY FUND</b>			
Revenues	1,760,000.00	1,656,524.93	0.94
Expenditures	2,043,000.00	1,058,081.10	0.52
<b>SELF-INSURED WORKERS COMP / DENTAL FUND BALANCE</b>			
Revenues	1,450,000.00	56,794.72	0.04
Expenditures	2,175,000.00	776,798.96	0.36
<b>TRANSPORTATION VEHICLE FUND</b>			
Revenues	873,000.00	2,976.10	0.00
Expenditures	1,085,000.00	0.00	0.00

**Kennewick SD #17**  
**Budget Status - General Fund**

Location 000

Report Date: 03/31/2023

		Budget	MTD Actual	YTD Actual	Encumbrance	Balance	% Remaining
<b>A. Revenue/Other Fin. Sources</b>							
1000	Local Revenues	8,126,545.00	21,255.31	7,715,348.08	0.00	411,196.92	5.05
2000	Local State Non-Tax	2,131,314.00	191,703.96	1,256,149.16	0.00	875,164.84	41.06
3000	State Revenues	178,467,093.00	15,773,187.71	105,153,534.76	0.00	73,313,558.24	41.07
4000	State Revenues Special Purpose	51,842,785.00	4,956,008.45	32,301,504.24	0.00	19,541,280.76	37.69
5000	Federal Revenues	0.00	0.00	0.00	0.00	0.00	0.00
6000	Other Revenue	43,818,330.00	2,476,991.58	14,265,009.81	0.00	29,553,320.19	67.44
7000	Sale of Bonds	604,464.00	2,157.90	292,163.69	0.00	312,300.31	51.66
8000	Sale of Property & Equipment	279,003.00	8,204.26	217,669.26	0.00	61,333.74	21.98
<b>Total Revenues/Other Fin. Sources</b>		<b>285,269,534.00</b>	<b>23,429,509.17</b>	<b>161,201,379.00</b>	<b>0.00</b>	<b>124,068,155.00</b>	<b>43.49</b>
<b>B. Expenditures</b>							
00	Not Applicable	0.00	0.00	0.00	0.00	0.00	0.00
01	Basic Education	157,550,158.00	10,405,767.55	87,051,656.26	2,403,764.66	68,094,737.08	43.22
02	Alternative Learning Exp	3,494,963.00	187,490.21	1,365,897.48	9,624.74	2,119,440.78	60.64
03	Dropout Reengagement	390,500.00	48,508.13	266,142.88	313,545.15	-189,188.03	48.44
10	TBD	0.00	0.00	0.00	0.00	0.00	0.00
11	Federal Stimulus	0.00	0.00	0.00	0.00	0.00	0.00
12	TBD	0.00	0.00	76,993.10	0.00	-76,993.10	0.00*
13	Fiscal Stabilization	5,469,092.00	2,511,835.68	5,959,626.38	183,197.82	-673,732.20	12.31
14	IDEA Stimulus	0.00	152,240.18	797,943.87	468,514.27	-1,266,458.14	0.00*
18	Mckinney Vento	0.00	0.00	0.00	0.00	0.00	0.00
19	ARRA	0.00	25,252.28	71,710.86	0.00	-71,710.86	0.00*
21	Special Education State	27,995,328.00	2,733,348.43	18,011,754.38	270,070.70	9,713,502.92	34.69
22	SPED St Inf/Toddlers	0.00	0.00	0.00	0.00	0.00	0.00
23	SPED-ARP-IDEA	614,742.00	36,714.62	206,351.91	184,129.59	224,260.50	36.48
24	Special Education Supp Fed	3,492,410.00	316,690.63	2,237,859.81	458,856.26	795,693.93	22.78
29	Special Education Other	16,467.00	627.98	3,198.86	0.00	13,268.14	80.57
31	Vocational Basic State	8,489,629.00	664,706.90	4,890,880.94	436,992.53	3,161,755.53	37.24
34	Vocational M S	1,436,249.00	91,776.75	670,158.80	4,806.05	761,284.15	53.00
38	Vocational Federal	125,178.00	-10,185.34	58,383.99	8,300.00	58,494.01	46.72
39	Vocational Other	41,072.00	3,855.92	39,028.19	0.00	2,043.81	4.97
45	Skills Center Basic State	5,649,674.00	400,966.40	3,144,675.43	465,280.20	2,039,718.37	36.10

\* Zero budget with charges against it.

**Kennewick SD #17**  
**Budget Status - General Fund**

Location 000

Report Date: 03/31/2023

		Budget	MTD Actual	YTD Actual	Encumbrance	Balance	% Remaining
46	Skills Center Federal	84,428.00	688.00	41,570.67	0.00	42,857.33	50.76
51	Disadvantaged Fed	7,050,777.00	512,557.67	3,685,536.63	87,398.52	3,277,841.85	46.48
52	School Improvement Fed	1,056,911.00	74,839.81	430,069.26	50,543.30	576,298.44	54.52
53	Migrant Federal	2,059,781.00	151,114.66	1,105,421.87	29,100.60	925,258.53	44.92
55	Learning Assistance	10,512,388.00	775,995.33	5,735,593.37	165,092.49	4,611,702.14	43.86
56	Inst. Center & Homes Delinq	550,295.00	42,143.92	296,176.74	728.21	253,390.05	46.04
57	Inst Neglected & Delinq	0.00	0.00	0.00	0.00	0.00	0.00
58	Special & Pilot Programs State	1,800,457.00	4,754.03	65,949.30	0.00	1,734,507.70	96.33
59	St Institution Co Jail	40,245.00	2,218.77	15,739.76	0.00	24,505.24	60.89
64	Limited English Porficiency	415,281.00	12,341.77	99,546.50	0.00	315,734.50	76.02
65	Transitional Bilingual State	3,956,349.00	304,820.03	2,218,966.97	40,352.73	1,697,029.30	42.89
66	Student Achievement	0.00	0.00	0.00	0.00	0.00	0.00
73	Summer School	54,165.00	0.00	0.00	0.00	54,165.00	100.00
74	Highly Capable	521,028.00	37,354.94	307,932.95	1,588.28	211,506.77	40.59
75	Flexible Education State	0.00	0.00	125.43	0.00	-125.43	0.00*
79	Instructional Programs Other	2,024,852.00	24,221.17	279,976.05	184,966.78	1,559,909.17	77.03
86	Community Schools	201,486.00	8,831.63	70,361.75	0.00	131,124.25	65.07
88	Day Care	2,730,089.00	203,481.67	1,431,201.17	110,848.42	1,188,039.41	43.51
89	Other Community Service	111,270.00	6,142.81	53,788.00	66,306.00	-8,824.00	7.93
97	Districtwide Support	31,105,714.00	2,468,503.30	17,279,850.09	2,257,753.55	11,568,110.36	37.18
98	Food Services	11,217,413.00	1,072,427.24	6,118,242.10	1,859,382.26	3,239,788.64	28.88
99	Pupil Transportation	10,100,255.00	847,935.41	6,036,920.43	634,578.27	3,428,756.30	33.94
<b>Total Expenditures</b>		<b>300,358,646.00</b>	<b>24,119,968.48</b>	<b>170,125,232.18</b>	<b>10,695,721.38</b>	<b>119,537,692.44</b>	<b>39.79</b>
C. Other Fin. Uses Trans. Out (GL 536)		0.00	0.00	0.00			
D. Other Financing Uses (GL535)							
E. Excess of Revenues/Other Fin. Srcs Over (Under) Expenditures And Other Fin Uses (A-B-C-D)		-15,089,112.00	-690,459.31	-8,923,853.18		4,530,462.56	0.00
F. Total Beginning Fund Balance		0.00		50,845,329.10			

\* Zero budget with charges against it.

**Kennewick SD #17**  
**Budget Status - General Fund**

Location 000

Report Date: 03/31/2023

	Budget	MTD Actual	YTD Actual	Encumbrance	Balance	% Remaining
G. GL 898 Prior Year Adjustments (+ or -)						
H. Total Ending Fund Balance (E + F + OR - G)	-15,089,112.00		41,921,475.92			
I. Ending Fund Balance Accounts						
GL 810 Restricted for Other Items	0.00		0.00			
GL 821 Rest for C/O of Restricted Rev	0.00		998,791.01			
GL 825 Restricted Skill Centers	0.00		550,738.00			
GL 828 Restricted C/O Food Service	0.00		0.00			
GL 831 Restricted Emp Comp Absences	0.00		0.00			
GL 840 Nonsp Fd Bal Inventory/Prepaid	0.00		1,026,174.15			
GL 862 Restricted from Levy Proceeds	0.00		0.00			
GL 863 Restricted from State Proceeds	0.00		0.00			
GL 870 Committed to Other Purposes	0.00		0.00			
GL 872 Committed To Economic Stabiliz	0.00		0.00			
GL 875 Assigned to Contingencies	0.00		35,059,542.94			
GL 884 Assigned to Capital Projects	0.00		1,500,000.00			
GL 888 Assigned to Other Purposes	0.00		1,210,083.00			
GL 889 Assigned to Fund Purposes	0.00		0.00			
GL 891 Unassigned Minimum Fd Bal Poli	0.00		10,500,000.00			
GL 890 Unreserved/ Fund Balance	-15,089,112.00		-8,923,853.17			
	-15,089,112.00		41,921,475.92			

\* Zero budget with charges against it.



**KENNEWICK SCHOOL DISTRICT**  
**Current Expenditure Budget by Activity**

FISCAL YEAR: 2023

REPORT DATE: 03/31/2023

Activity	Expenditures Year-to-Date	Current Budget	Encumbered	Over/Under
000	Not Applicable	0.00	0.00	0.00
011	Board Of Directors	297,473.21	287,500.00	-37,973.21
012	Superintendent Office	272,994.57	464,512.00	191,321.77
013	Business Office	903,720.82	1,757,411.00	748,265.10
014	Human Resources	653,616.19	1,216,038.00	479,233.24
015	Public Relations	395,005.51	585,150.00	128,644.49
021	Supervision	3,398,707.36	6,190,086.00	2,733,119.72
022	Learning Resources	3,037,005.20	5,173,574.00	2,125,464.28
023	Principals	10,367,988.54	18,351,452.00	7,978,757.58
024	Counseling	5,346,233.47	9,476,714.00	3,386,811.37
025	Pupil Mgnt & Safety	3,258,538.91	4,104,467.00	422,750.25
026	Health Services	5,829,619.45	11,053,749.00	4,923,478.83
027	Teaching	97,112,398.77	177,324,035.00	76,641,680.60
028	Extra Curricular	3,459,521.80	3,905,732.00	308,586.11
031	Professional Development	4,473,425.96	8,019,106.00	3,365,965.12
032	Inst Technology Equip	1,593,663.17	1,491,422.00	-246,786.41
033	Curriculum	656,433.05	1,186,410.00	213,012.13
034	Professonal Learning State	1,868,357.15	2,061,738.00	193,380.85
041	Food Service Supervision	552,571.92	1,012,837.00	142,013.86
042	Food	2,081,408.01	3,355,954.00	1,260,735.64
043	Commodities	0.00	700,239.00	700,239.00
044	Food Service Operations	3,496,260.87	6,199,727.00	2,378,900.73
049	Transfers	-9,721.00	0.00	9,721.00
051	Transportation Supervision	519,974.77	921,274.00	399,181.21
052	Transportation Operations	3,943,714.66	6,780,414.00	2,294,765.44
053	Transportation Maintenance	450,926.40	900,130.00	358,677.25
054	Transportation Maintenance	0.00	0.00	0.00
055	Transportation Maintenance	0.00	0.00	0.00
056	Transportation Insurance	269,551.05	290,000.00	20,448.95
058	TBD	0.00	0.00	0.00
059	Transfers	-181,147.55	-318,920.00	-137,772.45
061	Maintenance Supervision	340,096.75	825,565.00	485,468.25
062	Maintenance Grounds	868,634.56	2,247,559.00	1,082,296.83
063	Operations Buildings	3,801,862.40	7,029,876.00	3,225,226.02
064	Maintenance Of Bldg & Equip	2,941,362.18	4,881,416.00	1,123,011.77
065	Utilities	2,470,296.40	3,750,750.00	1,280,453.60
067	Bldg Security	7,082.70	95,000.00	54,865.86

**KENNEWICK SCHOOL DISTRICT**  
**Current Expenditure Budget by Activity**

FISCAL YEAR: 2023

REPORT DATE: 03/31/2023

Activity		Expenditures Year-to-Date	Current Budget	Encumbered	Over/Under
068	Insurance	2,630,007.61	2,781,900.00	0.00	151,892.39
072	Data Processing	2,260,588.19	4,843,259.00	771,419.64	1,811,251.17
073	Printing	237,592.15	372,691.00	32,662.65	102,436.20
074	Warehouse	412,236.87	663,921.00	7,080.85	244,603.28
075	Motor Pool	90,011.18	331,577.00	28,237.98	213,327.84
083	Interest	0.00	6,500.00	0.00	6,500.00
091	Public Activities	17,218.93	37,881.00	0.00	20,662.07
<b>Total:</b>		<b>170,125,232.18</b>	<b>300,358,646.00</b>	<b>10,695,721.38</b>	<b>119,537,692.44</b>

**Report Selection:**

GLK\_KEY\_MSTR.[glk\_grp\_part01] = '01'

KENNEWICK SCHOOL DISTRICT  
Current Expenditure Budget by State Object

FISCAL YEAR: 2023

REPORT DATE: 03/31/2023

State Object	Expenditures Year-to-Date	Current Budget	Encumbered	Over/Under
0 Debit Transfer	310,231.54	472,620.00	0.00	162,388.46
1 Credit Transfer	-310,231.54	-472,720.00	0.00	-162,488.46
2 Certificated Salaries	78,972,158.50	140,100,869.00	0.00	61,128,710.50
3 Classified Salaries	25,821,000.86	47,915,231.00	0.00	22,094,230.14
4 Benefits & PR Taxes	40,783,708.32	73,052,029.00	0.00	32,268,320.68
5 Supplies	6,734,503.51	11,723,760.00	1,589,995.06	3,399,261.43
7 Contract Services	17,405,475.22	26,124,647.00	8,158,234.56	560,937.22
8 Travel	303,183.24	760,772.00	2,000.00	455,588.76
9 Capital Outlay	105,202.53	681,438.00	945,491.76	-369,256.29
<b>Total:</b>	170,125,232.17	300,358,646.00	10,695,721.38	119,537,692.44

Report Selection:

GLK\_KEY\_MSTR.[glk\_grp\_part01] = '01'

**Kennewick SD #17**  
**Budget Status - Capital Projects Fund**

Location 000

Report Date: 03/31/2023

		Budget	MTD Actual	YTD Actual	Encumbrance	Balance	% Remaining
<b>A. Revenue/Other Fin. Sources</b>							
1000	Local Revenues	4,238,750.00	240,344.86	2,104,399.60	0.00	2,134,350.40	50.35
2000	Local State Non-Tax	500,000.00	92,013.18	1,206,269.68	0.00	-706,269.68	141.25
4000	State Revenues Special Purpose	7,000,000.00	0.00	2,055,126.18	0.00	4,944,873.82	70.64
7000	Sale of Bonds	0.00	0.00	0.00	0.00	0.00	0.00
9000	Long-Term Financing	0.00	0.00	0.00	0.00	0.00	0.00
9999	Transfers	0.00	0.00	0.00	0.00	0.00	0.00
Total Revenues/Other Fin. Sources		11,738,750.00	332,358.04	5,365,795.46	0.00	6,372,954.54	54.28
<b>B. Expenditures</b>							
10	Sites	2,000,000.00	0.00	0.00	0.00	2,000,000.00	100.00
20	Buildings	33,150,000.00	2,731,950.53	14,383,373.82	21,722,642.46	-2,956,016.28	8.91
30	Equipment	9,100,000.00	28,608.77	39,725.89	413,728.37	8,646,545.74	95.01
Total Expenditures		44,250,000.00	2,760,559.30	14,423,099.71	22,136,370.83	7,690,529.46	17.37
<b>C. Other Fin. Uses Trans. Out (GL 536)</b>							
<b>D. Other Financing Uses (GL535)</b>							
<b>E. Excess of Revenues/Other Fin. Srcs Over (Under) Expenditures And Other Fin Uses (A-B-C-D)</b>		-32,511,250.00	-2,428,201.26	-9,057,304.25		-1,317,574.92	0.00
<b>F. Total Beginning Fund Balance</b>		0.00		54,493,048.99			
<b>G. GL 898 Prior Year Adjustments (+ or -)</b>							
<b>H. Total Ending Fund Balance (E + F + OR - G)</b>		-32,511,250.00		45,435,744.74			
<b>I. Ending Fund Balance Accounts</b>							
	GL 810 Restricted for Other Items	0.00		0.00			
	GL 825 Restricted Skill Centers	0.00		0.00			
	GL 861 Restricted from Bond Proceeds	0.00		22,462,004.10			

\* Zero budget with charges against it.

Kennewick SD #17

Budget Status - Capital Projects Fund

Location 000

Report Date: 03/31/2023

	Budget	MTD Actual	YTD Actual	Encumbrance	Balance	% Remaining
GL 862 Restricted from Levy Proceeds	0.00		647,904.19			
GL 863 Restricted from State Proceeds	0.00		23,069,270.36			
GL 888 Assigned to Other Purposes	0.00		11,704,409.62			
GL 889 Assigned to Fund Purposes	0.00		8,313,870.34			
GL 890 Unreserved/ Fund Balance	-32,511,250.00		-20,761,713.87			

\* Zero budget with charges against it.

**Kennewick SD #17**  
**Budget Status - Debt Service Fund**

Location 000

Report Date: 03/31/2023

	Budget	MTD Actual	YTD Actual	Encumbrance	Balance	% Remaining
<b>A. Revenue/Other Fin. Sources</b>						
1000 Local Revenues	17,310,000.00	973,571.92	9,026,117.50	0.00	8,283,882.50	47.85
9000 Long-Term Financing	0.00	0.00	0.00	0.00	0.00	0.00
9999 Transfers	0.00	0.00	0.00	0.00	0.00	0.00
<b>Total Revenues/Other Fin. Sources</b>	<b>17,310,000.00</b>	<b>973,571.92</b>	<b>9,026,117.50</b>	<b>0.00</b>	<b>8,283,882.50</b>	<b>47.85</b>
<b>B. Expenditures</b>						
92 .	7,000,000.00	0.00	3,572,937.51	0.00	3,427,062.49	48.95
11 Debt Principal	9,360,000.00	0.00	9,360,000.00	0.00	0.00	0.00
<b>Total Expenditures</b>	<b>16,360,000.00</b>	<b>0.00</b>	<b>12,932,937.51</b>	<b>0.00</b>	<b>3,427,062.49</b>	<b>20.94</b>
<b>C. Other Fin. Uses Trans. Out (GL 536)</b>						
<b>D. Other Financing Uses (GL535)</b>						
<b>E. Excess of Revenues/Other Fin. Srcs Over (Under) Expenditures And Other Fin Uses (A-B-C-D)</b>	<b>950,000.00</b>	<b>973,571.92</b>	<b>-3,906,820.01</b>		<b>4,856,820.01</b>	<b>511.24</b>
<b>F. Total Beginning Fund Balance</b>	<b>0.00</b>		<b>7,873,180.97</b>			
<b>G. GL 898 Prior Year Adjustments (+ or -)</b>						
<b>H. Total Ending Fund Balance (E + F + OR - G)</b>	<b>950,000.00</b>		<b>3,966,360.96</b>			
<b>I. Ending Fund Balance Accounts</b>						
GL 810 Restricted for Other Items	0.00		0.00			
GL 830 Restricted Debt Service	0.00		7,873,180.97			
GL 889 Assigned to Fund Purposes	0.00		0.00			
GL 890 Unreserved/ Fund Balance	950,000.00		-3,906,820.01			

\* Zero budget with charges against it.

**Kennewick SD #17**  
**Budget Status - ASB Fund**

Location 000

Report Date: 03/31/2023

		Budget	MTD Actual	YTD Actual	Encumbrance	Balance	% Remaining
<b>A. Revenue/Other Fin. Sources</b>							
		0.00	0.00	0.00	0.00	0.00	0.00
100	General Student Body	645,000.00	52,694.11	617,645.49	0.00	27,354.51	4.24
200	Athletics	445,000.00	23,750.57	707,590.57	0.00	-262,590.57	59.00
300	Classes	50,000.00	1,898.24	13,018.53	0.00	36,981.47	73.96
400	Clubs	570,000.00	32,534.61	307,589.23	0.00	262,410.77	46.03
600	Private Moneys	50,000.00	295.00	10,681.11	0.00	39,318.89	78.63
Total Revenues/Other Fin. Sources		1,760,000.00	111,172.53	1,656,524.93	0.00	103,475.07	5.87
<b>B. Expenditures</b>							
100	General Student Body	570,000.00	51,931.77	289,843.35	42,853.31	237,303.34	41.63
200	Athletics	705,000.00	72,491.79	416,432.88	35,850.56	252,716.56	35.84
300	Classes	51,000.00	599.94	11,928.09	0.00	39,071.91	76.61
400	Clubs	650,000.00	36,245.88	322,897.06	14,406.45	312,696.49	48.10
600	Private Moneys	67,000.00	5,726.74	16,979.72	0.00	50,020.28	74.65
Total Expenditures		2,043,000.00	166,996.12	1,058,081.10	93,110.32	891,808.58	43.65
<b>C. Other Fin. Uses Trans. Out (GL 536)</b>							
<b>D. Other Financing Uses (GL535)</b>							
<b>E. Excess of Revenues/Other Fin. Srcs Over (Under) Expenditures And Other Fin Uses (A-B-C-D)</b>		-283,000.00	-55,823.59	598,443.83		-788,333.51	0.00
<b>F. Total Beginning Fund Balance</b>		0.00		1,664,727.22			
<b>G. GL 898 Prior Year Adjustments (+ or -)</b>							
<b>H. Total Ending Fund Balance (E + F + OR - G)</b>		-283,000.00		2,263,171.05			
<b>I. Ending Fund Balance Accounts GL 810 Restricted for Other Items</b>		0.00		0.00			

\* Zero budget with charges against it.

**Kennewick SD #17**  
**Budget Status - ASB Fund**

Location 000

Report Date: 03/31/2023

	Budget	MTD Actual	YTD Actual	Encumbrance	Balance	% Remaining
GL 819 Restricted to Fund Purpose	0.00		1,664,727.22			
GL 889 Assigned to Fund Purposes	0.00		0.00			
GL 890 Unreserved/ Fund Balance	-283,000.00		2,263,171.05			
	-283,000.00		3,927,898.27			

\* Zero budget with charges against it.



**Kennewick SD #17**  
**Budget Status - Self Insurance**

Location 000

Report Date: 03/31/2023

	Budget	MTD Actual	YTD Actual	Encumbrance	Balance	% Remaining
<b>A. Revenue/Other Fin. Sources</b>						
1000 Local Revenues	0.00	0.00	0.00	0.00	0.00	0.00
2000 Local State Non-Tax	1,450,000.00	8,608.45	56,794.72	0.00	1,393,205.28	96.08
<b>Total Revenues/Other Fin. Sources</b>	<b>1,450,000.00</b>	<b>8,608.45</b>	<b>56,794.72</b>	<b>0.00</b>	<b>1,393,205.28</b>	<b>96.08</b>
<b>B. Expenditures</b>						
97 Districtwide Support	2,175,000.00	45,954.47	776,798.96	0.00	1,398,201.04	64.28
<b>Total Expenditures</b>	<b>2,175,000.00</b>	<b>45,954.47</b>	<b>776,798.96</b>	<b>0.00</b>	<b>1,398,201.04</b>	<b>64.28</b>
<b>C. Other Fin. Uses Trans. Out (GL 536)</b>						
<b>D. Other Financing Uses (GL535)</b>						
<b>E. Excess of Revenues/Other Fin. Srcs Over (Under) Expenditures And Other Fin Uses (A-B-C-D)</b>	<b>-725,000.00</b>	<b>-37,346.02</b>	<b>-720,004.24</b>		<b>-4,995.76</b>	<b>0.00</b>
<b>F. Total Beginning Fund Balance</b>	<b>0.00</b>		<b>4,930,004.02</b>			
<b>G. GL 898 Prior Year Adjustments (+ or -)</b>						
<b>H. Total Ending Fund Balance (E + F + OR - G)</b>	<b>-725,000.00</b>		<b>4,209,999.78</b>			
<b>I. Ending Fund Balance Accounts</b>						
GL 889 Assigned to Fund Purposes	0.00		4,930,004.02			
GL 890 Unreserved/ Fund Balance	-725,000.00		-720,004.24			
	<b>-725,000.00</b>		<b>4,209,999.78</b>			

\* Zero budget with charges against it.

**Kennewick SD #17**  
**Budget Status - Transportation Fund**

Report Date: 03/31/2023

	Budget	MTD Actual	YTD Actual	Encumbrance	Balance	% Remaining
<b>A. Revenue/Other Fin. Sources</b>						
2000 Local State Non-Tax	3,000.00	456.45	2,976.10	0.00	23.90	0.79
4000 State Revenues Special Purpose	870,000.00	0.00	0.00	0.00	870,000.00	100.00
9999 Transfers	0.00	0.00	0.00	0.00	0.00	0.00
<b>Total Revenues/Other Fin. Sources</b>	<b>873,000.00</b>	<b>456.45</b>	<b>2,976.10</b>	<b>0.00</b>	<b>870,023.90</b>	<b>99.65</b>
<b>B. Expenditures</b>						
99 Pupil Transport	0.00	0.00	0.00	0.00	0.00	0.00
99 Pupil Transport Equipmt Purc	1,085,000.00	0.00	0.00	1,994,882.54	-909,882.54	83.86
<b>Total Expenditures</b>	<b>1,085,000.00</b>	<b>0.00</b>	<b>0.00</b>	<b>1,994,882.54</b>	<b>-909,882.54</b>	<b>83.86</b>
<b>C. Other Fin. Uses Trans. Out (GL 536)</b>						
<b>D. Other Financing Uses (GL535)</b>						
<b>E. Excess of Revenues/Other Fin. Srcs Over (Under) Expenditures And Other Fin Uses (A-B-C-D)</b>						
	-212,000.00	456.45	2,976.10		1,779,906.44	0.00
<b>F. Total Beginning Fund Balance</b>						
	0.00		240,204.83			
<b>G. GL 898 Prior Year Adjustments (+ or -)</b>						
<b>H. Total Ending Fund Balance (E + F + OR - G)</b>						
	-212,000.00		243,180.93			
<b>I. Ending Fund Balance Accounts</b>						
GL 810 Restricted for Other Items	0.00		0.00			
GL 819 Restricted to Fund Purpose	0.00		240,204.83			
GL 889 Assigned to Fund Purposes	0.00		0.00			
GL 890 Unreserved/ Fund Balance	-212,000.00		2,976.10			

\* Zero budget with charges against it.

KENNEWICK SCHOOL DISTRICT #17  
Regular Board Meeting  
5/10/2023

WARRANT REGISTEF      Dated:    3/01/23 - 3/31/23

Warrant Type	Date	Numbers	Amount	Totals
General	15-Mar-23	394021-394141	1,707,548.23	
	17-Mar-23	394142	76,939.24	
	31-Mar-23	394143-394264	1,467,851.15	
	31-Mar-23	394265-394304	3,471,924.67	
<b>Total Accounts Payable Warrants</b>				<b>6,724,263.29</b>
	03-Mar-23	Fed Tax Wire/B/C	218.74	
	15-Mar-23	A/P EFT	18,580.91	
	15-Mar-23	Capital One	98,982.02	
	17-Mar-23	A/P EFT	9,609.72	
	27-Mar-23	Wire BMO	422,630.08	
	27-Mar-23	Use Tax	2,068.43	
	31-Mar-23	A/P EFT	16,922.67	
	31-Mar-23	Child Supp wire	5,187.47	
	31-Mar-23	P/R Dir Dep Wire	10,061,186.92	
	31-Mar-23	Fed Tax Wire/B/C	3,422,208.64	
	31-Mar-23	D Of R Wire	3,050,586.76	
<b>Total Wire - Benton County</b>				<b>17,108,182.36</b>
	02-Mar-23	702575-702577	1,513.84	
	03-Mar-23	702578-702579	129.26	
	31-Mar-23	702580-702605	37,095.43	
<b>Total Payroll General Warrants</b>				<b>38,738.53</b>
Capital Projects	<u>Date</u>			
	3/15/2023	12850-12854	2,012,429.28	
	3/25/2023	Wire BMO/DoR/EFT/K	19,838.96	
	3/31/2023	12855-12858	728,263.92	
<b>Total Capital Projects Warrants</b>				<b>2,760,532.16</b>
ASB	<u>Date</u>			
	3/15/2023	65629-65652	40,368.07	
	3/25/2023	Wire BMO/DoR/EFT/K	93,017.54	
	3/31/2023	65653-65678	35,329.34	
<b>Total ASB Warrants</b>				<b>168,714.95</b>
Transportation/Vehicle	<u>Date</u>			
<b>Total Transportation/Vehicle Warrants</b>				<b>0.00</b>
Self Ins Wkrs Comp	<u>Date</u>			
	3/15/2023	1137-1138	18,145.78	
	3/25/2023	Wire BMO/DoR/EFT	7,110.25	
	3/31/2023	1139-1141	20,698.44	
<b>Total Self Ins Wkrs Comp/Dental Fund</b>				<b>45,954.47</b>
<b>Total Warrants Issued</b>			<b>26,846,385.76</b>	<b>26,846,385.76</b>

^ 5/9/2023



**QUANA BILLADO**  
*Purchasing Manager*  
622 N Kellogg St.  
Kennewick, WA 99336  
(509) 222-5074 | quana.billado@ksd.org | ksd.org

DATE: May 4, 2023  
TO: Board of Directors  
FROM: Quana Billado, Purchasing Manager  
RE: Award Ridge View Furniture Bid

Seven vendors submitted proposals for Ridge View classroom furniture. Bid packages awarded to the lowest bidder are listed below. Total bid award amount is \$438,552.72 plus tax.

Awarded Vendors	BID Total
Saxton Bradley Inc	\$315,266.56
School Specialty	\$123,286.16
<b>BID TOTAL:</b>	<b>\$438,552.72</b>

**Recommendation: Approve Ridge View furniture award in the amount of \$438,552.72 plus tax.**



# SCHOOL BOARD RESOLUTION FORM

*DUE ANNUALLY BY THE SECOND FRIDAY IN JUNE*

School District Type (select one):  Public  Private  Charter  Tribal

School District Name: Kennewick School District

Resolution # (optional): 7

Date: May 10, 2023

**Schools Approved for WIAA Membership:** Kamiakin High School, Kennewick High School, Southridge High School, Chinook Middle School, Desert Hills Middle School, Highlands Middle School, Horse Heaven Hills Middle School, Park Middle School

By action of the 1976 Legislature, each School District Board of Directors may delegate control, supervision, and regulation of any extracurricular activity to the WIAA and compensate such entity for services provided. The local **SCHOOL BOARD PRESIDENT** and **SUPERINTENDENT** must sign this resolution form to indicate that the School Board has approved the Public School District's or Private School's membership with the Washington Interscholastic Activities Association (WIAA) and as members, these schools will follow the WIAA Rules and Regulations.

### DELEGATING AUTHORITY TO WIAA

WHEREAS Chapter 32, Laws of 1975-76, 2nd Ex. Sess. grants authority to each school district board of directors to control, supervise and regulate the conduct of interschool athletic activities and other interschool extracurricular activities of an athletic, cultural, social, or recreational nature for students in the district.

WHEREAS Chapter 32, Laws of 1975-76, 2nd Ex. Sess. authorizes school district boards of directors to delegate control, supervision and regulation of any of the aforesaid activities to any voluntary, nonprofit entity and to compensate any such entity for services provided subject to the satisfaction of certain conditions and approval by the State Board of Education.

WHEREAS the Washington Interscholastic Activities Association is a voluntary, nonprofit entity which has satisfied the conditions, expressly set forth in Chapter 32, Laws of 1975-76, 2nd Ex. Sess. and has further been approved by the State Board of Education in action taken on August 17, 1977.

WHEREAS the board of directors of directors of the following School District or School being otherwise fully informed of the rules and regulations of the Washington Interscholastic Activities Association as approved by the State Board of Education and recognizing that said rules and regulations provide for private sponsorship of post-season tournaments for extracurricular activities by WIAA, consent to abide by such rules and regulations.

NOW THEREFORE, the board of directors of the following School District or School hereby delegates to the Washington Interscholastic Activities Association the authority to control, supervise and regulate interschool activities consistent with the rules and regulations of WIAA. The Board of Directors retains the right to establish eligibility standards that meet or exceed the rules and regulations of WIAA.

### INTERSCHOLASTIC OFFICIALS L&I COVERAGE STATEWIDE & MEMBERSHIP BILLING

Beginning July 1, 1988, interscholastic sports officials were covered by Washington State Labor and Industries via a common rate and payment system that eliminated game-by-game calculations and record keeping by school and/or district business offices. WIAA will guarantee payment of L&I premiums for WOA registered officials for all interscholastic activities under WIAA's jurisdiction and will assess WIAA member schools based on tiered billing rates at the same time service fees are billed. Officials L&I coverage is only in effect for activities in which registered WOA officials officiate, and which are authorized and offered by School Board approval and listed on the school's WIAA membership form.

Member schools will be billed in August according to the Membership Fee Structure outlined in the handbook of the upcoming school year. Labor and Industries (L&I) fees will be included on the bills sent out to each member school at that time. Per Rule 3.6.4: Member school service and Labor and Industries fees are due November 1. Schools that fail to submit service and L & I fees by December 1 will be excluded from participation in regular season contests and culminating events until fees are remitted and be assessed a \$100.00 late fee.

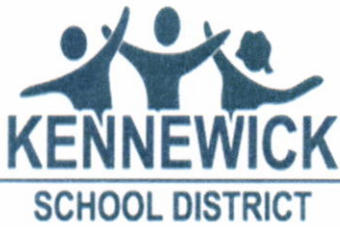
*By signing below the School District Superintendent/Head of School, School Board President (for Public School Districts), and school board members agree to the information above for the public school district or private school listed above, on or before the date listed above.*

Superintendent/Head of School: Dr. Traci Pierce

Signature: \_\_\_\_\_

School Board President (if applicable): Michael Connors

Signature: \_\_\_\_\_



MATT SCOTT • ASSISTANT SUPERINTENDENT ~ SECONDARY EDUCATION  
1000 W. 4<sup>TH</sup> AVE. • KENNEWICK, WA 99336-5601  
P: (509) 222-5003 • F: (509) 222-5053  
[matt.scott@ksd.org](mailto:matt.scott@ksd.org) • [WWW.KSD.ORG](http://WWW.KSD.ORG)

DATE: April 20, 2023

TO: Dr. Traci Pierce  
Superintendent

FROM: Matt Scott   
Assistant Superintendent of Secondary Education

RE: **\*REVISED - CANDIDATES FOR EARLY GRADUATION**

In accordance with the Kennewick School Board Policy # 2413, the following students have completed the application for early graduation:

NAME	SCHOOL	GRADUATION CLASS	REQUESTED GRADUATION DATE
Kaiden Ann-Marie Moran	Kamiakin	June 2024	June 2023
<b>Jackson Johnson</b>	<b>Kamiakin</b>	<b>June 2024</b>	<b>June 2023</b>
Madison Guerra	Endeavor	June 2023	January 2023
Brayaham Cancino	Southridge	June 2023	January 2023
Alexander Case	Southridge	June 2024	June 2023

I recommend that the students listed above, be allowed to graduate on their requested graduation date.

cc: Chris Chelin, Principal, Kamiakin High School  
CD Williams, Principal, Endeavor High School  
Ron Williamson, Southridge High School

# K-12 Annual Student Goal Report

*All Students are Safe, Known and Valued*

May 10, 2023



# Students

## GOAL: All students are safe, known and valued



- *Physically, social-emotionally and intellectually safe.*
- *Known well by their teachers, staff and each other.*
- *Valued for their diverse strengths and backgrounds.*

### 2022-23 Annual Objectives

#### Student Safety & Security

- Our district safety team will meet regularly to assess facility safety and ensure implementation of safety protocols at all schools.
- Schools will perform nine safety drills throughout the year.
- We will continue to partner with Kennewick Police Department to provide school resource officers and DARE training for students.
- Schools will continue to implement Positive Behavioral Interventions and Supports (PBIS) to promote positive student behavior.

#### Student Social-Emotional Well-Being

- Schools will use the results of their annual "Safe, Known and Valued" student survey to assess student needs and set school goals.
- We will continue to partner with Comprehensive Healthcare to provide mental health counselors for our middle and high schools.
- We will begin implementation of a district-wide Comprehensive School Counseling Plan focused on student social-academic, career, and social-emotional development.
- We will provide training for staff to support social-emotional learning (SEL) for students.

#### Student Attendance

- We will expand our districtwide attendance awareness campaign to promote regular school attendance throughout the year.
- Our Community Engagement Board will meet with identified students and families to help determine root causes of student absences and provide resources and interventions to help re-engage students in school.

#### Student Voice & Value

- The superintendent will continue to meet monthly with the Superintendent's Student Advisory Council (SSAC), which includes diverse student representation from each high school, to seek student input and feedback and engage students on important issues.
- The student school board representative will provide reports from the SSAC to the board, and the board will engage the student representative in board discussions as appropriate.

#### Performance Indicators and Targets

- $\geq 90\%$  of students report they feel safe, included and welcomed at school.
- $\geq 90\%$  of students regularly attend school ( $< 2$  absences per month).
- The districtwide discipline rate is  $\leq 4\%$ .
- Student survey data and school goals focused on students being "Safe, Known and Valued" are presented to the board in October each year.





# Presentation Outline

- Spring 2023 annual student survey results
  - 9,433 responses (437 more than last year)
- Student attendance data
- Student discipline data
- Continuous improvement efforts

# Spring 2023 Student Survey Results



# Student Survey: Update and Development Process

- Questions were reviewed and slightly modified based on principal feedback.
- Updates were approved by cabinet.
- Surveys are administered during class time.

# 2023 Student Survey Questions

1. I can really be myself at this school.
2. I wish I were at a different school.\*
3. I feel safe on school grounds, fields, and playgrounds before, during, and after school.
4. Do you ride a school bus to school?
5. I feel safe riding the bus.\*
6. In your opinion, is there unsafe behavior that happens at your school?
7. What is the unsafe behavior that happens most at your school?
  1. Physical acts (for example shoving, hitting, tripping, etc.)
  2. Verbal acts (for example insults, name calling, swearing, threats, etc.)
  3. Inappropriate acts on electronic devices (for example insults, name calling, swearing, threats, etc.)
  4. Other
8. Students and staff at my school notice me when I am good at something.
9. There is at least one teacher or other adult at my school that I can talk to if I have a problem.\*
10. Students and staff at my school are friendly to me.
11. I am included in activities at my school. (Games, recess, play, teams, groups)
- ~~12. I feel very different from most other students at my school.\*~~



# Student Survey Questions

13. Students and staff know I can do good work.
14. Other students at my school like me the way that I am.
15. I feel like a real part of my school.
16. ~~It is hard for people~~ People like me ~~to be~~ are accepted at my school.\*
17. Other students at my school take my opinions, ideas, and concerns seriously.
18. Most adults at my school take my opinions, ideas, and concerns seriously.
19. I feel ~~as if I don't~~ belong at my school.\*
20. Adults at my school are ~~not~~ interested in people like me.\*
21. I am treated with as much respect as other students.
22. The adults at my school respect me.
23. I feel proud to attend my school.



# Elementary Student Survey Results: Grades 3-5

## Questions Focused on “Safe”

	Grade 3 2021-22	Grade 3 2022-23	Grade 4 2021-22	Grade 4 2022-23	Grade 5 2021-22	Grade 5 2022-23
I can really be myself at this school.	84%	86%	81%	81%	81%	81%
I feel safe on school grounds, fields, and playgrounds before, during, and after school.	88%	85%	86%	85%	89%	86%
I feel safe riding the bus.	75%	81%	74%	81%	76%	85%
In your opinion, is there unsafe behavior that happens at your school? (%No)	48%	50%	50%	48%	59%	50%
Students and staff at my school are friendly to me.	89%	86%	88%	87%	86%	87%
I feel like a real part of my school.	86%	86%	83%	84%	83%	84%



# Middle School Student Survey Results

## Questions Focused on “Safe”

	Grade 6 2021-22	Grade 6 2022-23	Grade 7 2021-22	Grade 7 2022-23	Grade 8 2021-22	Grade 8 2022-23
I can really be myself at this school.	74%	72%	69%	68%	70%	66%
I feel safe on school grounds, fields, and playgrounds before, during, and after school.	86%	82%	84%	79%	86%	80%
I feel safe riding the bus.	83%	86%	83%	89%	84%	86%
In your opinion, is there unsafe behavior that happens at your school? (%No)	42%	52%	44%	57%	46%	47%
Students and staff at my school are friendly to me.	87%	85%	83%	81%	83%	81%
I feel like a real part of my school.	73%	74%	72%	69%	70%	66%



# High School Student Survey Results

## Questions Focused on “Safe”

	Grade 9 2021-22	Grade 9 2022-23	Grade 10 2021-22	Grade 10 2022-23	Grade 11 2021-22	Grade 11 2022-23	Grade 12 2021-22	Grade 12 2022-23
I can really be myself at this school.	79%	74%	71%	71%	76%	72%	75%	71%
I feel safe on school grounds, fields, and playgrounds before, during, and after school.	85%	80%	84%	77%	88%	75%	87%	73%
I feel safe riding the bus.	91%	92%	85%	84%	95%	91%	75%	84%
In your opinion, is there unsafe behavior that happens at your school? (%No)	54%	48%	48%	57%	55%	54%	51%	54%
Students and staff at my school are friendly to me.	90%	84%	90%	84%	91%	84%	92%	85%
I feel like a real part of my school.	70%	69%	65%	63%	66%	64%	66%	61%





# Elementary Student Survey Results: Grades 3-5

## Questions Focused on “Known”

	Grade 3 2021-22	Grade 3 2022-23	Grade 4 2021-22	Grade 4 2022-23	Grade 5 2021-22	Grade 5 2022-23
I wish I were at a different school.	10%	13%	12%	12%	13%	14%
Students and staff at my school notice me when I am good at something.	80%	80%	79%	76%	75%	74%
There is at least one teacher or other adult at my school that I can talk to if I have a problem.	89%	91%	90%	88%	89%	89%
I am included in activities at my school. (Games, recess, play, teams, groups)	88%	89%	86%	90%	89%	91%
Students and staff know I can do good work.	93%	92%	93%	91%	92%	92%
I feel proud to attend my school.	91%	91%	88%	91%	89%	86%



# Middle School Student Survey Results

## Questions Focused on “Known”

	Grade 6 2021-22	Grade 6 2022-23	Grade 7 2021-22	Grade 7 2022-23	Grade 8 2021-22	Grade 8 2022-23
I wish I were at a different school.	16%	13%	23%	12%	23%	14%
Students and staff at my school notice me when I am good at something.	70%	72%	70%	70%	70%	67%
There is at least one teacher or other adult at my school that I can talk to if I have a problem.	80%	84%	82%	82%	83%	85%
I am included in activities at my school. (Games, recess, play, teams, groups)	87%	88%	89%	89%	88%	86%
Students and staff know I can do good work.	90%	89%	88%	87%	88%	86%
I feel proud to attend my school.	81%	79%	73%	71%	72%	65%



# High School Student Survey Results

## Questions Focused on “Known”

	Grade 9 2021-22	Grade 9 2022-23	Grade 10 2021-22	Grade 10 2022-23	Grade 11 2021-22	Grade 11 2022-23	Grade 12 2021-22	Grade 12 2022-23
I wish I were at a different school.	23%	23%	22%	25%	23%	23%	21%	22%
Students and staff at my school notice me when I am good at something.	68%	67%	67%	64%	73%	63%	72%	66%
There is at least one teacher or other adult at my school that I can talk to if I have a problem.*	83%	82%	83%	85%	86%	86%	88%	85%
I am included in activities at my school. (Games, recess, play, teams, groups)	84%	85%	82%	81%	81%	82%	80%	77%
Students and staff know I can do good work.	91%	84%	88%	86%	90%	84%	90%	85%
I feel proud to attend my school.	79%	75%	72%	71%	75%	73%	75%	72%



# Elementary Student Survey Results: Grades 3-5

## Questions Focused on “Valued”

	Grade 3 2021-22	Grade 3 2022-23	Grade 4 2021-22	Grade 4 2022-23	Grade 5 2021-22	Grade 5 2022-23
Other students at my school like me the way that I am.	86%	85%	82%	83%	83%	79%
People like me are accepted at this school.	74%	92%	76%	89%	80%	90%
Other students at my school take my opinions, ideas, and concerns seriously.	67%	74%	67%	72%	69%	71%
Most adults at my school take my opinions, ideas, and concerns seriously.	79%	83%	78%	84%	80%	84%
I feel I belong at my school.	71%	88%	71%	88%	72%	87%
Adults at my school are interested in people like me.	84%	88%	87%	87%	88%	87%
I am treated with as much respect as other students.	82%	82%	81%	83%	80%	82%
The adults at my school respect me.	91%	92%	91%	92%	91%	91%



# Middle School Student Survey Results

## Questions Focused on “Valued”

	Grade 6 2021-22	Grade 6 2022-23	Grade 7 2021-22	Grade 7 2022-23	Grade 8 2021-22	Grade 8 2022-23
Other students at my school like me the way that I am.	80%	78%	79%	75%	81%	75%
People like me are accepted at this school.	76%	87%	76%	82%	77%	82%
Other students at my school take my opinions, ideas, and concerns seriously.	68%	69%	65%	64%	66%	63%
Most adults at my school take my opinions, ideas, and concerns seriously.	78%	81%	74%	75%	76%	75%
I feel I belong at my school.	67%	83%	67%	77%	70%	76%
Adults at my school are interested in people like me.	83%	82%	82%	81%	83%	78%
I am treated with as much respect as other students.	81%	79%	77%	79%	79%	76%
The adults at my school respect me.	88%	88%	88%	84%	85%	84%



# High School Student Survey Results

## Questions Focused on “Valued”

	Grade 9 2021-22	Grade 9 2022-23	Grade 10 2021-22	Grade 10 2022-23	Grade 11 2021-22	Grade 11 2022-23	Grade 12 2021-22	Grade 12 2022-23
Other students at my school like me the way that I am.	84%	77%	85%	80%	84%	82%	85%	80%
People like me are accepted at this school.	81%	85%	80%	83%	78%	82%	77%	80%
Other students at my school take my opinions, ideas, and concerns seriously.	70%	68%	70%	68%	71%	69%	72%	70%
Most adults at my school take my opinions, ideas, and concerns seriously.	78%	76%	75%	74%	78%	74%	76%	74%
I feel I belong at my school.	75%	80%	71%	75%	71%	78%	66%	74%
Adults at my school are interested in people like me.	82%	78%	80%	76%	84%	76%	81%	77%
I am treated with as much respect as other students.	86%	81%	84%	82%	89%	81%	87%	85%
The adults at my school respect me.	89%	87%	86%	84%	89%	83%	90%	82%



# Districtwide Student Survey Summary

Spring 2022

**85%**

Spring 2023

**84%**

**% of students reporting that they feel safe, included and welcomed at school on the spring 2023 student survey**

- *I feel safe on school grounds, fields, and playgrounds before, during, and after school.*
- *I feel safe riding the bus.*
- *Students and staff at my school are friendly to me.*
- *There is at least one teacher or other adult at my school that I can talk to if I have a problem.*
- *I am treated with as much respect as other students.*
- *The adults at my school respect me.*

# Student Attendance Data





# Attendance

“Regular attendance is defined as having, on average, less than two absences per month. It doesn't matter if the absences are excused or unexcused. An absence is defined as missing more than half the school day. This measure includes students that were enrolled for at least 90 days at any given school.”

Source: OSPI

# Districtwide Attendance Data

What percentage of students had fewer than two absences per month, on average?

## **Kennewick School District**

2021-2022

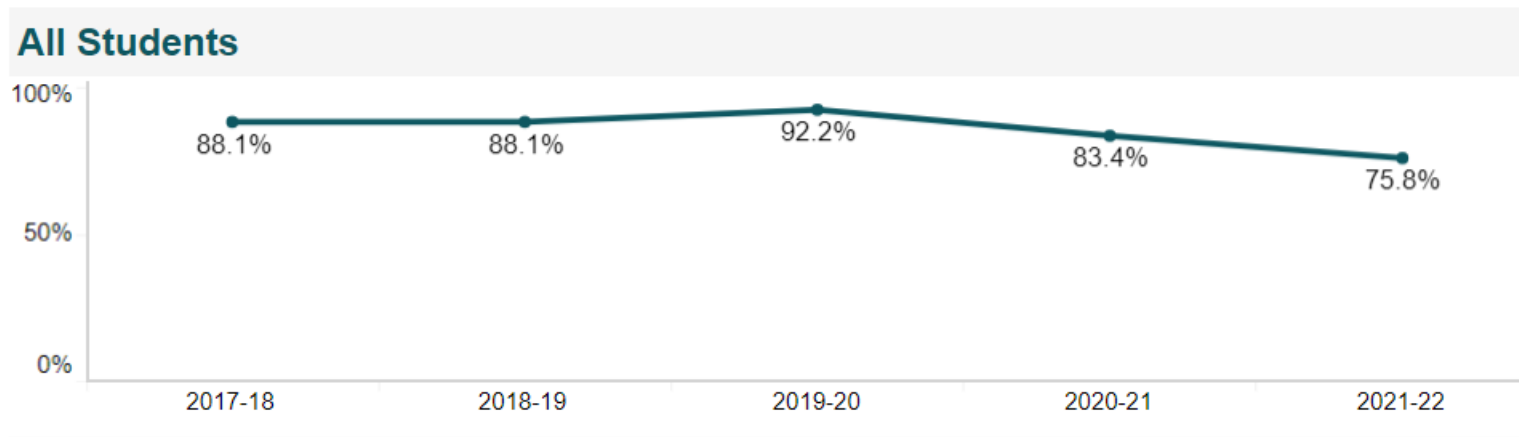
**75.8%**

Source: OSPI

# Districtwide Attendance Trend Data

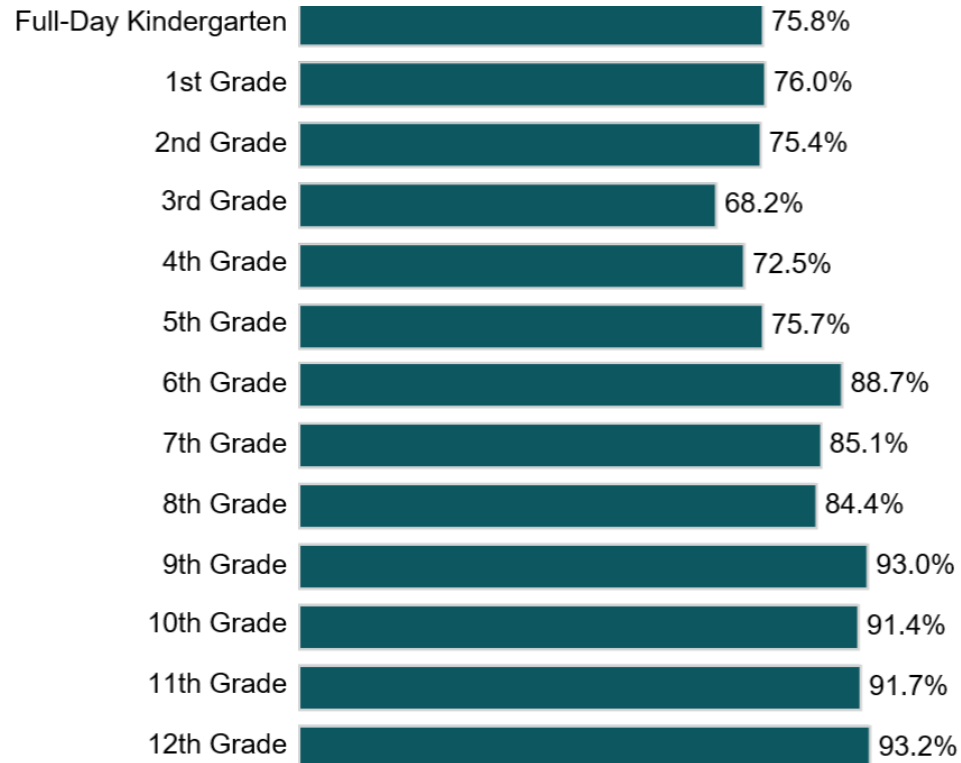
What percent of students had fewer than two absences per month, on average, over time?

## Kennewick School District

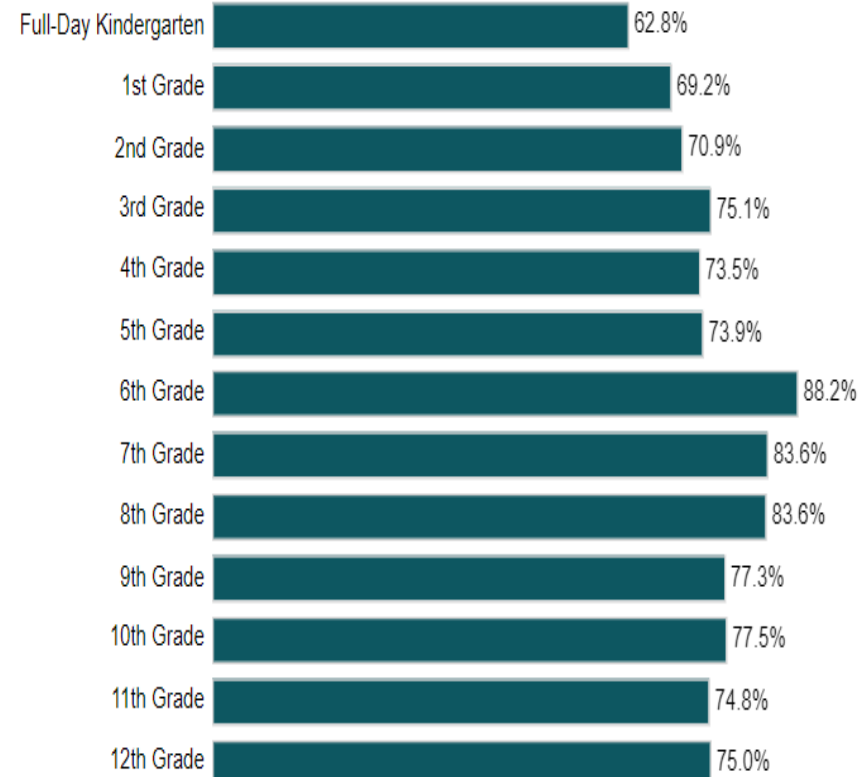


# Districtwide Attendance Data by Grade

## Kennewick School District 2020-21

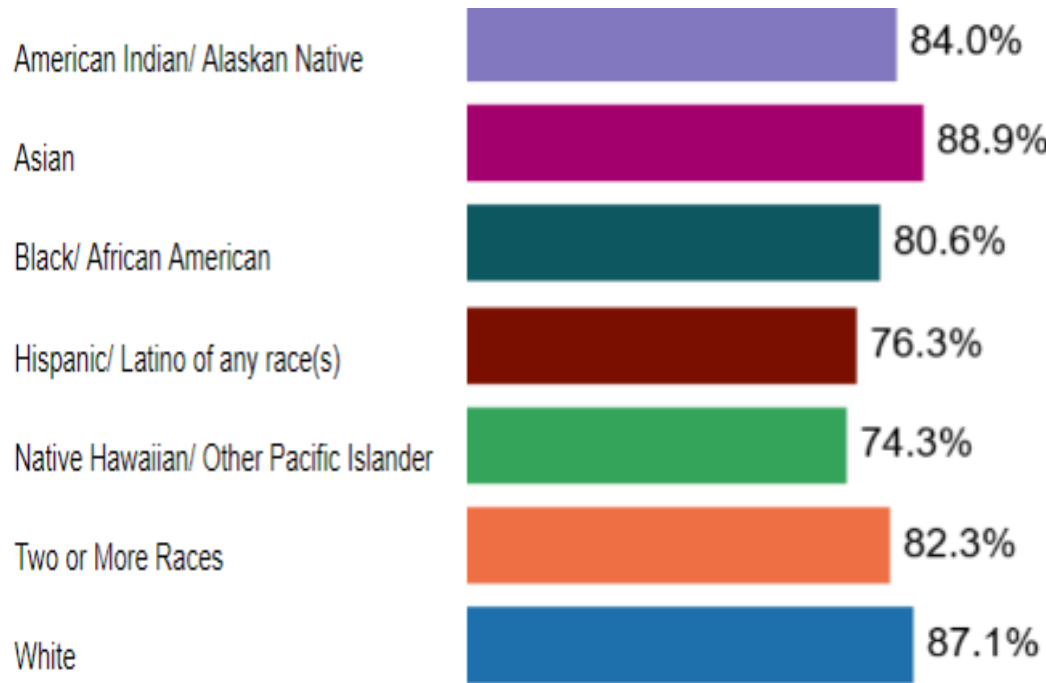


## Kennewick School District 2021-22

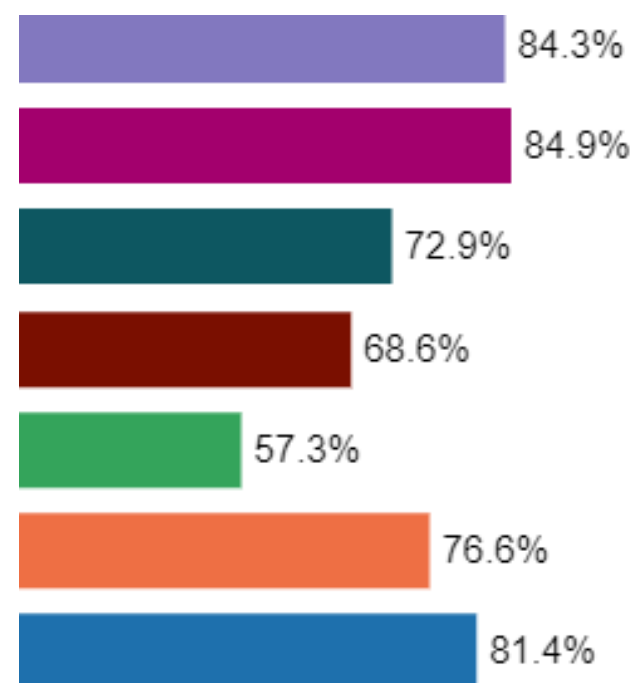


# Districtwide Attendance Data by Race/Ethnicity

**Kennewick School District**  
2020-21



**Kennewick School District**  
2021-22

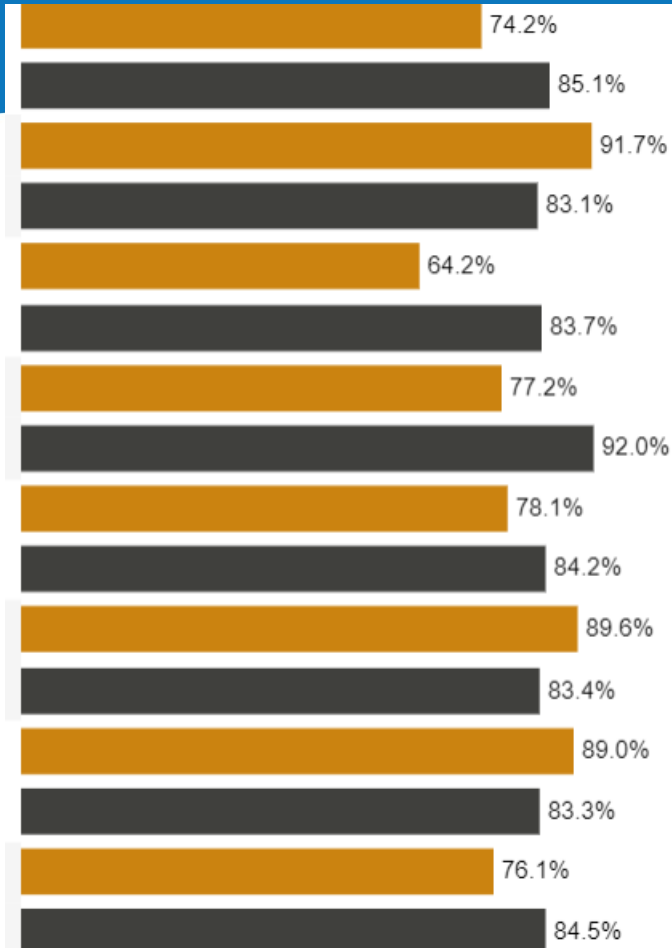


# Districtwide Attendance Data by Program

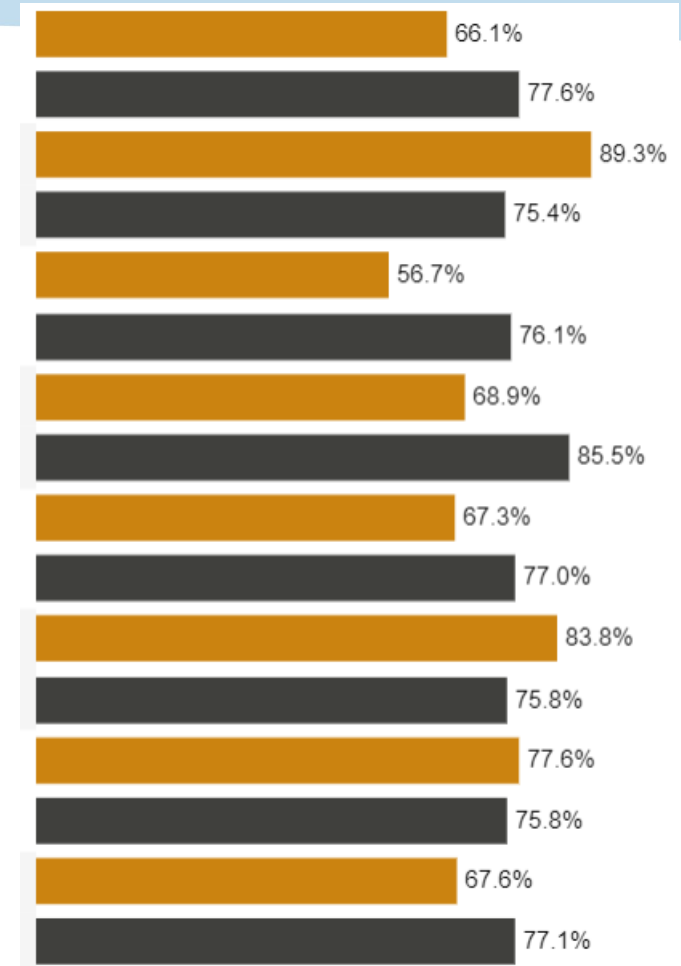
2020-21

## Kennewick School District

2021-22



English Language Learners  
 Non-English Language Learners  
 Highly Capable  
 Non-Highly Capable  
 Homeless  
 Non-Homeless  
 Low-Income  
 Non-Low Income  
 Migrant  
 Non Migrant  
 Military Parent  
 Non Military Parent  
 Section 504  
 Non Section 504  
 Students with Disabilities  
 Students without Disabilities



# Student Discipline Data



# Discipline

“Student discipline is defined as, for (state) report card purposes, ‘out-of-school exclusionary discipline.’ A school district’s discipline policies and procedures must ensure due process protections for students and should provide a continuum of equitable, culturally responsive, instructional approaches to support students and all members of the school community in meeting behavioral expectations.”

**The discipline rate is determined by the number of students who receive an out-of-school exclusionary discipline divided by the total number of student enrolled during the year.**

Source: OSPI



# Districtwide Discipline Data

What percent of students are excluded in response to a behavioral violation?

Kennewick School District

2021-22

**4.8%**

# Districtwide Discipline Data

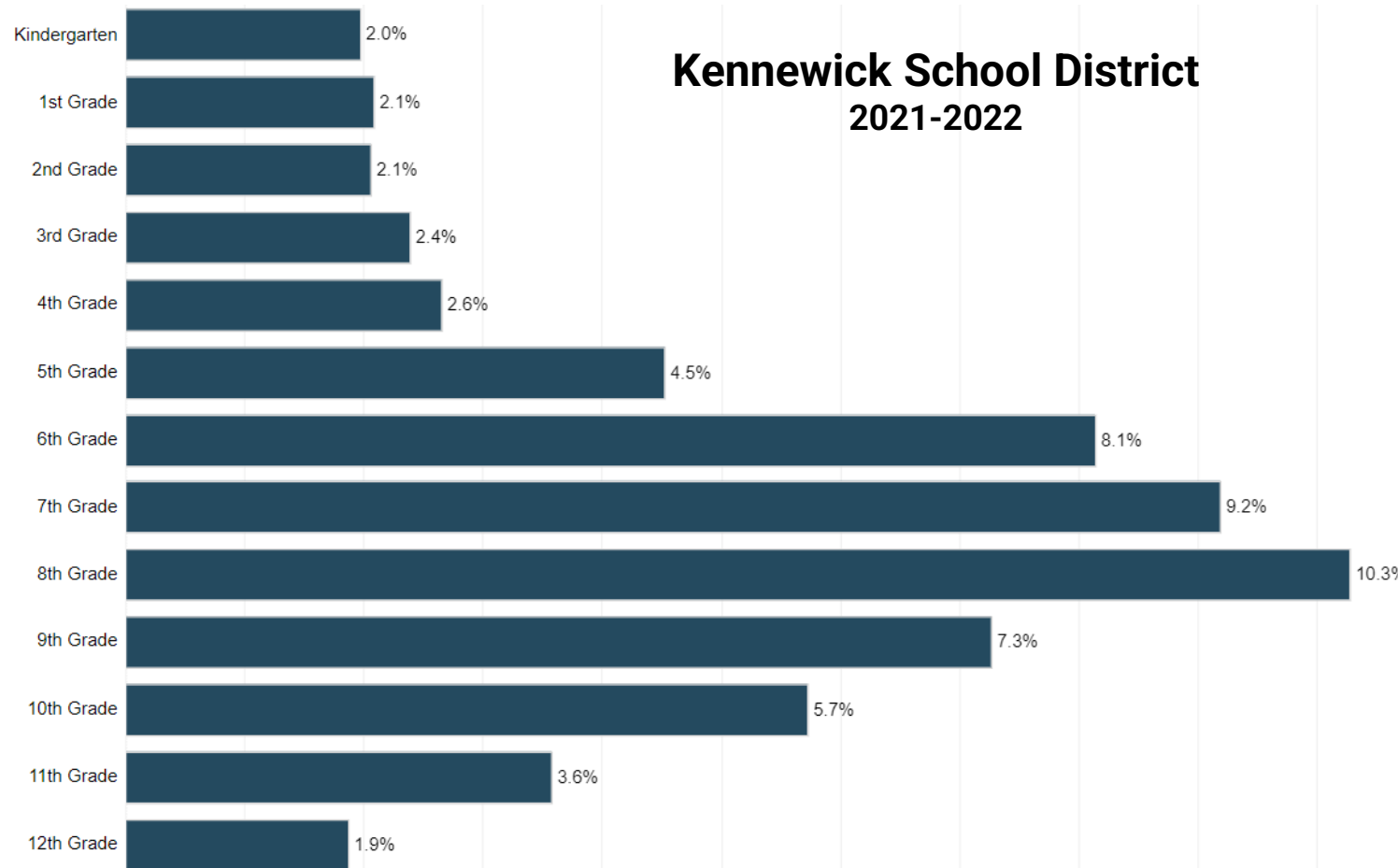
What percent of students are excluded in response to behavioral violation, over time?

Kennewick School District

2014-15	2015-16	2016-17	2017-18	2018-19	2019-20	2020-21	2021-2022
4.8%	4.5%	4.2%	4.8%	4.5%	2.8%	1%	4.8%

# Districtwide Discipline Data

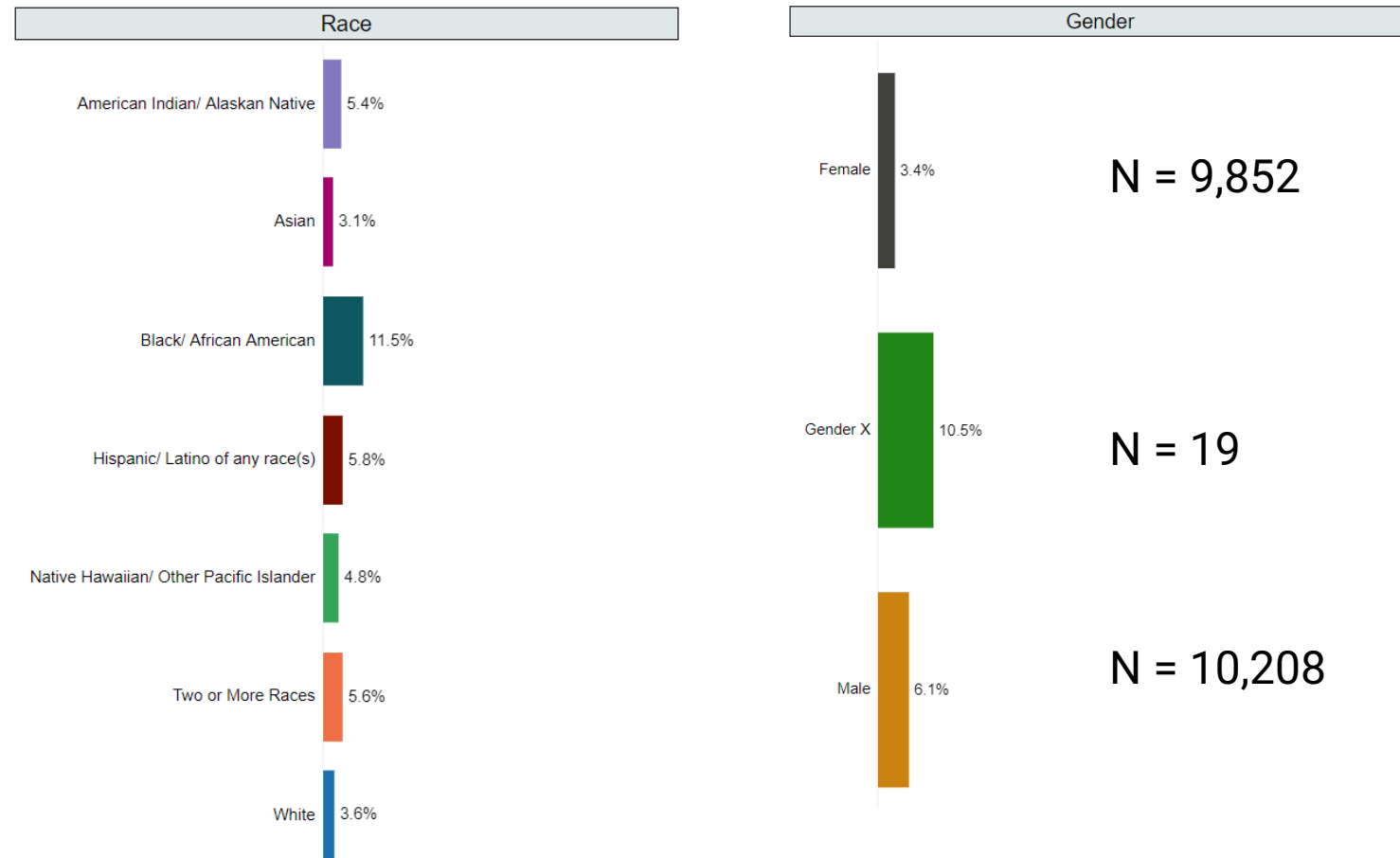
What percent of students are excluded in response to a behavioral violation in each grade?



# Districtwide Discipline Data

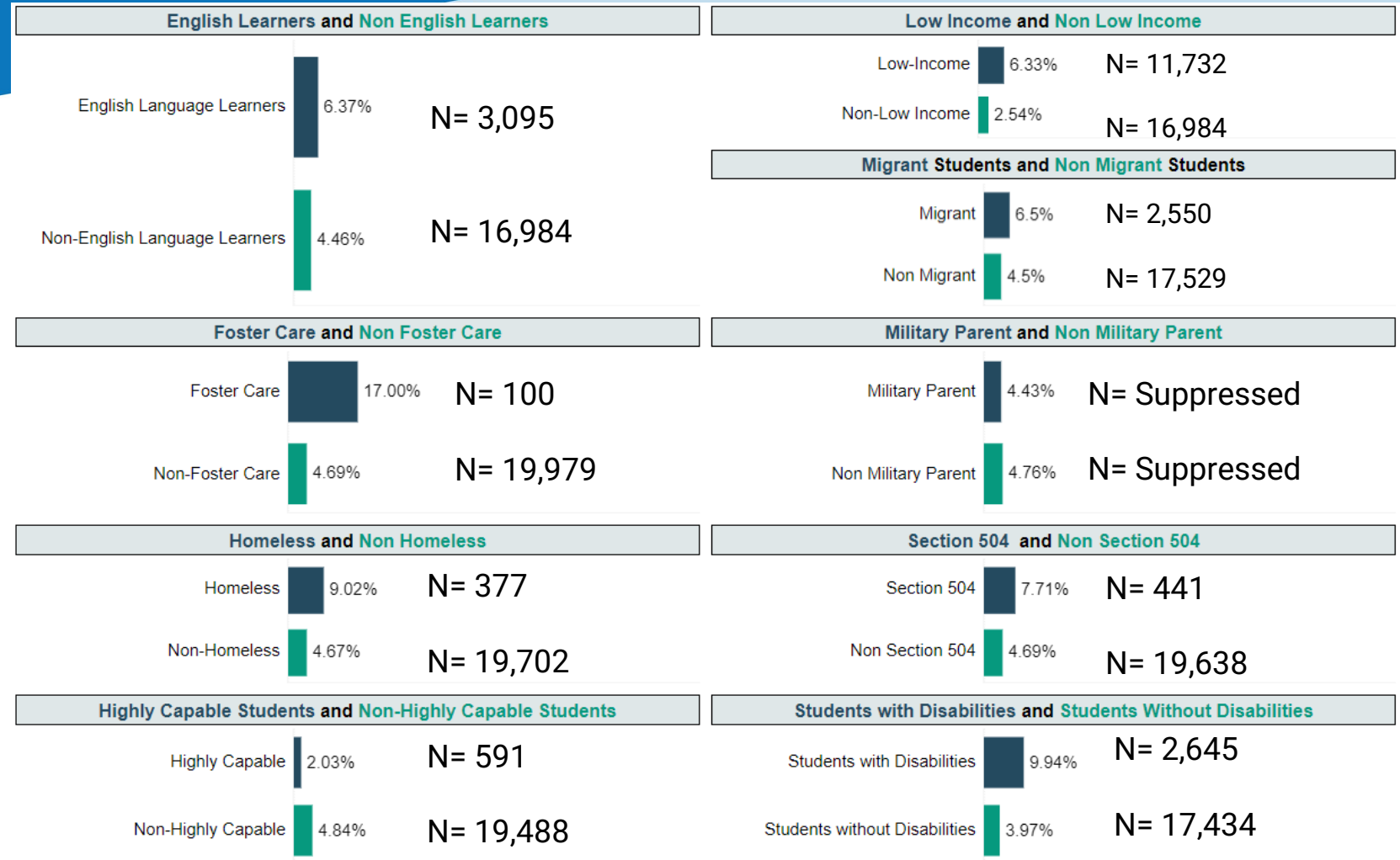
2021-22

What percent of students, disaggregated for student characteristics, were excluded in response to a behavioral violation?



# Districtwide Discipline Data

What percent of students, disaggregated by student program, were excluded in response to a behavioral violation?



# Continuous Improvement Efforts

## Students

**GOAL: All students are safe, known and valued**



- *Physically, social-emotionally and intellectually safe.*
- *Known well by their teachers, staff and each other.*
- *Valued for their diverse strengths and backgrounds.*

### 2022-23 Annual Objectives

#### Student Safety & Security

- Our district safety team will meet regularly to assess facility safety and ensure implementation of safety protocols at all schools.
- Schools will perform nine safety drills throughout the year.
- We will continue to partner with Kennewick Police Department to provide school resource officers and DARE training for students.
- Schools will continue to implement Positive Behavioral Interventions and Supports (PBIS) to promote positive student behavior.

#### Student Social-Emotional Well-Being

- Schools will use the results of their annual "Safe, Known and Valued" student survey to assess student needs and set school goals.
- We will continue to partner with Comprehensive Healthcare to provide mental health counselors for our middle and high schools.
- We will begin implementation of a district-wide Comprehensive School Counseling Plan focused on student social-academic, career, and social-emotional development.
- We will provide training for staff to support social-emotional learning (SEL) for students.

#### Student Attendance

- We will expand our districtwide attendance awareness campaign to promote regular school attendance throughout the year.
- Our Community Engagement Board will meet with identified students and families to help determine root causes of student absences and provide resources and interventions to help re-engage students in school.

#### Student Voice & Value

- The superintendent will continue to meet monthly with the Superintendent's Student Advisory Council (SSAC), which includes diverse student representation from each high school, to seek student input and feedback and engage students on important issues.
- The student school board representative will provide reports from the SSAC to the board, and the board will engage the student representative in board discussions as appropriate.

#### Performance Indicators and Targets

- $\geq 90\%$  of students report they feel safe, included and welcomed at school.
- $\geq 90\%$  of students regularly attend school ( $< 2$  absences per month).
- The districtwide discipline rate is  $\leq 4\%$ .
- Student survey data and school goals focused on students being "Safe, Known and Valued" are presented to the board in October each year.

# Summary

Performance Indicator and Target	Current Performance
≥90% of students report that they feel safe, included and welcomed at school	<b>84%</b> of students reported that they feel safe, included and welcomed at school on the spring 2023 student survey <ul style="list-style-type: none"><li><i>I feel safe on school grounds, fields, and playgrounds before, during, and after school.</i></li><li><i>I feel safe riding the bus.</i></li><li><i>Students and staff at my school are friendly to me.</i></li><li><i>There is at least one teacher or other adult at my school that I can talk to if I have a problem.</i></li><li><i>I am treated with as much respect as other students.</i></li><li><i>The adults at my school respect me.</i></li></ul>
≥90% of students regularly attend school (<2 absences per month)	<b>75.8%</b> of students regularly attended school <i>(data reflects attendance rates from prior school year 2021-22)</i>
The districtwide discipline rate is ≤4.0%	The districtwide discipline rate was <b>4.8%</b> <i>(data reflects attendance rates from prior school year 2021-22)</i>

# Comment/Questions?





# Appendix

## Individual School Data



# Elementary School Level Data

## *“safe, included and welcomed” questions*

School	2021-22	2022-23
Amistad	77%	79%
Amon Creek	88%	89%
Canyon View	87%	82%
Cascade	86%	87%
Cottonwood	89%	85%
Eastgate	82%	86%
Edison	76%	82%
Fuerza	83%	86%
Hawthorne	90%	85%
Lincoln	88%	89%
Ridge View	89%	85%
Sage Crest	82%	90%
Southgate	88%	88%
Sunset View	88%	85%
Vista	86%	91%
Washington	86%	83%
Westgate	83%	89%

- *I feel safe on school grounds, fields, and playgrounds before, during, and after school.*
- *I feel safe riding the bus.*
- *Students and staff at my school are friendly to me.*
- *There is at least one teacher or other adult at my school that I can talk to if I have a problem.*
- *I am treated with as much respect as other students.*
- *The adults at my school respect me.*

# Middle and High School Level Data

## *“safe, included and welcomed” questions*

School	2021-22	2022-23
Chinook Middle School	84%	84%
Desert Hills Middle School	85%	87%
Highlands Middle School	83%	82%
Horse Heaven Hills Middle School	82%	79%
Park Middle School	79%	80%
Kamiakin High School	87%	82%
Kennewick High School	88%	85%
Legacy High School	78%	79%
Phoenix High School	86%	84%
Southridge High School	87%	83%
Endeavor High School	*N/A	91%

- *I feel safe on school grounds, fields, and playgrounds before, during, and after school.*
- *I feel safe riding the bus.*
- *Students and staff at my school are friendly to me.*
- *There is at least one teacher or other adult at my school that I can talk to if I have a problem.*
- *I am treated with as much respect as other students.*
- *The adults at my school respect me.*

# Elementary Attendance Data

School	Fewer than 2 absences per month 2019-20	Fewer than 2 absences per month 2020-21	Fewer than 2 absences per month 2021-2022
<b>Amistad</b>	76.7%	73%	<b>44%</b>
<b>Amon Creek</b>	90.1%	88.1%	<b>82.2%</b>
<b>Canyon View</b>	87.9%	70.0%	<b>61.4%</b>
<b>Cascade</b>	84.8%	70.2%	<b>64.9%</b>
<b>Cottonwood</b>	93.5%	Suppressed >99%	<b>Suppressed: &gt; 99%</b>
<b>Eastgate</b>	78.3%	41.5%	<b>51.7%</b>
<b>Edison</b>	71.5%	59.6%	<b>48.3%</b>
<b>Fuerza</b>	88.6%	84.5%	<b>79.1%</b>
<b>Hawthorne</b>	81.2%	47.0%	<b>55.9%</b>
<b>Lincoln</b>	83.1%	72.9%	<b>68.1%</b>
<b>Ridge View</b>	92.4%	74.7%	<b>86.8%</b>
<b>Sage Crest</b>	88.0%	Suppressed >99%	<b>Suppressed: &gt;99%</b>
<b>Southgate</b>	86.5%	82.9%	<b>67.9%</b>
<b>Sunset View</b>	92.7%	77.1%	<b>76.1%</b>
<b>Vista</b>	77.9%	66.9%	<b>60.5%</b>
<b>Washington</b>	88.2%	54.8	<b>63.1%</b>
<b>Westgate</b>	81.5%	51.9	<b>63%</b>

# Middle and High School Attendance Data

School	Average Attendance: Fewer than 2 absences per month 2019-20	Average Attendance: Fewer than 2 absences per month 2020-21	Average Attendance: Fewer than 2 absences per month 2021-22
<b>Chinook</b>	69.1%	47.6%	<b>Suppressed &gt;99%</b>
<b>Desert Hills</b>	90.1%	98.9%	<b>86.2%</b>
<b>Highlands</b>	79.9%	Suppressed >99%	<b>74%</b>
<b>Horse Heaven</b>	86.8%	88.7%	<b>77.6%</b>
<b>Park</b>	80.7%	Suppressed >99%	<b>80.4%</b>
<b>Kamiakin</b>	88.7%	97.8%	<b>83.3%</b>
<b>Kennewick</b>	81.0%	83.3%	<b>69.8%</b>
<b>Legacy</b>	56.2%	73.4%	<b>77.4%</b>
<b>Phoenix</b>	31.5%	22.9%	<b>6.5%</b>
<b>Southridge</b>	86.0%	Suppressed >99%	<b>79.6%</b>

# Elementary Discipline Data

School	Discipline: % of students excluded from school due to a behavior violation
Amistad	3.5%
Amon Creek	1.0%
Canyon View	3.8%
Cascade	1.7%
Cottonwood	0.9%
Eastgate	2.1%
Edison	5.6%
Fuerza	1.3%
Hawthorne	4.0%
Lincoln	0.8%
Ridge View	1.3%
Sage Crest	0.6%
Southgate	3.1%
Sunset View	3.5%
Vista	6.7%
Washington	4.5%
Westgate	4.2%

# Middle and High School Discipline Data

School	Discipline: % of students excluded from school due to a behavior violation
Chinook	5.7%
Desert Hills	5.0%
Highlands	12.5%
Horse Heaven	7.3%
Park	16.6%
Kamiakin	5.0%
Kennewick	7.2%
Legacy	0.7%
Phoenix	0.0%
Southridge	3.2%



# **General Fund 2023-24 Preliminary Budget Update**

May 10, 2023



## Kennewick School District Student Enrollment Full Time Equivalent

	21/22 Actual	22/23 Budget	22/23 Projected	2023-24 Preliminary	2023-24 Prelim Change From Projected
<b>Enrollment</b>					
Basic Education Elementary	6,552	6,579	6,810	6,723	(87)
Kindergarten	1,324	1,324	1,244	1,255	11
Mid Columbia Partnership K - 5	340	276	210	208	(2)
Elementary	<b>8,216</b>	<b>8,179</b>	<b>8,264</b>	<b>8,186</b>	<b>(78)</b>
Basic Education Middle School	3,938	3,833	3,880	3,938	58
Basic Education High School	3,553	3,580	3,710	3,724	14
Delta High School (includes CTE)	152	152	140	140	-
Phoenix Project Based High School	54	55	55	55	-
Legacy High School	115	106	140	140	-
Online/Endeavor High School	174	200	145	145	-
Mid Columbia Partnership 6th - 12th	265	312	225	202	(23)
Secondary	<b>8,251</b>	<b>8,238</b>	<b>8,295</b>	<b>8,344</b>	<b>49</b>
Subtotal	<b>16,467</b>	<b>16,417</b>	<b>16,559</b>	<b>16,530</b>	<b>(29)</b>
<i>FTE \$'s Generated Are Restricted</i>					
Middle School Career & Technical Ed	160	160	160	140	(20)
High School Career & Technical Ed	893	898	830	855	25
Tri-Tech Skill Center	425	500	510	525	15
CBC Academy - \$ Pass Thru To CBC	16	10	20	20	-
Open Doors- \$ Pass Thru To ESD	37	45	45	45	-
Running Start - \$ Pass Thru To CBC/WSU	266	310	330	330	-
Subtotal	<b>1,797</b>	<b>1,923</b>	<b>1,895</b>	<b>1,915</b>	<b>20</b>
<b>Total Student FTE</b>	<b>18,264</b>	<b>18,340</b>	<b>18,454</b>	<b>18,445</b>	<b>(9)</b>
Special Education Age 3 - 21 Enrollment	2,421	2,400	2,600	2,620	<b>20</b>
Bilingual Headcount	2,734	2,765	3,000	3,000	-
Free & Reduced Meal % Used For Funding	56.71%	57.40%	58.80%	59.19%	

# Preliminary Basic Ed Revenue Changes School Year 2023-24

Revenue Source (Basic Ed/Local Funded) Increases	Projected Amount March 23	Projected Amount May 10
Basic Ed Enrollment (Increased enrollment > than budget for 2022-23/not expecting decrease for 2023-24)/CTE enrollment decrease	\$550,000	\$600,000
Special Education Enrollment (Increased enrollment > than budget for 2022-23)/not expecting decrease for 2023-24)	2,100,000	2,100,000
Special Education Formula Adjustments (Legislature - multiplier increase/funding cap increase)	??	2,200,000
Transportation Funding (Should expect to receive 2022-23 funding of \$9.9M)	2,100,000	2,100,000
Inflationary Formula Allocation Adjustment – Legislature - Pass Through To Staff	4,540,000	4,576,000
Employer Benefit Allocation & Health Insurance Allocation (\$12,312 to \$13,260 per year health ins)	1,400,000	1,465,000
Retirement rate decrease/employer contribution decreases	-	(4,516,000)
Materials, Supplies & Operating Cost (MSOC) (Inflation Adjustment – Legislature)	800,000	740,000
Formula Adjustment For Social Emotional Learning (SEL) Staff (counselors/nurse/safety/psych)	1,750,000	1,750,000
Property Tax (Collect 2024 taxes January 2024 – August 2024) \$8.13M to \$12.38M	4,250,000	4,250,000
Levy Equalization (\$4.05M to \$9.78M)	<u>5,730,000</u>	<u>5,730,000</u>
<b>Total Preliminary Revenue Change</b>	<b>\$23,220,000</b>	<b>\$20,995,000</b>

# 2023-24 Preliminary Staff Cost Changes

Staffing Costs	Projected Increase March 22	Projected Increase May 10
2022-23 Added Staff/Adding Levy Reduced Staff Back/Bargained Costs Not In Budget	\$1,500,000	\$1,264,807
Elementary Safety Officers	1,200,000	1,241,931
Elementary Cert Staff – Add 1.0 At Cascade	85,000	90,471
Middle School Teaching Staff (No Expected Changes)	-	-
High School Teaching Staff – (No Expected Changes)	-	-
MCP Online & Endeavor Staffing (No Expected Changes)	??	-
Special Education Certificated & Para Staff requesting additional cert staff and additional para hours (+ 5.0 cert staff) & (15 para positions/some added in 22-23)	??	1,378,434
Added Counselor Staff (1.0 at each High School)	??	400,551
Other Support/Operations/Maintenance Staffing	??	62,438
Projected Increase In Staff Costs/Inflationary Adjustments/Employer Benefits	??	8,360,669
Employer Paid Retirement Rate Decrease 14.69% to 9.68%	-	(5,342,076)
Employer Paid Medical Increase \$12,312 per year to \$13,200 per employee	??	1,804,282
Teacher Retirements	??	(494,487)
Certificated/Classified Pools \$12.5M (Overload/Subs/Coaches/Extra Pay/Leave Cash Outs, Etc.)	??	847,501
Re-allocate Staff Costs (To)/From Other Program Funding Sources	??	<u>171,755</u>
<b>Preliminary Basic Ed/Local Funded Staff Cost Change</b>	<b>? \$14.0M - \$15.0M ?</b>	<b><u>\$9,786,276</u></b>

# General Fund Materials/Supply/Operating Costs (MSOC)

Materials/Supplies/Operating Costs (MSOC) Select Categories	20/21 Budget	21/22 Budget	22/23 Budget	23/24 Prelim Budget	Budget Change 23/24 - 22/23
<i>Utility Cost</i>	\$ 3,641,500	\$ 3,642,500	\$ 3,748,250	\$ 4,022,000	\$ 273,750
<i>Property/Liability Insurance</i>	2,280,000	2,755,000	3,071,900	3,276,500	204,600
<i>Transportation/Fleet Fuel</i>	885,000	885,000	900,000	1,220,000	320,000
Transportation	491,300	475,350	465,350	465,350	-
Curriculum Adoption	1,032,500	1,032,500	32,500	235,000	202,500
<i>IT/Technology/Software</i>	3,109,000	3,109,000	3,189,000	3,189,000	-
Maint/Fleet/Custodial/Grounds/Warehouse/Print Shop	3,592,850	3,594,850	3,262,850	3,312,850	50,000
Maint/Grounds (Equipment & Fleet Replacement)	221,500	221,500	196,500	196,500	-
<i>Special Education</i>	1,309,976	1,309,976	1,130,476	1,935,476	805,000
Security Resource Officer Contract	400,000	400,000	415,000	710,000	295,000
ESD Prevention Services	175,000	175,000	175,000	185,000	10,000
Reading Foundation (23-24 Contract TBD /In Progress)	379,575	379,575	379,575	395,000	15,425
Testing/Assessment Contract	185,000	185,000	70,000	185,000	115,000
Building Budgets	2,502,875	2,456,242	2,266,922	2,300,000	33,078
Other MSOC/No Tri Tech/No CTE (01,02,97)	2,104,741	2,117,000	1,678,023	1,731,445	53,422
<b>Subtotal Basic Ed/Local Funded MSOC Budget Change</b>	<b>\$ 22,310,817</b>	<b>\$ 22,738,493</b>	<b>\$ 20,981,346</b>	<b>\$ 23,359,121</b>	<b>\$ 2,377,775</b>
Delta/Running Start/CBC Academy-Offset With Revenue	3,155,000	3,145,000	2,870,000	Offset with funding	
Open Doors- Offset With Revenue	\$ 375,000	\$ 365,000	\$ 390,500	Offset with funding	
Science Resource Center (Offset With Revenue)	897,500	187,500	222,500	Offset with funding	
Communities In Schools (22-23: 11 schools/ \$57K each)	385,000	511,830	627,000	\$80K each for 23-24;=\$800K	
Career & Technical Education	1,541,834	1,407,886	2,092,886	Budgets in process - minimal impact on basic ed bottom line. Funding can only support program costs.	
Tri Tech Skill Center	1,423,228	1,668,228	1,853,228		
Federal Programs	1,077,746	2,538,310	1,234,234		
Learning Assistance Program (LAP)	282,377	715,470	632,281		
Bilingual	266,000	162,500	164,500		
Early Childhood Educ. Assistance Program (ECEAP)	274,500	277,000	277,000		
Food Service Program	5,480,903	4,708,343	5,672,373		
Other Grants/Contingency	1,500,000	1,500,000	1,500,000		
Other Non-Local Funded Program Change	950,322	725,470	772,669		
<b>Subtotal</b>	<b>\$ 17,609,410</b>	<b>\$ 17,912,537</b>	<b>\$ 18,309,171</b>		<b>\$ -</b>

## General Fund Budget Outlook

	Adopted 22/23 Levy Fail	Mar 23 Projected 23/24	May 10 Projected 23/24	Projected 24/25	Projected 25/26	Projected 26/27
<b>Budget Surplus/(Deficit) Prior Year</b>	\$ (10,446,727)	(25,089,112)	(25,089,112)	\$ (16,348,634)	\$ (5,807,122)	\$ (6,843,712)
<b>Preliminary Budgeted Revenue Increase</b>						
Enrollment Changes/Enrollment Future Years 100 FTE x \$9,300	-	550,000	600,000	950,000	970,000	990,000
Special Education Enrollment At 2,600 For 23-24 +50 FTE Future Years	1,732,918	2,100,000	2,100,000	475,000	500,000	525,000
Special Education Legislative Adjustments		??	2,200,000			
Transportation Funding Change	-	2,100,000	2,100,000	-	-	-
Other State Leg Revenue Increase/(Decrease)/ SEL Staffing	2,710,000	1,750,000	1,750,000	1,820,000	71,400	72,828
State Funding Materials, Supplies & Operating Cost (MSOC) Increase	805,258	800,000	740,000	500,000	500,000	500,000
Other Revenue Increases	196,500	-	-	-	-	-
<b>Levy Rate</b>		\$ 1.73	\$ 1.73	\$ 1.68	\$ 1.63	??\$1.63?
Property Tax Revenue Increase	(9,074,835)	4,250,000	4,250,000	10,660,145	714,340	1,043,405
Levy Equalization Funding Change	(10,524,189)	5,730,000	5,730,000	3,549,489	(335,934)	(311,217)
23/24 +3.70% State Inflation Adjustment/Health Ins/Benefits	6,030,433	5,940,000	1,525,000	4,911,075	2,873,670	2,920,143
<b>Preliminary Increased Revenue Basic Ed/Local Funded</b>	\$ (8,123,915)	\$ 23,220,000	20,995,000	22,865,709	5,293,476	5,740,159
<b>Preliminary Budgeted Expenditure Increase</b>						
Staff Costs Increases During 2021-22 > Budget	488,466	-	-	-	-	-
Retired Teachers	(1,001,075)	(900,000)	(494,487)	(900,000)	(950,000)	(950,000)
Annual Cost Increase To Wage/Benefits For BEA/SPED/Local Funded	12,444,200	10,416,588	11,012,452	9,974,197	6,280,066	6,396,917
State Retirement Employer Contribution Decrease		-	(5,342,076)			
Staffing Reductions & Additions	(1,084,178)	3,100,000	3,345,580	1,250,000	-	-
Add Staff/Add Levy Reduced Staff/Bargained Costs	-	1,500,000	1,355,278	-	-	-
Levy Fail Reductions Staff Cost Related	(2,343,269)	-	-			
Utilities/Liability Insurance/Fuel	440,150	750,000	795,850	500,000	500,000	500,000
Other MSOC	-	750,000	1,581,925	1,500,000	500,000	500,000
Levy Fail Reductions MSOC Related	(2,197,297)	-	-			
Indirect Charges To Other Program Funding	(228,527)	-	-	-	-	-
<b>Preliminary Increased Cost Basic Ed/Local Funded</b>	\$ 6,518,470	\$ 15,616,588	12,254,522	\$ 12,324,197	\$ 6,330,066	\$ 6,446,917
<b>(Deficit)/Surplus</b>	\$ (25,089,112)	(17,485,700)	(16,348,634)	\$ (5,807,122)	\$ (6,843,712)	\$ (7,550,470)
<b>Apply ESSER Funding/Enrollment Stabilization Funding</b>	\$ 10,000,000		\$ 10,000,000	-	-	-
<b>Change In Fund Balance</b>	\$ (15,089,112)		\$ (6,348,634)	\$ (5,807,122)	\$ (6,843,712)	\$ (7,550,470)
Transfer Out - Tri Tech	\$ (1,500,000)		\$ (1,000,000)	\$ -	\$ -	\$ -
Beginning Fund Balance	\$ 50,000,000		\$ 43,356,217	\$ 36,007,583	\$ 30,200,461	\$ 23,356,749
<b>Projected Ending Fund Balance</b>	\$ 33,410,888		\$ 36,007,583	\$ 30,200,461	\$ 23,356,749	\$ 15,806,279
<b>Revised Projected Ending Fund Balance</b>	\$ 43,356,217					

## Kennewick School District Federal & State Categorical Funding Trend

Program	19-20	20-21	21-22	22-23	23-24 Projected
Title I	\$ 5,197,000	\$ 5,150,511	\$ 7,178,499	\$ 6,780,987	\$ 6,139,757
# Of Schools Receiving Title Funding	14	14	17	24	24
<i>Must allocate funding to schools at 75% or more poverty. District can continue to fund schools below 75% based on available funding, need, etc. Higher poverty schools receive higher per pupil funding amount than lower poverty schools.</i>					
Learning Assistance Program (LAP B	\$ 6,410,056	\$ 6,638,005	\$ 6,524,609	\$ 7,126,301	\$ 7,230,461
<i>Targeted toward students below grade level/all schools receive some funding/higher poverty schools receive larger allocation.</i>					
Learning Assistance Program >50%	\$ 2,566,922	\$ 2,642,019	\$ 3,466,150	\$ 3,807,860	\$ 3,931,000
# Of Schools Receiving Funding	17	19	21	21	22
<i>Funding in addition to LAP Base funding. School will additional staff to support instruction/learning, some have used for Communities In Schools.</i>					
Bilingual	\$ 3,902,757	\$ 4,217,169	\$ 4,183,334	\$ 4,679,754	\$ 4,595,000
<i>Staffing allocations to various schools based on population and need/22 schools budgeted for funding in 2023-24.</i>					

# Budget Outlook

- Budgeted revenues were well short of expenditures prior to 2023 levy failure.
- Levy passed by voters last month was at much lower amounts than the levy for 2023 that failed.
  - Maximum levy rate allowed is \$2.50
  - District is well below \$2.50, levy rates projected at \$1.73/\$1.68/\$1.63 for 2024-26.
- 2022-23 enrollment increased slightly over 2021-22.
  - Can't rely on significant enrollment increase to generate funding.
- Increased cost of living adjustments through the state add significant costs to the district; the higher the adjustment = higher cost to the district.
  - State does not fully fund staff costs. District pays cost increases on the portion of district funded costs.
  - This is the primary reason districts are at or approaching a \$2.50 levy rate.
- Recent increases in new state funding are not flexible. Need to add staff to receive the funding.
- District will use ESSER for 2023-24 and Fund Balance for 2024-25/2025-26 to maintain operations and staffing.
- Curriculum adoption budget and various other budgets have not been added back in 2023-24.
- ESSER continues to fund some staff positions supporting lower class sizes.
  - Positions will need to be reviewed after 2023-24 when ESSER expires.
  - Provides health room support: \$290K
  - ESSER funding supports contracted Mental Health Services at secondary schools: \$1.2M.
  - ESSER funding supports online tutoring services: \$1.0M.
- Budget Outlook 2023/24 to 2025/26 and beyond
  - Revenues projected to be well short of expenditures (*short by \$5.0M to \$10.M each school year*).
  - Use ESSER to increase fund balance to weather next three years.
  - Manage budget and staffing costs.
  - Evaluate levy amounts for 2027 – district is well below the maximum allowed of \$2.50.

# Next Steps & Budget Timeline

- May: Budget Presentations – General Fund/Other Funds
  - May 24 Preliminary Budget Presentation
- June 21: Public Hearing & Adoption of District Budget



# Boundary Process Update Initial Recommendation

May 10, 2023



# Goals for Boundary Adjustment

- Decrease enrollment at Amon Creek and Sage Crest
- Distribute enrollment more equitably amongst schools
- Accommodate future growth in the west end of the district
- Increase enrollment at the new and larger Ridge View

# Boundary Process and Timeline

## Timeline

Complete the process in 2022-23 school year to determine new boundaries to take effect in **Fall 2024**

<b>December 14, 2022</b>	Board Meeting – Boundary Overview and Plan
<b>December 2022 – February 2023</b>	Internal Work/Committee Work
<b>February 22, 2023</b>	Board Meeting – Share Boundary Update & Scenarios
<b>March 2023</b>	Parent Meetings/Feedback Processes
<b>April 26, 2023</b>	Board Study Session – Boundary Update/Scenarios
<b>May 10, 2023</b>	Board Meeting – Initial Recommendation
<b>May 24, 2023</b>	Board Meeting – Final Recommendation/Board Action

# Boundary Process Update

Kennewick School District continues to seek community feedback on proposed elementary school boundary changes that will take effect at the start of the 2024-25 school year.

Four boundary scenarios were initially developed, and the community provided feedback on those scenarios at in-person meetings and through an online input form.

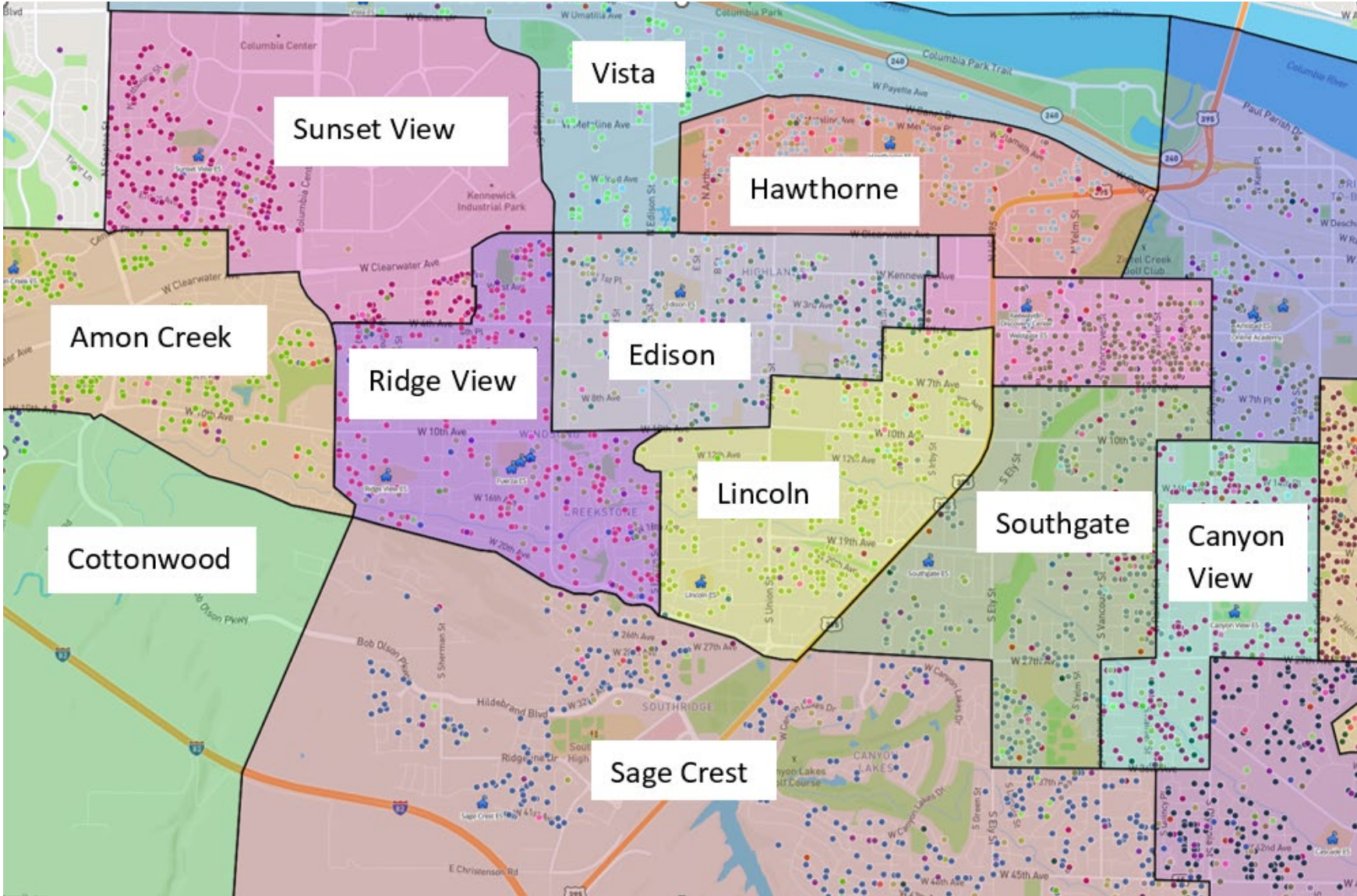
The Board of Directors reviewed and discussed the feedback at a Board study session held on April 26.

Based on community feedback, the Board provided feedback and direction to district staff, asking that components of scenario #1 and scenario #4 be used to create a new scenario.

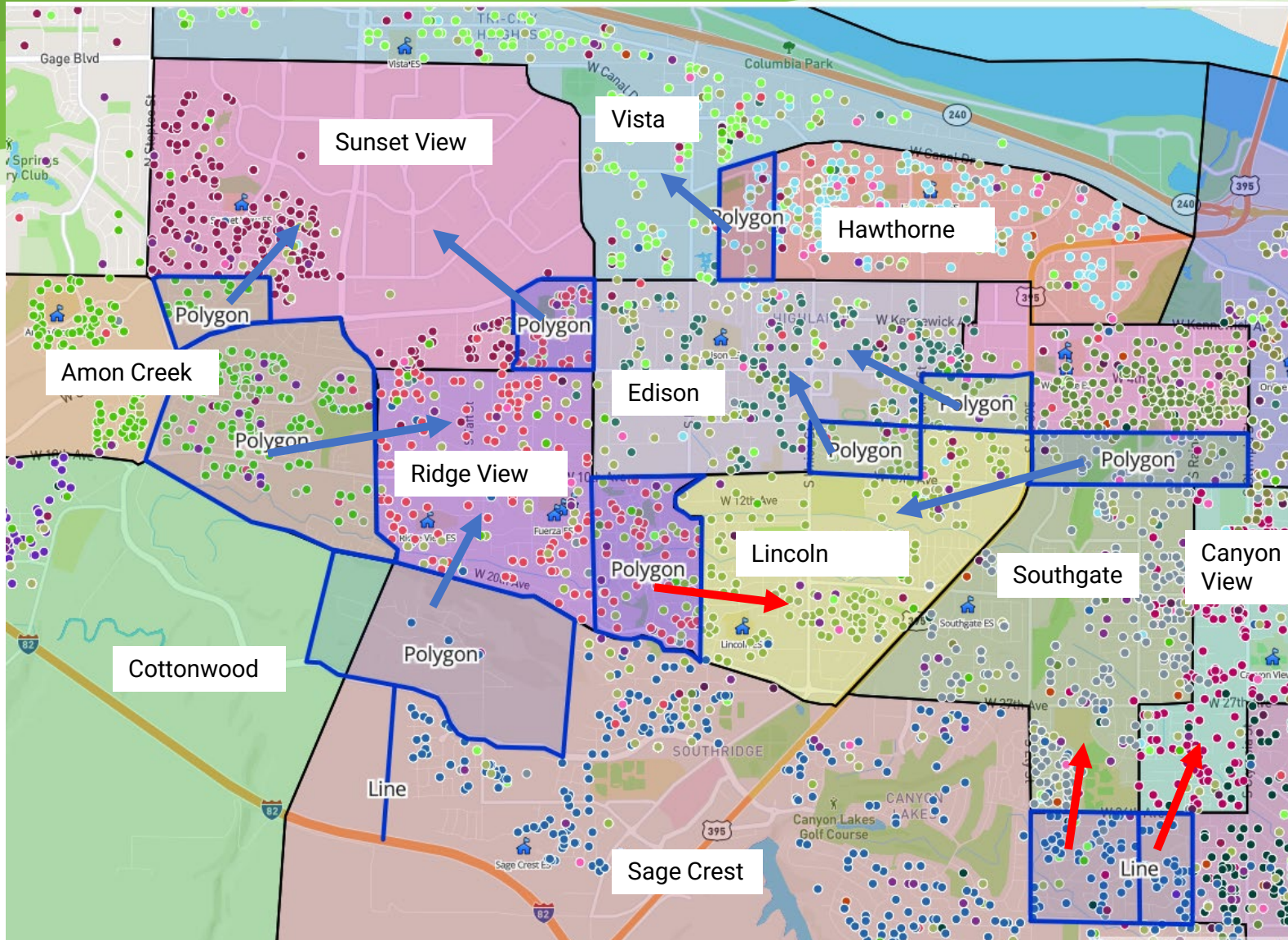
# Additional Boundary Change Information

- For the 2024-2025 school year, fifth grade students (and their siblings) will be allowed to stay at their current school.
- Families will need to provide transportation for those students that school year.

# Current Map - 2022-2023



# Map – Scenario #5

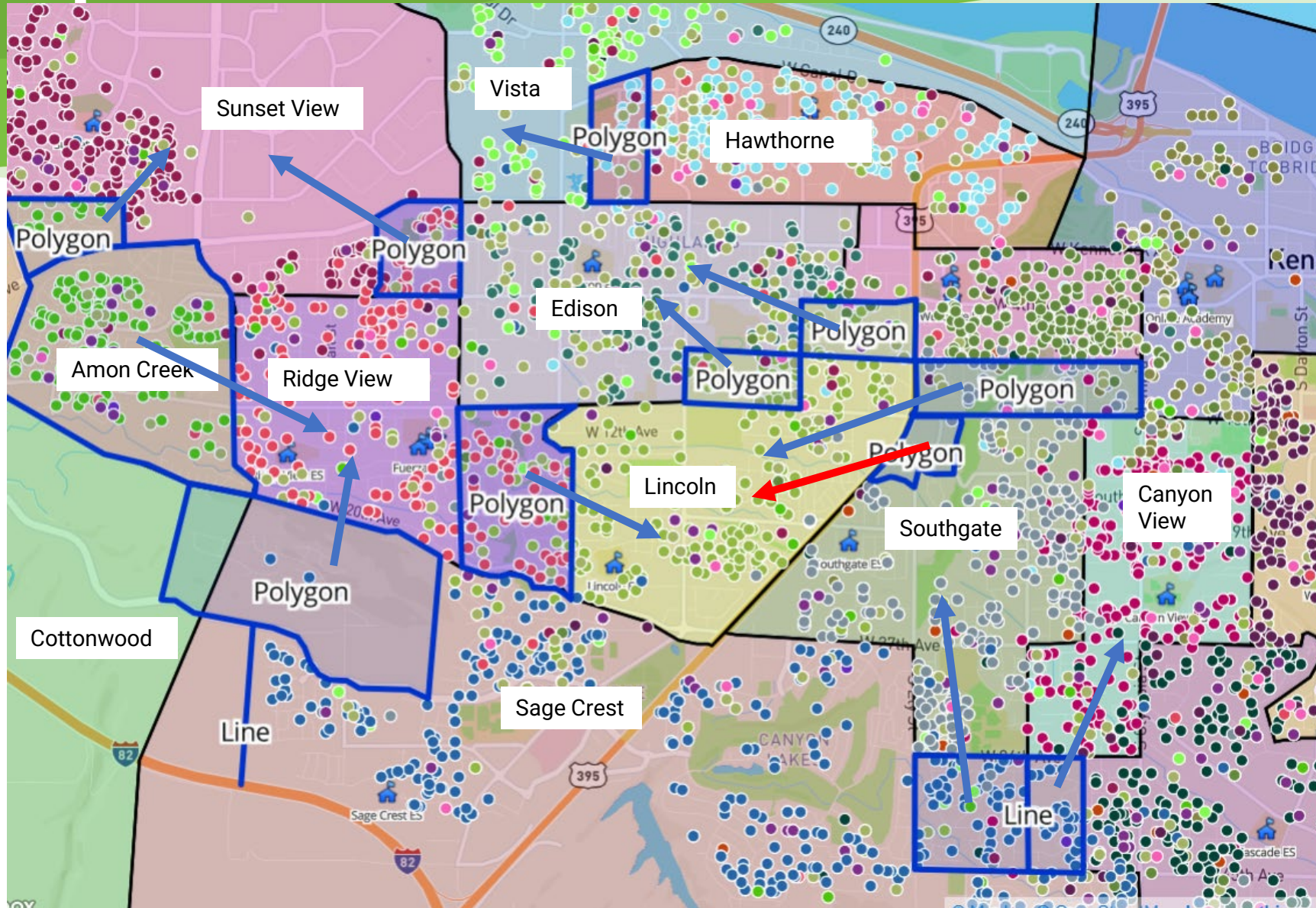


# Scenario #5 – Projected Enrollment

School	Enrollment*	Capacity	Scenario #2	Projected Scenario Enrollment
Edison	326	406	+83 from Lincoln	409
Ridge View	334	520 Includes 4 additional classrooms	+184 from Amon Creek -46 to Sunset View -65 to Lincoln	407
Vista	358	402	+76 from Hawthorne	434
Sunset View	388	441	+ 20 from Amon Creek + 46 from Ridge View	454
Hawthorne	476	476	-76 to Vista	400
Lincoln	441	522	+41 from Southgate -83 to Edison +65 from Ridge View	464
Sage Crest	624	625	-34 to Canyon View -58 to Southgate	532
Amon Creek	739	749	-184 to Ridge View -20 to Sunset View	535
Canyon View	404	444 With 2 additional classrooms	+34 from Sage Crest	438
Southgate	439	439	-41 to Lincoln +58 from Sage Crest	456



# Map – Scenario #5a



# Summary of Parent and Community Feedback



# Summary of Parent and Community Feedback

**867 views on YouTube**

**146 Responses to the online survey (as of May 9)**

## **What do you like best about Scenario #5?**

- Many like this scenario for various reasons.
- School are enrollments a little more balanced.
- Hanson Park stays together.
- Some positive comments about Creekstone now being a part of Lincoln.
- A few comments about the east Sage Crest neighborhood going to Southgate.

# Summary of Parent and Community Feedback

## What do you like least about Scenario #5?

- Many do not like scenario #5 for various reasons.
- Creekstone being moved from Ridge View to Lincoln boundary.
- Families purposefully purchased homes in the Ridge View boundary and now being moved to Lincoln.
- Families having to attend school at the Fruitland Building for a year and a half, but now do not get to attend the new Ridge View.
- The east Sage Crest boundary being moved to another school.
- Families want their 5<sup>th</sup> grade student to stay at their present school for their last year of elementary school.
- Comments about not moving any boundaries.
- The NE corner of Ridge View having to move to Sunset View.
- Some schools being above capacity
- Since the east side of the Sage Crest boundary is so far away, they should be moved to another school's boundary instead of the area so close to the school.
- Southgate will be above capacity and will have to find room for the new apartment complex.
- Creekstone moving to Lincoln wasn't presented in the first four scenarios.
- South Thompson Hill moving to Ridge View instead of Sage Crest.
- Causes families to attend school across 395.

# Summary of Parent and Community Feedback

## Do you have any further input into this boundary change scenario?

- Many of these comments are listed above.
- Not moving the Amon Creek neighborhood behind Black Rock Coffee on Steptoe moving to Sunset View.
- Scenario #5 was too last minute.
- Will do a choice transfer to stay at their school.

# Board Discussion



# Boundary Process Update

Board Study Session  
April 26, 2023



# District

## GOAL: The Kennewick School District is innovative, proactive and accountable



- *Innovative in our strategic future planning and engaged in continuous improvement.*
- *Regular, timely and transparent with our communications.*
- *Effective and efficient in our operations.*
- *Responsible stewards of public resources.*

### 2022-23 Annual Objectives

#### Future Facilities Planning

- We will continue to implement the 2019 voter-approved bond program, ensuring construction projects are completed on time and on budget.
  - Completed projects include Kennewick High School, Amistad Elementary, and expansions at Kamiakin High School and Southridge High School.
  - Ridge View Elementary construction began in June 2022. The school is being replaced and expanded to 30 classrooms.
- We will continue to assess enrollment and capacity needs, updating our 10-Year Capital Facilities Plan to ensure we have property and school facilities to serve students and families now and in the future.
- We will conduct a boundary review study and process to determine if school boundaries need to be adjusted to balance enrollment between elementary schools.
- We work with our Long-Term Facility Planning Committee and Executive Committee to plan for future bond measures to replace aging facilities and build new schools as needed for enrollment.

#### Future Facilities Planning

- We will determine a path forward for our Educational Programs & Operations Levy.
  - We will use federal Elementary and Secondary School Emergency Relief (ESSER) funding and existing fund balance to continue to fund important programs and staff for the 2022-23 school year.
  - We will implement \$5 million in budget reductions for the 2022-23 school year.
- We will continue to maintain a long-term budget strategy to align revenue and expenditures and ensure good stewardship of public funds.

#### Continuous Improvement, Transparency, and Strategic Planning

- We will place board policies and procedures on a regular review cycle, ensuring that policies remain up-to-date and consistent with practice and law.
- We will place district programs on a regular review cycle to assess effectiveness, efficiency and fiscal accountability and determine areas for improvement.
- We will continue to update our Strategic Plan each fall. The Strategic Plan and our District Performance Indicators and Targets – Annual Report, will continue to be posted on our district website.
- We will continue to publish an Annual Community Report in January.

#### Performance Indicators and Targets

- The Annual Community Report is published every January, providing the community with key information on student performance, district programs, capital projects and resource use.
- The unassigned, minimum fund balance is 3-5% of the total district budget.
- The district receives community support for levies and bond





# Boundary Process and Timeline

## Timeline

Complete the process in 2022-23 school year to determine new boundaries to take effect in **Fall 2024**

<b>December 14, 2022</b>	Board Meeting – Boundary Overview and Plan
<b>December 2022 – February 2023</b>	Internal Work/Committee Work
<b>February 22, 2023</b>	Board Meeting – Share Boundary Update & Scenarios
<b>March 2023</b>	Parent Meetings/Feedback Processes
<b>April 26, 2023</b>	Board Study Session – Boundary Update/Scenarios
<b>May 10, 2023</b>	Board Meeting – Initial Recommendation
<b>May 24, 2023</b>	Board Meeting – Final Recommendation/Board Action

# Goals for Boundary Adjustment

- Distribute enrollment more equitably amongst schools
- Accommodate future growth in the west end of the district
- Increase enrollment at the new and larger Ridge View
- Decrease enrollment at Amon Creek and Sage Crest

# Current Situation

School	Enrollment*	Capacity
Edison	326	406
Ridge View	334	520**
Vista	358	402
Sunset View	388	441
Washington	399	422
Canyon View	404	446
Hawthorne	476	476
Westgate	433	435
Southgate	439	439
Lincoln	441	522
Cottonwood	452	513
Eastgate	493	534
Cascade	540	541
Fuerza	587	587
Sage Crest	624	625
Amistad	635	695
Amon Creek	739	749
*October 2022		
**New Building		

# Schools

- Ridge View
- Amon Creek
- Sage Crest
- Sunset View
- Edison
- Vista
- Lincoln
- Hawthorne
- Southgate
- Canyon View

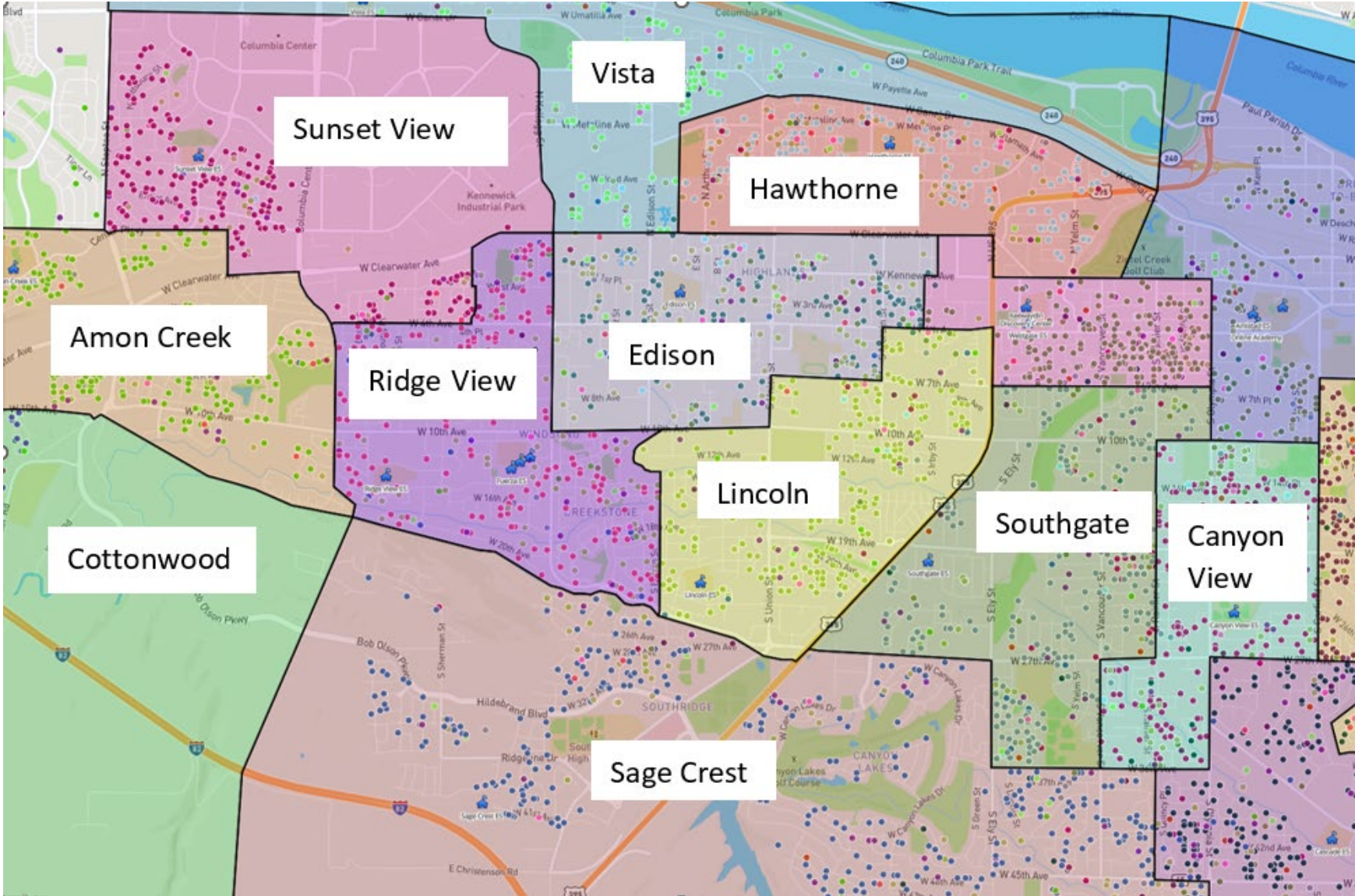
# Boundary Process

- Utilize mapping software to evaluate options
- Determine criteria for decisions
  - Transportation
  - Walk zones
  - Program placements (Special Education)
  - Grandfathering students
- Convene committee and facilitate community input process
- Seek board feedback and direction
- Complete board approval process

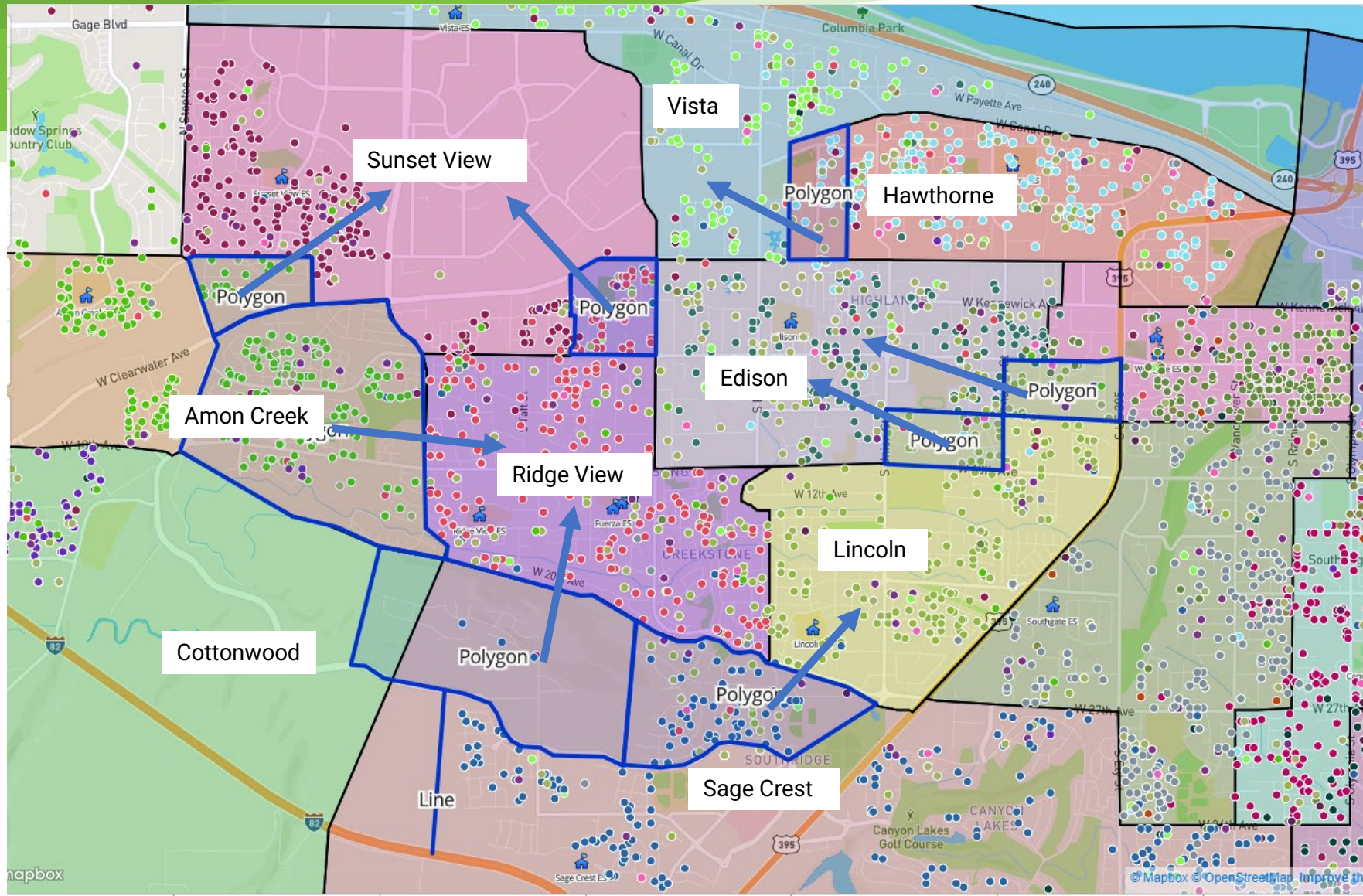
# Scenario 1



# Current Map - 2022-2023



# Map – Scenario 1





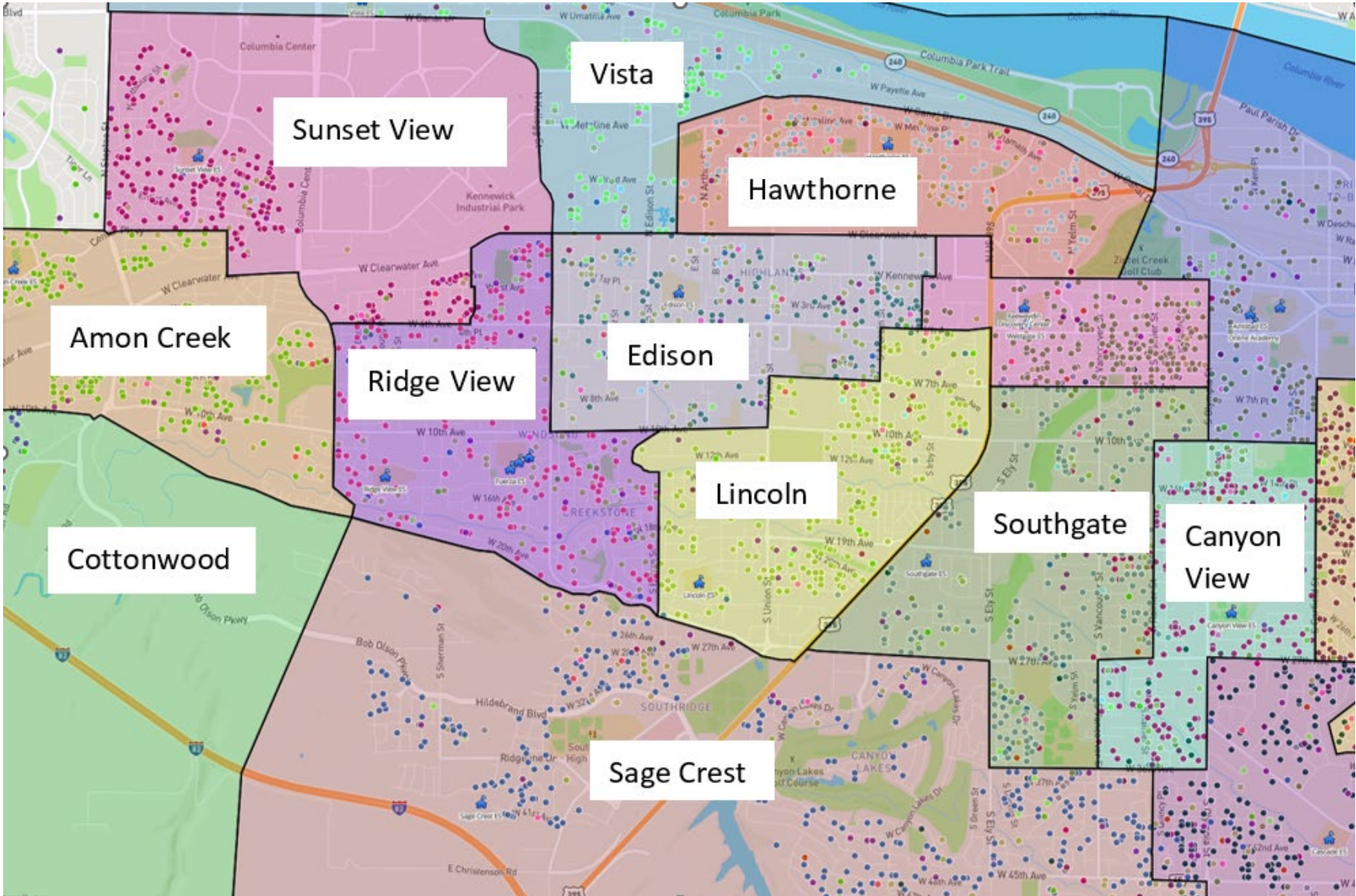
# Scenario #1 – Projected Enrollment

School	Enrollment*	Capacity	Scenario #1	Projected Scenario Enrollment
Edison	326	406	+83 from Lincoln	409
Ridge View	334	520	+184 from Amon Creek -46 to Sunset View	472
Vista	358	402	+76 from Hawthorne	434
Sunset View	388	441	+ 20 from Amon Creek +46 from Ridge View	454
Hawthorne	476	476	-76 to Vista	400
Lincoln	441	522	+65 from Sage Crest -83 to Edison	423
Sage Crest	624	625	-65 to Lincoln	559
Amon Creek	739	749	-184 to Ridge View -20 to Sunset View	535

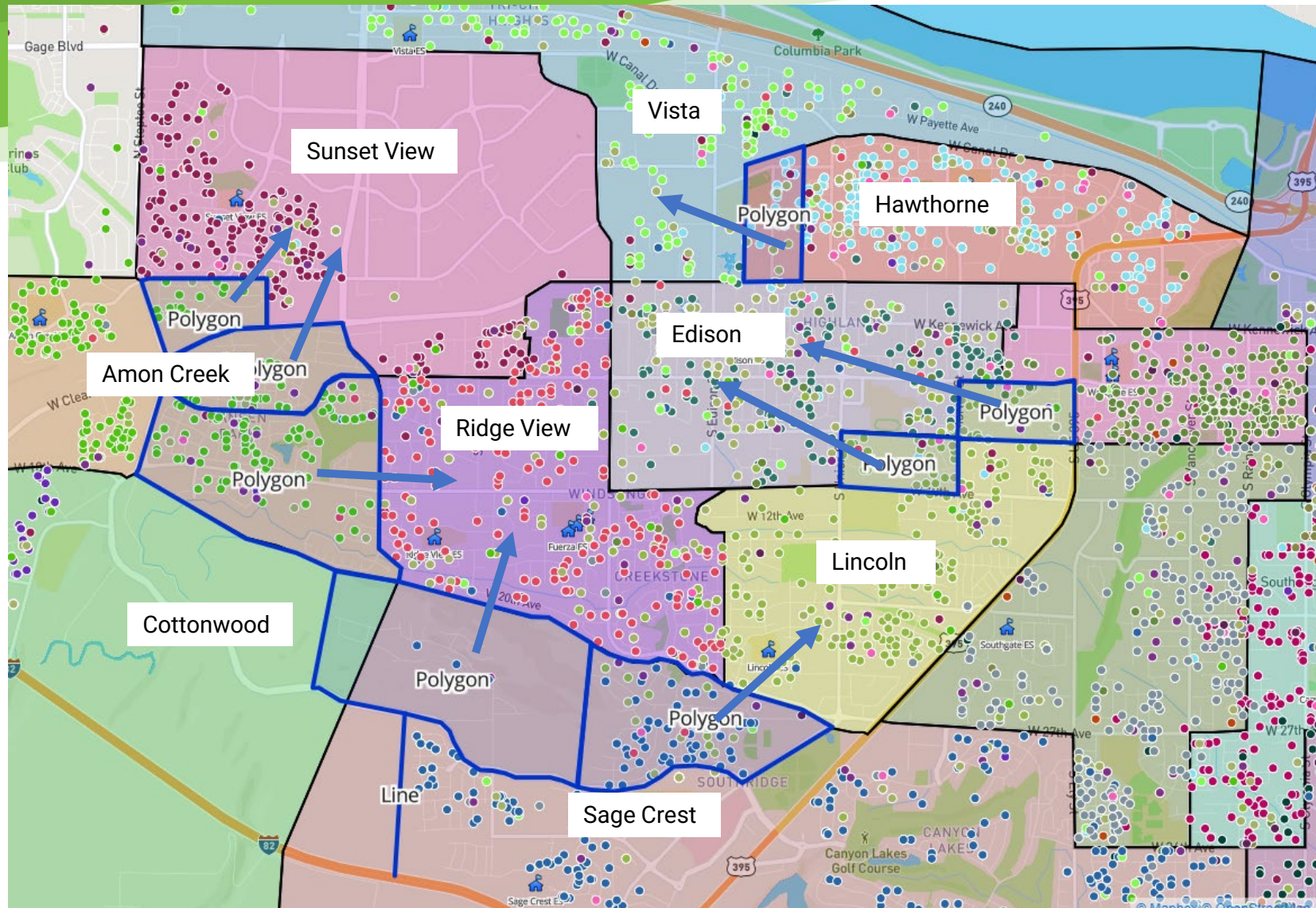
# Scenario 2



# Current Map - 2022-2023



# Map – Scenario 2



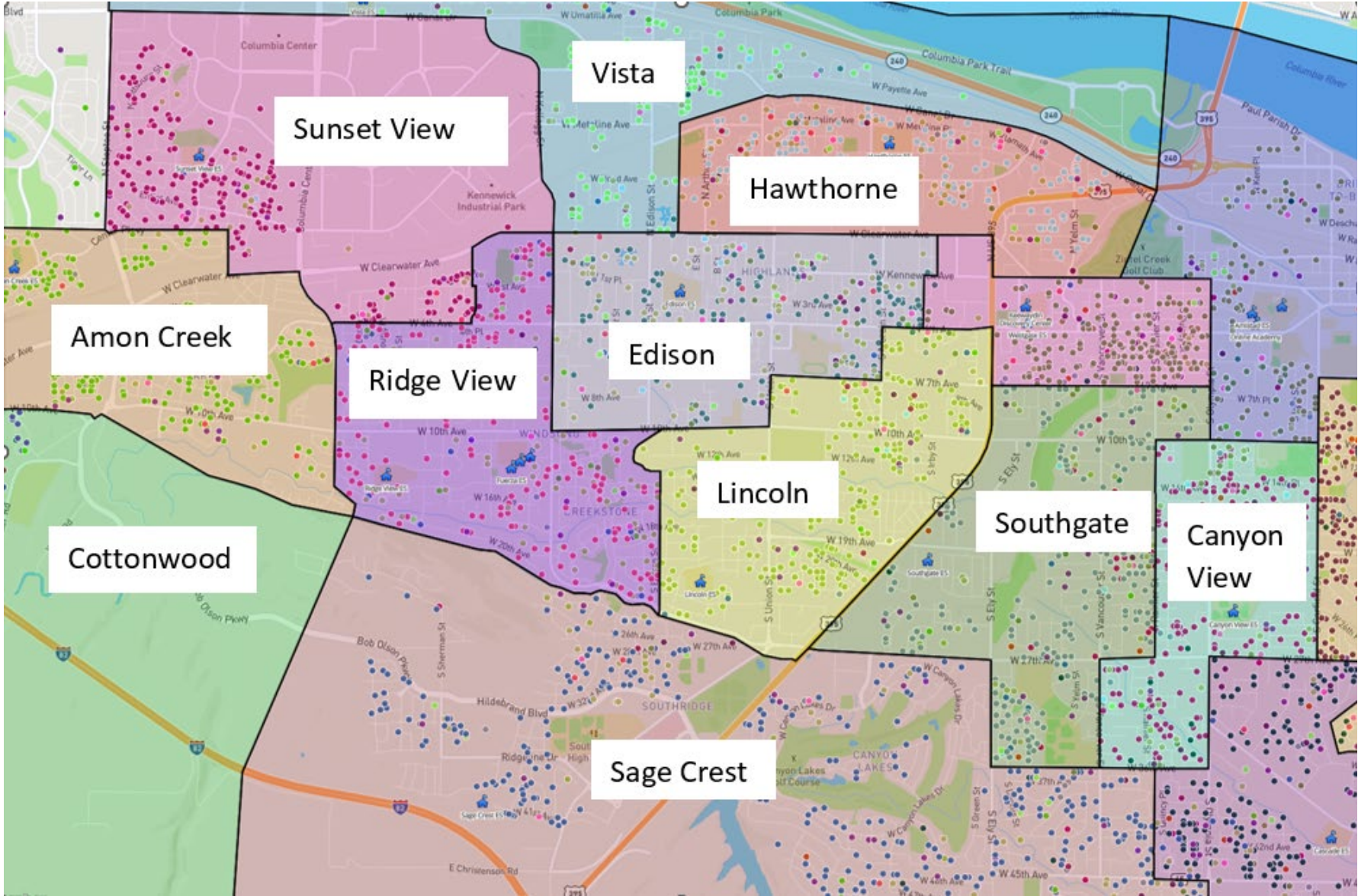
# Scenario #2 – Projected Enrollment

School	Enrollment*	Capacity	Scenario #2	Projected Scenario Enrollment
Edison	326	406	+83 from Lincoln	409
Ridge View	334	520	+114 from Amon Creek	448
Vista	358	402	+76 from Hawthorne	434
Sunset View	388	441	+ 20 from Amon Creek +70 from Amon Creek	478
Hawthorne	476	476	-76 to Vista	400
Lincoln	441	522	+65 from Sage Crest -83 to Edison	423
Sage Crest	624	625	-65 to Lincoln	559
Amon Creek	739	749	-114 to Ridge View -70 to Sunset View -20 to Sunset View	535

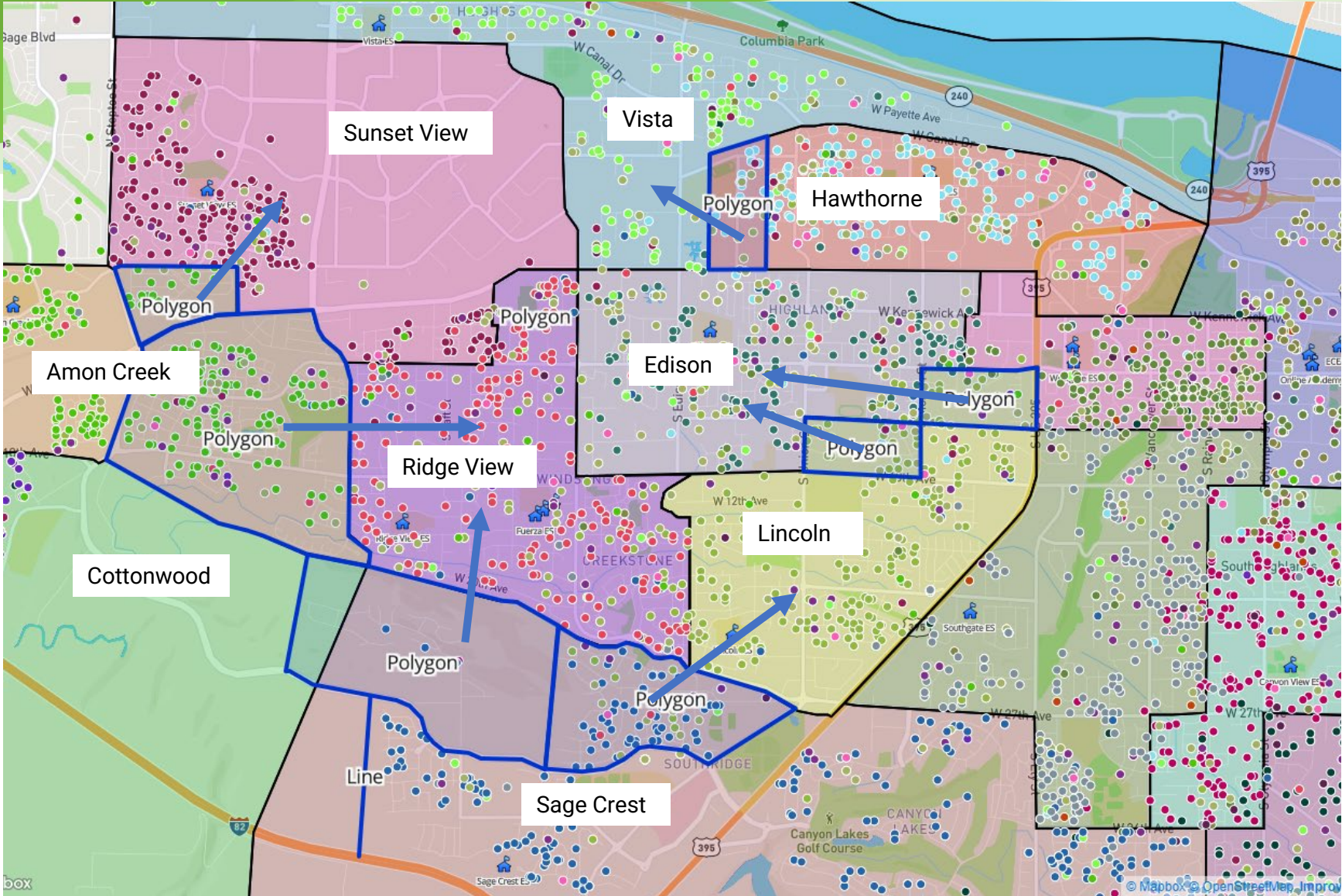
# Scenario 3



# Current Map - 2022-2023



# Map – Scenario 3





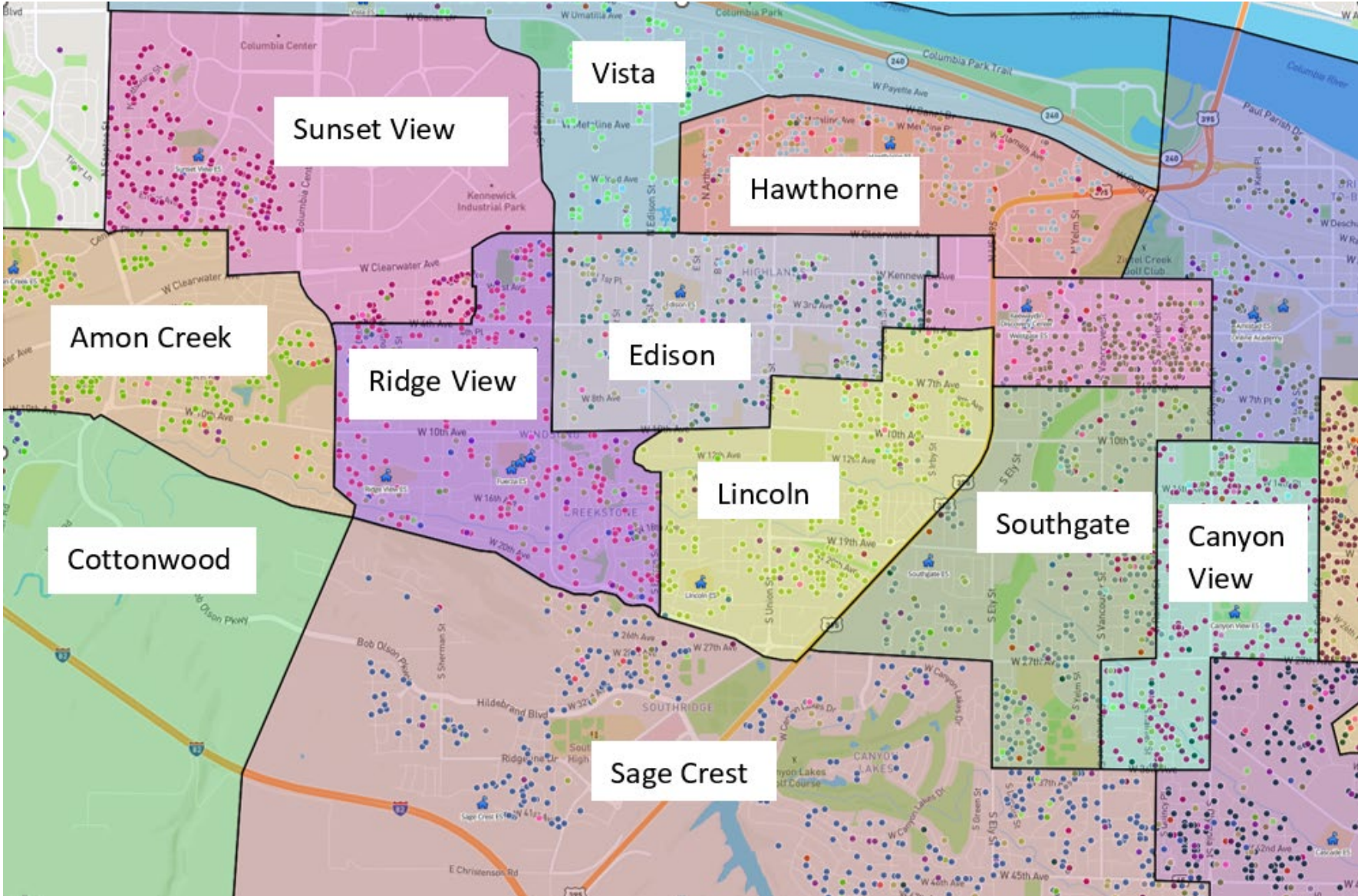
# Scenario #3 – Projected Enrollment

School	Enrollment*	Capacity	Scenario #3	Projected Scenario Enrollment
Edison	326	406	+83 from Lincoln	409
Ridge View	334	520	+184 from Amon Creek	518
Vista	358	402	+76 from Hawthorne	434
Sunset View	388	441	+20 from Amon Creek	408
Hawthorne	476	476	-76 to Vista	400
Lincoln	441	522	+65 from Sage Crest -83 to Edison	423
Sage Crest	624	625	-65 to Lincoln	559
Amon Creek	739	749	-184 to Ridge View -20 to Sunset View	535

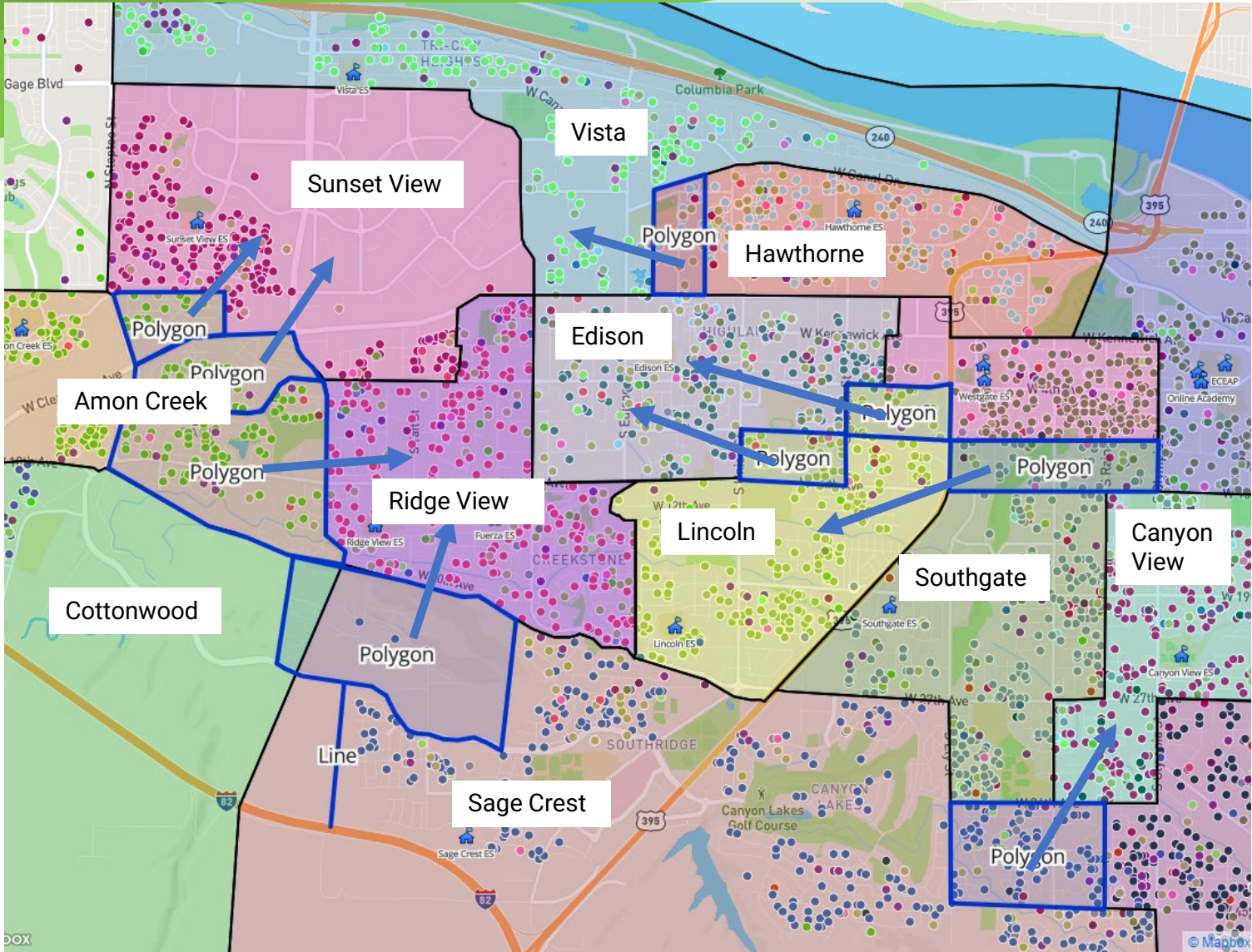
# Scenario 4



# Current Map - 2022-2023



# Map – Scenario 4



# Scenario #4 – Projected Enrollment

School	Enrollment*	Capacity	Scenario #2	Projected Scenario Enrollment
Edison	326	406	+83 from Lincoln	409
Ridge View	334	520 Includes 4 additional classrooms	+114 from Amon Creek	448
Vista	358	402	+76 from Hawthorne	434
Sunset View	388	441	+ 20 from Amon Creek +70 from Amon Creek	478
Hawthorne	476	476	-76 to Vista	400
Lincoln	441	522	+41 from Southgate -83 to Edison	399
Sage Crest	624	625	-92 to Canyon View	532
Amon Creek	739	749	-114 to Ridge View -70 to Sunset View -20 to Sunset View	535
Canyon View	404	444 With 2 additional classrooms	+92 from Sage Crest	496
Southgate	439	439	-41 to Lincoln	398

# Additional Boundary Change Information

- **For the 2024-2025 school year, fifth grade students (and their siblings) will be allowed to stay at their current school.**
- **Families will need to provide transportation for those students that school year.**

# Community Meetings, Feedback Processes, and Feedback to Date



# In-Person Community Meetings

- **Thursday, March 30 @ Amon Creek @ 6:00 p.m.**
- **Monday, April 10 @ Southgate @ 6:00 p.m.**
- **Tuesday, April 11 @ Sage Crest @ 6:00 p**



# Boundary Change Input Opportunity

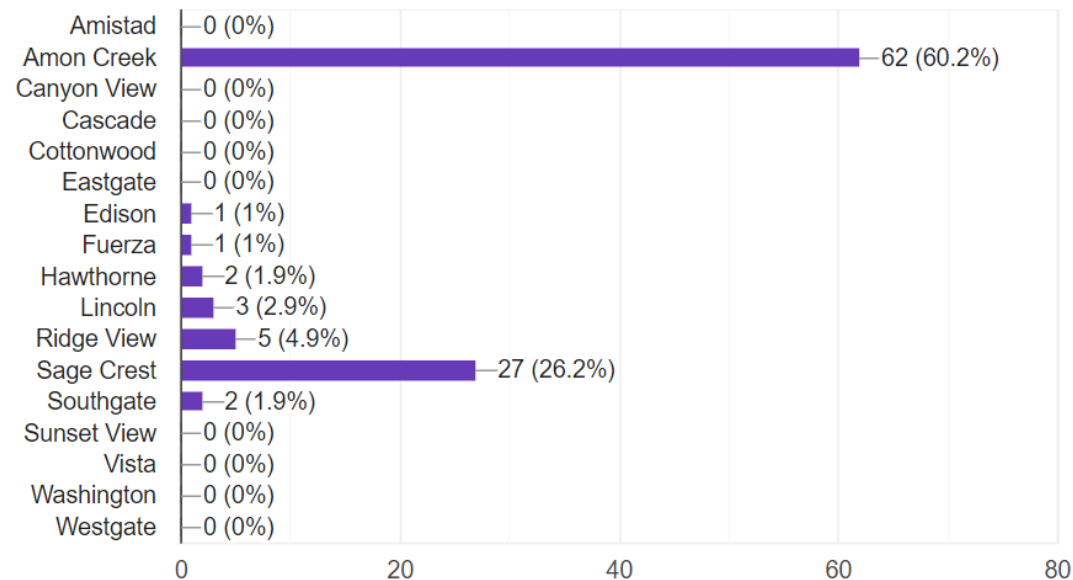
**Your input into this process is valuable! You can offer input in three different ways:**

- **You can fill out the paper copy of our input survey:**
  - **Leave it with me tonight, or**
  - **Drop it off at the Administration Building at 1000 W 4<sup>th</sup> Avenue**
- **You can scan this QR code and complete the survey online.**
- **You can go to this link and complete the survey online. <https://bit.ly/438TufI>**



# Community Participation

- **18** community members attended the in-person meetings
- **334** community members viewed the on-line presentation
- **103** community members completed the on-line survey/feedback form



# Summary of Feedback to Date

## Which scenario do you like best?

- Scenario 1      69      (67.0%)
- Scenario 2      8      (7.8%)
- Scenario 3      9      (8.7%)
- Scenario 4      17      (16.5%)

# Summary of Feedback to Date

## Why do you like that scenario best?

- Many comments about not wanting to change schools
- #1 #3 It keeps Hansen Park together (26 comments)
- #1 effects the least number of schools
- #1 evens out the numbers the best
- Multiple comments about #1 and #4 keeping their children at Sage Crest
- #4 is most equitable for balancing SES in schools

# Summary of Feedback to Date

## Which scenario do you like least?

- Scenario 1      14      (13.6%)
- Scenario 2      37      (35.9%)
- Scenario 3      7      (6.8%)
- Scenario 4      45      (43.7%)

# Summary of Feedback to Date

## Why is that scenario your least favorite?

- Many comments about not wanting to change schools
- #2 and #4 splits up Hansen Park (21 comments)
- #2 We would have to drive by a school to get to the school.
- #3 creates capacity issues at Ridge View
- #4 causes unnecessary disruptions to additional schools
- #2 I would like my children to be able to attend school with the same children they attend church with
- #4 because it puts Canyon View too far above capacity
- #4 It makes no sense to move the neighborhood from the northern Southgate boundary to Lincoln. They are nowhere near the school! Plus it leaves Lincoln with the least amount of students and they have amazing teachers that don't deserve to be cut.
- #3 It doesn't make sense to have Ridge View at max capacity and Amon Creek substantially under their capacity. It would likely end up putting Ridge View back into portables and building a new school. Which would be silly and a waste of taxpayer dollars.
- #2 It moves a lower income neighborhood out of our school boundaries, while only moving in students from higher income neighborhoods.
- Puts Sunset View over capacity.

# Summary of Feedback to Date

## Do you have any further input into this boundary change process?

- Don't split up Hansen Park (5 comments)
- #4 causes unnecessary disruptions to other schools (multiple comments)
- #1-3 because it moves our children from Sage Crest to Lincoln
- #4 because there is potential for explosive growth for Sage Crest southwest vs. the area east of Ely.
- I want to make sure that the school they are moving to has the same enrichment programs like orchestra, marimba, after-school art classes.
- Students don't need to cross major intersections.
- It's fine that no middle school boundaries change but middle schools should be considered because elementaries feed into them. Middle school is hard enough without separating friends. Children need friends and in addition to the middle school transition, friendships are also disrupted when subdivisions are split to different elementaries.
- Southridge subdivision and north of Bob Olson should have preference at Sage Crest that they can see from their windows (1.5 miles away) over Inspection Estates and subdivision north of it (4-5 miles away) when Cascade and Canyon View are only 2-3 miles away. Plus Inspiration Estates feeds into HHH not Chinook. Cascade and Canyon View boundaries need to be fixed while you're fixing things. Do it correctly since you need to make changes.
- Multiple comments about not changing any boundaries.
- Overall, I am a little concerned about economic disparities. It does seem that most of the proposed boundary changes show moving of a lower-income neighborhood to a lower-income school rather than vice versa. It seems that priority is being placed on number of students in schools without consideration of systematically disadvantaging students from lower-income neighborhoods. I like having my child attend an elementary school that has students from a variety of neighborhoods and SES backgrounds.

# Other Comments

## Other Comments

- Sage Crest students living near Lincoln should go to Lincoln.
- The 20 students moving (behind Black Rock Coffee) from Amon Creek to Sunset View “would be too miniscule in the grand scheme of things.”
- Don’t move the ~20 students from Amon Creek to Sunset View. They’re literally across the street from the school. I can see Amon Creek from my backyard
- #4 because it projects 4 schools over capacity versus 2 over capacity in options #1-3



# Board Discussion and Direction



# Notes

# Next Steps



# Boundary Process and Timeline

## Timeline

Complete the process in 2022-23 school year to determine new boundaries to take effect in **Fall 2024**

<b>December 14, 2022</b>	Board Meeting – Boundary Overview and Plan
<b>December 2022 – February 2023</b>	Internal Work/Committee Work
<b>February 22, 2023</b>	Board Meeting – Share Boundary Update & Scenarios
<b>March 2023</b>	Parent Meetings/Feedback Processes
<b>April 26, 2023</b>	Board Study Session – Boundary Update/Scenarios
<b>May 10, 2023</b>	Board Meeting – Initial Recommendation
<b>May 24, 2023</b>	Board Meeting – Final Recommendation/Board Action

## **Elementary Available Classrooms Spaces by School**

Amistad	2
Amon Creek	0
Canyon View	2
Cascade	0
Cottonwood	1
Eastgate	0
Edison	2
Fuerza	0
Hawthorne	0
Lincoln	1
Ridge View	May start with some unfilled
Sage Crest	1
Southgate	0
Sunset View	3
Vista	5
Washington	0
Westgate	1

## **Summary of Boundary Change Input – Scenario #5**

867 views on YouTube

146 Responses to the online survey (as of May 9)

### **What do you like best about Scenario #5?**

- Many like this scenario for various reasons.
- School are enrollments a little more balanced.
- Hanson Park stays together.
- Some positive comments about Creekstone now being a part of Lincoln.
- A few comments about the east Sage Crest neighborhood going to Southgate.

### **What do you like least about Scenario #5?**

- Many do not like scenario #5 for various reasons.
- Creekstone being moved from Ridge View to Lincoln boundary.
- Families purposefully purchased homes in the Ridge View boundary and now being moved to Lincoln.
- Families having to attend school at the Fruitland Building for a year and a half, but now do not get to attend the new Ridge View.
- The east Sage Crest boundary being moved to another school.
- Families want their 5<sup>th</sup> grade student to stay at their present school for their last year of elementary school.
- Comments about not moving any boundaries.
- The NE corner of Ridge View having to move to Sunset View.
- Some schools being above capacity
- Since the east side of the Sage Crest boundary is so far away, they should be moved to another school's boundary instead of the area so close to the school.
- Southgate will be above capacity and will have to find room for the new apartment complex.
- Creekstone moving to Lincoln wasn't presented in the first four scenarios.
- South Thompson Hill moving to Ridge View instead of Sage Crest.
- Causes families to attend school across 395.

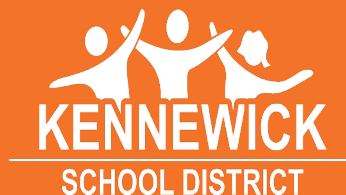
### **Do you have any further input into this boundary change scenario?**

- Many of these comments are listed above.

- Not moving the Amon Creek neighborhood behind Black Rock Coffee on Steptoe moving to Sunset View.
- Scenario #5 was too last minute.
- Will do a choice transfer to stay at their school.

# Dual Language K-5 Spanish and English Language Arts Adoption Recommendation

May 10, 2023





# Students

**GOAL: All students are ready for their future**

Learner Profile  
See Page 10



- *Learning digital citizenship, social, life and employment skills*
- *Provided the opportunity to become bilingual and biliterate*
- *Graduating with a personalized plan for their post-secondary pathway*



**2022-23 Annual Objectives**

## Dual Language

- We will continue to provide dual language learning programs for students in grades K-5 at Amistad and Fuerza elementary school and continue to expand dual language at Eastgate Elementary School. We will continue to provide programs for students in grades 6-8 at Highlands and Park middle schools.
- We will recommend new dual language curriculum materials for students in grades K-5 for board approval.

# Pre-Committee Preparation

## Winter - Spring 2022

- Identified a core CAC team that met twice a month
- Created a rubric for the adoption based on common interests and the Dual Language Guiding Principles from the Center for Applied Linguistics
- Pre-screened several publishers and selected three for the large group

## 2022-2023 School Year

- Invited all K-5 Dual Language teachers and specialists to participate
- Viewed publisher presentations
- Conducted material “test drives”
- Completed reference checks on all three publishers

# Dual Language Adoption Committee: Composition and Process

## Committee Composition

- 40+ member adoption committee (Teachers, Principals, Program Administrators and Staff, and Central Office Administrators).
- Co-Facilitators:
  - Sarah Del Toro, Migrant and Multilingual Coordinator
  - Amanda Brown, Curriculum Advisory Committee Chair

## Committee Process

- Intensive review and selection process (8 months/14+ meetings)
- Presentations for three leading dual language publishers
- Parent preview and recommendation sessions at all three Dual Language schools
- Present final recommendation to the Instructional Material Committee

# Selection Criteria



This Photo by Unknown Author is licensed under [CC BY-SA-NC](#)

## Decision Making Guide:

1. The English and Spanish standards for the grade level must be taught.
2. Authentic texts in Spanish from Spanish speaking countries must be present; students can see themselves reflected in the materials.
3. A focus on authentic Spanish and English language development based on state ELA and WIDA standards must be present.
4. Materials can be differentiated for a variety of bilingual learners in both languages; materials must support diverse learners.
5. Materials must be culturally relevant in both languages and build on student's background knowledge.

# Dual Language Content Allocation Plan



This Photo by Unknown Author is licensed under CC BY SA NC

GRADES	SPANISH	BRIDGE	ENGLISH
<b>K-2</b>	Spanish Language Arts, Social Studies and Math.	Purposeful transfer of language at the end of each unit so students learn the vocabulary and main ideas in the language.	English Language Arts and Science.
<b>3-5</b>	Spanish Language Arts and Science.		English Language Arts, Social Studies and Math.
<b>6-8</b>	Spanish Language Arts and Social Studies.		English Language Arts, Science, Math and Electives.

# Dual Instructional Material Recommendation:



# Parent and Community Preview Process



**Each school conducted a parent preview night on March 29**

- In total, 40 parents completed recommendation forms.
- All parent recommendations were in favor of the materials.

# Example Parent Feedback - English



- "I noticed a variety of cultures being represented. The text and illustrations are very clear and appropriate. The material builds on itself. This can ease boredom and help students focus more."



"I really liked the variety of reading books. It gives the teachers a lot of choice to serve advanced readers vs. not as advanced. I like how the curriculum includes reading, writing, listening, and speaking. I love that the Spanish is not translated from English to Spanish."



# Example Parent Feedback - Spanish



"I like the colors and illustrations, they will really grab the kids' attention. It seems like there is an extensive catalogue of books. There's so much for the students to enjoy, and also so much for them to take home."  
*(translated from Spanish)*



"It's a great option for both languages of instruction in the 50/50 model. The activities are good because the students can sing and learn by the repeated singing. The materials are interesting and as a parent it will be easier to get involved with our children's learning"  
*(translated from Spanish)*

# Program Strengths

- Units start easier and build in rigor.
- Fiction and non-fiction texts are present in both languages.
- Authentic texts in Spanish are present (written in Spanish, not translated).
- Spanish literacy is taught based on how Spanish works, not based on how English works.
- Includes videos and songs in both languages for younger grades.
- Includes engaging technology components and website.

# Cost, Materials, and Support

**Cost: \$600,000 - \$850,000**

*based on number of years*



## Includes:

- Spanish Language Arts (Adelante) and English Language Arts (Advance) materials
- Hard copy and digital access of the materials at each grade level in both Adelante and Advance
- Nine professional development days and interpretation support

# Feedback from Instruction Materials Committee



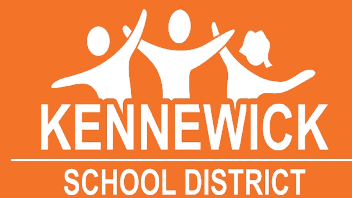
## Retired Teacher Committee Member:

"As a former ELA teacher who sat through several major adoptions for KSD, I can assure all that the Dual Language Adoption Committee thoroughly vetted these instructional materials."

## Current KSD Parent Committee Member:

"I'm so impressed that the three Dual schools held parent evenings to share the resource and gather over 40 parent feedback forms. It's great to see so many parents be part of the process."

# Board Discussion



# Recommendation

The Board accepts the recommendation to adopt Benchmark Advance/Adelante as presented



## INSTRUCTION

### Guest Speakers and Assemblies

The district permits the extension of instructional experiences through the judicious use of guest speakers in classrooms and as part of assembly programs. Content shared by guest speakers, assembly programs, and assembly activities are considered part of the district instructional and educational program and must adhere to Board policies.

Procedures shall be established for the approval of the use of a guest speaker consistent with the approved curriculum of the district. ~~All guest speakers and the content of their program shall be reviewed and approved by the building principal prior to classroom presentation.~~

Formatted: Font: Not Bold

Procedures shall also be established for the approval of assembly activities. All assembly activities and the content of the assembly program shall be reviewed and approved by two administrators prior to the assembly. All assemblies conducted during the school day are under the control of the school district. ~~Such assemblies shall not inhibit nor advance religion. This restriction does not preclude the presentation of choral or musical assemblies which may use religious music or literature as a part of the program.~~

Adopted: \_\_\_ April 28, 1993

Amended: May 10, 2023

## **INSTRUCTION**

### Guest Speakers and Assemblies

When reviewing guest speaker, assembly programs, and assembly activities, principals must consider the following:

1. Is the content/program/activity aligned with the district's instructional and educational program?
2. Is the content/program/activity aligned with Board policy, especially those pertaining to safety and behavior expectations for staff and students?
3. Is the content/program/activity age appropriate?
4. Does the content/program/activity avoid inhibiting or advancing religion?

Guest Speaker/Assembly Authorization Form 2321 R F-1 must be completed and the approval of two administrators must be obtained prior to the guest speaker, assembly program and./or assembly activity.



**INSTRUCTION**

Guest Speakers and Assemblies Authorization Form

**Directions for planning staff member:**

The staff member planning the guest speaker and/or assembly program and activities must complete the following form. The completed form must be presented for administrative approval at least one week in advance of the event/program

**Name of Guest Speaker or Assembly:** \_\_\_\_\_

**Purpose of Event:** \_\_\_\_\_

**Description of Program:**

\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

**Planning staff member name/signature:**  
\_\_\_\_\_

**Directions for Authorizing Administrators:**

The administrators authorizing the guest speaker, assembly programs, and assembly activities, must consider the following:

1. Is the content/program/activity aligned with the district’s instructional and educational program?
2. Is the content/program/activity aligned with Board policy, especially those pertaining to safety and behavior expectations for staff and students?
3. Is the content/program/activity age appropriate?
4. Does the content/program/activity avoid inhibiting or advancing religion?

**Authorizing administrator #1 name/signature:**  
\_\_\_\_\_

**Authorizing administrator #2 name/signature:**  
\_\_\_\_\_



sport/athletic/activity. A school liaison will be assigned for the purpose of minimal supervision for safety and security and control of the meeting space for the club to meet for club-related activities, excluding practice and games.

~~2. 3.~~ **Authorization of Clubs** **AUTHORIZATION OF CLUBS**

- a. ~~3.1~~ Only curricular clubs may be authorized in elementary or middle schools in grades K-8.
- b. ~~3.2~~ Both curricular clubs and non-curricular clubs may be authorized in high schools in grades 9-12.
- c. ~~3.3~~ A club whose membership is determined by student body election or a club that is governed by the WIAA are exempt from the authorization requirements of this policy. (Dance, Debate, Cheer, etc.)
- d. ~~3.4~~ The school administration shall review applications for authorization of curricular and non-curricular clubs on a case-by-case basis.
- e. ~~3.5~~ Before granting an authorization, a school administration may request additional information from the faculty sponsor or liaison, from students proposing the club, or from the Board, if desired.
- f. ~~3.6~~ The school administration shall grant authorization and school building use to curricular and non-curricular clubs whose applications are found to meet the requirements of the Equal Access Act, state rules, and District policy.

~~3. 4.~~ **FORMATION AND RENEWAL OF STUDENT CLUBS** **Formation and Renewal of Student Clubs**

Within twenty (20) school days after the beginning of the school year, each student group seeking to renew a club under this policy must submit an application to renew their club. Exceptions may be granted by the ~~Principal~~ principal on a ~~case-by-~~ case basis. ~~Students~~ seeking to establish a new club may do so as circumstances arise during the school year.

~~4. 5.~~ **CURRICULAR CLUBS** **Curricular Clubs**

- a. ~~5.1~~ **Curricular Clubs Application**
  - i. ~~5.1.1~~ Faculty members or students proposing a curricular club shall submit a Form 3560-1 to the school administration.
  - ii. ~~5.1.2~~ Each completed application shall be approved or denied by the school within a reasonable amount of time.
  - iii. ~~5.1.3~~ The school administration shall approve the name of a curricular club consistent with the club's purposes and its school sponsorship.
  - iv. ~~5.1.4~~ The school administration shall determine curriculum relatedness by strictly applying the definitions in this policy.
- b. ~~5.2~~ **Faculty Oversight of Curricular Clubs**
  - i. ~~5.2.1~~ School administration shall annually approve faculty members as sponsors of curricular clubs. Faculty sponsors shall organize and direct the purpose and activities of a curricular club.
  - ii. ~~5.2.2~~ The approved faculty sponsor shall provide oversight consistent with ~~KSD-district~~ policies and the needs of the school to ensure that the methods of expression or other conduct of the students or sponsor involved do not:

**Formatted:** Font: (Default) Times New Roman, 12 pt, Bold, Font color: Black

**Formatted:** Font: Not Bold

**Formatted:** List Paragraph, Numbered + Level: 1 + Numbering Style: 1, 2, 3, ... + Start at: 1 + Alignment: Left + Aligned at: 0.25" + Indent at: 0.5"

**Formatted:** Font: (Default) Times New Roman, 12 pt, Font color: Black

**Formatted:** List Paragraph, Numbered + Level: 2 + Numbering Style: a, b, c, ... + Start at: 1 + Alignment: Left + Aligned at: 0.75" + Indent at: 1"

**Formatted:** Font: Not Bold

**Formatted:** Font: Not Bold

**Formatted:** List Paragraph, Numbered + Level: 1 + Numbering Style: 1, 2, 3, ... + Start at: 1 + Alignment: Left + Aligned at: 0.25" + Indent at: 0.5"

**Formatted:** Font: (Default) Times New Roman, 12 pt, Font color: Black

**Formatted:** Font: (Default) Times New Roman, 12 pt, Bold, Font color: Black

**Formatted:** Font: Not Bold

**Formatted:** Font: (Default) Times New Roman, 12 pt, Bold, Font color: Black

**Formatted:** List Paragraph, Numbered + Level: 1 + Numbering Style: 1, 2, 3, ... + Start at: 1 + Alignment: Left + Aligned at: 0.25" + Indent at: 0.5"

**Formatted:** Font: (Default) Times New Roman, 12 pt, Font color: Black

**Formatted:** Font: (Default) Times New Roman, 12 pt, Underline, Font color: Black

**Formatted:** List Paragraph, Numbered + Level: 2 + Numbering Style: a, b, c, ... + Start at: 1 + Alignment: Left + Aligned at: 0.75" + Indent at: 1"

**Formatted:** Font: (Default) Times New Roman, 12 pt, Font color: Black

**Formatted:** List Paragraph, Numbered + Level: 3 + Numbering Style: i, ii, iii, ... + Start at: 1 + Alignment: Right + Aligned at: 1.38" + Indent at: 1.5"

**Formatted:** Font: (Default) Times New Roman, 12 pt, Underline, Font color: Black

**Formatted:** List Paragraph, Numbered + Level: 2 + Numbering Style: a, b, c, ... + Start at: 1 + Alignment: Left + Aligned at: 0.75" + Indent at: 1"

**Formatted:** Font: (Default) Times New Roman, 12 pt, Font color: Black

**Formatted:** List Paragraph, Numbered + Level: 3 + Numbering Style: i, ii, iii, ... + Start at: 1 + Alignment: Right + Aligned at: 1.38" + Indent at: 1.5"

**Formatted:** Font: (Default) Times New Roman, 12 pt, Font color: Black

1. ~~\_\_\_\_\_ [a]~~ unreasonably interfere with the ability of school officials to maintain order and discipline;
  2. ~~\_\_\_\_\_ [b]~~ unreasonably endanger or threaten the well-being of persons or property;
  3. ~~\_\_\_\_\_ [c]~~ violate concepts of civility or propriety appropriate to a school setting; or
  4. ~~\_\_\_\_\_ [d]~~ violate applicable laws, rules, regulations, and ~~District-district~~ policies.
- c. ~~5.2.3~~ At the discretion of the building principal, faculty sponsors of a curricular club may be eligible to receive a stipend or partial stipend under the applicable bargaining agreement. Determination of whether a club sponsor/advisor should receive a stipend will be based on the following:
- i. ~~\_\_\_\_\_ [a]~~ Number of stipends available
  - ii. ~~\_\_\_\_\_ [b]~~ Activity Level of the Club
  - iii. ~~\_\_\_\_\_ [c]~~ Amount of non-school time spent on club activities
  - iv. ~~\_\_\_\_\_ [d]~~ Size of Club – Number of Members
  - v. ~~\_\_\_\_\_ [e]~~ Other criteria as determined by the school and principal
- d. ~~5.3~~ Use of School Facilities and Resources by Curricular Clubs
- i. ~~5.3.1~~ The school administration shall determine and assign school building use for curricular clubs consistent with the needs of the school.
  - ii. ~~5.3.2~~ In assigning school building use, the school administration may give priority to curricular clubs over non-curricular clubs.
  - iii. ~~5.3.3~~ A school may provide financial or other support to curricular clubs at the discretion of the principal.
  - iv. ~~5.3.4~~ Each club that is denied school building use shall be informed of the reason at the time of the denial.
- e. ~~5.4~~ ASB Affiliation  
Curricular clubs may become ASB affiliated clubs and have ASB accounts.
5. ~~6.~~ High School Non-Curricular Clubs ~~HIGH SCHOOL NON-CURRICULAR CLUBS~~
- a. ~~6.1~~ High School Non-curricular Clubs Application
- i. ~~6.1.1~~ A non-curricular club shall have a minimum of five members.
  - ii. ~~6.1.2~~ Students proposing a non-curricular club shall submit a Form 3560-1 to the school \_\_\_\_\_ administration.
  - iii. ~~6.1.3~~ Each completed application shall be approved or denied within a reasonable amount of time.
  - iv. ~~6.1.4~~ The school administration shall require that a non-curricular club name shall reasonably reflect the club’s purpose, goals, and activities; and that the non-curricular club name shall be a name that would not result in or imply a violation of any district policy. -The school administration may provide for approval of a non-curricular club name in an action separate from that relating to authorization of the club itself.
- b. ~~6.2~~ Faculty Oversight of High School Non-curricular Clubs
- i. ~~6.2.1~~ A school principal shall approve faculty members to serve as liaisons for authorized non-curricular clubs. Faculty liaisons shall provide

- Formatted: List Paragraph, Numbered + Level: 4 + Numbering Style: 1, 2, 3, ... + Start at: 1 + Alignment: Left + Aligned at: 1.75" + Indent at: 2"
- Formatted: List Paragraph, Numbered + Level: 2 + Numbering Style: a, b, c, ... + Start at: 1 + Alignment: Left + Aligned at: 0.75" + Indent at: 1"
- Formatted: List Paragraph, Numbered + Level: 3 + Numbering Style: i, ii, iii, ... + Start at: 1 + Alignment: Right + Aligned at: 1.38" + Indent at: 1.5"
- Formatted: Font: (Default) Times New Roman, 12 pt, Underline, Font color: Black
- Formatted: List Paragraph, Numbered + Level: 2 + Numbering Style: a, b, c, ... + Start at: 1 + Alignment: Left + Aligned at: 0.75" + Indent at: 1"
- Formatted: Font: (Default) Times New Roman, 12 pt, Font color: Black
- Formatted: List Paragraph, Numbered + Level: 3 + Numbering Style: i, ii, iii, ... + Start at: 1 + Alignment: Right + Aligned at: 1.38" + Indent at: 1.5"
- Formatted: Font: (Default) Times New Roman, 12 pt, Underline, Font color: Black
- Formatted: Font: (Default) Times New Roman, 12 pt, Font color: Black
- Formatted: List Paragraph, Numbered + Level: 2 + Numbering Style: a, b, c, ... + Start at: 1 + Alignment: Left + Aligned at: 0.75" + Indent at: 1"
- Formatted: Font: (Default) Times New Roman, 12 pt, Bold, Font color: Black
- Formatted: List Paragraph, Numbered + Level: 1 + Numbering Style: 1, 2, 3, ... + Start at: 1 + Alignment: Left + Aligned at: 0.25" + Indent at: 0.5"
- Formatted: Font: (Default) Times New Roman, 12 pt, Font color: Black
- Formatted: Font: (Default) Times New Roman, 12 pt, Underline, Font color: Black
- Formatted: List Paragraph, Numbered + Level: 2 + Numbering Style: a, b, c, ... + Start at: 1 + Alignment: Left + Aligned at: 0.75" + Indent at: 1"
- Formatted: Font: (Default) Times New Roman, 12 pt, Font color: Black
- Formatted: List Paragraph, Numbered + Level: 3 + Numbering Style: i, ii, iii, ... + Start at: 1 + Alignment: Right + Aligned at: 1.38" + Indent at: 1.5"
- Formatted: Font: (Default) Times New Roman, 12 pt
- Formatted: Font: (Default) Times New Roman, 12 pt, Font color: Black
- Formatted: Font: (Default) Times New Roman, 12 pt, Underline, Font color: Black
- Formatted: List Paragraph, Numbered + Level: 2 + Numbering Style: a, b, c, ... + Start at: 1 + Alignment: Left + Aligned at: 0.75" + Indent at: 1"
- Formatted: Font: (Default) Times New Roman, 12 pt, Font color: Black
- Formatted

oversight to ensure compliance with the approved club purposes, goals, activities and district policies.

~~ii. 6.2.2~~ The appointed liaison shall provide oversight consistent with district policies and the needs of the school to ensure that the methods of expression or other conduct of the students, supervisor, or monitor involved do not:

- ~~1. [a]~~ unreasonably interfere with the ability of school officials to maintain order and discipline;
- ~~2. [b]~~ unreasonably endanger or threaten the well-being of persons or property;
- ~~3. [c]~~ violate concepts of civility or propriety appropriate to a school setting; or
- ~~4. [d]~~ violate applicable laws, rules, regulations, and District policies.

~~iii. 6.2.3~~ Persons who are not school faculty or club members shall not be allowed access to clubs to direct, conduct, control, or regularly attend club meetings.

~~iv. 6.2.4~~ Without the prior approval of the school administration, persons who are not faculty or club members shall not be allowed to make a presentation to a non-curricular club.

~~v. 6.2.5~~ Faculty sponsors who oversee non-curricular clubs are not eligible for ~~district/building stipends from the KSD.~~

~~c. 6.3~~ Use of School Facilities by Non-curricular Clubs

~~i. 6.3.1~~ A preference or priority in assigning school building use may not be given among non-curricular clubs.

~~ii. 6.3.2~~ A school shall only provide the space for non-curricular club meetings. A school may not spend public funds for non-curricular clubs, except as required to implement the provisions of this policy, including providing space and faculty oversight for non-curricular clubs.

~~iii. 6.3.3~~ All non-curricular clubs shall be given normal access to the school newspaper, yearbook, bulletin board, public address system, or any combination of the foregoing.

~~iv. 6.3.4~~ Non-curricular clubs may meet during non-instructional time before school, at lunch, or after school.

~~d. 6.4~~ ASB Affiliation

~~i.~~ Non-curricular clubs may have ASB accounts.

~~ii. 6.4.1~~ General ASB funds, building funds, or ~~KSD-district~~ funds may not be used for non-curricular clubs.

~~iii. 6.4.2~~ Non-curricular clubs may fundraise to support club activities following existing district fundraising guidelines.

~~iv. 6.4.3~~ Non-curricular clubs must be clear when fundraising that they - as non-curriculum clubs - are not endorsed by the ~~Kennewick School District~~ ~~district~~.

Formatted: List Paragraph, Numbered + Level: 4 + Numbering Style: 1, 2, 3, ... + Start at: 1 + Alignment: Left + Aligned at: 1.75" + Indent at: 2"

Formatted: List Paragraph, Numbered + Level: 3 + Numbering Style: i, ii, iii, ... + Start at: 1 + Alignment: Right + Aligned at: 1.38" + Indent at: 1.5"

Formatted: Font: (Default) Times New Roman, 12 pt, Font color: Black

Formatted: Font: (Default) Times New Roman, 12 pt, Underline, Font color: Black

Formatted: List Paragraph, Numbered + Level: 2 + Numbering Style: a, b, c, ... + Start at: 1 + Alignment: Left + Aligned at: 0.75" + Indent at: 1"

Formatted: Font: (Default) Times New Roman, 12 pt, Font color: Black

Formatted: List Paragraph, Numbered + Level: 3 + Numbering Style: i, ii, iii, ... + Start at: 1 + Alignment: Right + Aligned at: 1.38" + Indent at: 1.5"

Formatted: Font: (Default) Times New Roman, 12 pt, Underline, Font color: Black

Formatted: Font: (Default) Times New Roman, 12 pt, Font color: Black

Formatted: List Paragraph, Numbered + Level: 2 + Numbering Style: a, b, c, ... + Start at: 1 + Alignment: Left + Aligned at: 0.75" + Indent at: 1"

Formatted: Font: (Default) Times New Roman, 12 pt, Font color: Black

Formatted: List Paragraph, Numbered + Level: 3 + Numbering Style: i, ii, iii, ... + Start at: 1 + Alignment: Right + Aligned at: 1.38" + Indent at: 1.5"

Formatted: Font: (Default) Times New Roman, 12 pt, Font color: Black

Formatted: List Paragraph, Numbered + Level: 3 + Numbering Style: i, ii, iii, ... + Start at: 1 + Alignment: Right + Aligned at: 1.38" + Indent at: 1.5", Tab stops: Not at

Formatted: Font: (Default) Times New Roman, 12 pt, Font color: Black

Formatted: List Paragraph, Numbered + Level: 3 + Numbering Style: i, ii, iii, ... + Start at: 1 + Alignment: Right + Aligned at: 1.38" + Indent at: 1.5", Tab stops: Not at

Formatted: Indent: Left: 1.25", First line: 0"

6. High School Sports Clubs

a. High School Sports Clubs Application

- i. A high school sports club shall have a minimum of 10 members.
- ii. Students proposing a high school sports club shall submit a Form 3561-1 to the school administration.
- iii. Each completed application shall be approved or denied within a reasonable amount of time.
- iv. The school administration shall require that a high school sports club name shall reasonably reflect the club's purpose, goals, and activities; and that the high school sports club name shall be a name that would not result in or imply a violation of any district policy. The school administration may provide for approval of a high school sports club name in an action separate from that relating to authorization of the club itself.

Formatted: Font: (Default) Times New Roman, 12 pt, Font color: Black

Formatted: Font: Not Bold

Formatted: Font: (Default) Times New Roman, 12 pt, Underline, Font color: Black

Formatted: Font: Not Bold

Formatted: Underline

Formatted: Font: Not Bold

Formatted: Underline

Formatted: Font: Not Bold

Formatted: Underline

Formatted: Font: Not Bold

Formatted: Font: Not Bold

Formatted: Underline

b. Faculty Oversight of High School Sports Club Meeting Activities

- i. A school principal shall approve faculty members to serve as liaisons for authorized high school sports clubs. Faculty liaisons shall provide oversight to ensure compliance with the approved club purposes, goals, activities and
- ii. The appointed liaison shall provide oversight consistent with district policies and the needs of the school to ensure that the methods of expression or other conduct of the students, supervisor, or monitor involved do not:
  - 1. unreasonably interfere with the ability of school officials to maintain order and discipline;
  - 2. unreasonably endanger or threaten the well-being of persons or property;
  - 3. violate concepts of civility or propriety appropriate to a school setting; or
  - 4. violate applicable laws, rules, regulations, and District policies.
- iii. Persons who are not school faculty or club members shall not be allowed access to clubs to direct, conduct, control, or regularly attend club meetings.
- iv. Without the prior approval of the school administration, persons who are not faculty or club members shall not be allowed to make a presentation to a high school sports club.
- v. Faculty sponsors who oversee high school sports clubs are not eligible for district/building stipends.

Formatted: Normal, Indent: Left: 1.38", No bullets or numbering

Formatted: Font: (Default) Times New Roman, 12 pt, Underline, Font color: Black

Formatted: Font: Not Bold, Underline

Formatted: Font: Not Bold

Formatted: Font: Not Bold

Formatted: Font: Not Bold

Formatted: Font: Not Bold

Formatted: Font: Not Bold

Formatted: Font: Not Bold

Formatted: Font: Not Bold

Formatted: Font: Not Bold

Formatted: Font: Not Bold

c. Use of School Facilities by High School Sports Clubs

- i. A preference or priority in assigning school building use may not be given among high school sports clubs.
- ii. A school shall only provide the space for high school sports club meetings. A school may not spend public funds for high school sports clubs, except as required to implement the provisions of this policy, including providing space and faculty oversight for high school sports clubs.

Formatted: Font: Not Bold

Formatted: Font: Not Bold

Formatted: Font: Not Bold, Underline

Formatted: Font: Not Bold

Formatted: Underline

Formatted: Font: Not Bold

Formatted: Underline

- iii. All high school sports clubs shall be given normal access to the school newspaper, yearbook, bulletin board, public address system, or any combination of the foregoing.
  - iv. High school sport clubs may meet during non-instructional time before school, at lunch, or after school.
  - v. High school sports club practices and/or games are not sponsored by a school governing board, the school, or by school or school district employees. High schools sports clubs must be affiliated with and sponsored by a non-profit youth sports organization for the practice and game portion of their activities. The district and school are not responsible for, nor will incur any liability for, high school sports club practices and/or games. High school sports clubs may request access to district/school fields for practices and games in accordance with the district facility use policy, procedure, and fee schedule.
- d. ASB Affiliation

- i. High school sports clubs may have ASB accounts.
- ii. General ASB funds, building funds, or KSD funds may not be used for high school sports clubs.
- iii. High school sports clubs may fundraise to support club activities following existing district fundraising guidelines.
- iv. High school sports club members may be recognized for their accomplishments and achievements, including those related to practice and game play, in alignment with recognition provided to students who participate in ASB curricular clubs.

## ~~7. CLUB LIMITATIONS AND DENIALS~~

### ~~7.1 Club Limitations and Denials~~

- a. ~~A school administration shall limit or deny authorization or school building use to a club —or— require changes prior to granting authorization or school building use if he/she determines —it to be necessary to:~~
- i. ~~7.1.1~~ maintain order and discipline on school premises;
  - ii. ~~7.1.2~~ protect the well-being of students and faculty;
  - iii. ~~7.1.3~~ assure that attendance of students at meetings is voluntary;
  - iv. ~~7.1.4~~ ensure compliance with all applicable laws, rules, regulations, and District policies.
- b. ~~7.2~~ A school administration shall limit or deny authorization or school building use to a club or require changes prior to granting authorization or school building use if the club’s proposed charter and proposed activities indicate that students or advisors in a club are proposing activities which would have a substantial, material, or significant disruption to the school, and/or would encourage criminal or delinquent conduct, promote bigotry, promote the violation of school rules, or involve any effort to engage in or conduct mental health therapy, counseling, or psychological services for which a license would be required under state law.
- c. ~~7.3~~ If a school administration limits or denies authorization to a club, ~~he/she/they~~ shall provide, in writing, to the applicant the factual and legal basis for the limitation

Formatted: Font: Not Bold

Formatted: Underline

Formatted: Font: Not Bold

Formatted: Underline

Formatted: Font: Not Bold

Formatted: Underline

Formatted: Font: (Default) Times New Roman, 12 pt, Underline, Font color: Black

Formatted: List Paragraph, Numbered + Level: 2 + Numbering Style: a, b, c, ... + Start at: 1 + Alignment: Left + Aligned at: 0.75" + Indent at: 1", Tab stops: 0.5", Left

Formatted: Font: Not Bold

Formatted: Font: Not Bold

Formatted: Font: Not Bold

Formatted: Font: Not Bold

Formatted: List Paragraph, Numbered + Level: 3 + Numbering Style: i, ii, iii, ... + Start at: 1 + Alignment: Right + Aligned at: 1.38" + Indent at: 1.5"

Formatted: Font: (Default) Times New Roman, 12 pt, Bold, Font color: Black

Formatted: List Paragraph, Numbered + Level: 1 + Numbering Style: 1, 2, 3, ... + Start at: 1 + Alignment: Left + Aligned at: 0.25" + Indent at: 0.5"

Formatted: Font: (Default) Times New Roman, 12 pt, Font color: Black

Formatted: No underline

Formatted: Font: (Default) Times New Roman, 12 pt, Font color: Black

Formatted: List Paragraph, Numbered + Level: 2 + Numbering Style: a, b, c, ... + Start at: 1 + Alignment: Left + Aligned at: 0.75" + Indent at: 1"

Formatted: List Paragraph, Numbered + Level: 3 + Numbering Style: i, ii, iii, ... + Start at: 1 + Alignment: Right + Aligned at: 1.38" + Indent at: 1.5"

Formatted: Font: (Default) Times New Roman, 12 pt, Font color: Black

Formatted: List Paragraph, Numbered + Level: 2 + Numbering Style: a, b, c, ... + Start at: 1 + Alignment: Left + Aligned at: 0.75" + Indent at: 1"

Formatted: Font: (Default) Times New Roman, 12 pt, Font color: Black

or denial and an explanation of the appeals process within a reasonable amount of time.

~~8. 8.~~ **INVESTIGATION OF ALLEGED VIOLATIONS**, Investigation of Alleged Violations

- a. ~~8.1~~ The school administration shall investigate any report or allegation that an authorized curricular or non-curricular club is participating in activities beyond the scope of its purpose, or is in violation of any applicable law, rule, regulation, or ~~District~~ district policy within a reasonable amount of time after receiving the complaint.
- b. ~~8.2~~ After meeting with the faculty sponsor or liaison, the students involved, and the person making the report or allegation, if a violation is substantiated, the school administration may do any of the following:
  - i. ~~8.2.1~~ allow the club's original statement of its purpose, goals, and activities to be modified to include the activities if they are in compliance with laws, rules, regulations, or ~~District~~ district policies;
  - ii. ~~8.2.2~~ instruct the faculty sponsor, or liaison not to allow similar violations in the future;
  - iii. ~~8.2.3~~ limit or suspend the club's authorization or school building use pending further corrective action as determined by the school administration; or
  - iv. ~~8.2.4~~ terminate the club's authorization and dissolve the club.
- c. ~~8.3~~ A club that has been terminated in accordance with this section may not reapply for authorization until the following school year.
- d. ~~8.4~~ A student who makes a false allegation or report under this section shall be subject to school discipline.
- e. ~~8.5~~ Any limitation on expression, practice, or conduct of any student, advisor, or guest in a meeting of a curricular or non-curricular club, or limitation on school building use, shall be by the least restrictive means necessary to satisfy the school's interests.
- f. ~~8.6~~ If ~~a~~ school administration suspends or terminates authorization to a club, ~~h~~ the ~~eye~~ she shall provide, in writing, to the applicant the factual and legal basis for the limitation or denial and an explanation of the appeals process within a reasonable amount of time.

~~9. 9.~~ **APPEALS PROCEDURES**, Appeals Procedures

If a club is denied, suspended, or terminated, a student, a faculty member, or a complaining parent/guardian, has ten (10) school days from the date of the denial, suspension, or termination to file a written appeal to the School Board. The School Board shall issue an opinion in writing either upholding or overturning the denial, suspension, or termination within thirty (30) days of receiving the appeal. The School Board's decision shall be the final administrative decision.

Legal Reference: [20 U.S.C. 4071-4074 \(Equal Access Act\)](#)

**Formatted:** Font: (Default) Times New Roman, 12 pt, Bold, Font color: Black

**Formatted:** Font: Not Bold, Underline

**Formatted:** List Paragraph, Numbered + Level: 1 + Numbering Style: 1, 2, 3, ... + Start at: 1 + Alignment: Left + Aligned at: 0.25" + Indent at: 0.5"

**Formatted:** Font: (Default) Times New Roman, 12 pt, Bold, Underline, Font color: Black

**Formatted:** Font: (Default) Times New Roman, 12 pt, Font color: Black

**Formatted:** List Paragraph, Numbered + Level: 2 + Numbering Style: a, b, c, ... + Start at: 1 + Alignment: Left + Aligned at: 0.75" + Indent at: 1"

**Formatted:** Font: (Default) Times New Roman, 12 pt, Font color: Black

**Formatted:** List Paragraph, Numbered + Level: 3 + Numbering Style: i, ii, iii, ... + Start at: 1 + Alignment: Right + Aligned at: 1.38" + Indent at: 1.5"

**Formatted:** Font: (Default) Times New Roman, 12 pt, Font color: Black

**Formatted:** List Paragraph, Numbered + Level: 2 + Numbering Style: a, b, c, ... + Start at: 1 + Alignment: Left + Aligned at: 0.75" + Indent at: 1"

**Formatted:** Font: (Default) Times New Roman, 12 pt, Bold, Font color: Black

**Formatted:** Font: Not Bold, Underline

**Formatted:** Font: (Default) Times New Roman, 12 pt, Bold, Font color: Black

**Formatted:** List Paragraph, Numbered + Level: 1 + Numbering Style: 1, 2, 3, ... + Start at: 1 + Alignment: Left + Aligned at: 0.25" + Indent at: 0.5"



Policy No 3560  
Student Clubs – Continued

Adopted: August 17, 2011  
~~Revised/Amended:~~ September 28, 2011  
Amended: May 10, 2023